



Gender Equality in Canada and Ukraine

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ASSOCIATION OF
MANITOBA
MUNICIPALITIES

In partnership with:



Presentation Outline



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AMM President & Executive Director



AMM History

- In 1999, AMM was created as a result of a merger between the Union of Manitoba Municipalities (UMM) and the Manitoba Association of Urban Municipalities (MAUM). However, the history of both preceding organizations date back to the early 1900s.
- In 2019, the AMM officially celebrated its 20th anniversary.



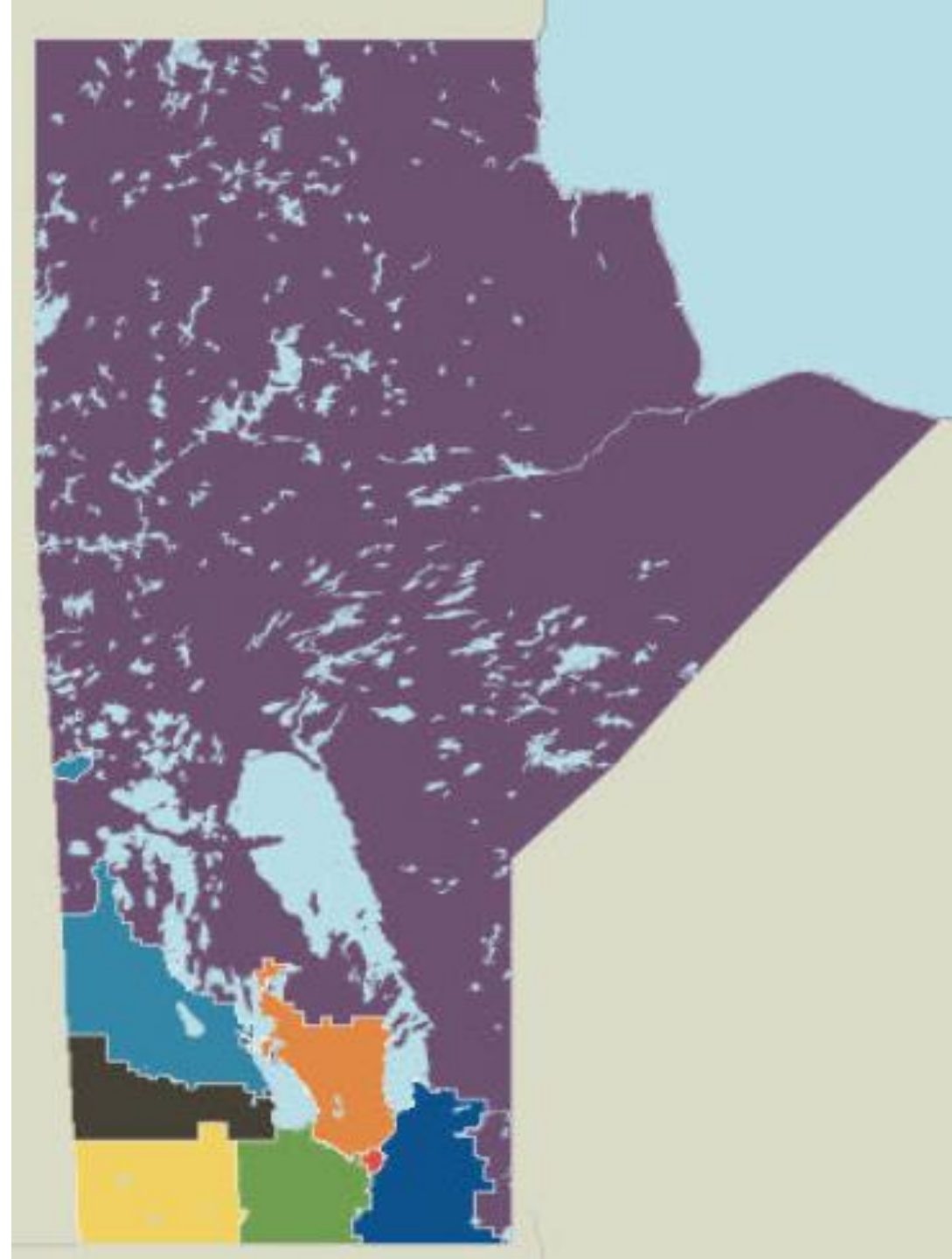
AMM Executive Team

- AMM Executive members are elected every second year during the AMM Annual Convention.
- AMM District Directors are elected every second year during regional June District Meetings.
- AMM and Manitoba representatives also serve on the **Federation of Canadian Municipalities (FCM)** Board of Directors and attend FCM events throughout the year.



