



**UCLG CIB**  
**Working Group**  
Capacity and Institution  
Building

# **CIB Webinar on Women Leadership at local level**

**April 2nd, 2020**

**UCLG CAPACITY AND INSTITUTION  
BUILDING WORKING GROUP**

[www.cib-uclg.org](http://www.cib-uclg.org)

# Introduction by CIB secretariat

- Word of welcome
- What is CIB?
- Who is behind CIB?



# Agenda

April 2<sup>nd</sup> 2020

- 15:00 – 15:05 Introduction by Jessie Post, CIB secretariat
- 15:05 – 15:25 First contribution by Anastasiia Zablotska (Q&A + Exchange)
- 15:25 – 15:45 Second contribution by Racheal Atukwase (Q&A + Exchange)
- 15:45 – 16:15 Third contribution by Shannon Lövgren (Q&A + exchange)
- 16:15 – 16:30 Wrap up and next steps

# The context: gender equality and women leadership in international agendas

- Beijing +25
- Sustainable Development Goals – SDG 5 & SDG 10

# Gender related CIB activities in 2018-2020

- Webinar on Advancing gender equality at local level (2018)
- Various gender sessions at CIB annual meetings
- Making our work plan gender proof
- Gender publication: what is already happening in international programmes?

# **First contribution by Anastasiia Zablotska**



- Introduction
- City Councillor of Irpin, Ukraine
- Former Advisor to the Prime Minister of Ukraine
- Former Acting Mayor of the city of Irpin, Ukraine
- President of City Council Women's European Assembly
- Member of Section on Equal Rights and Opportunities for Women and Men of AUC

# Comparative Statistics: global situation vs. Ukraine

- 24% women in Parliaments (20% - Ukraine)
- 29% women in Governments and Mayors (20% in Ukraine)
- 45% women in self-governing bodies (the same)
- 3% women leaders in private business (the same)

# Women in Government in Ukraine

## Cabinet of Ministers of Ukraine:

- 2019 – 30% Ministers (6 of 20)
- 2020 – 5% Ministers (1 of 20)

## Parliament:

- 1 election (1990) – 3,5% W
- 8 election (2014) – 12,5% W
- 9 election (2019) – 20,8% W



## Irpin- a Social City

- 60,000 population of Irpin
- 10,000 immigrants from the East (war actions zone)
- 60% of the city management are women
- 2 July 2018 - Signed the European Charter for Equality of Women and Men in Local Life

# Municipal Inclusion Instruments

- City Strategy after Revolution
- The European Charter
- Public budget (Participatory budgeting)
- Inclusive education
- Gender Budgeting
- Public Council (reload)
- Networking (Assembly)

# Experiences and challenges

- Family (divorce)
- Media sexism pressure (losing of members)
- Business interest pressure
- Men Councillors (Harvard situation)



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# Questions and exchange



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## Second contribution by Racheal Atukwase

- Resident Programme Officer
- IDEAL Uganda



## **The Inclusive Decisions at Local Level Programme (IDEAL 2017 – 2021)**

- IDEAL is a five-year programme of VNG International funded by the Netherlands Ministry of Foreign Affairs.
- The Programme envisages that the participation of citizens contributes to inclusive and transparent decision-making and improves local governance and the delivery of basic services.
- The drive of VNG and the programme is to utilize our expertise to support local governments in building bridges and strengthen the social contract with all their citizens - including marginalized groups.

## **Women leadership in Uganda**

The legal framework and enabling environment (The Constitution of Uganda, the Gender Policy, the National gender action plan, the Ministry of Gender, Labour and Social Development, the EOC).

Over the past years, there has been a significant improvement in women's participation in decision making in Uganda as a result of the following milestones:

- a) Representation of women at Lower Local Councils
- b) Directly elected women representatives in Parliament
- c) Affirmative action



## **Hinderances to women's involvement in leadership**

The participation and involvement of women is still hindered by a number of social and cultural challenges:

- a) The cultural practices, attitudes and beliefs
- b) Limited space for women participation
- c) Limited number of women in key decision making positions
- d) Women's biological roles and responsibilities
- e) Limited access to education and professional training
- f) Limited access to financial resources



## The approaches and experiences of addressing the challenges described

The challenge remains at the implementation level. The result is that the well-meaning laws and policies largely remain on paper because many government bureaucrats do not appreciate gender issues and do not provide for them in sector plans and budgets.

