

## Ukraine's Women Executives in Canada



A delegation of Ukrainian women from Kyiv's Institute of Public Administration and Local Government (IPALG) arrived in Canada on October 28, 1994 for a two-week visit to the Canadian Centre for Management Development (CCMD). Together, they set out to design an executive development program for the advancement of women managers in the Ukrainian public service.

The visit was part of a collaborative initiative between the governments of Canada and Ukraine through which Canada is assisting the new Ukrainian government in its efforts to address the shortage of women among the senior levels of its public service. On their return to Ukraine, these women are to deliver their country's first women's executive program in Kyiv early next year. They will continue to be supported by their Canadian partners in this project. It is expected that similar programs will be held in other Ukrainian cities.

There is now widespread recognition both that women can bring a valuable new perspective and different skill mix to the workplace, and at the same time that women face unique challenges in attempting to reach leadership positions. This has led the international community to promote the increased and sustained involvement of women in the government, in official and elected positions, and has resulted in the development of courses to help women cope with these changes and to maximize their leadership potential.

Motivation for this course arises from the current lack of women among the senior ranks of public servants in Ukraine and the absence of mechanisms to help redress the balance.

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"While women make up about 50% of middle management in Ukraine, the percentages plummet to 3-4% at higher levels," delegates pointed out. "Even our new government reflects this reality: at last count, out of 450 Deputies elected to Parliament, only twelve were women. We have 6 women Deputy Ministers, but not one at the rank of Minister."

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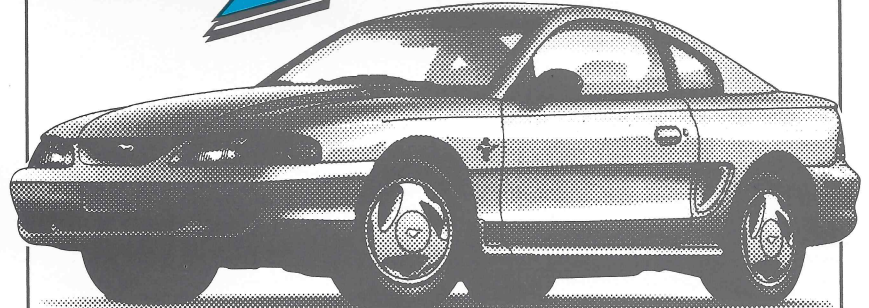
During their visit the Ukrainians met a variety of women leaders, including women Ambassadors currently serving in Ottawa. The development of women within the Ukrainian Public Services

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