AMM Members

- While representing all of Manitoba's **137** incorporated municipalities, including the City of Winnipeg, the **AMM is funded solely by its members and by its business arm, the [Trading Company](#).**
- The AMM is divided into seven districts. Two Directors represent each of the following districts: [Parkland](#), [Interlake](#), [Midwestern](#), [Central](#), [Western](#), [Eastern](#) and [Northern](#).
- The [City of Winnipeg](#) is represented by one Director.



AMM Main Functions & Lobbying

- Support members and lobby on issues that affect Manitoba municipalities.
 - Many issues are raised by our members through resolutions or correspondence, which we then bring to the attention of the provincial or federal government.
 - Other issues are initiated by senior levels of government when they draft legislation or regulations that affect municipalities. The AMM monitors and responds to any legislation affecting municipal government.
- On an annual basis, the AMM meets with the Premier of Manitoba, Provincial Cabinet Ministers, and Official Opposition.



What is Gender Equality?



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- Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.
 - UN Sustainable Development Goal #5: Gender Equality
 - [UN Women](#) explains gender equality as “equal rights, responsibilities and opportunities” for all genders. It doesn’t mean that everyone should be the same. It means peoples’ rights, responsibilities, and opportunities shouldn’t depend on their gender. It implies that the interests and needs of everybody, in all their diversities, are important.
 - It is not a women’s issue. It is a societal issue to make life better for everyone and all communities
 - Many advances have been made, significant equality gaps remain.

Benefits of Gender Equality

- Gender parity has a fundamental bearing on whether or not economies and societies thrive.
 - Contributes to greater fairness, economic prosperity, health and happiness, peace and security.
- A more balanced distribution of men and women at all levels of decision-making is essential to a fair and democratic society.
- Gender Equality leads to:
 - Better decision making
 - Better management
 - Increased availability of skilled employees
 - Stronger employee engagement
 - Higher productivity

Status of Global Gender Equality



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- According to the 2020 Global Gender Gap Report (World Economic Forum), the average distance completed to parity is at **68.6%**. To date, there is still a **31.4%** average gender gap that remains to be closed globally.
 - Overall 2020 Report Rankings:

| | | | |
|----|---------|------------|----------------|
| #1 | Iceland | #19 | Canada |
| #2 | Norway | #59 | Ukraine |
| #3 | Finland | | |
 - Projecting current trends into the future, the overall global gender gap will close in **99.5 years**.
 - It has been estimated that achieving gender equality around the world could increase global GDP by **\$12 trillion over 10 years** (McKinsey Global Institute).
 - In Canada, we celebrate the fourth week in September as **Gender Equality Week**.

Western Europe and North America

| Country | Rank | | Score |
|----------------|----------|--------|-------|
| | Regional | Global | |
| Iceland | 1 | 1 | 0.877 |
| Norway | 2 | 2 | 0.842 |
| Finland | 3 | 3 | 0.832 |
| Sweden | 4 | 4 | 0.820 |
| Ireland | 5 | 7 | 0.798 |
| Spain | 6 | 8 | 0.795 |
| Germany | 7 | 10 | 0.787 |
| Denmark | 8 | 14 | 0.782 |
| France | 9 | 15 | 0.781 |
| Switzerland | 10 | 18 | 0.779 |
| Canada | 11 | 19 | 0.772 |
| United Kingdom | 12 | 21 | 0.767 |
| Belgium | 13 | 27 | 0.750 |
| Austria | 14 | 34 | 0.744 |
| Portugal | 15 | 35 | 0.744 |
| Netherlands | 16 | 38 | 0.736 |
| Luxembourg | 17 | 51 | 0.725 |
| United States | 18 | 53 | 0.724 |
| Italy | 19 | 76 | 0.707 |
| Greece | 20 | 84 | 0.701 |
| Malta | 21 | 90 | 0.693 |
| Cyprus | 22 | 91 | 0.692 |

