



The Town for Equality

Conseil des Communes
et Régions d'Europe
Council of European
Municipalities and Regions



The Town for Equality

A methodology and
good practices for equal
opportunities between
women and men



European Commission - DG Employment and Social Affairs

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[A Word from the President]

Vicenta Bosch Palanca

President of the CEMR Committee of women elected representatives of local and regional authorities.



Towards the end of the 1970s, locally elected women, within the Council of European Municipalities and Regions, felt the need to create a forum for meetings and dialogue. A standing committee of local and regional elected women was created in 1991.

We are most grateful to these pioneers who, within an Organisation whose aim is to develop the European idea within our towns and villages as close as possible to the citizens, increased awareness within the CEMR, but also within national and European institutions, about the issue of equality in local and regional decision making bodies. The members of the standing committee launched a reflection process about the role of our towns and regions in the creation of a fairer society.

The Conferences in Pisa (1983), Santiago de Compostela (1986), Antwerp (1988) and Heidelberg (1992) showed the determination to introduce this issue into the organisation's activities. At the fifth conference of elected women, which took place in Dublin in 1995, at which more than 500 elected women from all over Europe took part, the commitment towards equal democracy was confirmed even if the means available to attain such a democracy (encouragement or legislation) were different. These women now had to get all of the elected representatives within the CEMR to take the question of equality into consideration. They achieved this at the CEMR's 20th General Assembly in Thessalonica in 1996.

The committee endeavoured to promote the idea of equality in elected assemblies. The number of elected women has increased over the last thirty years in both local assemblies as well as

national assemblies. However, not only do women remain in the minority on local councils but also very rare in high-responsibility local posts. In the framework of a project co-financed by the European Union between 1996 and 1999, the CEMR Committee of women elected representatives of local and regional authorities encouraged the States and national political parties to put more women up for local election. Through the constitution of a network of elected women across Europe the Committee initiated exchanges on local policies in favour of equality between women and men.

The Committee's project, selected by the Commission for 2004, in the framework of the fifth community action programme for equality between women and men was particularly ambitious. The aim of this project, through the CEMR national associations and project partners, was to draw a portrait of a town in which all forms of discrimination have been eradicated. We called it a virtual town, because for the moment no such town exists today.

Despite very short deadlines for the realisation of the project, the results are remarkable. This project has enabled the organisation of several seminars and meetings between local elected men and women, civil servants, and also actors from civil society who implement equality policies in the different fields of activities, and who have started to integrate the gender dimension into local life.

This document, which is the result of our work and research, intends to help actors at local level to turn their town into a model for equality. This is a major democratic and legal challenge for the development of our societies.



[Preface]

Jeremy Smith
CEMR Secretary General

Local government plays a vital role in the daily life of the inhabitants of a town. It has a major impact on women who constitute the majority of the population.

For the past two decades, the Council of European Municipalities and Regions has been encouraging the participation of women in local political life because this is how women can actively participate in decision-making on issues concerning the organisation of their lives.

How should a town, which takes into account women's needs in daily life, be? Which policies should it undertake? These are the questions CEMR wishes to answer by attempting to design a "virtual town for equality" through the project supported by the European Commission in the framework of the fifth community action programme for equal opportunity between women and men, whose priority in 2004 was "decision-making participation".

Local and regional women elected representatives, experts in equal opportunity from towns and local government in different European countries, officers in charge of CEMR national associations, representatives from other European organisations and university professors have taken part in this reflection at seminars and conferences organised for this project.

The publication which we invite you to discover is the fruit of this joint work. It is made up of two parts.

The first part is an overview on women's role and needs in a town: concerning their participation in decision-making, in the mechanisms of decision and different policies which are of local competencies.

In this overview, it seemed useful to us to list examples of good practices implemented in several European towns which we hope will be an inspiration for other towns. It is highly probable that the list of towns taken as an example is not exhaustive. So we invite you to inform us of other good practices that you have initiated or that you know of. We will be happy to enrich our database and make it available for users via the CEMR website (www.ccre.org).

The second part of the publication contains the methodology that we have developed based on the overview. With this methodology, we wish to make available, to European towns and municipalities, as well as other levels of local and regional European authorities, a tool for the implementation of policies that take into account women's needs and their role in the day-to-day life of our societies.

Our wish is that this publication represents a real tool for women elected representatives and local and regional women elected representatives and experts in this field, and that it encourages policies aiming to facilitate the daily life of our women citizens.

I wish to thank the European Commission which, with its financial support, has made the realisation of this project possible: designing a virtual town for equality.

We wish to thank the European Commission for accepting to co-finance the “Equality in European Towns” project and this publication, which is the essential result.

We also thank the national associations, the project’s partners, the towns and local and regional authorities that have contributed to this publication by providing us with examples of good practices.

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Introduction

Françoise Gaspard

A city of equality? Today, such a city can only be a virtual one. In almost all societies, women were long confined to the domestic area while men enjoyed, all by themselves, access to the public areas of life. The roles, functions, as well as rights, were made distinct according to gender, a fact which still often remains true even today. Cities, both in their infrastructure as well as in their organisation and functioning, are the reflection of their history, traditions and the persistence of dividing up the tasks assigned to each sex. If the role of the State is essential in establishing gender equality, that of the cities is vital as well.

The idea of equality between women and men, inscribed in the body of law, was the result of a long struggle in which the supra-national institutions played a determining role. It was not until 1945 that the Declaration of San Francisco, through which the United Nations was created, affirmed the principle of non-distinction according to gender. The global conferences on women, organised by the UN since 1975 have contributed to the mobilisation of the international consciousness in this respect. The governments have made commitments, which are closely followed by associations of civil society. The impact of these meetings at the highest levels was important in causing laws to evolve. In most countries, particularly since the world conference in Beijing in 1995, national mechanisms (ministers in charge of women's rights, specialised administrations) were introduced as well as the creation of committees within the national parliaments specifically in charge of equality issues.

The European Union has contributed to gender equality. The Treaty of Rome included in fact only one article (Article 119) concerning equality, and which only addressed equal pay for women and men. On the

basis of this article, directives were adopted and a substantial body of law was developed by the European Court of Justice. Within the European Commission, a mechanism was set up in the mid 1970s. In 1979, the European Parliament, henceforth elected by universal suffrage, was also endowed with a committee specialising in women's rights. Further to the treaties extending the Community and giving birth to the Union, which currently groups together 25 countries, the concept of gender equality has been reaffirmed and the field of community action in this domain has been enlarged. The idea of integrating the concern for equality in all Community policies was established.

Until recently, the local dimension however was not, or just barely, taken into consideration in the international commitments of the States and in the treaties. It seemed that national law and policies should suffice in doing away with gender discrimination. Yet, we now know that decentralised authorities have a major role to play in this complex matter. This role is all the more important given that we are currently witnessing, notably in Europe, a movement of decentralisation which tends to confer greater powers upon local and regional authorities.

Since the beginning of the 1980s, women local and regional elected representatives have initiated discussions and actions concerning the place of women in the city. This discussion results from the realisation that women remain a rarity in municipal assemblies: why were there so few of them in these bodies? How could this disparity be put right? The first European Conference of women local and regional elected representatives was organised by CEMR in 1983 and hosted by the city of Pisa - whose mayor was Ms. Fausta Giani Cecchini, a founding member of CEMR's elected women's movement, and with the support



Final conference of the "Equality in European Towns" project, Brussels, European Parliament, February 2005.

of the European Commission's Information Unit on Women, then headed by Ms. Fausta Deshormes, who worked extensively on behalf of European women. Many conferences were organised afterwards, including the major Conference in Dublin in 1995. Within the Council of European Municipalities and Regions, the women elected representatives then launched a debate around the theme "Women, policy and democracy".

The feminine branch of the International Union of Local Authorities (IULA) in attendance at the Special Session of the UN General Assembly, the so-called Beijing +5, through its regional delegations (in Europe, CEMR), convinced the States to include in the final text of the conference a reference to the need for women's participation in local decision-making.

With the support of the European Commission, CEMR's Committee of Women Elected Representatives of Local and Regional Authorities contributed, within the framework of the 4th Medium-term Community Action Programme on Equal Opportunities for Women and Men, to the spread of best practices promoting equal opportunities in cities. The seminars which were held in different European countries between 1996 and 1999 enabled the creation of a network of local elected women. They increased the awareness of women, as well as the political parties and governments, to the importance of greater participation by women in local elected bodies and to the role of local elected bodies in creating a city more amenable to all citizens.

CEMR's project, chosen by the European Commission as part of its 5th equal opportunities programme for 2004, allowed for the

continuation and further development of these actions which are in line with assigning greater importance to equality, the search for good governance and the development of democracy. It was no longer merely a question of focusing only on the participation of women in terms of numbers in local assemblies, although this is one which is still raised, but of addressing a new theme: how can we integrate what is now called gender mainstreaming in all city policies? It is only since the mid-1990s that the concept of mainstreaming, i.e. incorporating the perspective of gender in all policies, was laid out in theory and made the focus of many debates in the supra-national organisations. Equality under the law was thus shown to be insufficient. In practice, inequalities remained. Therefore, it was necessary to take into consideration the effects of each decision in all public policies, at all levels, by asking the question: what is its impact on each gender?

Throughout the world, women remain the victims of discrimination. In Europe, discrimination inscribed in the laws has been considerably reduced. Nevertheless, inequalities continue to exist in reality. In this document, we have focused on two dimensions that the social movements and academic research of the last few decades have brought to light. The first concerns the fact that, both in theory and in political action, a Woman and a Man are not viewed as such but are looked at in terms of their diversity. Thus, one cannot speak of a Woman in the city but women. Being of female gender merely increases the discriminations faced by different categories of the population as a result of social situation, age, the existence of a disability, belonging to an ethnic minority, national origin, sexual orientation, etc. This diversity must therefore be taken into consideration when drafting policies. The other dimension must be present in creating a more balanced city and society, namely gender. Each local policy must

pay special heed to the inequalities of which mainly women are victims in order to eradicate them. However, special attention must also be paid to the fact that these changes also concern men. Real change, which calls for de facto equality, concerns both genders and their relations with each other, as much in the public sphere as in the private sphere.

The city of equality, as well as its characteristics described here, is not a product of the imagination. It is a synthesis of local policies promoting equality. The survey carried out by CEMR between December 2003 and December 2004 demonstrates that, in many European cities, policies mindful of correcting discriminations, direct and indirect, faced by women do exist. Yet, these policies are often only partially implemented, as the human and financial resources available are often insufficient and the follow-up either inexistent or severely lacking. The virtual city of equality would cease to be considered a pure utopia the day when all the policies compiled here are implemented on a continuous basis, in one city.

At the end of our survey and the seminars held over the course of this project, we believe that three conditions must be fulfilled in order to construct a city of equality. The balanced participation of women and men in decision-making is an essential element for better governance, both at municipal and state level. Our survey shows that this is only feasible if tools and mechanisms, along with the correlating human and financial means, exist to ensure that it is successfully introduced and followed through. Another objective must be added to the ones above which is more difficult to conceptualise and implement: the introduction of gender mainstreaming in all local policies.

Parity in local decision-making

The way in which women's participation in decision-making was first measured was to determine their number in the national parliaments. There is no global, or even European, centre to monitor gender equality in local decision-making. While it is true that the compiling of such data and keeping them updated is more difficult at local level than at national level, it is not an impossible undertaking. This type of statistic is essential in conducting an analysis of the disparities and for reflecting upon the means to correct them. Some States have recently improved their statistical gender-disaggregated data by including the local level. Organisations of elected representatives, members of CEMR, also contributed to this census. This document contributes by providing the link to a useful database (see appendices).

However, the number of women in the elected councils does not ensure the guarantee of genuine participation in municipal decision-making. It is still necessary to respect the need for gender balance in the municipalities' executive bodies, consultative bodies and administration. Moreover, while representation of both genders is necessary, this is not always sufficient in itself. Women, whose social conditions differ from that of men, are still often faced with difficulties in fulfilling their mandate as a result of a non-remunerated domestic workload which weighs on them as well as more difficulties in gaining access to social networks.

1.1. WITHIN THE ELECTED ASSEMBLY

CEMR's survey in 1999 revealed that, in the fifteen countries of the European Union, one out of five local elected representatives was a woman. At the time, the percentage of women in all the local councils totalled more than 40% in Sweden, but barely amounted to 4% in Greece. The data at our disposal for 2004, in a Europe now made

up of 25 countries, show that women in elected councils remains on average fewer in number than men. Significant developments have however been made in recent years.

1.1.1. Without being required to do so by the law, political parties or party coalitions respect a parity regarding candidacies in local elections or impose quotas.



Quotas for candidates introduced by political parties

Beginning in the 1970s, political parties in the Nordic countries (and later in Germany) decided to introduce a minimal percentage of each sex on the candidate lists for elections at all levels. Parties in all the countries of the European Union have now pledged to respect quotas or even a parity for candidacies. These measures have resulted in the emergence in several countries, particularly in northern Europe, of a "critical mass" (considered as being at least 30%) of women elected representatives in the local and national assemblies. Today, we can observe that these practices within the parties have been developed in many European countries.

Source: Global Database of Quotas for Women, A joint project of International IDEA and Stockholm University.

Site: www.idea.int/quota/sources/europe.cfm

1.1.2. Several European countries introduced laws which call for a minimum percentage of each gender on the lists presented to voters in elections (Belgium, Greece, and some have even gone so far as to introduce absolute parity among the candidates in elections with voting lists (France).



Belgium

The law of 24 November 1994 introduced a compulsory minimum quota for candidates based on gender on the lists presented in all the elections, particularly those held at local level. The measure was to be implemented progressively. Between 1996 and 1999, the lists were to include a minimum of 25% of women candidates. In 1999, the threshold was to increase to 33%. The law was revised in 2002. It now called for a parity of men/women on candidate lists for all elections - national, regional or local - and for an alternation with regard to the first two positions on the lists.



France

The law of 6 June 2000 "relating to the equal access of women and men to electoral mandates and offices" required that, in municipalities of more than 3,500 inhabitants where elections were held using a proportional method, municipal lists present candidates representing 50% of each gender. As the lists were "blocked" (voters choose a list "en bloc" and cannot cross out any of the names on a given list), in order to be accepted, they had to include as many women as men for every six candidates. Any lists which did not respect this rule were excluded from the voting. During the municipal elections of March 2001, the number of elected women in municipalities subject to the new law went from 22% to 47.5%. In an infectious manner, even the smaller municipalities where the law was inapplicable witnessed an increase in the number of women who were candidates and who were elected.



Greece

Under the terms of Article 116.2 of the Constitution revised by way of the law of May 2001, a balanced presence of candidacies of each gender on the electoral lists at local and regional level was targeted. The lists which did not include at least one-third women would be refused. Nevertheless, it involved voting according to a preferential method and not "blocked" lists. Moreover, the increase in the proportion of women elected in the last elections in 2002 was limited, going from 7% to 12% (and, given that the principle of quotas did not apply to the election of the mayor, only 16 women were elected mayors out of a total of 900 - whereas there had been 14 previously). Regardless, one of the positive results following the adoption of quotas is that the number of municipal councils composed exclusively of men was reduced, decreasing from 372 to 116 out of 900. From a symbolic point of view, this change cannot be disregarded.

Source: Guide for gender mainstreaming in local policies, European Commission, 5th FPRD

Site: www.sh.se/

1.1.3. NGOs and municipalities, often with the support of the European Commission, carry out actions to increase awareness among women to encourage them to become candidates.



France

A national association encourages the candidacies of women.

Since 1994, the "Elles Aussi" Association has organised seminars throughout the country to encourage women to present themselves as candidates in elections, particularly local ones.

Source: Association Elles Aussi

Site: <http://perso.wanadoo.fr/ellesaussi/index.htm>



Asten (The Netherlands)

Campaign to help women get elected:

One year prior to local elections, a group launched a campaign to increase the number of women elected. Each week, its members wrote an article for the local newspaper. A resident of the city issued an opinion weekly on the importance of women in politics. Readers were made aware of the importance of voting for women and the political parties were incited to present women in competitive spots on the candidate lists.

Source: Document: Gender and Local Government SNV (Dutch Organisation for Co-operation).

Sites: www.snvworld.org, www.asten.nl



Heidelberg (Germany)

Survey for more women in municipal politics:

A survey was conducted with women active in associations, political parties and other groups with a view to obtaining information on the difficulties encountered by women and the changes needed to allow them to become active in politics. A project was created and launched to increase women's participation in politics, centred around the development of skills, one's presentation, time management and management of objectives, the ability to take part in a discussion and to successfully present one's point of view in meetings, managing projects, communication, and how to avoid discouragement. The training was divided up into two parts. The first focused on a basic introduction to local politics while the second concerned putting newly acquired skills into practice.

Source: Deutscher Städtetag: Gender Mainstreaming, Examples of best practice found in the municipalities

Sites: www.staedtetag.de, www.heidelberg.de



Venice (Italy)

School of Politics:

The City of Venice promoted a school of politics for women as part of the project "Sister Cities Going Gender" (see Frankfurt's example, page 14). The school, whose courses are scheduled to start in January 2005, has set out two objectives: 1) the training of female employees in the city hall to support their career; 2) the training of women in the area to encourage them to become active in municipal activities and in particular in politics. The project of the city of Venice is to make this school permanent.

