

## Recommandations from the Quebec-Sweden Report to increase Gender-Equality in Québec



## TABLE OF CONTENTS

GETTING A STRONG VOICE .....	3
MUNICIPAL LEVEL: .....	3
REGIONAL LEVEL: .....	4
NATIONAL LEVEL : .....	4
YOUTH POLICIES .....	4
Getting a nice life .....	6
SOCIAL AND HEALTH ISSUES; SOCIAL DEVELOPMENT; FAMILIAL POLICY, FAMILY AND WORK HARMONIZATION, CHILDREN'S WELFARE .....	6
Getting a fulfilling career .....	7
WOMEN'S ENTREPRENEURSHIP AND COOPERATIVES; AGRICULTURE; JOBS AND TRAINING; NON-TRADITIONAL JOBS FOR WOMEN .....	7

# RECOMMENDATIONS

There are four main recommendations, for all levels of government and influencing all sectors, that are absolute priorities:

1. Move from the actual political system, based on British bi-partism, to the proportional representation electoral system, as used in Sweden and most of the European countries;
2. Apply gender-mainstreaming programs to all levels, in order to gather data and implement gender-equality measures;
3. Adopt an ethic code, with sanctions and public reports for all political bodies;
4. All politicians should be responsible for accounting their work, both individually and collectively, including their presence in committees and the budget spent.

## GETTING A STRONG VOICE

(The Power to decide)

### ***MUNICIPAL LEVEL:***

- Pursue action in order to encourage women to become mayors and councilors, or to take their place in decision-making bodies at the regional level;
- Support women already elected and encourage changes in political environments, by creating positives measures;
- Continue positive measures and programs in order to stress the importance of gender-equity in politics:
  - Operation Elections 2005;
  - Data analysis and press communiqués on women & municipal politics;
  - Annual conferences on women & municipal politics;
  - Encourage implementation of Women & the City Committees and Commissions;
  - Offer training on 3-R gender-equality management to town councils: Representation, Resources and Realia (Quebec version available for all Quebec municipalities: *Administrer nos municipalités en toute équité – How to Manage Our Municipalities with equity*);
- The regional and municipal levels should be reviewed in order to increase the councilor's roles as opposed to the mayor's role;
- The regional government should have its own election, without double mandate (no mayor or councilor in duty could be candidate);
- The Quebec government should review its politics to ease the financial burden for those who seek election, especially in middle to large cities; only public financial help should be legal;

- Networking women in politics should be increased, both in Quebec and with Sweden;
- Workshops should be organized to show the importance for women to be in charge of « hard municipal issues - roads and transport, economics, urban planning » and for men to take responsibility in « soft issues » (kids and teens' issues, community planning, etc.);
- It should be mandatory for **all** candidates (members of a party or independent, whether they are elected by vote or by default) to present an electoral program and to discuss it in a public municipal debate;

### **REGIONAL LEVEL:**

- Ask the Quebec government to implement a regional pilot-project with a generally elected structure (no delegation) for the 2005 municipal elections;
- The Quebec government should strongly defend the adoption of gender-equality politics, with budgets and a professional resource in each Elected Regional Conference (CRÉ) (similar to the Swedish Regional Development Councils);
- The Quebec Government should make it mandatory that each CRÉ must have a women's Committee and a "women" seat on each of their boards, to insure that the gender-equality politics are effective and to have a professional opinion on impacts from the regional development plans to women in the region;
- The CRÉ should pursue the CRD's strategic development plans and priorities regarding women's issues, using gender mainstreaming as a basic tool.

### **NATIONAL LEVEL :**

- The Quebec government must vote a gender-equality law, with a strong gender-equality policy and operation budgets; it should be implemented them at all government levels, including all ministries, schools, hospitals and so on...
- Gender mainstreaming must be applied at all public data, from local, regional and national levels.
- The Quebec government should improve its social security programs and measures, including a better access for women in politics;
- Quebec political parties should adopt the same measures as the Swedish political parties.

### **YOUTH POLICIES**

- Men and women from national, regional or local elected bodies should meet with young people to openly discuss society issues;

- The vote should be accessible for people who are 16 and up, in school elections.

It would be interesting to...

- ...give kids and teens a basis on citizenship, including the impact of votes on various elected bodies, governmental, para-governmental or other structures;
- ...give kids a basis on each of the governmental level's duties and impact on daily life.

## Getting a nice life

(the Power to live)

### **MAIN RECOMMENDATION :**

**Apply gender mainstreaming programs to all levels, in order to gather data and implement gender-equality measures.**

### ***SOCIAL AND HEALTH ISSUES; SOCIAL DEVELOPMENT; FAMILIAL POLICY, FAMILY AND WORK HARMONIZATION, CHILDREN'S WELFARE***

- The government should apply gender mainstreaming programs in all structures related to health and social services;
- A regional action plan on women's health and social services should be adopted and implemented;
- A consultative women's committee should be implemented in regional level structures;
- Both women and men should be equally represented in all elected bodies related to health and social services;
- A permanent job should be created for a woman to be responsible for women's issues related to health and social services, at the regional level;
- The Swedish policy and measures regarding prostitution and sexual work should be studied;
- Social development principles should be implicit at all levels: enhance quality of life by working on equity between people, so that everybody, women and men, can live in decent conditions;
- Citizenship should be enhanced in organizations that influence social development.
- Women's groups requesting to have consultative women's committees and gender mainstreaming politics in the regional Health and Social Services Agency, based on scientific data, should be fully supported;
- A permanent Equality Law should be adopted, based on Sweden's Gender Equality law, politics, and measures;
- A permanent Familial Policy should be adopted;
- Work and family harmonization measures should be developed thoroughly;
- The interaction between the laws, the services and the parent needs should be coherent instead of addressed separately.

## Getting a fulfilling career

(the Power to be)

### **MAIN RECOMMENDATION :**

**Apply gender mainstreaming programs to all levels, in order to gather data and implement gender-equality measures.**

### ***WOMEN'S ENTREPRENEURSHIP AND COOPERATIVES; AGRICULTURE; JOBS AND TRAINING; NON-TRADITIONAL JOBS FOR WOMEN***

- Programs and information measures should be designed and offer specifically for women entrepreneurs;
- Enterprises created and managed by women should be valorized, including recognition of their specific professional choices and priorities;
- Women's entrepreneurship measures and programs should be improved, using the Swedish resources centers as examples;
- The government should continue to support agriculture;
  
- The women in agriculture should be recognized for their work and their priorities; A special attention should be given to crops management;
- Agriculture should be attuned to customer needs.
  
- Beginning from kindergarten to university, the importance of work in daily activities should be stressed, in order to develop pride in competences, thus helping education to play its central role;
- The non-traditional jobs options resources for women should be maintained in order to ascertain job equity in all economic sectors, more specifically primary and secondary.