

IUC-NA

Integrated Local Action Plan (iLAP)

Summary

City:	Parma	Fredericton
Province, State, Department...:	Region of Emilia-Romagna	Province of New Brunswick.
Country:	Italy	Canada
Population:	193,315	58,220
Size (km²)	260.77 km ²	132.6 km ²
Period of cooperation	November 2017- November 2019	

Cooperation Themes:	<ul style="list-style-type: none"> Equity and Inclusion: women's participation in municipal organizations.
Related SDGs and Urban Agenda topics:	<p>SDGs: 5- Gender Equality 8- Decent work and Economic Growth</p> <p>EU Urban Agenda: -Jobs and skills in the local economy</p>
Key focus of cooperation themes:	Gender Equality – researching and identifying barriers that exist in municipalities.
Key challenges of cooperation theme:	As a result of the IUC Project, it was identified that barriers exist in both municipalities and that there is a need to make changes to policies and practices, ensuring a gender lens is applied to future work.
Main objectives of cooperation as described in the U-CAP:	<ul style="list-style-type: none"> Develop and test a tool and methodology to examine the impact of legislative intervention on the barriers to female participation in local government leadership positions. Investigate barriers that hinder women's career in their working field (analyze equity gender inside the two Municipalities, identify gender barriers, compare the results achieved inside the two organizations and promote strategies to remove gender barriers).



Short description of main activities and key outputs (e.g. pilot projects):

From the perspective of this project, the city-to-city exchange and technical visit were one of the more meaningful activities of the project.

These visits were invaluable in terms of allowing team members to be immersed in the other City's culture creating a deeper understanding of the methodologies used and data collected.

Parma and Fredericton shared their methodologies throughout the project. Both took similar, yet slightly different, approaches to gather data from employees within the municipalities. Fredericton designed and used four (4) different methodologies to test the assumed barriers of women employees within the municipality.

Fredericton used in-person interviews, corporate-wide online survey, focus group sessions and an ethnography exercise. Parma conducted focus groups with government employees and texted a survey, which all employees were invited to respond. Then both cities statistically analyzed and compared their data.

Based on the project's results, Fredericton will create a Task Force to review the conclusions, along with current human resource policies and practices to adjust, design, create and offer future programs to remove any identified hurdles to women within our organization to create opportunities for them.

Parma aims to create a more structured system that monitors career development in the Public Administration. The results of the surveys and focus groups will be taken into consideration by our administrations to introduce some of the suggestions employees gave to fight barriers in women's careers.

The methodologies designed and tested during this project will be adjusted, based on feedback received, and provided to other municipalities to use within their own jurisdictions. As well, as the potential to be used to determine barriers to other under-represented groups.

Expected results and benefits:

While Fredericton and Parma are from different cultures, the IUC project has enabled both municipalities to introduce or increase conversations surrounding the barriers to women in their organizations.



Conversations begin change. To succeed, the solutions and programs created and designed in the future will need to involve both men and women. The output of this project is the practical tool and findings that we can use in future to improve career advancements for women in our organizations.

The pairing of our cities has created a working partnership that will continue after the IUC funding and project has ended.

For further information (including access to the full U-CAP), please **contact:**
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