Source: City Hall of Venice and Sister Cities Going Gender Project

Sites: www.comune.venezia.it, www.sister-cities-going-gender.org



Bologna (Italy)

School of Politics Hannah Arendt

This School of Politics is giving a series of courses and seminars to promote women's participation in public decision-making. The training is carried out through meetings, testimonials and discussions between women. The school is part of the Orlando Association which has an agreement with the city of Bologna and the municipality's documentation centre.

Source: Orlando Women's Association and the City Hall of Bologna.

Sites: www.women.it/arendt, www.comune.bologna.it

1.1.4. Studies have shown that elected women and particularly newly elected women are confronted with many difficulties. They are generally not included to the same extent as men in the informal networking circles, notably due to a lack of time. They have the feeling, justified or not, of not being properly prepared for their office. They hesitate to speak out, particularly with regard to voicing requests which specifically concern women. The majority of women elected representatives, whether they are new in their office or not, face difficulties in reconciling an electoral mandate with their professional and domestic duties. In light of all these reasons, they decide in the end, more so than men, not to run for re-election. To facilitate the entry of women in local politics and to avoid that they encounter difficulties in fulfilling their mandate and giving up, a mentoring system - consisting of individualised support - has been set up in different countries, notably the Nordic ones. A woman considering becoming a candidate and/or who is a newly elected representative can benefit from the assistance and advice of another elected woman with experience.



Sweden

The power book:

This small booklet, widely distributed and translated into several languages, was drawn up by women from the Swedish Social Democratic Party. It lists the main difficulties faced by women within the parties and elected assemblies at all levels and the solutions to overcome them.

Source: Federation of Swedish County Councils (Landstingsförbundet)

Sites: www.lf.se, www.socialdemokraterna.se



Östergötland (Sweden)

Mentoring for newly elected women representatives:

The project "The Changing Role of Politicians" was created in the County of Östergötland in 1995 in order to help better integrate women elected for their first mandate into the municipal team. Its objective was also to best utilise the qualifications, expertise and experience of women politicians in order to convince younger and/or newer elected representatives that they had the skills necessary to take on jobs with greater responsibilities in the next elections, to develop leadership qualities in women who already had experience in politics and to help male politicians realise that they needed to better understand and take advantage of women's strong points and to change the mechanisms of decision-making by applying gender mainstreaming concepts.

Source: Booklet: *The Changing Role of Politicians* - Federation of Swedish County Councils (Landstingsförbundet)

Sites: www.lf.se, www.ostergotland.se

1.2. WITHIN THE LOCAL EXECUTIVE BODY AND SUPRA-MUNICIPAL STRUCTURES

CEMR's 1999 study showed that, the higher up in the hierarchy one went at local level, the fewer women there were. Everywhere, the percentage of women mayors was much lower than the proportion of elected women in the councils. It was also noted that the emergence of supra-municipal structures aimed at rationalising management of local and regional issues did not favour women as they were less numerous in this type of assembly, often indirectly elected, than in the councils which were elected directly. Whenever municipalities were grouped together, we also noted that the number of elected women dropped - as was the case in Greece in 1996.

With very few exceptions, most mayors are men. They dominate in the

municipal executive bodies where most decisions are made. However, we have noted exceptions. In Finland, the law on equality of 1995, which stipulated that the bodies elected indirectly must include a minimum of 40% of each gender, has been applied at local level. In a few of the larger French cities, the composition of the municipal bureau is balanced in terms of gender even though this is not required by law. In addition to vertical segregation, there is also horizontal segregation in the executive bodies: women more frequently occupy positions relating to social issues, education, culture than ones involving finance, urban affairs or transport. Some cities have voluntarily introduced policies to break away from this stereotyped breakdown of responsibilities.



Finland

The presence of at least 40% of each gender in the councils and committees designated.

The law of 1987 on equality stipulated that women and men should hold seats on the consultative committees and councils according to a basis as egalitarian as possible. These bodies in fact play an important role in the decision-making process, particularly at local level. A law, entered into force in 1995, introduced a minimum quota of 40% of each gender for the local and national bodies, with the exception of those elected directly. The quotas thus apply to the municipal executive committee.

Source: The Association of Finnish Regional and Local Authorities

Sites: www.kunnat.net, www.stm.fi



Paris, Rennes, Strasbourg (France)

Parity within municipal executive bodies:

The municipal elections held in March 2001 were the first time that the law of 6 June 2000 was applied, which required that there be a parity in the candidacies presented on the municipal electoral lists as well as the alternation of male and female candidates in municipalities of more than 3,500 inhabitants. In these municipalities, 47.5% of elected representatives are currently women. On the other hand, the law on parity does not specify that the municipal executive body, elected by the council, must respect a gender balance. Presently, there are very few municipal executive bodies in the cities concerned made up more or less equally of women and men. However, this is the case in Paris (18 female and 15 male deputies), Rennes (10 female and 8 male) and Strasbourg, the mayor of which is a woman (9 female and 8 male).

Source: Guide for gender mainstreaming in local policies, European Commission, 5th FPRD

Sites: www.paris.fr, www.ville-rennes.fr, www.mairie-strasbourg.fr

1.3. WITHIN THE LOCAL COMMITTEES AND CONSULTATIVE COUNCILS

The local committees and councils which are appointed are expected to play a greater role in public decision-making. In several European Union countries, voluntary laws or actions prevent the over-representation of one gender and ensure that, in all local consultation bodies, all cities' residents can be heard, particularly women, and that their particular needs are taken into account. The presence of women, in equal numbers, but also in all their diversity is in fact a strategic element for good local governance in all the governing bodies in which there is social dialogue.



Denmark

A 1985 law stipulated that the representation of women and men in all bodies whose activities have a political impact on society must be balanced and that the bodies in charge of proposing candidates for an appointment must present at least one woman and one man.



Finland

The law mentioned in the previous chapter is applicable to all consultative bodies.



Sweden

The governmental programme, "Sharing power, influence and responsibility in all areas of society", adopted in 1987, provided that the percentage of women in the public councils and committees was to reach 30% in 1992, 40% in 1995 and full parity in 1998.

Source: Monique Leijenaar, in collaboration with the European Network of women experts "Women in decision-making", How to create a gender balance in political decision making, European Communities, 1997

Site: www.ifrance.com/oiphf/biblio.htm

1.4. WITHIN THE MUNICIPAL ADMINISTRATION

The city is an employer, often on a large scale. In the majority of cases, women represent more than half of the employees in the municipality. Yet, as is the case at national level, they remain rare in the executive positions and, when they do hold these posts, they are more likely to be in charge of the portfolios considered feminine (social affairs or childcare rather than transport and equipment).

Many cities have now instituted promotional policies, adopted plans for equality and even positive action measures aimed at resolving these imbalances.



Jonkoping (Sweden)

Feminisation of senior positions at the highest levels:

The municipal administration was reorganised in order to help the city's women employees integrate the different executive positions of the administration and benefit from internal training policies to improve their status and position.

Source: Guide for gender mainstreaming in local politics

Site: www.jonkoping.se



Växjö (Sweden)

Increasing the awareness of municipal personnel and elected representatives on gender equality in personnel management:

The municipality strongly encouraged its civil servants, both women and men, to start a career within the municipal administration and thus sought to ensure that it had a hiring pool of women leaders. A video was produced in which employees, elected representatives and city employees as well as local amateur actors played out different scenes of discrimination in which women were often the victims in the decision-making process. New employees and civil servants are encouraged to watch the film.

Source: Guide for gender mainstreaming in local politics

Site: www.vaxjo.se



Berlin (Germany)

Mentoring for municipal civil servants:

With the assistance of the EAF-Berlin organisation (European Academy for Women), the city of Berlin developed a project to help the city's women employees enhance their participation throughout the municipal administration and to receive promotions to the highest positions.

Source: European Academy for Women in Politics and the Economy (EAF-Berlin)

Site: www.eaf-berlin.de, www.berlin.de/verwaltungsakademie



Rennes (France)

Help to the women employed by the town:

In 1990 a study showed that within the municipal departments, only 6% of the executives were women. In number, the municipality was the second largest employer in the town, and the Mayor wished to act to transform the situation. A group of women executives, chaired by the deputy Mayor in charge of equal opportunities, was formed to formulate proposals in the area of professional equality, working conditions (re-organisation of the working time), recruitment, training and communication. Therefore, the City of Rennes developed a provision whose nature is to allow the professionalisation of know-how developed by women in certain fields of activities (maintenance, catering, care for children and the elderly) and to obtain qualifications through the recognition of the skills and experiences.

Source: City of Rennes

Site: www.ville-rennes.fr



Glasgow (Scotland)

A guide for city staff on the use of non-sexist language in the workplace:

Sexism continues to be an obstacle for women as city employees. Consequently, this Scottish city implements a very active policy to combat discrimination and to ensure that equality issues are taken into greater account by civil servants and council members. The guide was distributed to increase female employees' awareness of this reality as well.

Source: Municipal Council of Glasgow

Site: www.glasgow.gov.uk



Turin (Italy)

The city of Turin conducted research on “the glass ceiling” using cognitive psychology methods in order to study the mechanisms leading to inequalities in places where decisions are made. The study focused on inequalities between men/women at the decision-making level at the moment when they become evident during negotiations. The objective of the study was to come up with proposals so that women could overcome their own difficulties in order to be promoted to the senior level positions in the public and private sectors. The study was carried out within public organisations, NGOs and companies in the City of Turin.

Source: Sister Cities Going Gender Project and the City Hall of Turin.

Sites: www.comune.torino.it, www.sister-cities-going-gender.org



Vienna (Austria)

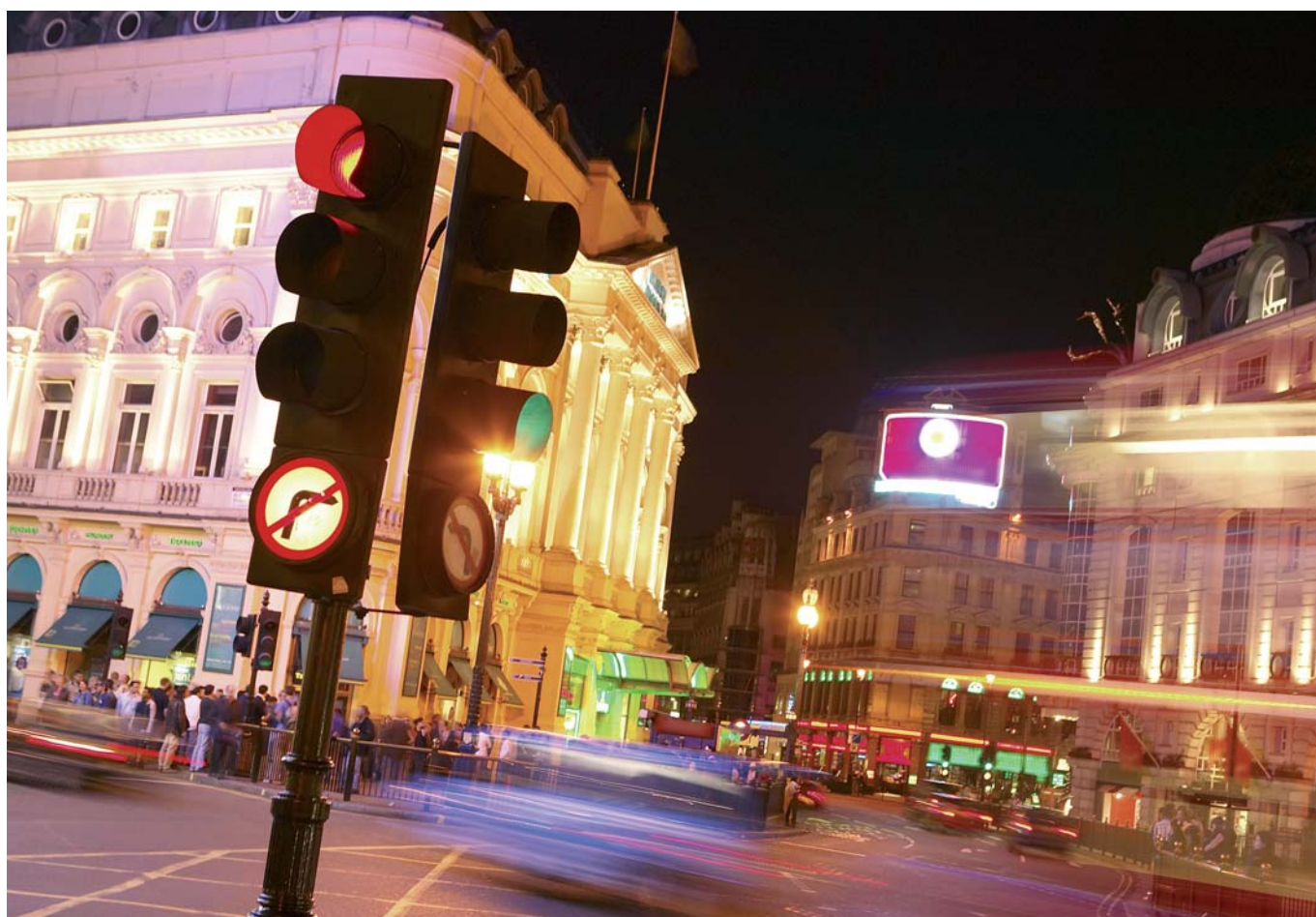
Managing E-Quality:

The project Managing E-Quality (MEQ) has been developed to enable employers to meet the gender mainstreaming and work & family reconciliation standards of the European Union.

Its aim to promote equality for women and men, but also takes the diversity of the entire workforce into consideration. It is a training, consultancy and implementation programme, which helps Public Administrations or organisations to improve what they do and introduce solutions in those areas where they recognise a need for improvement towards equality. Training courses and seminars are organised in this perspective.

Source: Women's Department of the City of Vienna

Site: www.genderlink.com/index_meqe.htm ; www.frauen.wien.at



Mechanisms and instruments serving the cause of equality

Implementing a policy of equality between women and men necessitates a political will. The latter implies a commitment on the part of the entire elected assembly but also the designation of officials, elected representatives and civil servants in charge of proposing measures and methods to eliminate all discrimination and to monitor the effectiveness of this action. A local plan for equality is necessary. The survey conducted shows that in the absence of such a plan and mechanisms specifically aimed at attaining equality as well as insufficient training of personnel with regard to awareness of gender issues, the policies carried out are insufficient and lacking in the long run. The city therefore needs to set up a system both within the elected council and administration designed to ensure gender mainstreaming in all policies. It is also necessary to contribute to the combat against stereotypes through training and local information.

In several European countries, the State obliges or encourages local authorities to take gender equality into consideration by setting up mechanisms and appropriate policies.

2.1. A MUNICIPAL COUNCIL SENSITIVE TO GENDER ISSUES

An elected representative of the municipal executive body is made responsible of equal opportunities in the city. A municipal committee is specifically put in charge of the equal opportunities portfolio, with the possible assistance of an extra-municipal committee which includes the participation of local organisations with a vested interest in this issue - and in particular, women's organisations. Prior to examination by the municipal council, any future decisions are submitted

for opinion to the "Equal Opportunities" Committee in order to ensure that gender issues are taken into account. The municipal council has set up the necessary means to make a comparative analysis of the situation of women and men in the city.



Swedish Association of Local Authorities

The method of the 3Rs:

The Swedish Association of Local Authorities has perfected a method aimed at helping municipalities to draw up a global policy for equality. The method of the 3Rs is an analytical tool. It gathers the information necessary in order to systematically take gender equality issues into account. The 3Rs stand for representation, resources and reality. Recently, a fourth R was added to the method: "restrictions". This means that the organisations which do not implement gender mainstreaming will face sanctions.

Source: The 3Rs, Tools for Gender Equality in Local Government, 1999, Swedish Association of Local Authorities

Site: www.svekom.se

2.2. A MUNICIPAL ADMINISTRATION THAT IS MOBILISED AND EDUCATED WITH REGARD TO GENDER EQUALITY

A department, under the supervision of the elected official in charge of equality, has the mission to advance the concept of equality, to make certain that it is integrated at all the executive levels of the municipal administration and to ensure that it is followed through. The staff of this department received training on gender mainstreaming techniques with respect to public policy.

In each department of the local administration, there is an agent trained in gender equality issues who acts as the intermediary between his/her department and the one promoting equality.



Frankfurt (Germany)

In January 2002, the city of Frankfurt started applying gender mainstreaming and set up a "gender team" within the municipal administration. The task of this team is to introduce gender mainstreaming in all the municipal structures: both in the decision-making procedures and in the decision-making bodies.

The city of Frankfurt launched a European pilot project, "Sister Cities Going Gender", developed to encourage the implementation of equal opportunity policies in major European cities such as Rotterdam, Rome, Turin, Vienna and Venice.

Source: The Gender Team of the City of Frankfurt and Sister Cities Going Gender Project

Sites: www.frankfurt.de, www.sister-cities-going-gender.org



Paris (France)

Monitoring Centre on equality between women and men:

The objective of this monitoring centre is to enable Parisians, both men and women, to have a better quality of life on a daily basis in all areas: social, employment, professional equality, family, culture, transportation, etc.

