

PROMOTING THE EQUAL INVOLVEMENT OF WOMEN AND MEN IN THE MONTRÉAL COMMUNITY



***Promoting the Equal
Involvement of Women
and Men in the Montréal
Community Policy***

The policy, *Promoting the Equal Involvement of Women and Men in the Montréal Community*, is a publication of the Direction de la diversité sociale du Service du développement culturel, de la qualité du milieu de vie et de la diversité ethnoculturelle of the Ville de Montréal

The appendices are available on the Femmes et ville Web site at the Ville de Montréal portal: ville.montreal.qc.ca/femmesetville.

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MESSAGE

THE MAYOR
OF MONTRÉAL

We believe that a true democracy can only function with women and men contributing equally in all spheres of human activity, including the political, social, economic and cultural.

The policy, *Promoting the Equal Involvement of Women and Men in the Montréal Community* underscores our determination to move forward on the road to gender equality, and pays tribute to all those whose efforts over the decades have made Montréal a city where equality is an everyday reality.

The foundations of this policy lie in the Montréal Charter of Rights and Responsibilities, which enshrines equality as one of the key values upon which Montréal is built. In keeping with our Charter, the policy is designed to reinforce the various provisions we have already adopted.

This policy is also congruent with the international commitments Montréal made, when, among other things, it subscribed to the Millennium Development Goals proposed by the United Nations to its member nations and endorsed by 1,000 cities.

Moreover, in keeping with the Québec government's policy statement *Modernizing the Governance of Government Corporations*, the administration of the Ville de Montréal pledges to attain gender equality by 2012 on the boards of directors of paramunicipal organizations and of the Société de transport de Montréal (STM), while ensuring the presence of women from the diverse ethnocultural communities.

Today I invite all Montrealers to embrace and apply this policy and action plan, which we are committed to implementing over the next few years.

A handwritten signature in black ink, reading "Gérald Tremblay".

Gérald Tremblay
Mayor



MESSAGE

HELEN
FOTOPULOS




Executive Committee Member
Responsible for Women's Issues,
Mayor, Arrondissement
du Plateau-Mont-Royal

Montréal is a leading voice in the matter of women's issues. Our expertise in women's safety in an urban milieu has served as a model around the world. At the UN-Habitat's World Urban Forum held in Vancouver in June 2006, the presence of a delegation of Montréal women and elected officials had a major impact. It was perceived as a sign that Montréal was making a comeback on the world scene with its innovative ideas and practices concerning the status of women, and greeted by many as good news. This gives some idea of the impact of the choices made by Montrealers.

We can have a positive influence through joint efforts of civil society and the Ville de Montréal.

Montréal is therefore proud both to present its *Promoting the Equal Involvement of Women and Men in the Montréal Community* policy, and to underscore the fact that the driving force behind all this is the women of Montréal themselves.

A consensus was reached at the Sommet de Montréal regarding the need for such a policy and its application throughout the city's municipal framework. A seminar was held on this issue in September 2005. A task force of elected officials, residents and municipal administrators was subsequently appointed to develop the policy. Following information sessions in the boroughs, the city council commission responsible for studying the matter held public consultations. This document represents the outcome of all this work. It is now up to each and every one of us to embrace and apply its principles. 

➤ MESSAGE FROM HELEN FOTOPULOS

This document takes stock of the progress made in Montréal over the past 20 or so years. It provides an overview of the current situation, the guiding principles and the measures adopted to date, or soon to be adopted, by the boroughs and central administration to ensure that Montréal continues to stand at the forefront in this regard. Five major themes caught our attention: governance; the city as an employer; the services available to female residents; women and economic development; and the presence of women on the international scene.

One fact is certain: gender equality is a fundamental right. This policy recognizes that work must still be done to ensure this equality, and takes the position that change needs a helping hand.

The measures set forth in the action plan are totally consistent with the *Act Respecting Equal Access to Employment in Public Bodies and the Pay Equity Act*. Today, we firmly believe that in Montréal's political circles and civil service, there is a genuine willingness to change and move forward to attain full equality, mainly through the broad application of gender equality in certain bodies and the adoption of a set of voluntary measures.



Helen Fotopulos



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FOREWORD

EQUALITY: A FUNDAMENTAL RIGHT AND A SOURCE OF PROSPERITY

Democracy would not exist without the equal contribution of women and men to political, social, economic and cultural life. This contribution must transcend mere numbers. It must include women in the decision-making process and sharing of power and as accountable members of society.