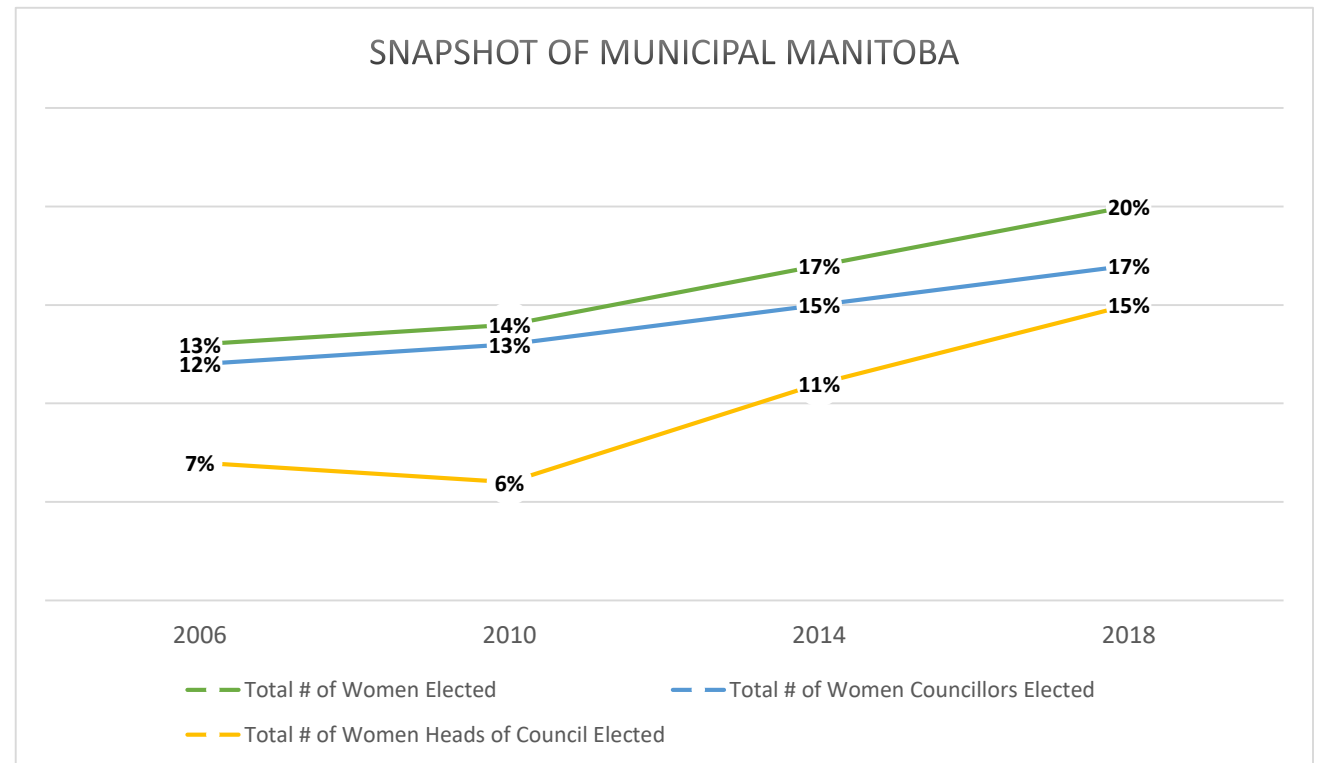
Eastern Europe and Central Asia

| Country | Rank | | Score |
|------------------------|----------|--------|-------|
| | Regional | Global | |
| Latvia | 1 | 11 | 0.785 |
| Albania | 2 | 20 | 0.769 |
| Moldova | 3 | 23 | 0.757 |
| Estonia | 4 | 26 | 0.751 |
| Belarus | 5 | 29 | 0.746 |
| Lithuania | 6 | 33 | 0.745 |
| Slovenia | 7 | 36 | 0.743 |
| Serbia | 8 | 39 | 0.736 |
| Poland | 9 | 40 | 0.736 |
| Bulgaria | 10 | 49 | 0.727 |
| Romania | 11 | 55 | 0.724 |
| Ukraine | 12 | 59 | 0.721 |
| Croatia | 13 | 60 | 0.720 |
| Slovak Republic | 14 | 63 | 0.718 |
| Bosnia and Herzegovina | 15 | 69 | 0.712 |
| North Macedonia | 16 | 70 | 0.711 |
| Montenegro | 17 | 71 | 0.710 |
| Kazakhstan | 18 | 72 | 0.710 |
| Georgia | 19 | 74 | 0.708 |
| Czech Republic | 20 | 78 | 0.706 |
| Russian Federation | 21 | 81 | 0.706 |
| Kyrgyz Republic | 22 | 93 | 0.689 |
| Azerbaijan | 23 | 94 | 0.687 |
| Armenia | 24 | 98 | 0.684 |