All Parisians confront different problems and situations. The city must be able to provide appropriate responses in order that men and women can enjoy equal standards in quality of life.

This objective of respecting equal opportunities also applies to the men and women in the Paris administration.

Even if Paris is a "feminine" city (women account for 53% of the population and 50% of administration personnel), there are still many areas where inequalities persist.

In order to reduce these inequalities, the Monitoring Centre acts to:

- guarantee and ensure respect of Parisian women's rights,
- support and monitor the activities, employment and professional equality of Parisian women as well as those working in the Paris administration,
- achieve recognition and enhance the place of Parisian women in all areas,
- help and work alongside women's and feminists' associations.

Source: Paris City Hall

Site: www.paris.fr/fr/citoyennete/observatoire_egalite



Vienna (Austria)

Establishing gender mainstreaming at administrative levels:

The City of Vienna has, since several years, embraced a clear political commitment to mainstreaming in women's and equality policies. In addition to the existence of the Municipal Department 57 - Women's Department of the City of Vienna - further women specific facilities were established in various municipal departments in order to transform women-oriented aspects, in the spirit of gender mainstreaming, into issues that directly concern the different areas of work and administration. The city also decided to select five members of staff to become Equal Opportunities Advisors who are freed from their regular duties. The function of Equal Opportunities Contact Person was also created. These workers are women who serve as a first port of call for staff of both sexes in the individual departments of the city. There are 145 Contact Persons currently appointed for the entire city. Finally, the city also has a Working Group on Equal Opportunities Issues.

Source: Women's Department of the City of Vienna.

Sites: www.frauen.wien.at, www.wien.gv.at/gbb



Essen (Germany)

Sixty-four persons in charge of the feminine condition

One or more persons in 33 of the city's services were entrusted with responsibility for the feminine condition. They carry out this duty alongside their other responsibilities. Their task is to co-operate with the "equal opportunities" department and to facilitate the dissemination of information between the different departments and specialised sectors. They attend a monthly conference which provides the opportunity to exchange experiences, discuss problems but also to make suggestions for new themes. For example, the officers in charge of the feminine condition of the Systemhaus of Essen, in charge of the administration's computer network, opened in collaboration with the office in charge of youth, a childcare centre for the children of municipal employees during the school holidays.

Source: Deutscher Städtetag, Gender Mainstreaming, Examples of best practice found in the municipalities

Sites: www.staedtetag.de, www.essen.de



Upper Silesia (Poland)

The House for Polish-German Co-operation, a Polish NGO, launched a project, supported by the EU, to “prepare a network of local experts on equality between women and men in the municipalities of the voivodships of Slaskie and Opolskie”. Under this project, 50 municipal delegates of the two voivodships participated in a series of seminars and working groups as part of training on the theory and practice of equality.

Contact: Malgorzata Jonczy

Site: www.haus.pl



Dudelange (Luxembourg)

An integrated equal opportunities policy:

In 1995, the municipality appointed a deputy in charge of equal opportunities and, in 1997, an equal opportunities commission open to all citizens as well as a steering committee on policies of equality. This steering committee was made up of local officials from the services responsible for employment, social affairs, the youth centre, personnel, schools and the elderly. The committee’s missions included the following: advise and support the municipal services with respect to equal opportunities, organise and offer training, organise awareness campaigns and other events to promote women’s visibility and collaborate with local women’s associations, services on the feminine condition, the Council of Luxembourg women and the Ministry in charge of promoting women’s issues.

Source: Municipality of Dudelange and the National Council for Women in Luxembourg

Sites: www.dudelange.lu, www.cnfl.lu



Finland

Co-operation and networks of the equality opportunities officers within municipal administrations have been established in Finnish cities, e.g. the Cities of Espoo, Helsinki, Oulu, Turku. These networks are responsible for equality planning, dissemination of information, co-ordination of the education on gender issues of the city personnel.

Source: The Association of the Finnish Regional and Local Authorities, the respective cities.

Site: www.kunnat.net

2.3. STATISTICS BROKEN DOWN BY GENDER

Inequalities and discrimination are not always obvious as long as there are no statistics available broken down by gender. How many women and how many men are there in the municipality? How many women are the sole head of the family? What is the gender breakdown for paid employment? How do salary differences compare between women and men? Who uses public transport?, etc. Departments in charge of equality are responsible for compiling these statistics, updating them and analysing them.



Norway

A municipal index on equality between women and men:

Since 1999, the Norwegian Statistics Office annually publishes a gender equality index which allows for the classification of cities according to six indicators: kindergarten coverage for children, percentage of female municipal council members, education levels for women and men, number of women per 100 men aged 20-39, labour force participation for women and men and income for women and men.

Source: Statistics Norway

Site: www.ssb.no/likekom_en/main.html



Finland

• **The Association of Finnish Regional and Local Authorities** maintains gender disaggregated statistics e.g. on municipal boards, municipal committees. The Commission for Local Authority Employers, which is part of the Association of Finnish Regional and Local Authorities, keeps up the gender disaggregated statistics on municipal personnel.

Source: The Association of Finnish Regional and Local Authorities

Site: www.kunnat.net

• **The Ministry of Social Affairs and Health** has founded a data bank comprising of indicators for monitoring gender equality at local and regional level. The indicators developed represent a broad range of fields: population and families, education, working life, municipal personnel, income, local decision making, child care, health and elderly. The statistics can be obtained in municipal, regional and national level.

Source: Sari Pikkala. Gender equality indicators for municipalities and regions. Helsinki 2003. Reports of Social Affairs and Health. 2003:12).

Sites: www.stm.fi, www.tasa-arvotietopankki.fi

2.4. THE BUDGET: AN INSTRUMENT FOR ANALYSING AND CORRECTING INEQUALITIES

Public budgets are not neutral. They affect women and men in different ways insofar as the majority of women everywhere have fewer financial resources than men and they also undertake a greater share of non-remunerated work. Since the mid 1980s (beginning in Australia), studies were conducted to measure the effects public budgets had on men and women with a view to promoting equality. These studies showed that, for example, a reduction in expenditure for social services resulted in transferring to women, for the most part, tasks that until that point had been carried out as part of public services.

At the end of the global conference in Beijing in 1995, the States pledged to take into account the specific nature of problems faced by women when making decisions concerning the budget as well as to set aside sufficient financing for programmes aiming to achieve equality between women and men. What applies to the State budget also applies to the budget of local and regional authorities, particularly that of cities. In different European countries, municipalities have therefore developed budget techniques which allow for an analysis of the impact of income (i.e. taxes) and expenditure in terms of operations and investments while taking into account the perspective of gender.



European Union / European Women's Lobby

A guide for gender mainstreaming in the public budgets

The European Women's Lobby, which groups together more than 4,000 women's organisations in Europe, published a particularly useful document addressing gender mainstreaming in budget practices and techniques. While this document does not specifically focus on local budgets, it is quite useful in understanding the importance of gender budgeting for good governance and for combating inequalities between women and men.

Source: Introduction to gender mainstreaming in budgets: an overall view by the European Women's Lobby, 2004

Site: www.womenlobby.org



Basel (Switzerland)

A methodology of gender budgeting:

The City of Basel developed a methodology which allows the City to measure the appropriation of funds according to sex. The results of the analysis show that, as a whole, men receive around 15% more in budget appropriations than women. A breakdown by age shows that only for the population group 65 years or older that women receive more than men. These analyses are used as a tool for planning.

Source: "The small difference" in the State's finances, a comparative gender analysis, Canton of Basel and CEMR, Equality in Europe's Towns, seminar in Paris, 7-8 May 2004

Site: www.basel.ch



Italy

Gender budgeting experiments conducted in several cities:

Gender budgeting experiments are underway in the provinces of Modena, Siena and Genoa, and these initiatives are being networked. The region of Emilia-Romagna ordered a feasibility study on this theme in order to measure the differences in municipal expenditure for men and for women and to take note of the areas most lacking in funds at local level from a gender perspective, notably those which concern childcare, parental allocations and public transport.

Source: Guide for gender mainstreaming in local policies, European Commission, 5th FPRD

Site: www.eurete.it



Gothenburg (Sweden)

Gender budgeting as an instrument

for correcting inequalities:

In Sweden, one of the district councils of Gothenburg analysed the way in which the city granted subsidies to the NGOs relating to the social sector. It realised that with the exception of the associations managing lodging, associations focusing primarily on women's issues only received one-fifth of the municipal subsidies in the voluntary sector. Of course, it appeared that centres sheltering battered women received slightly higher grants per person than men's associations managing treatment centres for alcoholism. Yet, taking into account the fact that most of the women being sheltered are oftentimes accompanied by their children, the subsidies granted to the men were in fact larger. Following this analysis, the district council in question balanced out its subsidies after having examined the social interest and needs of each activity.

Source: Guide for gender mainstreaming in local policies, European Commission, 5th FPRD

Site: www.goteborg.se



Gender budgeting in the cities

of the network "Sister Cities Going Gender"

As part of the activities of the Sister Cities Going Gender network established by the city of Frankfurt, some European cities carried out pilot projects on gender budgeting.

• Rotterdam (The Netherlands)

The city of Rotterdam carried out a project in view of applying gender budgeting to policies concerning youth, particularly those aged 12 to 18 years old.

Source: City Hall of Rotterdam and Sister Cities Going Gender Project

• Rome (Italy)

The city of Rome carried out a project to implement gender budgeting in a city district which applied the rule of the "participative budget".

Source: City of Rome and Sister Cities Going Gender Project

Sites: www.comune.roma.it, www.sister-cities-going-gender.org

2.5. AN INFORMATION SYSTEM INTENDED

FOR THE PUBLIC ON GENDER MAINSTREAMING POLICIES

Any media which contribute to communications in the municipality should take special care to avoid any form of sexist stereotype and ensure that advertisements in the cities do not encourage them and, moreover, that hiring notices for local civil servants be neutral from the perspective of gender, or even that they encourage the posts which are occupied mainly by either women or men be opened up to the underrepresented sex.

A specific provision for information for women is created and made readily available.



Provence Alpes Côte d'Azur (France)

Agor'elles:

The Regional Group for Actions and Information promoting women and families (GRAIFF) was created in 1977 at the initiative of the Provence Alpes Côte d'Azur Region to develop, support and implement actions in favour of women and families. GRAIFF's headquarters are in Marseilles, but its activities are carried out throughout the region. Sixty municipalities are members. GRAIFF works in favour of greater representation for women in politics and the social sector, for more co-education and equal opportunities between women and men in the implementation of public policies. One of GRAIFF's missions is in particular to act as a central information point between local authorities, associations and the public. It publishes a newsletter, Agor'elles.

Source: Le Groupement régional pour l'action et l'information des femmes et des familles (GRAIFF)

Site: www.graiff.org



Turin (Italy)

At the initiative of its equal opportunities committee, the city of Turin created a website, which is financed by the Piedmont region. The site is called IRMA, an acronym for "Network information for awareness enhancement and education in gender mainstreaming and equal opportunities". It provides in fact a network for services offered by the municipality and other city organisations and associations relating to issues of equality. It also acts as an important source of information for women when they are confronted with specific problems.

Source: Equality Committee of the City of Turin

Site: www.irma-torino.it



Vienna (Austria)

"7 Steps to Equality":

The city elaborated a manual to corporate gender equality and the reconciliation of work and family/private life. The manual offers theoretical background information as well as a "do it yourself kit" with good practices, checklists and guidelines for practical use.

Main fields of actions are:

- Contact and support of employees (women and men) who are on parental leave (skill maintenance) and job re-entry.
- Providing support for coping with everyday life (such as shopping service, care service for sick children)
- Flexible working hours in terms of time autonomy for employees as well as reduction of overtime.

Source: Women's Department of the City of Vienna

Site: www.gleichstellung.info

2.6. INCREASING YOUTHS' AWARENESS OF ISSUES OF EQUALITY BETWEEN WOMEN AND MEN

Cities can play an important role in encouraging girls and boys to take in interest in civic life at local level and to take part. Children's municipal councils, which exist in many cities, provide the opportunity, particularly if both genders are present in equal numbers, to learn about the decision-making process together and to become aware of the specific difficulties faced by each sex in obtaining access to local public services.

As part of their duties, municipalities can increase children's awareness of gender equality issues (in kindergarten, libraries, play centres, etc.).



Liege (Belgium)

Neighbourhood Municipal Councils for Children:

The city of Liege, as part of an agreement relating to the drafting of city contracts, invited the Neighbourhood Municipal Councils for children to address equality between the sexes by conducting a critical analysis of past experiences. Children aged 10 to 12, elected within each Council, directed a film on the theme of gender equality. Discussion sessions were then organised in the school of different city neighbourhoods.

Source: Carine Joly, "Women and cities in Belgium, History of local policy of equality carried out at federal level", Chronique Féministe, No. 86/88, September 2003/January 2004

Site: www.liege.be



Venice (Italy)

"Talking about gender differences" Project:

The objective of this project was to spread a culture of gender equality and to raise awareness regarding the theme of violence and mistreatment of youth in school. 428 students were invited to take part in the project. 289 adults participated as well.

For children, a laboratory of discussion and exploration of gender differences was organised. For parents, a venue for assistance was opened. The objective of this venue was to help them in their parental duties and in their relations with their children. For teachers, a venue for assistance was also opened to offer them support in their educational duties.

Other courses for training and raising awareness were proposed as well to the professors and parents, which focused on the theme of abuse of minors and violence towards women, gender differences, daily relations between parents and children, as well as the promoting an education respectful of gender issues.

Source: City Hall of Venice

Site: www.comune.venezia.it



Lausanne (Switzerland)

"All careers are possible" day:

Each year, the city of Lausanne organises a day during which girls discover their father's job and boys that of their mother's. Throughout the day, which involves the participation of students aged around 10-15, parents show their child what a typical workday is like and include them in their activities, present to them the professions of their colleagues; in short, offer them a first glance at the workplace.

Source: Committee on equality of the city of Lausanne

Site: www.lausanne.ch



Pontedera - Pisa (Italy)

The Istituto Magistrale of Pontedera carried out a project to give its students training with regard to equality. The project was financed by the province of Pisa, with the support of AICCRE-Tuscany and the director of schools of Pontedera. As part of the project, to be carried out from March 2004 to October 2005, the students take part in theoretical training and participate in traineeships and study visits concerning policies and how to apply gender equality.

Source: AICCRE Toscana

Sites: www.aiccre.it, www.provincia.pisa.it



Vienna (Austria)

Daughter's Day (Töchtertag)

In Vienna, Daughter's Day was invented in 2001 as a concrete way to support girls in finding the right job. On the fourth Thursday of April, girls aged between 11 - 16 years accompany their mother/father or another adult mentor to her/his workplace. The girls spend the day shadowing their mentor and learning about the opportunities open to women in various fields. In 2004, about 1500 girls and 55 enterprises joined the Viennese Daughter's Day.

Source: Women's Department of the City of Vienna

Site: www.toechtertag.at ; www.frauen.wien.at



Barcelona (Spain)

Councils of women:

A council of women for the city and women's councils in the neighbourhoods. The City of Barcelona set up, at city level, a Council of women under the aegis of the Committee on social development, and "women's" councils in each of the districts. The objective of these consultative bodies is to ensure the participation of women's groups in the implementation of the municipal programme for women, the "women's" section of the municipal action programme, and the action plan against violence against women.

Source: "A City Tailored to Women", Canadian Federation of Municipalities, 2004

Site: www.cird.bcn.es



Verviers (Belgium)

A consultative committee of women:

Creation of the Municipal Consultative Committee of Women. This committee was created as part of the World March of Women in 2000. At the time, the Council of French-speaking women in Belgium, sections of Verviers, had met with municipal authorities and called for the creation in Verviers of a municipal consultative committee of women. The Committee was thus created and developed a series of projects centred on gender equality in the city.

Source: City Hall of Verviers

Site: www.verviers.be

2.7. A PERMANENT DIALOGUE WITH CIVIL SOCIETY

It is mainly the local and national organisations preoccupied with women's rights that have contributed to raising the awareness of political bodies on gender issues. Such organisations exist in most cities. They act as the intermediaries for local authorities. They are even able to provide information to decision-makers on the particular needs of women and can be useful allies in the activities of "women's" committees when these groups exist and can also act as consultants on urban projects.



Bristol (United Kingdom)

Bristol Women's Forum:

The objective of this organisation is to ensure that women are consulted when municipal policies are drafted. The Bristol Women's Forum works with the city's Equality Unit. The women's group organises meetings with city councillors and civil servants in order to provide local decision-makers with women's points of view.

Source: Local Government International Bureau (LGIB)

Sites: www.bccforums.org.uk/women, www.lgib.gov.uk



2.8. A PLAN FOR EQUALITY



London (United Kingdom)

Dialogue with Local Women Organisations:

The Greater London Authority (GLA) is very committed to representative and inclusive consultation with the communities in London. It has produced good practice guidance on consulting with women and other traditionally excluded groups. It has also distributed an Equalities Toolkit to all its staff which provides specific advice to staff on how to consult with women and other groups.

Every year the GLA organises Capital Woman conference, which is specifically planned to provide the Mayor of London with an opportunity to consult with the women of London and to launch the annual 'State of London's Women' report. The event was also used for promoting the GLA's Gender Equality Scheme and reviews reporting progress against the scheme.