Most countries today are committed to making strides toward gender equality. The first worldwide conference on the status of women was held in Mexico City in 1975, following which the Voluntary Fund for the UN Decade for Women (now the UN Development Fund for Women, or UNIFEM) was created.

The Convention on the Elimination of All Forms of Discrimination Against Women was adopted in 1979 by the UN General Assembly. Canada signed the convention in 1980. By 2006, the number of signatories had risen to 184. Another milestone occurred in 1995 when the *Beijing Declaration and Platform for Action* was adopted at the Fourth World Conference on Women in 1995. A number of international human rights organizations and national governments formally pledged to achieve gender equality as quickly as possible. Québec has been at the vanguard of this movement, as evidenced by the adoption of the *Québec Charter of Rights and Freedoms* in 1975. In 2005, Montréal followed suit with the *Montréal Charter of Rights and Responsibilities*.

Incredible progress has been made, especially in terms of education, health care and access to the workplace, but much remains to be done to ensure the optimal involvement of women at the highest economic and political levels. Today, this still represents an immense challenge and requires that major changes be made by individuals and institutions alike. Proactive, innovative action now will help fend off the danger of losing hard-won ground. The Ville de Montréal plans to meet this challenge head-on.



CONTEXT

MONTRÉAL – AN UNPRECEDENTED LEVEL OF COMMITMENT

Montréal women have been speaking out and demonstrating against gender inequality since the early 1980s. They have drawn public attention to several problems in this regard, including pay inequity, unequal access to the workplace, violence against women, the presence of erotic shows and signs in some areas of the city, the lack of daycare and the shortage of affordable housing. Since that time, municipal authorities have expended significant efforts toward better accommodating the needs of the city's female population. Today, Montréal is a world leader in this regard.

In 1986, 15 women were elected to Montréal city council (of a total of 52 members).

In 1988, as part of a public consultation process, the group known as Femmes et ville submitted a brief pressing elected municipal officials to take into account the specific needs of women in their city-planning initiatives and other municipal activities. In 1989, Montréal's city council authorized the creation of the Femmes et ville

program, whose mission includes overseeing the implementation of the council's commitments concerning gender equality and the development of the corresponding measures. This program has had a major influence throughout Canada and elsewhere in the world.

From 1985, the Montreal Urban Community (MUC) made some important headway regarding gender equality. It named two women to key posts, namely the chair of the MUC and the chair of the Société de transport de la communauté urbaine de Montréal (STCUM). In 1995, the city named a woman chair to the Executive Committee and adopted a voluntary program promoting equal access to the workplace. Under a woman chair, the STCUM set up a workplace access program that resulted in the hiring of several women as public transit operators. In 1991, the Service de police de la CUM (SPCUM) agreed to strive for equitable representation of the population through the voluntary implementation of an equal workplace access program for police officers (*Programme d'accès à*

l'égalité pour le personnel policier). This program has been very successful: within the first decade of its adoption, 31.5% of the permanent jobs had been filled by women. An even greater leap was made between 2001 and 2005, during which time 41.6% of all new hires were women. This progress is ongoing. In 2005, 49% of new police cadets were women, which should ensure a change in the recruitment figures in the upcoming years. Specific political commitments and the widespread presence of women in elected and senior administrative positions have resulted in the emergence of an effective equality-oriented dynamic.

In 2002, Montréal city council reaffirmed its pledge to attain gender equality by unanimously adopting the *Worldwide Declaration on Women in Local Government* of the International Union of Local Authorities (IULA). The Sommet de Montréal further underscored the importance of gender equality for all partners. The issue was prioritized by the city. ■



CONTEXT MONTRÉAL – AN UNPRECEDENTED LEVEL OF COMMITMENT

In 2004, the Executive Committee approved an action plan on equal workplace access known as the *Programme d'accès à l'égalité en emploi 2004–2009* (PAÉE). The purpose of this plan was to implement the provisions of the *Act Respecting Equal Access to Employment in Public Bodies*, including the introduction of interim hiring measures for the groups covered under the Act, notably women. The city also created the Conseil des Montréalaises, a body that issues opinions and recommendations to the city's administration and disseminates information on gender equality.

During that same year, Montréal endorsed the United Nations' Millennium Development Goals, which place great importance on women's health and education for young girls. The mayor of Montréal himself became their ardent advocate within international associations of cities.