- 1) Bridge the gap between **national level policies and local government implementation** for instance: the EOC **assessments** and LG **response and compliance** in promoting gender equality: We engage with EOC after **Identifying the planning and budget gaps** and work with EOC to support Local Governments to streamline and comply.
- 2) Building Capacity of Local Governments and Civil Society Organization's – through **conducting trainings** on inclusive governance to be accountable and responsive to the needs of citizens.

## The approaches and experiences of addressing the challenges described

- 3) Link activities of CSO's and Local Governments through **joint action planning** and **implementation**- given that they all respond to the same concerns, gaps and needs.
- 4) Provide support to LGAs (ULGA and UAAU) to identify best practices and approaches for inclusive governance, women participation, social accountability and share learnings with other Local Governments (who are not IDEAL programme beneficiaries).

## Recommendations and proposal to promote gender equality

- Capacity building and mentorship efforts are essential in addressing gender differences and support women to build self-confidence to overcome challenges.
- Work closely with CSOs through gender champions to create awareness, responding to gender challenges and dispel the gender stereotypes in the community in order to encourage women to take up more community leadership roles.
- Enhance collaboration with key community stakeholders to ensure women's equal access to land, economic opportunities and natural resources.



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# Questions and exchange



## **Third contribution by Ms. Shannon Lövgren**



- Sr. Programme Manager at the Swedish International Centre for Local Democracy (ICLD)
- Works with their leadership programme aimed at women politicians at the sub-national level in Zimbabwe and several other programmes throughout Africa and Eastern Europe



# What are the issues women face?



- Marginalization
- Discrimination
- Lack of funds
- Reputation shaming
- Not being heard
- Not being respected
- Being left out
- Tokenism



Shannon Lövgren

**IICLD** Swedish International  
Centre for Local Democracy

## What are the internal challenges women face?



- Low self-esteem
- Fear of failure
- Lack of knowledge
- Isolation
- Imposter Syndrome





Shannon Lövgren

**IICLD** Swedish International  
Centre for Local Democracy

What these women are...



- Strong
- Competent
- Eloquent
- Resourceful
- Passionate
- Entrepreneurial





## What do we do?

Our goal is to build Good leadership:

- Inclusive
- Transparent
- Equitable
- Responsible





## The first thing: Self-assessment

What is your greatest ***personal*** challenge as a leader?

Examples include:

- Timeliness
- Afraid to speak up
- Anger
- Doesn't know how to use a computer
- Taking on too many responsibilities
- Can't take criticism





## This is a “Strategic Issue”

Take a second and think about where  
your own personal leadership could be  
better...

**HOW CAN I  
BE  
BETTER?**



Shannon Lövgren

**IICLD** Swedish International  
Centre for Local Democracy

# Counteracting Domination Techniques

## What are domination techniques?

- Making invisible
- Ridicule
- Withholding information
- Double bind
- Heap blame/shame





Shannon Lövgren

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## Confidence Building

Provide opportunities for them to shine-

- Assignments
- Group work
- Journaling
- Sharing experience
- Pictures
- Approval!!!!





## Network building

Build each other up across

- Genders
- Religion
- Political parties
- Tribes
- Countries





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## Common Goal



ICLD uses the Sustainable Development Goals  
as a tool to promote gender equality



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## Gender Equality

Sustainable Development Goal # 5

Men play an equal role in promoting gender equality

Key to economic, social , and environmental justice







Shannon Lövgren

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Ms. Margaret  
Nyahoda

Honorable Mayor of  
Nyanga, Zimbabwe

Provincial  
Representative

Masters Student





Shannon Lövgren

**IICLD** Swedish International  
Centre for Local Democracy

Gender Equality is the best way to  
ensure a sustainable future where  
we all can thrive!



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**Thank you!**

Any questions?

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# Questions and exchange



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# Wrap-up and next steps

by Jessie Post, CIB secretariat



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# Thanks everyone!

For further contact, comments or suggestions  
please reach out: [UCLG.CIB@VNG.NL](mailto:UCLG.CIB@VNG.NL)