Source: Greater London Authority

Sites: www.london.gov.uk/mayor/consultation/resources.jsp
www.london.gov.uk/gla/publications/equalities/equalities_toolkit.rtf
www.london.gov.uk/gla/publications/equalities/equalities_toolkit.pdf
www.london.gov.uk/gla/publications/women.jsp

Municipal councils, after having performed a diagnosis of the comparative situation of women and men through the gathering of statistical gender-disaggregated data, an analysis of the budget, a consultation of citizens and in particular women's groups, have laid out objectives to attain equality within the framework of a plan. This plan, discussed and adopted by the municipality, is backed by the necessary financial and human resources. It provides for an evaluation method.



Finland

According to the law on gender equality, all employers with more than 30 employees must develop gender equality in a planned manner, in practice making equality plans and follow up the fulfilment of the plan (the law is being amended, the law is to be discussed by Parliament in January 2005, and due to be passed in February - March).

Among other things, the recruitment practices, job definitions, job titles, equal pay for equal work, prevention of sexual harassment, work practices, even "gender sensitive tools" have been developed. Follow-up methods and statistics have been developed, e.g. gender aspect included in the balance of human resources methods.



Espoo

Plan for the diversity of the city:

This Finnish city is one of the first to have a policy on equality in the country. As early as the 1980s, projects focusing on equality were implemented and the city was recognised internationally for its action. The concept of gender equality has now been extended to a wider one concerning equality between persons. Thus, the city currently has a plan for diversity which has integrated the objectives of a gender equality policy of the city personnel. The plan includes activities to reconcile the family and working lives of the city personnel.

Source: City Hall of Espoo

Site: www.espoo.fi



Vantaa

In 1996, the city of Vantaa introduced its plan for gender equality which serves as a basis for the local policy on equality. The plan addresses the following objectives:

- A committee which reports directly back to the municipal council
- Objectives for gender equality in terms of both human resources and the municipal council's operations
- Equal opportunities and pay for women and men
- Equal access for women and men to executive and senior level positions
- Equal treatment for men and women in the planning and hiring of human resources
- Zero tolerance for sexual harassment or any other form of harassment.

Source: City Hall of Vantaa

Site: www.vantaa.fi



Helsinki

The city of Helsinki has conceived of a particularly effective plan for equality. The first plan was implemented in 1996. It was developed by an ad hoc working group made up of representatives of the municipal council's committee for equality, the different departments of the municipal administration as well as representatives of the city's employees.

Source: City Hall of Helsinki

Site: www.hel.fi



Spain

At national level, the fourth plan for equality between women and men was implemented starting in 2003 in eight priority sectors:

1. Introduce the perspective of gender and strengthen the co-operation of the administrations and the public sector in introducing the principle of mainstreaming.
2. Work towards a gender perspective in employment policies in order to ensure that there is equality between women and men in economical terms.
3. Increase women's participation in the decision-making process in the areas of politics, economics and social affairs.
4. Promote the quality of women's lives, particularly in the areas of health, education and culture.
5. Promote equality in civic life particularly with regard to the combat against violence towards women.
6. Spread egalitarian values and attitudes by influencing the traditional system - eliminate stereotypes in the media and in advertisement.
7. Help reconcile family life and a professional career, even through legal means, with a view to achieving a better balance in how domestic tasks are considered.
8. Fix the objective of promoting co-operation between public administrations and public and private institutions, and strengthen the co-operation with NGOs and other international institutions.

• *In Madrid*, a programme for equality was implemented in 2001 in eight different areas:

- Co-operation and social participation
- Culture, education and sports
- Training and employment
- Social promotion
- Health
- Violence based on gender
- Power and conciliation
- Urbanism, consumerism, environment.

An evaluation and follow-up of this project is underway.

- **In Valencia**, a programme for equality was implemented covering the 2001-2004 period in ten different areas:

- Political power
- Participation in the decision-making process
- Image and educational means
- Labour and social economy
- Reconciliation of family life and a professional career
- Integral health
- Conjugal violence
- Social exclusion and the feminisation of poverty
- Co-operation.

- **In Leon**, a programme for equality was implemented for a four-year period (2001-2004) in order to:

1. Eliminate all discrimination, based on gender from the local judicial order.
2. Give legal backing to the plan on equality and strengthen the transversality of its actions.
3. Act in favour of the principle of equality in all areas of the civic life of Leon.

- **In Gijón**, a plan for equality covering the period from 2001 to 2005 was implemented, touching on eight areas:

- Training and employment
- Transport and town planning
- Social services and health
- Violence and security
- Culture and education
- Participation in associations
- Sports
- Research and training in favour of equality.

An evaluation and follow-up of this project is underway.

Source: Spanish Federation of Municipalities and Provinces (FEMP)

Sites: www.femp.es, www.mtas.es/mujer, www.munimadrid.es, www.ayto-valencia.es, www.aytoleon.com, www.ayto-gijon.es



Taking equality into consideration in all areas of municipal action

Beginning in the 1970s, under the pressure of women's movements, cities introduced women-oriented policies. Two areas received special attention: the reconciliation of paid work and domestic tasks, and violence, particularly towards women. The development of studies on women led to changes in the way inequalities were analysed. The first was that while policies must take women into consideration, the objective of equality implies, as indicated by the concept of gender, that the relations between the two sexes evolve as much in public life as in private life. Thus, combining a personal life with a professional career requires that men assume a greater share in the unpaid household activities which today are still mainly viewed as a woman's burden. Similarly, the combat against violence not only calls for centres for women who are the victims but an increased awareness on the part of men in view of eliminating all forms of violence. The second change is linked to the conceptualisation of gender. It has shown that all decisions made are likely to affect each gender differently. We have chosen to include here the definition of mainstreaming used by a group of specialists at the Council of Europe:

"Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making".

It goes without saying that mainstreaming requires that women be associated with the defining of this concept at all levels, regardless

of whether they are elected representatives, local officials or those responsible for its implementation.

3.1. TAKING TIME MANAGEMENT INTO CONSIDERATION IN MUNICIPAL OPERATIONS

How time is spent by women and spent by men is not done so in the same manner for both historical and cultural reasons. Since the 1980s, the question is no longer considered as one belonging to the private sphere and has taken on political tones linked to the organisation of public life, particularly in urban areas. Whether or not women hold a job, are single or living as part of a couple, they continue to be responsible for most domestic tasks, childcare, care for the elderly in the family, shopping for the household, taking care of administrative papers, etc. All of these chores take away from their political commitments, their ability to participate in civic activities and leisure activities, and basically, weighs down on their daily lives. The only way to not overlook the importance of time management is by taking into account the organisation and planning of the city, and more generally spatial planning and travel, as this is essential in overcoming the discrimination faced by women.

One of the prerequisites for women's participation in the municipal assemblies, in a manner allowing them to fulfil their mandates in the same way as the men, is that the scheduling of meetings as well as their duration be compatible with so-called private life. In Europe,

municipalities have begun reconsidering the hours for exercising a political mandate, notably in reaction to the pressure of elected women. The city, as an employer, is also called on to reflect upon the specific difficulties of its workers in handling different needs with different limited time.



Italy

A national law on time management:

The Turco law, adopted in 2000, requires cities of more than 30,000 inhabitants to set up a structure aimed at achieving a balance on how time constraints differ by gender, mainly with regard to working hours, leisure time, time for training and for being social. Italian cities were leaders in this area and served as models for many other European cities. This is particularly true of Modena. In the 1980s, following a debate initiated by women's groups, Modena introduced a policy of harmonisation of hours promoting a co-ordination between users and service providers. Modena recently introduced changes in the scheduling of its council sessions in order to make them more compatible with family life.

Source: Guide for gender mainstreaming in local policies, European Commission, 5th FPRD

Site: www.comune.modena.it



Prato (Italy)

Time on use Laboratory:

The committee for equality of the City of Prato in Tuscany is one of the most active on this issue. This committee set up a project called Time and Space in view of reorganising how time was managed in the city. Under this project, a time use laboratory for the city was also created. This laboratory is a space reserved for women so that they may enjoy a variety of different activities during their leisure time. In the laboratory, the following is available:

- Access to the Internet
- An information and assistance area
- A research area
- An area for games and learning activities
- A display area
- An area for recitations.

Source: City Hall of Prato

Sites: www.comune.prato.it, www.donna.toscana.it



Marseilles (France)

Time use agency :

For two years now the 'Department for Family Action and Women's Rights' in the City of Marseilles has taken part in the European Reflection Network on Timing Policies. The creation of a time management office was put forward by the City of Marseilles and approved by the "Ministère de la Fonction Publique, de la Réforme de Etat et de l'Aménagement du Territoire".

The goals of this time management office are as follows:

- an assessment of the services currently on offer to families.
- actions aimed at improving the conciliation between professional and family life. These actions can concern childcare, out of school facilities, the elderly, or the modernisation of public services.

Source: City of Marseilles

Site: www.mairie-marseille.fr



Poitiers (France)

Time use agency:

In 2001, a time use agency, headed by a local woman elected representative, was created in the urban community of Poitiers. This agency conducts numerous surveys among the inhabitants of the community (the City of Poitiers and the outlying suburbs). These surveys resulted in special attention being paid to three objectives: services, mobility and childcare. As regards services, a one-stop desk is available during the back-to-school period so that parents can complete all the necessary procedures relating to school enrolment and extracurricular activities. It was remarked that most of the persons who used this desk were women. The Agency reflected upon ways to encourage men to use this service. Lastly, the administrations are open all day to make it easier for inhabitants to take care of any administrative chores and the media library is open until 10pm twice a week.

This agency relies on a co-ordination with the population. Discussion forums called "Time on Tuesdays" were organised. They provide a chance to discuss problems and suggest possible innovations.

Source: Agor'elles, No. 24, January 2004

Sites: www.mairie-poitiers.fr

3.2. ORGANISATION, SPATIAL PLANNING, INTRACITY TRANSPORT AND HOUSING

The quality of the environment is an issue of concern to all city inhabitants and all those who visit it. Creating new neighbourhoods, fitting out an area for leisure activities, building a new parking lot... these are all opportunities to take into consideration the needs and aspirations of all the citizens, to associate women in the planning of the urban space. For different reasons, up to now women have not been highly involved in urban planning. The professions of architect and urban planner have been and often remain careers mainly occupied by men since women were only admitted to this specialisation recently and they thus remain a minority in these professions. The specific needs of women relating to the duties they fulfil and which require a lot of running around are not often taken into account in the organisation of the city.

3.2.1. Urban planning

Historically, professional urban planners have been men, and this is still true today. The responsibilities of elected representatives and local officials responsible for this portfolio are still only rarely entrusted to women. Yet, planning a new neighbourhood or remodelling an old one requires that the expectations and needs of all citizens be taken into account. This calls for a voluntary policy, notably one which listens to women, both professionals and those whose lives shall be affected.



Norway

Parity in urban planning:

The Norwegian government, with the co-operation of municipal authorities, launched a steering project aiming to further integrate women in municipal life by taking into account, among others, their point of view on urban planning. This project, in which six cities took part, focused on the designing or revising of how a city is planned. A central committee was formed which sought as much as possible to achieve gender parity. This committee oversaw working groups made up of at least 50% women. A project of city planning was prepared and submitted for consultation. From the start, additional activities were organised to increase women's participation: education in town planning, promotion of women's participation in municipal consultations, training on the processes leading up to a city plan and on municipal life in general. The use of gender-disaggregated data was recognised by the municipalities as an important step forward in the

proceedings. Guides, presented as "A Cookbook for Grassroots Planning", were also published.

Several changes were observed in the aftermath of the project, such as the acceptance by cities of the active participation of women's groups and the use of a "bottom-up" process that fostered greater consideration being given to women's needs and, consequently, more adequate financing to fund initiatives.

Source: "A City Tailored to Women", Canadian Federation of Municipalities, 2004

Site: www.bestpractices.org



Berlin (Germany)

Guidelines for city and town planning and

land use classification plans taking gender into account:

Under the project "Friedrichswerder West", the guideline on city and town planning, landscaping, projects for public spaces and procedures for offers and allocations for acquiring land were analysed and carried out from the perspective of gender mainstreaming. This was also the case for land use classification plans. A catalogue of criteria was proposed as part of the procedure for participating with civil society; for example, what were the different possibilities for each gender in acquiring space, the possibility to combine paid work with household duties, protection against physical and psychological violence.

As regards "structure and the intended aim of buildings", for example, the question was raised of how to determine if there is enough space to be able to properly communicate. As regards the network of roads and expressways, the examination focused on how to determine what possibilities and shortcomings existed in terms of allowing men and women to appropriate the space. Another theme concerned areas in which women did not feel secure or at ease.

Source: Deutscher Städtetag, Gender Mainstreaming, Examples of best practice found in the municipalities

Sites: www.staedtetag.de, www.berlin.de



Ulm (Germany)

A playground adapted to girls:

The City of Ulm conducted a survey in a neighbourhood to determine girls' needs regarding outdoor playgrounds. This survey helped to discover what girls' ideas were and their wishes regarding a playground which responded to their needs. The city also included boys in the survey in order to avoid any conflicts and to have a direct comparison between boys and girls. The important aspect of the

survey was the direct participation of children, who were to be the beneficiaries of the new games, equipment and building material. The educators took note of their experiences, preferences, behaviours and the specific games of boys and girls. With the help of the information obtained from the survey and experiments conducted by the educators, a substantial amount of data was compiled which indicated the divergent priorities of girls and boys with regard to a playground. The result was a reorganisation of the playground to ensure that girls' priorities were taken into account.

Source: Deutscher Städtetag, Gender Mainstreaming, Examples of best practice found in the municipalities

Sites: www.staedtetag.de, www.ulm.de

3.2.2. Accessibility to municipal services available to the public:

Are inhabitants equal when it comes to accessing services offered by the municipality? Raising this question is not merely a matter of noting a number of inequalities linked to age, possible handicaps, level of education, social status, sexual orientation or ethnic origin. The fact of being a woman very often adds further to these roots of inequalities, which can be cumulative in nature. While all decisions concerning city life must take gender mainstreaming into account, care should first be taken to ensure that women as well as men are equally informed about the services offered to them by their municipality and that they are treated equally by the different administrations. The dividing up of municipal services throughout the city is necessary to lessen the effects of socio-spatial segregation in the habitat.

Furthermore, whether women are employed or not, but particularly for working women, the existence of young children in their care requires that cities offer to parents adapted childcare services which must keep flexible hours to take into account the needs of parents and especially mothers.



Dudelange (Luxembourg)

An information booth for women:

An information booth was set up with a hotline and a specific mission to offer consultations and advice to women, orient them towards the proper services and help them with administrative procedures.

Source: Municipality of Dudelange and National Council for Women in Luxembourg

Sites: www.dudelange.lu, www.cnfl.lu



Sweden

"Heaven" for children and parents!

Sweden has a wide-reaching network of services for children which is considered the heart of the Swedish "Welfare State". From the moment a child is born, parental leave, financed completely by public funds, is guaranteed for a period of 18 months. A place in a high-quality nursery, kindergarten, etc. is guaranteed as well. This approach to family policy has certainly contributed, among others, to the employment rate being as equally high for women as for men. The services provided by the municipalities play an essential role in the Swedish welfare state.

Source: Swedish Association of Local Authorities and Sister Cities Going Gender Project

Sites: www.svekom.se, www.sister-cities-going-gender.org



Finland

In Finland the municipalities are responsible for almost all services provided for citizens such as social and health care, e.g. child care, care of the elderly, primary and second level education, health care, city infrastructure.

Family policy aims to give parents equal opportunities to take part in raising and caring for their children. The parents can have maternal, paternal and parental leaves (with approximately 70 % of the salary being paid) until the child is 10 months old.

Every child has a subjective right to the municipal day care until the child goes to school. The parents pay day care fees according to income.

Flexible working hours are used in kindergardens for children whose parents have irregular working hours or shift work.

The municipalities provide free meals for children every day in day care centres, nurseries, at schools in primary and secondary education, vocational training and colleges. The municipalities organise together with the NGOs afternoon care after school for small children of seven and eight years old. In the cities of Turku and Raisio new models for social and healthcare services have been developed in cooperation with NGOs in the whole region.

Source: The Association of Finnish Regional and Local Authorities, Ministry of Social Affairs and Health,

Sites: www.kunnat.net www.turku.fi; www.raisio.fi ; www.stm.fi



Paris (France)

Childcare structures adapted to

the needs and financial resources of families:

The City of Paris proposes different care centres for young children - close supervision of children, including for disabled children, as well as municipal nurseries, kindergartens, and even family nurseries, temporary care at one's home in cases of emergency, etc. are available. Whatever the problem, the structures set up allow one to successfully manage a household and a job and also address issues such as the security, well-being and health of children. There is also the possibility of receiving financial aid from the city depending upon one's household situation.