In 2005, the city reiterated its position on this issue by ratifying the *Declaration of Montréal* on International Women's Day. The *Montréal Charter of Rights and Responsibilities*, adopted on June 20, 2005, explicitly states that this equality must be achieved throughout all of Montréal's activities and services. In Article 16 of the Charter, the Ville de Montréal commits to "supporting equality between women and men" in all of its activities. In September, after three years of work, the Ville de Montréal and the members of the monitoring committee of the Sommet de Montréal sur l'égalité des femmes et des hommes jointly hosted the seminar known as "*Montréal, une ville à la mesure des femmes*" [Montréal: a city tailored to women]. This event involved taking stock of progress made regarding the status of women and lay the groundwork for a city-wide equality policy.

In 2007, the Commission sur le développement culturel et la qualité du milieu de vie held public consultations on the draft version of the *Promoting the Equal Involvement of Women and Men*

in the *Montréal Community* policy; 26 briefs were submitted, while 34 of the 150 participants voiced their views.

In 2008, the city's boroughs and central departments each adopted their own *Plan d'action triennal en accès à l'égalité en emploi* [three-year action plan on equal workplace access]. These plans include a number of measures that take effect immediately, and are designed both to reduce the risks of systemic discrimination and increase representation of members of the groups covered under the Act, including women. The finetuning of these plans will continue until April in preparation for the May filing of one amalgamated plan with the Commission des droits de la personne et de la jeunesse du Québec, which may then recommend amendments.

Also in 2008, city council officially acceded to the Brussels Declaration issued by the International Forum on "Dynamic Cities Need Women" in favour of gender equality. This forum was held in Brussels from December 3 to 5, 2007

THE POLICY

This policy is a tool that will be applied at all levels of the city's administration. As a result, Montréal as a whole will be able to fully capitalize on the skills and experience of Montréal women of all generations and backgrounds to grow and achieve its full potential. The distinctive and diverse contributions of all of these women will help enrich the city's leadership and sense of community.

The city's past experience has shown that when more women are integrated into a team, numerous benefits ensue. The increased presence of women helps to create a better working environment and transforms public service in an extremely positive way, as evidenced daily in its teams of blue-collar workers, police officers, professionals and managers.



OBJECTIVE FOR 2008-2012

CONTINUE
TO BE A LEADING
VOICE IN TERMS
OF GENDER
EQUALITY IN
THE NATIONAL
AND WORLDWIDE
ARENAS.



Five key focuses

The Ville de Montréal has pinpointed five key focuses for action, and in its action plan, has identified concrete measures to be implemented in these five areas:

1 **Governance**
Women must participate actively in political life and be present in all decision-making spheres, both at the internal level and in external organizations to which the Ville de Montréal appoints representatives.

2 **The city as an employer**
Women must have access to employment within the municipal civil service, and enjoy a workplace free of systemic discrimination that provides the opportunity to grow professionally.

3 **Services available to female residents**
Municipal departments must take into account the realities of and differences between women and men, and offer real and equitable access to women of all ages and backgrounds.

4 **Women as drivers of economic development**
The contribution of Montréal women to the city's economic development must be equivalent to that of their male counterparts. Increased participation of women will be a plus for the city's development and the professional development of female residents.

5 **Montréal women on the international scene**
Montréal's international commitments must reflect its pledge to its female residents who in turn must also adhere to and promote these values.

GOVERNANCE

The Ville de Montréal is one of the metropolitan area's biggest employers. It provides services to several hundreds of organizations, over which it necessarily exercises an influence. In conducting its affairs, the city interacts with a wide variety of partners: employee unions, private employers and economic development players, not-for-profit community organizations, women's groups, recreational and sports organizations, producers, suppliers, NGOs (non-governmental organizations) working abroad and so forth. The city's influence with respect to complex issues such as the recognition of gender equality in governance models cannot be underestimated. The Ville de Montréal is therefore obligated to take on a leading role in governance matters.

Overview of the current situation


In 2007, for the first time in history, more than half of the world's population was living in urban areas.¹ Cities are therefore being called upon to play a vital role in democratic, social and economic matters. The challenges facing cities are sizable. It is essential that women participate actively and equally in helping to address them.

Women in politics

In Québec, there were fewer women elected at the municipal level in 2005 than at the provincial level (24.8% female city councillors compared to 30.4% female MNAs). However, Montréal is an exception in this regard, in that 36.2% of its elected officials are currently women. This compares favourably with other major Canadian cities, specifically Ottawa, Toronto and Vancouver, where women account for 22.7%, 28.9% and 36.4% respectively of their city councils.