| Hungary | 25 | 105 | 0.677 |
| Tajikistan | 26 | 137 | 0.626 |

Gender Snapshot of Municipal Manitoba

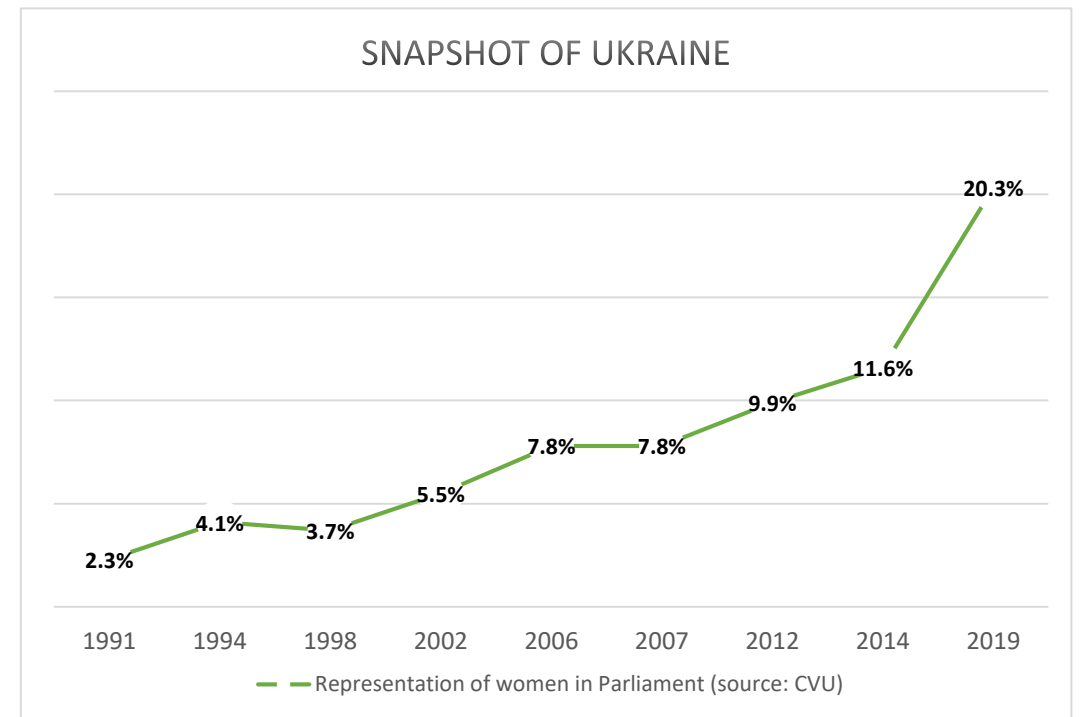
Key figures (based on 2018 elections):

- 137 municipalities
- 293/1535 (19%) total female candidates
 - 2014: 267 (+26 ↑ in 2018)
- 174/879 (20%) total elected women
 - 2014: 154 (+20 ↑ in 2018)
- 153 (17%) elected female councillors
 - 2014: 139 (+14 ↑ in 2018)
- 21 (15%) elected female Heads of Council
 - 2014: 15 (+6 ↑ in 2018)
- 88/137 (64%) CAOs are women



Gender Snapshot of Ukraine

- As of 2019, women made up:
 - 3% of Cabinet Ministers (total of 6 out of 17)
 - 17% serving as Heads of Parliamentary Committees (total of 4 out of 23)
 - 4% of Oblast Governors (total of 1 out of 24)
- In 2015-2017, women made up:
 - 5.6% of City mayors
 - 9.6% of Town mayors
 - 19.3% of Village heads
 - 32.1% of Settlement heads



- In local city councils, women represent 18% of elected representatives and 15% of seats in oblast councils.