Source: City of Paris

Site: www.paris.fr

3.2.3. Getting around the city

The extent of each citizen's participation in civic life depends in particular on the degree of one's mobility. Surveys were conducted which showed that women and men did not share the same possibilities and accessibility to individual or collective transportation, whether public or private. It is therefore recommended to evaluate, from a gender perspective, different means of getting around the city and to alleviate, through urban planning and organisation, the particular difficulties faced by women to a much wider degree than men. Itineraries, schedules, the feeling of security - or insecurity - in the public transport system, easy access to buses or the tube, particularly when travelling with children, are all topics to which women can make a positive contribution in light of their experiences. With regard to its policy on transport, the city must not only consider women as users of transport, but as professionals: women who are in fact drivers, and persons responsible for managing and controlling traffic. Yet, as in the decision-making bodies governing this policy, it is rare to find women in these positions even though they have shown better results than their male colleagues when it comes to such skills as efficiency and mediation with the public.



Montreal (Canada)

Public transportation which takes gender into account:

The City of Montreal, which has been a leading innovator when it comes to combating insecurity and feelings of insecurity (see below), established a partnership between municipal bodies and women's groups to introduce gender mainstreaming to public transport. In Montreal, women represent more than 60% of public transport passengers. At the suggestion of women, the Montreal Urban Community Transit Commission set up in 1996 a service which allows women to request to get off between two bus stops in order to arrive closer to their destination. The City of Montreal also ensured that the entrances to metro stations were made safer. Other Cities in Canada such as Toronto and Laval also introduced policies promoting security in public transport.

Sources: "A City Tailored to Women", Canadian Federation of Municipalities, 2004

CEMR, Equality in European Cities, Seminar held in Paris on 7-8 May 2004

Site: www.ville.montreal.qc.ca/femmesetville



Hanover (Germany)

Urban planning sensitive to gender issues:

Gender mainstreaming has been introduced in policies, programmes and projects which concern urban policy, particularly public transport. The members of the Committee for Equality have developed, in co-operation with experts on urban planning of the City of Hanover, city planning sensitive to gender issues.

Source: GTZ Pilot Programme Gender

Sites: www.gtz.de/gender_project, www.hannover.de



Helsinki (Finland)

Persons travelling with young children

in baby buggies travel free:

Women often use public transport more than men. Persons travelling with a child in a baby buggy in the public transport system of the Metropolitan Region of Helsinki are able to ride for free. This policy helps to encourage mothers, as well as fathers, to use public transport.

Source: City Hall of Helsinki

Site: www.helsinki.fi



London (United Kingdom)

Safer Travel at Night

The Safer Travel at Night initiative is a joint initiative between the Greater London Authority, Transport for London and the Metropolitan Police Service. It is highlighting the dangers of using unlicensed minicabs through a high profile public awareness campaign ("Know What You're Getting Into") that runs alongside the provision of better transport services, the provision of better transport information and against illegal minicab activity. This has led to a drop in the number of rapes and sexual assaults in unlicensed minicabs by a third from 212 in the year prior to launch (October 2001 - October 2002) to 140 in the year 2003 - October 2004.

During this time the Mayor has also funded the provision of 200 British Transport Police for the Underground network.

Source: Greater London Authority

Site: www.london.gov.uk/mayor/safer_travel/index.jsp

3.2.4. Housing

Access to housing is one of the essential conditions for determining quality of life. Single people, the case of many women, single parent families - most often the parent is a woman - same sex couples often find it harder to find housing. The city must be attentive to all forms of discrimination with regard to housing, particularly against women. Spatial discrimination must not be overlooked among the many forms of discrimination. The relegation and concentration of social housing in suburban areas, for example, often with fewer social services available and a less extensive public transport system are frequent and particularly a burden to women.

Cities only handle part of the construction and the access of inhabitants to housing. As much as possible, they must ensure both the social diversity of the neighbourhoods and the planning of the housing themselves in order to avoid having the layout of the neighbourhoods and housing reproduce traditional roles.



Vienna (Austria)

Women contributing to housing design:

"Frauen-Werk-Stadt" was an experimental project intended to take women's needs into consideration when designing urban planning and housing. Part of the city was chosen to be redesigned exclusively by women architects. Due to the great success of the plan, the city initiated a follow-up project in February 2000. In addition to the general objectives of housing construction aimed at the specific needs of women, 42 flats (out of 140) were especially built for senior citizens. Frauen-Werk-Stadt II was completed in August 2004.

Sources: United Nations "Best Practices Database" City Hall of Vienna

Sites: www.wien.at, www.bestpractices.org, www.wien.gv.at/mdbd



Bristol (United Kingdom)

Single women with children are given preferential treatment in the allocation of social housing.

Source: Municipal Council of Bristol

Site: www.bristol-city.gov.uk

3.3. EDUCATION AND TRAINING

City allocations, in terms of education, vary by State. A city mindful of equality must ensure, insofar as it falls under its jurisdiction, that sexist stereotypes are eradicated as early as possible in a child's upbringing. Municipalities increasingly rely on adult training. They can also make sure that women have access to it. Cities housing universities and which contribute to their financing can work with these institutions in view of teaching and conducting research on gender issues and take advantage of study contracts and research on gender equality at local level.



Zaragoza (Spain)

"Atrevete a Cambiar" Project:

The Spanish city organised an educational project to encourage an egalitarian distribution of domestic activities traditionally considered the domain of women. This campaign disseminated advertisements which encouraged the sharing out of tasks at home between women and men. Humour was used to have a campaign light in spirit and to avoid clichés.

Source: Casa de la Mujer del Ayuntamiento de Zaragoza

Site: www.ayto-zaragoza.es



Gävle (Sweden)

Education on equality as early as possible:

An establishment in the City of Gävle, both a nursery and kindergarten, cares for children aged one to six. It has defined gender equality as one of its learning objectives. Each child must be viewed as an individual and not through a gender stereotype and must be able to develop his or her own skills. He/she must be encouraged to overcome the strong and weak points traditionally associated with each sex while learning to be proud of his/her gender. The staff produced a film on how to work towards gender equality.

Source: Guide for gender mainstreaming in local policies, op.cit.

Sites: www.skola.gavle.se/bjornrtomten, www.gavle.se



Vienna (Austria)

Gender Sensitive Education

In 1999 a special kindergarten located in Vienna's 15th district was set up with a particular focus on gender sensitivity. Due to the overwhelming success of this model project - the assessment produced thoroughly positive results - plans are underway to apply this concept to other day-care facilities and concentrate on other key issues in gender sensitive teaching.

Source: Women's Department of the City of Vienna

Site: www.frauen.wien.at

3.4. INTEGRATION OF MINORITIES

Europe has welcomed and continues to welcome foreign immigrants and has always had populations considered as minorities, for example the Romes. Women migrants or daughters of migrants, as well as the young daughters or wives of minorities are often victims, for many reasons, of multiple discriminations: as women, as foreigners, as those of foreign origin or as minorities. A city mindful of equality must ensure that the integration of people viewed as belonging to a minority group take into account the specific difficulties faced by women from these groups and communities.



Copenhagen (Denmark)

Project to foster the integration of immigrant women in the workplace:

The City of Copenhagen developed a series of projects to help immigrant women enter the local workplace. One of the problems encountered by the city in approaching these women was getting them to come out of the isolation in which they lived and to get them to participate more in Danish society. One interesting method used involved getting children to participate in activities proposed by the city, thus helping these women to have more free time to look for employment.

Source: City Hall of Copenhagen

Site: www.copenhagencity.dk



Rotterdam (The Netherlands)

RADAR (Rotterdam Anti-Discrimination Action Council):

In the City of Rotterdam, 42% of the population is of foreign origin. Women form a large part of this group and have their own specific needs and suffer from a double discrimination. Consequently, the city actively works to integrate foreigners, particularly the women. The Rotterdam Anti-Discrimination Action Council was one of the first to be created in the Netherlands, in 1983. The main objective of the council was to combat all forms of discrimination, regardless of whether it concerned racism, skin colour, ethnic origin, religion, sexual orientation, age and, of course, gender. Projects aimed at integrating women of foreign origin are a priority for the council.

Source: City Hall of Rotterdam

Sites: www.radar.nl, www.rotterdam.nl



Munich (Germany)

A project for integration:

The Munich Office for multicultural affairs carried out a project for integrating all the city's inhabitants in view of creating a multicultural urban population. Munich's urban population includes 23% of its inhabitants originating from 181 different countries and who do not have German citizenship. The project aims to have all city inhabitants take part, in an egalitarian manner, in the political and social aspects of city life. It takes into consideration the specific needs of women immigrants and women of foreign origin by offering them venues open specifically to these women, German language courses designed around their needs and places in battered women shelters for women and young girls.

Source: CEMR, Seminar held in Bonrepós I Mirabel on 29-30 March 2004

Site: www.munchen.de



Vienna (Austria)

Brochure: "Free Native-Language Advisory Services for Female Immigrants"

In Vienna, immigrants and their relatives are offered free counselling and information with regard to family matters, education, employment, residence, health and violence in their native language by approximately twenty advice centres.

The brochure "Free Native-Language Advisory Services for Female Immigrants" has been drawn up by the Women's Department of the City of Vienna in cooperation with the Vienna-based advice centres for immigrants and is available in German, English, French, Spanish, Turkish, Serbian, Croatian and Russian. The information in the brochure includes services offered, telephone numbers, addresses, getting there and office opening hours.

Source: Women's Department of the City of Vienna

Site: www.frauen.wien.at

3.5. ELDERLY PERSONS IN MUNICIPALITIES

"Today, elderly women constitute a sort of state benchmark indicator of social citizenship in the cities", writes sociologist Monique Haicault who also indicates that the taking into consideration of elderly women in municipalities cities is very recent, except with regard to the cultural (clubs for the elderly exist in all the cities) and medical aspects. The elderly form a heterogeneous group (due to income, cultural capital, national origin and degree of dependency) and that the notion of the elderly varies according to country, notably due to the difference in age for going into retirement.

Studies have shown that elderly women are particularly sensitive to conditions in the city, its cleanliness, the possibility of getting from place to place safely. Paying heed to the specific difficulties and expectations of the elderly and elderly women in particular is one way of ensuring they all have equal rights to the city.



Marseilles (France)

A video on elderly women in the city:

This video, directed by Monique Hainault in 2003 with the support of the Prefecture of the Provence-Côte d'Azur Region, raises the question of having the right to enjoy the city by using the example of Marseilles. The sociological diversity of a group of women in one gathering is classified, at a popular market on Saturday morning, at a time when all the communities to be found in this large

Mediterranean port gather together. Yet, the social inequalities in terms of having access to this public space are obvious when it comes to the great distance between the peripheral areas and the city centre, as women say that it is hard to travel from these areas. Inequalities are also obvious in the density of women present according to the place and time.

Source: Chronique Féministe, No. 86/88, September 2003/January 2004

Site: www.mairie-marseille.fr

3.6. EMPLOYMENT

The authority of the cities to act in terms of employment varies according to country. It is often with regard to the private sector. Cities can nevertheless carry out actions aimed at specifically helping women seeking employment, in setting up companies, in receiving professional training or rejoining the workplace after an extended period away. As employers, cities must also be exemplary in their behaviour (see Chapter 1.4). When authorised by the law, they can implement positive action measures in order to correct gender imbalances in municipal offices. Indeed, this can also entail a more equal balance in favour of men in the areas where they are underrepresented, for example in areas concerning children or social affairs. Also, insofar as allowed by law, or even where it is specifically provided, in the area of public procurement, when selecting companies, municipalities should give a bonus to those who respect gender equality laws in the workplace. Moreover, a correlation should be made between other policies focusing on equality and the workplace in order to make it easier to reconcile personal activities with professional ones, whether they be policies on time management, issues of equality in terms of getting around the city or, of course, ones on childcare, especially for very young children. The objectives set out by the European Union concerning employment for women can only be reached if, in the municipalities, women, like men, can combine their different responsibilities in a manner as harmonious as possible. European statistical data shows that, contrary to ideas oftentimes held as true, countries with a strong birth rate are the same ones that have a high employment rate among women and that the latter is even higher when public childcare services are developed, adapted and diversified.



European Union

Equal Project:

The aim of the European Union's Equal Project is to tackle discrimination and inequalities experienced by those working or looking for a job. Many cities are associated with this project. For example, the city of Marseille works in partnership with the cities of Madrid and Amsterdam on the exchange of best practice in the area of job creation by women and for women.

Source: European Commission

Site:

http://europa.eu.int/comm/employment_social/equal/index_en.html



Donostia-San Sebastian (Spain)

Training of women for professions

where they are underrepresented:

This project focuses on the acquiring of professional technical skills and social and professional abilities in careers relating to construction (electricity, light prefabricated houses, painting, wallpapering, restoration of furniture and construction finishings).

Source: EUDEL (Euskadiko Udalen Elkartea) (Association of Basque Cities)

Sites: www.eudel.es, www.donostia.org



Milan (Italy)

Help women to enter the workplace:

A service was set up, on a provisional basis, to help women enter the workplace or to return to it after an extended period of absence. Since 2000, this service has helped over 2,200 women in the city. Due to its success, this service now exists on a permanent basis.

Source: City Hall of Milan

Site: www.comune.milano.it



Gijon (Spain)

The Women and Work Guide:

The city of Gijon published a guide on equal opportunities in the workplace. It is an educational tool which provides information on problems to be overcome by women in gaining access to senior-level positions in companies as well as in public administration. It also lists types of discriminations faced by women at work. It also provides guidelines for greater equality in companies or public administration.

Source: FEMP (Spanish Federation of Municipalities and Provinces)

Sites: www.femp.es, www.ayto-gijon.es



Turin (Italy)

Promoting women in the workplace:

The city of Turin co-finances projects of the Region of Piedmont and the European Social Funds to promote women in the workplace. Within this context, the following projects were undertaken by the city:

- Social inclusion and employment of transsexuals
- Inclusion of women foreigners
- Research of elements which influence stereotypes in selecting a profession
- Rejecting stereotyped images in educational materials.

Source: Bureau for equality of the city of Turin

Site: www.comune.torino.it



City of Pori (Finland)

In Finland the Development Agencies, which are joint municipal ventures, play an important role in supporting women's entrepreneurship in cooperation with the Women Enterprise Agency.

In the activities of the Development Agency of the City of Pori and the neighbouring eleven municipalities (60 % owned by the municipalities) supporting women entrepreneurs is one of the main strategies. The objective is to increase the share of women entrepreneurs from 33 % to 40 %.

Currently there are two projects driving for this objective. One is to render services for women who plan to start business of their own (e.g. legal advice, support on business plan, training). The other is to develop mentoring practices for women entrepreneurs according to the model of the Finnish Women Enterprise Agency.

This project is funded by European Social Fund.

Source: City of Pori, The development Agency

Sites: www.pori.fi, www.ypenter.fi



Departmental Council of Finistère (France)

Project on the employment of women and

a return to employment of women who have suffered violence:

Since 2000, the Departmental Council of Finistère has developed a resolute policy in the field of equality between women and men. An officer in charge of "equality between men and women" is employed on a full term basis in this area and in particular on a project entitled "Equal" which the Departmental Council of Finistère coordinates with eight other partners.

The goal of this project is to help the de-compartmentalisation between the political, economic and social world, so as to address in an adapted and reactive manner the challenges of reconciling time

management issues for women who wish to have or develop a professional activity. The project enables, in September 2003, the creation of a "entreprendre au féminin" platform which makes the following proposals to women: information on the creation of business, training in personal development, mentoring and networking. In the field of food processing and the implementation of the Génission Law on equality in the work place, an objective to improve working conditions has been implemented involving 5 business in the department.

Source : Departmental Council of Finistère

Site : www.cg29.fr

3.7. SECURITY AND THE COMBAT AGAINST ALL FORMS OF VIOLENCE

Surveys conducted in all the European Union countries show that, at home, women are more likely to be victims of violence, while in public places, men are more likely to be the victims. This however does not mean that public areas are entirely safe for women. In fact, it is to be remarked that when women go somewhere alone - particularly in the evening or in areas of the city not considered completely safe they are hesitant or worried and show reticence in doing so. This implies that municipalities need to address both violence within the home and the feeling of insecurity among women in different areas of the city (for example, in car parks) and at different times of the day.

Setting up a service to help the victims of domestic violence (an emergency hotline) and emergency housing for female victims of aggression generally fall under the jurisdiction of local authorities. Moreover, they can also assist by training public officials in charge of recording reports from victims of violence and making them more aware. If it has a municipal police force, cities can adopt positive action measures in order to achieve a gender balance in the profession.



Montreal (Canada)

During public consultations in Montreal held in 1998 regarding the planning guidelines of the directives for the Centre district, women citizens and groups highlighted the need to have a safety policy. The City of Montreal established the Women and the City programme in 1990 and women's safety has quickly become an issue of high priority. The city first wanted to assess the situation. Significant differences were revealed: women were four times as likely (60%) as men (15%) to say that they felt afraid to walk alone in their neighbourhood in the evening. The city undertook a number of commitments to improve the safety of women in the city and an action strategy was drawn up, based in particular on Toronto's experiences. Montreal's achievements were the subject of growing interest at international level. Activities designed to share information and transfer know-how thus led to the adapting of the strategies used by Montreal to Europe, or even Africa and South America.