At the end of 2007, Montréal's Executive Committee comprised 30% women (three out of 10 members), and eight out of a total of 19 borough mayors were women (42.1%).

Women appointed by the Ville de Montréal to boards of directors, committees, commissions or political bodies

As of early October 2006, women represented 30.2% of the 1,177 active appointments made by the Executive Committee or city council in recent years for the purpose of representing the city on the boards of directors or other bodies of various institutions and organizations. Appointments are made to the boards of roughly 180 organizations, including local development centres (289 appointments, 32.5% women), Place des Arts, the Montreal Port Authority, the Canadian Standards Association and so forth. 

¹ According to the United Nations' Population Fund (UNFPA)

GOVERNANCE

Of a selection of 78 organizations that have significant influence over the city's development, the proportion of women representatives appointed by the city was 30.1%. More details on these appointments and the various categories of relevant organizations can be found in **appendices 2A and 2B**

Women in senior management

At the end of 2007, two women held the posts of assistant general manager and senior director among the group of nine assistant general managers and senior directors at the Ville de Montréal. Of the 19 borough directors, three were women. This situation already signifies progress over the 2006 numbers, when the first group had only one female member out of nine, and the second group had only one female member out of 19. There is now a total of five women out of 29 members, accounting for 17% of the senior management group, which is the second-highest management level immediately under that of the Direction générale (city manager's office).

The 2007 data from the Service du capital humain reveal that fast progress is possible. Women already held 39% of the third-level management posts, and 49% of the administrative executive positions at the following levels.

The Conseil des arts is chaired by a woman, while three of the four advisory councils (Montréalaises, Jeunesse, and Patrimoine) also have woman chairs. Three of the four "governance control" posts are held by women: ombudsman, chair of the Office de consultation publique and chair of the Commission de la fonction publique, while the post of auditor is held by a man. This too is a sign of progress, because the group of councils and the governance control group each includes one more woman than previously. However, the five paramunicipal organizations are helmed by men, and their boards of directors are largely male.

Generally speaking, further efforts are required to ensure women an equal presence in the city's decision-making bodies and that the proportion of women reflects the same social and demographic weight as that of female Montrealers. Major efforts must also be made to ensure women of diverse ethnocultural origins a voice in the city's governance.

Governance tools

"Equality does not mean treating all groups alike; to achieve true equality, it is frequently necessary for policies and programs to treat different individuals and groups in different ways."² Gender-based analysis (GBA) is a recognized approach that makes it possible to gather and interpret comparative quantitative and qualitative data with respect to current situations and needs specific to women and men. It is a tool that ensures the optimal management of human and financial resources and responds in a targeted way to the needs of the population. It can be likened to a new pair of glasses that make it possible to read reality with increased clarity and

1

GOVERNANCE

precision. However, optimal application of this type of analysis requires taking into account both the specific needs of certain groups, such as young women as well as those from different ethnocultural communities, and Montréal realities: the city will welcome more immigrants in the years ahead, nearly 80% of whom will settle permanently in the area. This analysis must therefore factor in the needs of these new residents. The Ville de Montréal is adopting this approach and will be implementing it gradually.

Objective

Make gender equality in governance the top priority of this policy and mainstream gender equality in governance structures and processes.

This objective is broken down into five sub-objectives that reflect the diversity of Montréal's population:

- Attain gender equality on the boards of directors of organizations whose members are appointed by the city, and on the advisory councils.
- Encourage political parties to run more female candidates in elections.
- Appoint at least an equal number of women and men to the external organizations to which the Ville de Montréal names representatives.
- Pursue the catch-up initiative designed to ensure that appointments to second-level senior management positions reflect gender equality, as positions become vacant.
- Adopt gender-based analysis (GBA) as a governance tool in all the central departments and the boroughs.