Moving Toward Parity in Municipal Politics

- In Canada, women occupy **18%** of mayors' positions and **28%** of councillors' seats.
 - The minimum benchmark for making sure that women are adequately represented in legislatures is a minimum of **30%** (UN Women).
 - Pursuing both gender parity and greater diversity in political leadership is a matter of balance, fairness and justice.
- There is a clear general trend towards increasing numbers of women running for office over the last three elections, but the numbers are still low – electing and maintaining 30% women remains a challenge.
- Local governments can change communities. It is now more urgent than ever before for municipalities to join in the movement towards gender equality and equity.

Moving Toward Parity in Municipal Politics

- November 2018: FCM's launched its latest initiative to encourage and support women in local government: **Toward Parity**.
- The goal of **Toward Parity** is simple—to work toward equal representation of women in local office. It is a continuation of the more than decade-long partnership between FCM and Status of Women Canada. That partnership has focused on increasing the representation of women serving and engaged in politics, providing leadership in areas of inclusion and gender equality, and developing tools and resources for municipalities.
- Website: <https://fcm.ca/en/programs/women-in-local-government/toward-parity-in-municipal-politics>

Understanding Barriers to Change

- Lack of information, leadership training, resources and tools about municipal governance and women;
- Lack of ability to share strategies for engaging women in local government decision making and best practices (i.e., a central clearinghouse for information on women and municipal government);
- Lack of disaggregated data on gender and diverse people in elected leadership and senior management levels;
- Lack of established working relationships between municipalities and women's and feminist networks and organizations;
- Lack of women's involvement in municipal consultation processes;
- Lack of practical support for women (e.g., childcare, transportation, timing of and location of municipal meetings) when running or in office;

Understanding Barriers to Change

- Lack of encouragement by authorities (i.e., mentorship and sponsorship opportunities);
- Lack of inclusive policies and practices;
- The burden of family responsibilities that women face;
- The fact that marginalized women face more barriers to participation such as systematic discrimination, racism, sexism, ableism, ageism, homophobia, hatred and bigotry, economic discrimination (racialized and/or young women tend to become stuck in low-waged jobs) as well as lack of language appropriate services/tools;
- Perception of municipal politics as an “old boys club” and the prevalence of institutional gender-based violence, sexism and intimidation conveyed by political actors, social media;
- Intimidation against women working for local governments, running for or elected into office.

Addressing Barriers to Participation

Gender-responsive practices, strategies, and tools:

- ✓ Shift perspectives
 - Examples: Mandatory training, educational programs, citizen advisory groups
- ✓ Empower women as leaders and decision-makers
 - Examples: Mentorship/sponsorship opportunities, civic education programs, training (fundraising/campaign management)
- ✓ Implement gender inclusive policies/support
 - Examples: Employment equity, inclusive selection processes, accountability mechanisms
- ✓ Create safe and participatory spaces
 - Examples: Forums to promote dialogue (City representatives, municipal staff, leaders/residents)
- ✓ Build partnerships
 - Examples: Focus on empowerment/civic engagement, marginalized/minority groups

Considerations for Ukraine

- Gender equality is an important goal. All countries, including both Canada and Ukraine, must take decisive action to close the gender gap and promote greater equality.
- Municipalities represent the closest form of government to the public, leading the way in promoting gender equality. As every municipality is unique, there is no “one-size-fits-all” strategy to fix the gender gap. However, there are a variety of approaches that can be considered in order to improve local communities for all individuals.
 - Ukraine public opinion surveys show higher levels of trust toward local officials.
- Partnership for Local Economic Development and Democratic Governance (PLEDDG) / Проект міжнародної технічної допомоги «Партнерство для розвитку міст» (Проект ПРОМІС)
 - Website: <http://pleddg.org.ua/>
 - Resources/Tools: <http://pleddg.org.ua/ua/genderna-rivnist/>

Questions & Discussion

Щиро дякуємо Вам за можливість провести цю презентацію!

Ми сподіваємося, що наша співпраця буде продовжуватися у майбутньому!