Source: "A City Tailored to Women", Canadian Federation of Municipalities, 2004

Sites: www.ville.montreal.qc.ca/femmesetville,
www.femmesetvilles.org



London (United Kingdom)

Domestic Violence Strategy

The London Domestic Violence Strategy was launched in 2001 and focuses on

- increasing safe choices for women and children
- holding individual abusers accountable for their behaviour
- undermining tolerance of domestic violence and challenging inaction by either individuals or organisations.
- providing children and young people with the knowledge and skills required to build relationships based on respect and mutual understanding, with shared power and a commitment to non-violence.

In it the Mayor has set a minimum standard for agencies. A survey carried out in 2004 indicated that many of the relevant agencies now meet most of this standard.

Source: Greater London Authority

Site: www.london.gov.uk/mayor/strategies/dom_violence/index.jsp



Saint-Jean-de-la-Ruelle (France)

Saint-Jean-de-la-Ruelle, a city of 17,000 inhabitants located around 100 km to the south of Paris, appointed agents in charge of mediating in the most sensitive areas of the city from Thursday to Sunday, 6pm to 1am. This neighbourhood agent has three missions:

- help establish social ties and promote mediation
- attend to the maintenance of public areas (lifts, lighting, telephone boxes, etc.)
- prevention.

This service is of great assistance to women who are the most affected by security problems. It is financed by the municipality with the support of building management companies.

Source: City Hall of Saint-Jean-de-la-Ruelle

Site: www.ville-saintjeandelaruelle.fr



Vienna (Austria)

24 hour Women's Emergency Helpline

Women and girls who are affected by sexual or physical violence can contact the crisis centre 24 hours a day. The line is operated by the City's Department of Women's Issues. The possibility of using the counselling services anonymously and free of charge is one of the key primary assistance measures extended by the City of Vienna. Over the past nine years, over 40,000 people contacted the Helpline either by phone or appointment.

In addition to the Helpline, Austria's first women's refuge was set up in Vienna in 1978. For the first time, abused women and their children had the opportunity to leave the abuser either temporarily or permanently. Currently, Vienna has four women's refuges where 160 dwelling units are available. All the refuges are fully funded by the city.

Source: Women's Department of the City of Vienna

Site: www.frauenhaeuser-wien.at/hilfe_engl.htm

3.8. HEALTH

With a few exceptions, cities are not responsible for the healthcare system. This often falls under the jurisdiction of the national or regional government. Municipal authorities can however play an important role in providing information to women and men in this area, particularly with regard to the prevention of illnesses and high

risk practices in particular of a sexual habit. This type of information is particularly useful to young women, socially disadvantaged women and minority women.



Health and gender equality at the County Council of Stockholm (Sweden): ethics and education

The County Council of Stockholm set up a programme focusing on training and ethics to raise the awareness of its members to women's problems, consisting of the following in particular:

- general information for a group of more than 100 persons having management and political responsibilities;
- training financed by the European Social Funds for 600 directors of clinics, transport officers and managers at the Karolinska Institute, followed by work carried out in close relation with the day medical centre of this same institute;
- the start of training (30,000 hours) for all employees in the health sector;
- a presentation on health, labour and gender in ten hospitals; this presentation, available on the Internet, fosters discussions on practical attitudes.

Source: Health Department of the County of Stockholm

Site: www.stockholm.se



Vienna (Austria):

Vienna Women's Health Program

In 1999, the office of the Women's Health Commissioner of the City of Vienna developed a Women's Health Programme for Vienna in co-operation with all relevant municipal departments and divisions as well as with the Vienna Hospital Association. An advisory council appointed by the Mayor has to safeguard systematic implementation. This comprehensive program aims at improving the quality of all medical and psychosocial services for women in Vienna.

The annual Women's Health Report of the City of Vienna clearly shows that massive gender-specific differences also exist - and in particular - in the public health sector, with respect to medical drug consumption, the standard of knowledge and prevention-oriented behaviour.

Source: Women's Department of the City of Vienna

Site: www.frauengesundheit-wien.at



Finland

In Finland the municipalities are responsible for basic health care and joint municipal venture mainly for special health care. Health care services are accessible to all citizens. As an example of gender perspective is the carrying out mammography to combat breast cancer for all age classes. According to law women of 55 - 59 years are entitled to this research. Some municipalities start with lower age classes. The research of the neck of womb also to combat cancer is being made, for women between 30 - 60 years. These services are free for the citizens.

Source: The Association of Finnish Regional and Local Authorities

Site: www.kunnat.net

3.9. CULTURE AND A SYMBOLIC PRESENCE ON THE URBAN LANDSCAPE

Women's presence in the cultural field has long been rare. The dissemination of cultural works, until recently, marginalised feminine productions. Cities are making efforts to correct this sexist bias.

In many cities, women's movements have remarked that the names of streets, places, public buildings and even statues ignore women. The municipal council can take steps to change this symbolic presence in order to honour women.

Furthermore, some cities opened up places such as libraries, museums, cultural spaces specifically devoted to the history of women and to feminine works. These places honouring the memory of women are most often made possible through women's donations. The examples given below are not merely borrowed from Europe but should be regarded as groundbreaking.



Paris (France)

Marguerite Durand Library:

In 1897, Marguerite Durand, a journalist at the Figaro, decided to create a newspaper containing general information and which would also serve as a platform for women. Thus, La Fronde was created, edited, administered and made up entirely of women. At the same time, Marguerite Durand founded a library to be used by her journalists. Throughout her life, she collected documents written by women or about women. She later headed other newspapers and actively participated in politics. In 1931, she bequeathed her library as well as her own personal archives to the City of Paris. In 1932, the

library opened its doors within the City Hall of the 5th arrondissement. It is a research library, specialising in documentation on women and feminism, open to the general public with on the spot consultation. In 1989, as the space available became insufficient, the library relocated to 79 rue Nationale, becoming part of the premises of the Melville media library. Although it no longer enjoyed the charm, but obsolete, of its old premises, the library was able to benefit from being housed in a large glass, and therefore much more luminous, building. It lost its aspect of a quaint museum but now offers researchers double the space and is open on Saturdays.

Site:

http://www.ccf.fr/bnf.fr/rnbc_d_visu/bibdetail.html?numnotice=9358



Bonn (Germany)

The Frauen Museum - Szenarien aus Kunst und Geschichte de Bonn, a museum run by voluntary contributions and city subsidies, with a surface area of 3,000 m. sq., was opened in 1981. It consists mainly of artistic works but also covers women's history and mythology and produces contemporary works of art.

Site: www.frauenmuseum.de



Hanoi (Vietnam)

The women's museum (Bao tang phu nu), is presented *"not only as a place where documents and objects showing the changing role of women in the history of Vietnam are kept, but it is also a venue for Vietnamese women and others to meet and exchange ideas on equality, development and peace"*. The museum presents the history of women around four themes: "Vietnamese mothers in the national conscience", "Vietnamese women and the work to construct and defend the country", "The association of Vietnamese women and the work of the struggle for women's liberation", "Women's dress of Vietnam's ethnic groups".



Washington, D.C. (United States of America)

The National Museum of Women in

the Arts in Washington, D.C.:

The museum was founded by Wilhelmina Cole Holladay in 1987 and built up from the private art collection that she put together with her husband. Its focus is on the works of female artists (the oldest one dating back to the 16th century). Its research centre contains information on over 16,000 female artists.

Source: This information is taken from an article by Christine Bard, "Women's museums abroad" printed in the review, "Archives du féminisme", No. 3, January 2002

Site: <http://bu.univ-angers.fr/ARCHFEM/index.htm>
<http://www.nmwa.org>

3.10. SPORTS

Statistical data in 2003 shows that sports are considered as one of the main leisure activities of Europeans but that it remains one that is primarily practiced by men. 63% of boys aged 15 to 24 said that they regularly played a sport or exercised compared to only 37% of girls from the same age group. For those over 24, the gap remains significant: 29.5% of men and only 16% women regularly play a sport. Young people generally start playing sports through activities organised by their city. It is cities that provide the sporting equipment to men and women which allow them to play the sport of their choice. As girls often are not introduced to sports as early on as boys and because local financing tends to favour male-oriented sports, a city wishing to achieve equality should ensure that women are offered the same access to the sports of their choice as men. It should encourage girls to play sports, even those considered as masculine, as well as support co-ed sports where boys and girls play together. It can ensure, through its investment in sports equipment, that sports considered as feminine are not disadvantaged.



Union of Belgian Cities and Municipalities

The Assembly of women local elected representatives of the Union of Belgian Cities and Municipalities conducted a survey among Belgian municipalities on the share of municipalities' budgets spent on sports, the breakdown by gender of staff working in sports organised by the municipality, the breakdown by gender of sports clubs as well as the type of sports played.

Source: CEMR, Equality in European cities, Brussels Seminar, 11-13 December 2003 and seminar in Paris

Site: www.uvcb-vbbsg.be

3.11. RELATIONS BETWEEN MUNICIPALITIES AND GENDER

Municipal exchanges, whether organised within a country, at European level or with other global regions, are a powerful means for analysing situations in terms of discrimination, developing methods for eradicating them, and sharing best practices. These exchanges, organised notably through town-twinning, are also an instrument for co-operation.

3.11.1. In all the EU countries, municipal federations exist. In most, "women's committees" or "gender equality" committees have been created which can play an important role in helping both women and men to recognise and raise their awareness of gender inequalities at city level and in exchanging methods to eliminate them.



Spanish Federations of Municipalities and Provinces (FEMP)

FEMP conducted a survey on how Spanish municipalities addressed gender-related issues. This survey showed the increase in the municipalities of an appointed elected official in charge of this portfolio and local policies on equality. It also emphasised the difficulties in implementing these policies as a result of an insufficient allocation of financial means. It highlighted as well the need to periodically evaluate and report on these policies. It showed the need to create a local co-ordination for the introduction of gender mainstreaming in all local actions. It also underlined the usefulness of establishing ties and exchanges between the three administrative levels: the state administration responsible for equality issues, the agencies of the autonomous and regional communities in charge of this issue and the municipalities.

Source: CEMR, Equality in European Cities, Seminar held in Brussels on 11-13 December 2003

Site: www.femp.es



Belgian Network of women local elected representatives

This group meets regularly at the headquarters of the Union of Belgian Cities and Municipalities. It is a forum for exchanging information and best practice and organises thematic colloquiums (e.g. sports and day nurseries). It launched a programme, "Challenge", the objective of which was to promote actions aiming for a change in the social structures and relations which are at the root of the obstacles and inequalities faced by women. In 2003, this network of elected women decided to call on the municipal councils in order to ensure that gender issues are indeed taken into account with regard to the budget lines for co-operation.

Source: CEMR, Equality in European Cities, Seminar held in Brussels on 11-13 December 2003

Site: www.uvcb-vbbsg.be



Union of Local and Regional Governments of Latvia

During the period of June to December 2003, the Union of Local and Regional Governments of Latvia, in co-operation with the UN in Latvia, carried out the project "Gender mainstreaming development and implementation in the municipalities in Latvia". The objectives of this project were to increase awareness of gender issues and to increase the capacity of certain groups with regard to the principles and methodology of gender mainstreaming: NGOs, universities and the public in general.

Source: Union of Local and Regional Governments of Latvia

Site: www.lps.lv

3.11.2. As shown by the project of CEMR, which prepared the present document, co-operation between European cities and municipal associations within the EU is a key strategy in achieving gender equality.



Parma (Italy)

In 2003, the city of Parma was appointed the leader of a project on European interregional co-operation for Eastern Europe called "New prospects on governance in cities and women's networks". Associated with this project were the Research Institute for Political and Social Studies of Bologna and the Polytechnic School of Milan, the Italian cities of Cosenza and Matera, the city of Aarhus (Denmark), a Greek city and three Polish cities. The aim of this project was to analyse the problems and needs often overlooked by politicians. For its part, the City of Parma intends to contribute its experience in terms of successfully managing one's private life and professional career.

Source: CEMR, Equality in European Cities, Seminar held in Brussels on 11-13 December 2003

Site: www.comune.parma.it



City of Turku (Finland)

The City of Turku has established strong networks and co-operation with Nordic twin cities and in the Baltic region in gender issues. The Equality Committee of Turku has had co-operation over ten years with the Nordic twin cities. Every two years they organise a joint seminar on relevant equality questions. They organised (in co-operation with the Nordic Council of Ministers) the Nordic Forum in 1994 in Turku. There were over 15000 participants.

In 2004 the 10th anniversary seminar of the Nordic Forum was held in Turku. About 600 participants took part in the seminar from the Nordic Countries, the Baltic Countries, Poland, Germany and Russia.

Source: City of Turku

Site : www.turku.fi

3.11.3. Municipalities have increasingly developed policies focusing on international relations. CEMR, through its Committee of Women Elected Representatives of Local and Regional Authorities, was one of the first to promote the role of elected women in international relations at European level. Women also have an important role to play in the international activities organised by cities - for example, town-twinning. They are currently very involved in town-twinning founded on the voluntary work of citizens.

In this respect, whenever cities take part in international co-operation projects, gender mainstreaming must be taken into account.



Community Action Programme to promote town-twinning

The Community action programme to promote town-twinning lists respect for gender equality as one of its eligibility criteria in selecting which actions are to be awarded grants by the European Commission.

Source: European Commission's Town-Twinning Service

Site:

http://europa.eu.int/comm/dgs/education_culture/towntwin/index_en.html



VNG International

An initiative was taken by VNG International, the department within VNG (Association of Netherlands Municipalities) responsible for managing projects of international co-operation. A "gender checklist" was published in view of double-checking that respect for gender equality is taken into account by the international co-operation projects carried out by municipalities.

Source: VNG International

Site: www.vng-international.nl

Appendix 1

Other examples of best best practice: useful sites

1. PARITY IN LOCAL DECISION MARKETING

1.1 Within the local elected assembly

- **Region of Lower Austria (Austria)**

Mentoring for women in politics

Source: Webring - Mentoring - Projekte.

Site: www.ceiberweiber.at/mentoring/noe

- **Espoo (Finland)**

A Municipal Council made up of 55 % women

Source: Municipal Council of Espoo.

Site: www.espoo.fi

- **Autonomous Region of Castilla-La Mancha (Spain)**

A regional parliament with more women than men

Source: Portal E-Leusis

Sites: www.e-leusis.net, www.jccm.es

1.2 Within the local executive body and supra-municipal structures

- **Raahe (Finland)**

16% in the municipal council are women, but women represent 40% in the executive body as a result of a national programme of quotas.

Source: Guide on gender mainstreaming in local politics.

Site: www.raahe.fi

- **France**

Encouraging women's participation in local politics

Source: The monitoring centre of parity of the French government

Site: www.observatoire-parite.gouv.fr

1.3. Within the local committees and consultative councils

- **Liège (Belgium)**

Creation of the Municipal Consultative Committee of Women

Source: La Libre newspaper and City Hall of Liège

Sites: www.liege.be, www.lalibre.be

- **Belgium**

Law of 20 September 1998 to promote the balanced presence of men and women within the consultative councils

Source: Ministry for employment, labour and social dialogue

Site: www.meta.fgov.be

1.4. Within the municipal administration

- **Modena (Italy)**

A minimum representation of 50% women (or men) within the Commission for public buildings

Source: Guide for gender mainstreaming in local policies

Site: www.comune.modena.it

- **Huy (Belgium)**

The introduction of greater flexibility in working hours allowed municipal services to manage their time according to their needs.

Source: Guide for gender mainstreaming in local policies

Site: www.huy.be

- **Vienna (Austria)**

Rising gender awareness in public administration - Internal basic and advanced training

Source: Women's Department of the City of Vienna

Site: www.frauen.wien.at

- **Venice (Italy)**

"Women and Climate" Project - Project to promote the balanced participation of women and men in the decision-making process focusing mainly on the theme of climate within the local and regional territory of the municipality.