² Gender-based Analysis:
A Guide for
Policy-Making, Status of
Women Canada (1996),
Ottawa

THE CITY AS AN EMPLOYER

The Ville de Montréal is one of Québec's biggest public-sector employers. In the past 12 years, 48% of the people hired by the city have been women. This constitutes a remarkable step forward. In 2006, the Commission des droits de la personne et des droits de la jeunesse du Québec measured the overall rate of underrepresentation of women working for the Ville de Montréal and determined that the city is on the verge of achieving balance. In fact, given the skills available in the local labour market, the city as a whole, including all boroughs and departments, is currently only 6.28% short of achieving market parity. Other types of problems persist, however: only one third of female employees have permanent status, which is lower than that of their male counterparts. This makes female employees vulnerable to job cuts and restructuring operations and prevents them from putting their talents to full use. The *Plan d'action sur l'accès à l'égalité en emploi* (PAÉE, or action plan on equal workplace access) is primarily aimed at ensuring non-

discriminatory access for five target groups, namely women, Aboriginal people, visible minorities, ethnic minorities and disabled individuals. To achieve this, the gap between the percentage of women working in various jobs at the Ville de Montréal and the percentage of candidates in the active labour force who are eligible for these jobs is an indicator that makes it possible to assess the situation and take the appropriate measures to avoid the underrepresentation of women in the municipal civil service.

Overview of the current situation

Since 2004, the Executive Committee has adopted interim measures to promote the hiring of members of the groups identified in the action plan on equal workplace access (PAÉE).

The 2004–2009 PAÉE targeted the following three goals, in keeping with the general objectives of skill and impartiality:

- Make staff more representative of the composition of the active labour force.

- Ensure the fair representation of groups subjected to employment discrimination.
- Review and adapt employment systems to reduce the risk of systemic discrimination.

To ensure accessibility to women, the boroughs and departments have introduced action plans. In accordance with the *Act Respecting Equal Access to Employment in Public Bodies*, recruiting efforts are aimed at hiring more women to fill municipal jobs when the number of women on staff is lower than the number of women available to occupy these types of jobs in a given reference market. This reference market is defined by the Commission des droits de la personne et des droits de la jeunesse du Québec, the entity responsible for the application of the Act. Professional development sessions on equal access, Montréal's policy on respect for the individual and non-discriminatory hiring practices are offered to all those working in the human resources sector.

2

THE CITY AS AN EMPLOYER ◀

In order to obtain an accurate profile of its workforce, the Ville de Montréal also conducted an employee survey. Currently, women hold 39.7% of municipal jobs, compared to 16.3% in 1987.

Women's access to work is more difficult in certain sectors. This is still the case in so-called male jobs (previously designated non-traditional trades). However, real strides have been made. Between 1994 and 2005, of the 2,277 blue-collar workers hired, 560, or 25%, were women. In 2006, there were 1,219 female blue-collar workers, representing 20% of the total number of workers in that category, which at that time stood at 6,062.

Nevertheless, although they comprised 38.7% of the city's workforce in 2006, women represented only 34% of employees with permanent status.

During public consultations, a number of petitioners asked the city to firmly commit to offering family/work or even family/work/studies provisions. The recommendations suggested that city employees enjoyed no such provisions. Yet analysis of the collective agreements currently in force revealed a totally different picture. This analysis is appended to this policy in an effort to share its findings. (See Appendix 3B.) While working conditions may differ between employee groups, these conditions nonetheless promote family-friendly arrangements by allowing for some flexibility in hours of work, subject to the city's operational needs and permission from the employee's immediate superior. Such arrangements include flextime and variable work schedules, the possibility of part-time work, the creation of a time bank that can be used to meet obligations related to the care, health or education of children under age six, personal leave, the number of weeks of annual vacation, and deferred salary leave.

The public consultations focused on the perception that certain benefits granted in the collective agreements are authorized differently from one department to another. Such distinctions could in fact legitimately stem from specific organizational needs. However, the Service du capital humain will look into the situation to ensure that any variations in the application of working conditions are justified in accordance with the terms stipulated in the collective agreements.

In early 2008, and on schedule, the various corporate departments and the boroughs each filed their own *Plan d'action triennal en accès à l'égalité en emploi (2008-2010)* [three-year action plan on equal workplace access]. These specific plans are in the process of being amalgamated with a view to filing one consolidated plan with the Commission des droits de la personne et de la jeunesse du Québec, in May of this year. Each of the boroughs and central departments already files, and will continue to file, an annual report on December 31 every year.

2

THE CITY AS AN EMPLOYER

Negotiations on pay equity are still underway, and stood as follows in early 2008. The work is virtually complete for the professional employee groups and school crossing guards. Regarding blue-collar workers, the parties are currently completing the job matching process associated with the municipal mergers. The job-matching process is an essential prerequisite to pay equity efforts.