Source: City Hall of Venice (Department for equality)

Site: www.comune.venezia.it

2. MECHANISMS AND INSTRUMENTS SERVING THE CAUSE OF EQUALITY

2.1. A municipal council sensitive to gender issues:

- **Bilbao (Spain)**
Specific councillors for gender issues
Source: City Hall of Bilbao
Site: www.bilbao.net
- **Turin (Italy)**
Creation of a Committee for equality
Source: City Hall of Turin
Site: www.comune.torino.it Link: Commissione Pari Opportunità
- **Bologna (Italy)**
Committee for equality of the City of Bologna
Source: City Hall of Bologna
Site: www.comune.bologna.it/iperbole/capopp/piano.htm
- **Lisbon (Portugal)**
Standing Committee for equal opportunities
Source: Guide for gender mainstreaming in local policies
Site: www.cm-lisboa.pt
- **Siena (Italy)**
Committee for equality
Source: City Hall of Siena
Site: www.comune.siena.it

2.2. A municipal administration that is mobilised and educated with regard to gender equality:

- **Antwerp (Belgium)**
Creation of an "Emancipation" Department made up of three full-time civil servants
Source: Guide for gender mainstreaming in local policies
Site: www.antwerpen.be
- **Birmingham (United Kingdom)**
Creation of an Equality Commission to study equality issues
Source: Birmingham City Council
Site: www.birmingham.gov.uk
- **Esch-sur-Alzette (Luxembourg)**
Incorporating gender mainstreaming into all aspects of municipal policy
Source: City Hall of Esch-Sur Alzette
Site: www.esch.lu
- **Geneva (Switzerland)**
Department for the promotion of equality
Source: Equality Bureau of the city of Geneva
Site: <http://www.geneve.ch/egalite/>

- **Newcastle, (United Kingdom)**
Creation of a council for equality which works to raise awareness of gender issues and to provide services which meet the needs of all women
Source: Newcastle City Council
Site: www.newcastle.gov.uk/pr.nsf/a/equalitywomen
- **Rennes (France)**
Projects to defend professional parity, working conditions, time management, internal communications and equality within the municipal administration.
Source: Project: Equality in European cities - First meeting in Brussels
Site: www.ville-rennes.fr
- **Hanover (Germany)**
Different administrative working documents according to gender
Source: Document: Gender Mainstreaming, examples of best practice found in the municipalities (Deutscher Städtetag)
Sites: www.hannover.de, www.staedtetag.de
- **Sanem (Luxembourg)**
Creation of a specific department on the feminine condition and managed by qualified paid personnel
Source: City Hall of Sanem
Site: www.sanem.lu Service a la Condition Féminin

2.3. Statistics broken down by gender:

- **Modène (Italy)**
A gender perspective for the Pact of the city
Source: Guide for gender mainstreaming in local policies
Site: www.comune.modena.it
- **Switzerland**
The Swiss Atlas of Women and Equality
Source: Swiss National Funds
Site: www.snf.ch

2.4. The budget: an instrument for analysing and correcting inequalities:

- **Linz (Austria)**
Gender Budgeting
Source: City Hall of Linz
Site: www.linz.at Link Frauen
- **Munich (Germany)**
Gender Budgeting
Source: City Hall of Munich
Site: www.muenchen.de

- **Frankfurt (Germany)**

Gender Budgeting

Source: City Hall of Frankfurt

Site: www.gruene-frankfurt.de

- **Turin (Italy)**

Gender Budgeting

Source: City Hall of Turin

Site: www.comune.torino.it

- **Province de Genoa (Italy)**

Gender Budgeting

Source: Province of Genoa

Site: www.provincia.genova.it

2.5. An information system intended for the public on gender mainstreaming policies:

- **Barcelona (Spain)**

Centre of information and resources for women

Source: City Hall of Barcelona

Site: www.cird.bcn.es

- **Madrid (Spain)**

Council to help women - there are "equality" agents in all the city districts.

Source: City Hall of Madrid

Site: www.munimadrid.es

- **Zaragoza (Spain)**

(House of Women)

Source: City Hall of Zaragoza

Site: www.ayto-zaragoza.es

- **Saint Jacques de Compostelle (Spain)**

House of Women

Source: City Hall of Saint Jacques de Compostelle

Site: www.santiagodecompostela.org

- **Verviers (Belgium)**

House of Women

Source: City Hall of Verviers

Site: www.verviers.be

2.6. Increasing youths' awareness of issues of equality between women and men:

- **Helsinki (Finland)**

House for youth open only to girls

Source: City Hall of Helsinki

Site: <http://www.hel.fi/english/services/special/youth.html>

- **Darmstadt (Germany)**

Assistance for young people adapted to girls

by using a gender perspective

Source: Document: Gender mainstreaming, examples of best practice found in the municipalities (Deutscher Städtetag)

Sites: www.darmstadt.de, www.staedtetag.de

- **Hanover (Germany)**

Organising holidays for young people from a gender perspective

Source: Document: Gender mainstreaming, examples of best practice found in the municipalities (Deutscher Städtetag)

Sites: www.hanover.de, www.staedtetag.de

- **Vienna (Austria)**

Internet project to help girls make up their minds about their future career (Jobs4Girls)

Source: Women's Department of the City of Vienna

Site: www.job4girls.at, www.frauen.wien.at

2.7. A permanent dialogue with civil society:

- **Prague (Czech Republic)**

Local dialogues

Source: Document: "A City Tailored to Women", Canadian Federation of Municipalities

Site: www.praha-mesto.cz

- **Malta**

The work of the National Council of Women of Malta to encourage women's participation in politics

Source: National Council of Women of Malta

Site: www.ncwmalta.com

2.8 A plan for equality:

- **Slovenia**

Act on equal opportunities for women and men

Source: Slovenian Office for Equal Opportunities

Site: www.uem-rs.si

- **Vienna (Austria)**

Plans for the Promotion of Women in the City of Vienna

Source: Women's Department of the City of Vienna

Site: www.wien.gv.at/gbb

- **Region of Cantabria (Spain)**

Plan for equal opportunities between women and men in the region

Source: Region of Cantabria

Site: www.fundacionmujeres.es/iniciofm.htm

- **Brno (Czech Republic)**

Co-ordination of a national project to monitor gender issues at local level

Source: Milena (Women's Office of the City of Vienna)

Site: www.milena.at / Projekt Brno

3. TAKING EQUALITY INTO CONSIDERATION

IN ALL AREAS OF MUNICIPAL ACTION

3.1. Taking time management into consideration in municipal operations:

- **Barcelona (Spain)**
Time Use Office
Source: City Hall of Barcelona
Site: www.cird.bcn.es
- **Paris (France)**
Time Use Office
Source: City Hall of Paris
Site: www.paris.fr Link Citoyenneté

3.2. Organisation, spatial planning, intracity transport and housing

- **Pamplona (Spain)**
A gender perspective in planning regional transport
Source: UN Habitat Best Practice Database
Site: www.bestpractices.org
- **Pulheim (Germany)**
Gender mainstreaming in urban development.
Source: Document: Gender mainstreaming, examples of best practice found in the municipalities (Deutscher Städtetag)
Sites: www.pulheim.de, www.staedtetag.de

3.3. Education and training

- **Offenbach sur le Main (Germany)**
Gender mainstreaming in adult training.
Source: Document: Gender mainstreaming, examples of best practice found in the municipalities (Deutscher Städtetag)
Site: www.offenbach.de, www.staedtetag.de
- **Leipzig (Germany)**
Gender mainstreaming in councils on education
Source: Document: Gender mainstreaming, examples of best practice found in the municipalities (Deutscher Städtetag).
Sites: www.leipzig.de, www.staedtetag.de
- **Gulbene (Latvia)**
"The role of the father in the city" Project
Source: Latvian Association of Local and Regional Authorities
Sites: www.gulbene.lv, www.lps.lv
- **Jelgava (Latvia)**
"Gender Equality Award for Entrepreneurs"
Source: Latvian Association of Local and Regional Authorities
Sites: www.jelgava.lv, www.lps.lv

3.4. Integration of minorities:

- **Gelsenkirchen (Germany)**
Gender mainstreaming in the city's plan for integration.
Source: Document: Gender mainstreaming, examples of best practice found in the municipalities (Deutscher Städtetag)
Sites: www.gelsenkirchen.de, www.staedtetag.de
- **Glasgow (Scotland)**
Investigating violence against women belonging to ethnic minorities
Source: Glasgow City Council
Site: www.glasgow.gov.uk - Link Equalities
- **Helsinki (Finland)**
Finnish language courses, computer courses, etc. for immigrant women
Source: City of Helsinki
Site: www.hel.fi
- **Vienna (Austria)**
Project "Urban Connection" - an intercultural women's network
Source: Women's Department of the City of Vienna
Site: www.urban-connection.at
- **Cologne (Germany)**
Project for immigrant women
Source: City Hall of Cologne
Site: <http://www.stadt-koeln.de>

3.5. Elderly persons in municipalities

- **Matosinhos (Portugal)**
Place of Citizenship, where people from different age groups can meet
Source: Final Research Report: Gender and local management of change in seven European Union countries, European Commission DG for Research
Site: www.cm-matosinhos.pt

3.6. Employment

- **Lubeck (Germany)**
Lubeck market for women
Source: Document: Gender mainstreaming, examples of best practice found in the municipalities (Deutscher Städtetag)
Sites: www.luebeck.de, www.staedtetag.de
- **Bristol (United Kingdom)**
Women and Management Project
Source: Municipal Council of Bristol
Site: www.bristol-city.gov.uk

- **Munich (Germany)**

Cooperative of Domestic Services

Source: City Hall of Munich

Site: www.munchen.de

- **Valencia (Spain)**

"Vuelve a Trabajar" Project

Source: Fundación Universidad Empresa con la Generalitat Valenciana

Sites: www.adeit.uv.es/pie/mujeres, www.gva.es

- **Vitoria-Gasteiz (Spain)**

Hiring assistance in local authorities facing special employment difficulties

Source: EUDEL (Euskadiko Udalen Ekartea)

Association of Basque Cities

Site: www.eudel.es, www.vitoria-gasteiz.org/

3.7. Security and the combat against all forms of violence

- **Wiesbaden (Germany)**

Reorganisation of the area in front of the train station

Source: Document: Gender mainstreaming, examples of best practices found in the municipalities (Deutscher Städtetag)

Sites: www.wiesbaden.de, www.staedtetag.de

- **Coventry (United Kingdom)**

Assistance Services for female victims of violence

Source: Municipal Council of Coventry

Site: www.coventry.gov.uk

- **Italy**

Network of Italian Cities Against Violence

Source: City Hall of Turin and the Italian Ministry for Equality

Site: www.pariopportunita.gov.it

3.8. Health

- **Turin (Italy)**

Monitoring Centre of Women's Health

Source: City Hall of Turin

Site: www.comune.torino.it/politichedigenere/

- **Vienna (Austria)**

Centre Clinic for Women's Health

Source: UN-Habitat Best Practice database

Site: www.bestpractices.org

3.9. Culture and a symbolic presence on the urban landscape:

- **Bologna (Italy)**

Library of the Women's Documentation Centre

Source: City Hall of Bologna

Site: www.comune.bologna.it

- **Rome (Italy)**

International House for Women

Source: City Hall of Rome

Site: www.casainternazionalelledonne.org

- **Vienna (Austria)**

In Museum

Source: Women's Department of the City of Vienna

Site: www.museum.at

3.10. Sports

- **Paris (France)**

A person in charge of carrying out projects for girls relating to sports

Source: City Hall of Paris

Site: www.paris.fr

- **Communauté Française (Belgium)**

"Expression Sportive" Project

Source: Ministry for Culture, Budget, Public Service, Youth and Sports of the French Community

Site: www.femmesetsport.cybernet.be

3.11. Relations between municipalities and gender

- **Rennes (France)**

Projects concerning women in assisting development

Source: International House of Rennes

Site: www.ville-rennes.fr Link International

- **European Union**

URB-AL Network No. 12 (Women and City Network)

Source: Diputacio of Barcelona

Site: www.diba.es/urbal12

- **Lahti (Finland), Lubeck (Germany), Sundsvall (Sweden)**

Network for the implementation of a gender perspective in Local Agenda 21

Source: Union of Baltic Cities

Sites: www.ubc.net, www.lahti.fi www.luebeck.de, www.sundsvall.se

- **Venice (Italy)**

Assistance in constructing a House for Women in Sarajevo (Bosnia-Herzegovina)

Source: International Relations Department of the Venice City Hall

Site: www.comune.venezia.it/ineuropaenelmundo

Appendix 2

Women and local and national decision-making in the member countries of CEMR

No central database exists at either the world level or even European level which would allow us to determine the breakdown by gender of local elected representatives. It is certain that the challenges involved in establishing such a database would be more complex than those encountered by the Interparliamentary Union in setting up one on the gender composition of parliaments throughout the world. Keeping the information up-to-date represents a substantial workload in itself. With regard to just Europe alone, local elections in the different countries are not held at the same time and, making the compiling of data even more difficult, municipal elections even within one country are not necessarily held the same year for all the municipalities. Furthermore, gender-disaggregated data are not always available or are incomplete, particularly with regard to the composition of local executive bodies. However, the task is feasible. It is also useful: statistics on gender are indeed essential in detecting gender inequalities as well as in comparing the situation from one country to another. In this respect, it would be judicious that the European Union request that the Member States, as part of the application of the Council's Recommendation of 2 December 1996 submit a regular report on the comparative situation women and men in local decision-making.

As part of a project co-financed by the European Commission between 1996 and 1999, the Council of European Municipalities and Regions had in fact conducted an initial survey on this subject. The interruption of this project did not allow for the updating of this data. For the project co-financed by the Commission in 2004, CEMR again carried out a wide scale survey of its national sections, covering all 25 European Union countries - as well as European countries that are not EU members. In parallel, CEMR conducted research on the number (men and women) of elected representatives at municipal

level and national level in each country, and for the European Union countries, the numbers within the European Parliament. Within the context of the present document, it was not possible to publish these statistics. However, they are available on CEMR's website (www.ccre.org). CEMR will make every effort to keep them up to date.

The findings of our 1999 survey still remain true today. In all the countries, there are fewer women than men in the municipal bodies. Two countries stand out in terms of the high number of elected women in the councils: Sweden (41.6% are women) and Latvia (41.1%). In all the European Union countries, the percentage of elected mayors who are women is lower than that for women councillors. Latvia has the highest number with 32% women at the head of the municipal executive bodies, followed by Sweden, where in fact there are twice as many women mayors (20%) as women councillors. In Germany, women represent only 5% of all mayors compared with 23.8% in the councils.

One idea commonly shared is that it is easier for a woman to be elected at local level than at national level and that a local mandate could form a stepping stone for a possible national political career. The data collected by CEMR raises subtle nuances concerning this point of view. In nearly half of the EU countries, elected women are present in greater numbers in the lower chambers of government (or single chamber) than at local level. Thus, for example, the following numbers back this finding: Germany (respectively 32.2% and 23.8%), Belgium (35% and 29%), Denmark (38% and 27%), Greece (14% and 12%), Finland (38% and 36%), Luxembourg (20% and 15%), the Netherlands (36% and 23.5%), Poland (20% and 13%), Spain (36% and 25.3%), Sweden (45.3% and 41.6%). This discovery has raised questions as to the causes for this situation and the need to continue research.

Appendix 3

List of participants in the project meetings

The following persons directly contributed to this project by taking part in the working meetings:

BRUSSELS, 11 TO 13 DECEMBER 2003

- Elmiré AF GEIJERSTAM, Head of Brussels office, Swedish Association of Local Authorities / Federation of Swedish County Councils (Sweden)
- Lina ANDREZ, Elected member of the Montelavar district, Municipality of Sintra (Portugal)
- Elosia ARES MARTINEZ, "Equality Technician", City of Cartagena (Spain)
- Dominique ARRESTAT, Director of Administration and Finance, CEMR Secretariat General
- Valia ATHANASSOPOULOU, Committee for equal opportunities' Officer, KEDKE (Greece)
- Isabel Catalina BELMONTE UREÑA, Municipal Councillor of Cartagena (Spain)
- Vicenta BOSCH PALANCA, Chair of the CEMR Committee of Women Elected Representatives of Local and Regional Authorities, Mayor of Bonrepos i Mirambell, Chair of FEMP's women's committee (Spain)
- Sandra CECIARINI, Policy Officer, CEMR Secretariat General
- Maria Teresa COPPO GAVAZZI, Member of the CEMR Committee of Women Elected Representatives of Local and Regional Authorities, Elected Member of the 3rd constituency of the Metropolitan Region of Milan, President of the Lombardy Regional Federation of AICCRE, Vice-Chair of the Committee of Elected Women of AICCRE (Italy)
- Fausta DESHORMES, Honorary Director of the European Commission
- Patrizia DINI, Secretary of the Tuscan Federation Toscane of AICCRE (Italy)
- Corinne DOLLÉ, Comptable, CEMR Secretariat General
- Françoise GASPARD, Expert of CEMR's European Network Women Elected Representatives of Local and Regional Authorities (France)
- Panagiota GAZI, Vice President of the Standing Committee, Member of Amfissa City Council (Greece)
- Annie HOARAU, Officer of the Action Service for the family and women's rights, city of Marseille (France)
- Sabine HOLLAND-LETZ, Referentin für Frauen- und Gleichstellungssangelegenheiten, Deutscher Städtetag (Germany)
- Eeva HONKANUMMI, Vice Chair of the City Board of Espoo, Member of the City Council, Chair of the Equality Committee (Finland)
- Agnès HUBERT, European Parliament Committee on Women's Rights and Gender Equality
- Simone HUCKERT, Referendarin, Deutscher Städtetag (Germany)
- Anna KARAMANOU, Chair of the European Parliament Committee on Women's Rights and Gender Equality
- Richard KITT, Head of LGIB Brussels Office (United Kingdom)
- Elita KRESSE, Head of the Secretariat, coordinator of the project "Gender mainstreaming development and implementation in the municipalities in Latvia", Union of Local and Regional Governments of Latvia (Latvia)
- Monique LEMOINE, Municipal Councillor of St Jean de la Ruelle (France)
- Miren Arantza MADARIAGA ABERASTURI, EUDEL's Equal Opportunities Officer, Mayor of Gauteigiz Arteaga (Spain)
- Karin MANDERSCHIED, Chair of CNFL, SYVICOL, Municipal Councillor of Hespérange (Luxembourg)
- Sabine MARTORELL, Executive Officer of AFCCRE (France)
- Antonina MIELGO, Member of FEMP's women's Committee (Spain)