Regarding white-collar workers, every effort is being made to complete all the necessary work as soon as possible, in collaboration with the Pay Equity Committee. With over 10,000 employees and more than 1,200 job titles, this is one of the most complex projects ever undertaken in Québec.

Pay equity efforts are one of the key focuses of the Service du capital humain.

The Ville de Montréal has committed to comply with the provisions of the Act, make the necessary salary adjustments and pay the interest due, once each of the committees has completed its work.

Objectives

Make pay equity a top priority;

Beginning in 2008, adopt and implement the Plan d'action triennal en accès à l'égalité en emploi;

Take innovative initiatives, particularly to promote the use of family-friendly work arrangements and the maintenance of women in male-dominated jobs



SERVICES AVAILABLE TO FEMALE RESIDENTS

By and large, female Montrealers live in a different world than their male counterparts. City administration teams therefore must determine how to adjust services offered to women to ensure real and equitable access.

Female residents must also be directly involved in defining these services and determining "the kind of city we want to live in." Currently, there is a willingness to take action, but the corresponding analytical tools have yet to be developed.

Overview of the current situation

In their analyses, women's groups point out that municipal departments do not give women the attention they deserve. This is the crux of a half-dozen "resident statements" from women living in different neighbourhoods that were presented to the mayor in the fall of 2005. The work of the Conseil des Montréalaises has also highlighted the current concerns of local women, especially in terms of real access to services, housing, transportation as well as for the environment.

Some departments seem to cater more effectively to the specific needs of women, as witnessed in city housing programs. The home-ownership assistance program, for example, is directed at groups where women are the majority. At the end of 2005, 52% of "single individuals" who gained access to home ownership were women.

They also represent 77% of the "heads of single-parent households" accepted into the program. This initiative is therefore successfully providing Montréal

women with access to home ownership, despite their lower income levels. The program has been extended to December 2007. Women represent the majority of tenants (65% to 70%) admitted under the Solidarité 5000 logements operation.

For more than 10 years, the Ville de Montréal has been working to improve urban safety. Several measures have been introduced in this respect, including:

- participation in the creation of the Comité d'action femmes et sécurité urbaine (CAFSU) in 1992;
- production of the *Guide d'aménagement pour un environnement urbain sécuritaire* covering a wide range of city settings, including parking lots, residential complexes and urban sites;
- implementation of the *Between Stops* program by the Société de transport de Montréal (STM) to allow women to get off a bus at a point between two stops so they have a shorter distance to walk to their destination;



3

> SERVICES AVAILABLE TO FEMALE RESIDENTS

• participation in the organization of the CAFSU contest, “*J’aime Montréal, bien sûre!*”

The advisory planning committees (CCUs), which study urban construction and development projects and advise borough councils accordingly, are composed almost entirely of volunteer residents, very few of whom are women. In contrast, the Conseil des Montréalaises has observed an increase in women’s interest in development and planning issues. This is probably one of the areas where a woman’s perspective on development could have greater impact.

In addition, in the field of physical activity and sports, based on statements by women’s groups and activity coordinators themselves, there appears to be a need to re-examine the way time and resources are allocated, in collaboration with the heads of volunteer organizations, in order to rectify any problem situations that may exist.

Objective

Improve the city’s overall service offerings to better meet women’s needs.



WOMEN AS DRIVERS OF ECONOMIC DEVELOPMENT

There is a lack of information on women's involvement in Montréal's economic development, but the latest Statistics Canada reports³ show that the potential of the city's female population remains largely untapped.

Overview of the current situation


In Canada, from 1981 to 2001, the number of companies headed by women rose by 21%, compared to a 32% increase in the number of companies headed by men. On a Canada-wide basis, in the past 15 years, the number of female owners of small- and medium-sized businesses with employees grew by 40%. However, only 17% of new economy businesses are run by women.⁴

According to data published by the Institut de la statistique du Québec, in 1976, self-employed women (who are sometimes grouped together with female entrepreneurs) made up 27% of the self-employed market, compared to 34%⁵ in 2005. In recent years, such jobs have nearly doubled in number (from 255,000 to 504,000 self-employed individuals), with a more than 150% growth among women. (rising from 69,000 self-employed women to 172,000).

Based on current trends, it is expected that the contribution of Montréal women to the city's economic development will primarily revolve around the creation of new businesses, the pursuit of development efforts in specific areas where women are already present, such as in the social economics and culture service sectors, and their dominant role in the liberal professions. It remains to be seen how women will assume their place in key aspects of the Montréal economy and new economy sectors.

In terms of the creation of new businesses, it is clear that access to start-up funds does not pose any particular problem for women

who request financing from organizations specializing in these kinds of services. However, as is the case for all entrepreneurs, the situation is different when this funding is sought exclusively through banking institutions. When it comes to financing the second and third stages of a business' development, bank and government funds and venture capital are hard to come by. Yet small businesses run by women tend to be more resilient in this regard.

The main resources at Montréal's disposal for promoting the development of female entrepreneurship are its economic development commissioners, the network of local development centres (CLDs) and economic and community development corporations (CDECs), the *services d'aide aux jeunes entrepreneurs* (SAJE) offices, and the Fondation du maire de Montréal. The Fondation already awards an equal number of bursaries to women and men. 

³ Statistics Canada, 2001 and 1996 Census figures as cited in the participant's binder for the *Montréal, une ville à la mesure des femmes* seminar organized by Women in Cities International, p. 38.

⁴ Presentation by Sylvie Paré at the *Montréal, une ville à la mesure des femmes* seminar organized by Women in Cities International, September 2005

⁵ Source: Statistics Canada, *Labour Force Survey*; compiled by the Institut de la statistique du Québec, Direction du travail et de la rémunération

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WOMEN AS DRIVERS OF ECONOMIC DEVELOPMENT

Women still occupy a dominant role in casual work sectors offering little or no compensation, such as home care, daycare and domestic work, as well as in the cultural industries. The promotion of the social economy as a way of leveraging development may help ensure the recognition and value of this type of employment. Women will also have to make conscious efforts to obtain higher-level positions in Montréal's cultural industries.

At the university level, a significant trend has emerged that will undoubtedly favour women in the future. In recent years, women have been increasingly present on university campuses. In fact, as it currently stands, they make up nearly 70% of the student body. In other words, seven out of every 10

degrees will soon go to women, paving the way for them to land the majority of available jobs in the coming years, when staffing shortages are foreseen in almost every sector due to the aging population. However, women are still noticeably absent from the new economy sectors (engineering and applied sciences: 19%; technical and scientific trades: 14%; mathematics, computer science and physics: 34%).

The involvement of women in areas that influence economic development is starting to change. For many years, the emphasis was on networks specifically targeting women. Now, women are increasingly joining traditional networks previously dominated by men, although they are still in the minority when it comes to boards of directors of CLDs (33%). It is, however, interesting to note that the Board of Trade of Metropolitan Montréal has been headed by a woman since 2005.

Objective

Support the development of female entrepreneurs in Montréal, the involvement of women in the development of skills and economic strategies for Montréal and the increased presence of women in economic organizations.





MONTRÉAL WOMEN ON THE INTERNATIONAL SCENE

Montréal plays a key role on the international stage, through the global activities of Montréal businesses, universities and international development NGOs as well as the efforts of the city administration itself. This exposure is amplified by the presence of a number of international organizations in the city. Montréal works hand in hand with its residents—its best ambassadors—in this regard. The policy, *Promoting the Equal Involvement of Women and Men in the Montréal Community*, looks at this aspect not only because the Montréal women present in these NGOs have clearly made use of gender-based analysis (GBA) in their actions, but also because a large number of young Montréal women participate in cooperation activities.

Overview of the current situation: building on solid foundations

The Ville de Montréal is already a global leader when it comes to the involvement of women in local and city governance. Firmly committed to supporting women's strong presence in local governance (IULA

2002), the city's administration does so by advocating this principle on a global scale through the *Montréal Charter of Rights and Responsibilities*. The city's international efforts in this regard include economic missions, participation in major international associations of cities, interaction and agreements with other cities, and international cooperation initiatives. Montréal is already present on several boards of directors of worldwide associations of cities such as Women in Cities International, a historic urban safety initiative spearheaded by the Ville de Montréal. As such, Montréal is striving to improve women's representation in local government and decision-making.

Montréal's international development NGOs are extremely active in applying gender-based analysis abroad, and the city recently strengthened its ties with this network. Montréal has also spoken out in favour of the United Nations' Millennium Development Goals, several of which deal with maternal health and the education of young girls.

Some boroughs are also involved in international initiatives as part of their relationships with cities around the world. Montréal's values and commitments are at the forefront in all of these forums.

Objective

Encourage elected and civil service officials, in all international activities involving the Ville de Montréal, to stress the importance of gender equality, as reflected in the Montréal Charter of Rights and Responsibilities.



CONCLUSION

Montréal city council adopted the policy, *Promoting the Equal Involvement of Women and Men in the Montréal Community*, by resolution. The policy therefore is binding on all the various municipal entities, including the Executive Committee and the borough councils, in accordance with their respective powers as outlined in the *Charter of the Ville de Montréal*. The principles, focuses and objectives contained in this policy apply to everyone at all levels.

It is incumbent upon the various entities to develop an action plan to ensure the concrete application of the policy. The corporate action plan, which forms part of this policy document, encompasses the measures implemented by the central departments and paramunicipal organizations, whereas the borough action plans focus on initiatives executed locally at the borough level.

By adopting the policy, *Promoting the Equal Involvement of Women and Men in the Montréal Community*, and this corporate action plan, the Ville de Montréal is also appealing to the stakeholders in the urban community to examine the place they give to women in the governance of their organizations, institutions and companies, especially those that work in conjunction with the city.

GENERAL MEASURES

The policy, Promoting the Equal Involvement of Women and Men in the Montréal Community, proposes the following general measures as a framework for achieving the objectives outlined.

1 Form a committee centered around the elected official responsible for women's issues and consisting of the main actors responsible for implementing the policy: the assistant general manager and director of the Service du développement culturel, de la qualité du milieu de vie et de la diversité ethnoculturelle; the person responsible for the policy for the city; and the director of the Service du capital humain.

2 Invite the boroughs to appoint an elected official and a person in an administrative capacity to be in charge of implementing the policy and action plan at the local level.

3 Appoint two people in the administration to be responsible for implementing the policy and action plan: one in the Service du développement culturel, de la qualité du milieu de vie et de la diversité ethnoculturelle and one in the Service du capital humain.

4 Mandate the General Manager of the Ville de Montréal to file a biannual implementation progress report.

5 Mandate the Commission sur le développement culturel et la qualité du milieu de vie to study the biannual report.

6 The *Conseil des Montréalaises* is being called upon to monitor application of the policy, *Promoting the Equal Involvement of Women and Men in the Montréal Community* and to publish a biannual position statement on the advancement of the work. This statement will be submitted to city council.





APPENDICES

The other
appendices
related to these
proceedings are
available on the
Femmes et ville
Web site.

- APPENDIX 1 RAPPORT DU COLLOQUE MONTRÉAL, *UNE VILLE À LA MESURE DES FEMMES*,
(in French), held September 20 –21, 2005.
- APPENDIX 2A NOMINATIONS DE FEMMES À DES COMMISSIONS ET CONSEILS
D'ADMINISTRATION PAR UNE INSTANCE POLITIQUE DE LA VILLE
- APPENDIX 2B NOMINATIONS AUX CONSEILS D'ADMINISTRATION DES SOCIÉTÉS
PARAMUNICIPALES, DES CLD, AUX CONSEILS CONSULTATIFS,
AU CCU ET AUTRES INSTANCES
- APPENDIX 3A LE PROGRAMME D'ACCÈS À L'ÉGALITÉ EN EMPLOI (PAÉE)
- APPENDIX 3B SYNTHÈSE DES MESURES DE SOUTIEN QUI EXISTENT
DANS LES CONVENTIONS COLLECTIVES À LA VILLE DE MONTRÉAL
- APPENDIX 4 PORTRAITS STATISTIQUES 1994-2005 DE LA PRÉSENCE DES FEMMES À L'EMPLOI
DE LA VILLE DE MONTRÉAL – Une analyse différenciée selon les sexes (in
French)
- APPENDIX 5 LES FEMMES ET LES INTERVENTIONS DE LA VILLE DE MONTRÉAL EN MATIÈRE
D'HABITATION (in French)
Data on women's access to social and community housing programs
and the home-ownership assistance program
- APPENDIX 6 ÉTUDE DES EXPÉRIENCES ÉTRANGÈRES (in French)
- APPENDIX 7 RAPPORT DE LA COMMISSION PERMANENTE SUR LE DÉVELOPPEMENT
CULTUREL ET LA QUALITÉ DU MILIEU DE VIE À LA SUITE DE LA CONSULTATION
PUBLIQUE PORTANT SUR LE PROJET DE POLITIQUE *POUR UNE PARTICIPATION
ÉGALITAIRE DES FEMMES ET DES HOMMES À LA VIE DE MONTRÉAL*