- Encarnación OCAÑA PEREZ, Municipal Councillor of Pezuela de las Torres, Member of FEMP's women's Committee (Spain)
- Mariana PARASKEVA, Principal Administrator, Equal Opportunities Unit, European Commission's Directorate General for Employment and Social Affairs
- Anna PODESTÀ, Deputy to the Mayor for International Relations, City of Parma (Italy)
- Thérèse RENIER, Federal Secretary of the Union of Belgian Cities and Municipalities (Belgium)
- Maria José ROCA GUTIERREZ, Municipal Councillor of Cartagena responsible for citizens' participation (Spain)
- Werner SCHNEIDER, Referent für gender mainstreaming, Stadt Frankfurt am Main - Frauenreferat (Germany)
- Kükilli SEIRE, Advisor to the Mayor of Paide, representing the Association of Estonian Cities (Estonia)
- Jeremy SMITH, Secretary General of CEMR
- Valérie SOLLE, Assistante, CEMR Secretariat General
- Zsuzsa SOMOGYI, Employee of Kiskőrös Municipality (Hungary)
- Erzsébet UDVARDI, Mayor of Kiskőrös (Hungary)
- Gabriele WENNER, Stadt Frankfurt am Main - Frauenreferat (Germany)
- Irene YLENIUS, Secretary for International Affairs, Association of Finnish Local and Regional Authorities (Finland)
- Mar ZABALA MARDARAS, Director General, EUEDEL (Spain)

BONREPOS I MIRAMBEL (SPAIN), 29-30 MARCH 2004

- Vicenta BOSCH PALANCA, Chair of the CEMR Committee of Women Elected Representatives of Local and Regional Authorities, Mayor of Bonrepòs i Mirambell, Chair of FEMP's women's committee (Spain)
- Sandra CECIARINI, Policy Officer, CEMR Secretariat General
- Christophe CHAILLOU, Director of the Cabinet of the Secretary General of CEMR
- Pepa FRANCO, Expert on equality, Madrid (Spain)
- Françoise GASPARD, Expert of CEMR's European Network Women Elected Representatives of Local and Regional Authorities (France)
- Marie-Pierre MARTINET, Paris City Councillor (France)
- Elvira MENDEZ, Director the "Salud y Vida" Association, Barcelona (Spain)
- Antonina MIELGO, Officer of FEMP's Women's Committee (Spain)

- Werner SCHNEIDER, Referent für gender mainstreaming, Stadt Frankfurt am Main - Frauenreferat (Germany)
- Margaret SPOHN, Executive Officer responsible for monitoring intercultural co-operation, City of Munich (Germany)
- Cristiana STORELLI, Architect, Former Vice President of CEMR (Switzerland)

PARIS, 7-8 MAY 2004

- Kristina ANDREEVA, Expert on Training and Town-Twinning, National Association of Municipalities in the Republic of Bulgaria (Bulgaria)
- Valia ATHANASSOPOULOU, Officer of KEDKE Committee for equal opportunities (Greece)
- Catherine BEAUNEZ, Designer (France)
- Isabel Catalina BELMONTE UREÑA, Municipal Councillor of Cartagena (Spain)
- Claire BERNARD, Technical Advisor to the Mayor of Paris on equal opportunities policies (France)
- Vicenta BOSCH PALANCA, Chair of the CEMR Committee of Women Elected Representatives of Local and Regional Authorities, Mayor of Bonrepòs i Mirambell, Chair of FEMP's women's Committee (Spain)
- Jocelyne BOUGEARD, Deputy Mayor of Rennes, responsible for women, equality and time management (France)
- Thomas CATTERMOLE, Liaison Officer, CEMR Secretariat General
- Sandra CECIARINI, Policy Officer, CEMR Secretariat General
- Maria Teresa COPPO GAVAZZI, Member of the CEMR Committee of Women Elected Representatives of Local and Regional Authorities, Elected Member of the 3rd constituency of the Metropolitan Region of Milan, President of the Lombardy Regional Federation of AICCRe, Vice-Chair of the Committee of Elected Women of AICCRe (Italy)
- Patrizia DINI, Secretary of the Tuscan Federation of AICCRe (Italy)
- Corinne DOLLÉ, Accountant, CEMR Secretariat General
- Gillian DOUGLAS, Equalities and Social Inclusion Team Manager, Bristol City Council (United Kingdom)
- Véronique DUBARRY, Paris City Councillor, Councillor of the 10th arrondissement of Paris responsible for prevention and security (France)
- Isabelle DUSSUTOUR, Executive Director, POLIS (Belgium)
- Birgitta EVENGARD, Stockholm County Council (Sweden)
- Pepa FRANCO, Expert on equality, Folia Consultores (Spain)

- Françoise GASPARD, Expert of CEMR's European Network Women Elected Representatives of Local and Regional Authorities (France)
- Panayota GAZI, Vice President of the CEMR Committee of women elected representatives of local and regional authorities, President of KEDKE Committee for equal opportunities (Greece)
- Marie GODARD, City of Huy (Belgium)
- Dorleta GOIBURU, Technical Advisor, EUDEL (Spain)
- Luc GWIAZDZINSKI, Director, "Maison du Temps et de la Mobilité", city of Belfort (France)
- Kerstin HARDENSTEDT, Swedish Association of Local Authorities (Sweden)
- Annie HOARAU, Officer of the Action Service for the family and women's rights, city of Marseille (France)
- Sabine HOLLAND-LETZ, Referentin, Deutscher Städtetag (Germany)
- Eeva HONKANUMMI, Chair of the Committee of Equal Opportunities, City Councillor, Vice Chair of the City Board of Espoo (Finland)
- Elita KRESSE, Head of the Secretariat, coordinator of the project "Gender main-streaming development and implementation in the municipalities in Latvia", Union of Local and Regional Governments of Latvia (Latvia)
- André LECLERC, President of the French National Olympic Academy (France)
- Monique LEMOINE, Municipal Councillor of St Jean de la Ruelle (France)
- Pirkko LETTO, Member of Vantaa City Council, Member of the Board of the Association of Finnish Local and Regional Authorities (Finland)
- Ruth LUCAS, LGIB Brussels Office (United Kingdom)
- Miren Arantza MADARIAGA, Mayor of Cautegiz Arteaga / EUDEL (Spain)
- Karin MANDERSCHIED, Chair of CNFL, SYVICOL, Municipal Councillor of Hespérange (Luxembourg)
- Marie-Pierre MARTINET, Paris City Councillor (France)
- Sabine MARTORELL, Executive Officer of AFCCRE (France)
- Gabriella MATEFI, Member of the Committee on equality of the city of Basel (Switzerland)
- Gabriella MERLO, President of the IRENE Association (Initiatives, Research, Experiences, New Europe) (Italy)
- Anne MICHAUD, City of Montreal (Quebec, Canada)
- Antonina MIELGO, Director of the Equality Section, Technical Secretary of FEMP's Committee on Equality (Spain)
- Sinikka MIKOLA, Senior Adviser, Association of Finnish Local and Regional Authorities (Finland)
- Maria Rosario MONTERO RODRIGUEZ, Municipal Councillor of Cartagena responsible for education and women (Spain)
- Maria José ROCA GUTIERREZ, Municipal Councillor of Cartagena responsible for citizens' participation (Spain)
- Chariklia SARIKA, Deputy Mayor of Geroskipou (Cyprus)
- Werner SCHNEIDER, Referent für Prozesse des Gender Mainstreaming, Stadt Frankfurt am Main (Germany)
- Külliki SEIRE, Adviser to the Mayor of Paide (Estonia)
- Nelly SERVIN, Mayor of Pilar Neembuco, Representative of the National Federation of Women Local Elected Representatives in Latin America (Paraguay)
- Angela SPIZIG, Bürgermeisterin der Stadt Köln (Germany)
- Elisabeth STEIER, Responsible for implementing gender budgeting in the West Götaland region (Sweden)
- Cristiana STORELLI, Architect, Former Vice President of CEMR (Switzerland)
- Lily STORELLI, Architect (Switzerland)
- Ginka TCHAVDAROVA, Executive Director, National Association of Municipalities in the Republic of Bulgaria (Bulgaria)
- Daniela URSCHITZ, Leiterin, Frauen Büro der Stadt Wien (Austria)
- Delphine VANDAELE, City of Huy (Belgium)
- Susanna VANONI, Section Head of the Equal Opportunities Office, Sector for Labour, Professional Training and Education, Province of Varese (Italy)
- Gabriele WENNER, Leiterin Frauenreferat, Stadt Frankfurt-am-Main (Germany)
- Clare WHELAN, Elected Member for the London Borough of Lambeth, Member of the UK Women Elected Members Working Group, Vice Chair of the Local Government Association's Equality Executive (United Kingdom)
- Varvara ZACHARAKOULI, Deputy Mayor of Tyrnavos (Greece)
- Rosetta ZARU, Expert in charge of the "Antigone" project, Tuscan Federation of AICCRE (Italy)

BARCELONE, 14-15 SEPTEMBER 2004

- Vicenta BOSCH PALANCA, Chair of the CEMR Committee of Women Elected Representatives of Local and Regional Authorities, Mayor of Bonrepos i Mirambell, Chair of FEMP's women's Committee (Spain)
- Sandra CECIARINI, Policy Officer, CEMR Secretariat General
- Christophe CHAILLOU, Director of the Cabinet of the Secretary General of CEMR

- Françoise GASPARD, Expert of CEMR's European Network Women Elected Representatives of Local and Regional Authorities (France)
- Eeva HONKANUMMI, Chair of the Committee of Equal Opportunities, City Councillor, Vice Chair of the City Board of Espoo (Finland)
- Helen JACKSON, Policy and Public Affairs Officer, LGIB Brussels Office (United Kingdom)
- Guilherme JOHNSTON, Intern, CEMR Secretariat General
- Antonina MIELGO, Officer of FEMP's Women's Committee (Spain)
- Werner SCHNEIDER, Referent für gender mainstreaming, Stadt Frankfurt am Main - Frauenreferat (Germany)
- Cristiana STORELLI, Architect, Former Vice President of CEMR (Switzerland)
- Lily STORELLI, Architect (Switzerland)
- Maria STRATIGAKI, Lecturer, Panteion University, Athens (Greece)
- Laura TURQUET, Consultant on equal opportunities (United Kingdom)
- Joseph BORG, Member of Mellieha City Council, Vice-President of the Local Councils Association of Malta (Malta)
- Vicenta BOSCH PALANCA, Présidente de la Commission des élues locales et régionales du CCRE (Spain)
- Jocelyne BOUGEARD, Adjointe au Maire de Rennes déléguée aux femmes et l'égalité et au temps de la ville (France)
- Yolande BOYER, Sénatrice du Finistère, Maire de Châteaulin (France)
- Arta BRAUNA, Chair of the Council of Priekule rural municipality (Latvia)
- Melinda BUDA, Conseillère Municipale de Petrosino (Italy)
- Diane BUNYAN, Expert within the Council of Europe
- Adília CANDEIAS, Maire Adjointe de Palmela (Portugal)
- Claudina CARDOSO, Conseillère de Mme Adília CANDEIAS, Maire Adjointe de Palmela (Portugal)
- Laura CASTAGNOLI, Responsable des politiques de la femme et de l'emploi de la ville de Gênes (Italy)
- Roberta CAVAGNA, Maire Adjointe de San Giovanni Bianco (Italy)
- Sandra CECIARINI, Chargée de Mission au Secrétariat Général du CCRE
- vana _ERVINKOVA, Mayor of Kostelec nad Orlicí (Czech Republic)
- Christophe CHAILLOU, Directeur de Cabinet du Secrétaire Général du CCRE
- Maria Teresa COPPO GAVAZZI, Elue dans la 3e circonscription de l'aire métropolitaine de Milan, Présidente de la Fédération régionale lombarde de l'AICCRE, Vice-Présidente de la Commission des élues de l'AICCRE (Italy)
- Ann-Kristin COPSON, Gender Expert, Norwegian Association of Local and Regional Authorities (Norway)
- Clara COSTALES SUAREZ, Chef du Bureau des Politiques d'Egalité de Gijón (Spain)
- Raffaella D'ALBERTI, Maire Adjointe de Petrosino (Italy)
- Fausta DESHORMES, Directrice Honoraire de la Commission européenne (Belgium)
- Davide DIAMANTINI, Professeur à l'Université Bicocca-Milano (Italy)
- Patrizia DINI, Secrétaire de la Fédération Toscane de l'AICCRE (Italy)
- Corinne DOLLÉ, Comptable, Secrétariat Général du CCRE
- Simone DUCERT, Adjointe au Maire de Charnay lès Mâcon en charge des relations internationales (France)
- Michèle DUPUIS, Echevine de Verviers en charge de l'emploi et de l'égalité des chances (Belgium)

BRUSSELS, 7-8 FEBRUARY 2005 : FINAL CONFERENCE

- Elmire AF GEIJERSTAM, Director, Head of Brussels office, Swedish Association of Local Authorities and Regions (Sweden)
- Maria Elisa ALVAREZ SANTOS, Conseillère Municipale de Barakaldo (Spain)
- Tiziana ALVISI, Direction centrale des Relations internationales et des Politiques communautaires de la ville de Venise (Italy)
- Laura ARDITO, Membre de la Commission des élues de l'AICCRE (Italy)
- Ana BARCELÓ CHICO, Présidente de la Commission de l'Egalité de la FEMP (Spain)
- Frédérique BARELLON, Déléguée Générale de la région Rhône-Alpes auprès de l'Union européenne (France)
- F. BELKASMI, Assistant Advisor Elderwoman, Municipality of Rotterdam (Netherlands)
- Martine BEURAERT, Adjointe au Maire de Dunkerque (France)
- Jean BLATZ, Conseiller Technique au Cabinet du Maire de Lille (France)
- Regina BOLOGOVIENE, Member of the Social Committee, Association of Local Authorities in Lithuania (Lithuania)
- Rossella BONAVITA, Responsable du Service "Cittadinanza e delle Donne" de la ville de Venise (Italy)
- Doris BORG, Mayor of Birkirkara, Executive Member of the Local Councils Association of Malta (Malta)

- Isabelle DUSSUTOUR, Directrice de POLIS
- Jutta EBELING, Vize Bürgermeisterin der Stadt Frankfurt (Germany)
- Edite ESTRELA, Vice-Présidente de la Commission des droits de la femme et de l'égalité des genres du Parlement européen (Portugal)
- Maite ETXANIZ BALENCIAGA, Maire de Zarautz (Spain)
- Nicole FEIDT, Maire de Toul (France)
- Noémie FELD, Cabinet de M. Christian Dupont, Ministre de la Politique des Grandes Villes de Belgique (Belgium)
- Françoise FELLMANN, Première Adjointe au Maire de Besançon (France)
- Paz FERNÁNDEZ FELGUEROSO, Maire de Gijón (Spain)
- Rosalía FERNÁNDEZ MENÉNDEZ, Directrice du Département des Affaires sociales et de la Gouvernance de la FEMP (Spain)
- Colette FILLION-NICOLLET, Adjointe au Maire de Grenoble en charge de l'économie solidaire (France)
- Jana FISCHEROVÁ, Committee of international relations, Union of Towns and Municipalities of the Czech Republic (Czech Republic)
- Jana FISCHEROVÁ, Committee of international relations, Union of Towns and Municipalities of the Czech Republic (Czech Republic)
- Ian FLEETWOOD, Member of Lincolnshire County Council (United Kingdom)
- Antalné FODOR, Mayor of Szigetszentmiklós (Hungary)
- Julien GANNARD, Directeur du pôle Projets, Maison du Temps et de la Mobilité de Belfort (France)
- Yves GARBARINI, Chef de Projet - service Jeunesse et Animation de Lille (France)
- Maria Dolores GARCÍA NIETO, Conseillère Municipale de Carthagène en charge de la politique sociale (Spain)
- Françoise GASPARD, Experte du CCRE sur la question de l'égalité des chances
- Panagiota GAZI, Member of Amfissa City Council, President of KEDKE Committee on Equality (Greece)
- Graziella GENTILINI, Fédération régionale de la Marche de l'AICCRE (Italy)
- Ligita GINTERE, Chair of the Council of Jaunpils rural municipality (Latvia)
- Mireille GITTON, Maire Adjointe de Clichy déléguée à la culture et aux femmes (France)
- Stefanie GÖTHE-OBIEGLO, Gleichstellungsbeauftragte, Mitglied im Frauen- und Gleichstellungsausschuß des Deutschen Städtetages / Vertretung des Bundesland Sachsen-Anhalt (Germany)
- Cécile GRAUVOGEL, Assistante, Secrétariat Général du CCRE
- Isabelle GUEGUEN, Chargée de mission "égalité femmes/hommes" au Conseil Général du Finistère (France)
- Françoise GUILLOU, Conseillère Municipale d'Aubigny, représente M. Jean LARDIERE, Maire d'Aubigny (France)
- Tuula HAAPIO, Administrative Manager of the City of Tampere (Finland)
- Kveta HALANOVÁ, Mayor of Jilové u Prahy (Czech Republic)
- Katarzyna HALAS, International Relations Officer, Association of Polish Cities (Poland)
- Tiina HALLING, Rakvere City Government (Estonia)
- Petra HARTMANN, Coordinatrice des partenaires italiens, Sister Cities Going Gender (Germany)
- Ulla HEMBERG, Swedish Association of Local Authorities and Regions (Sweden)
- Baroness Ruth HENIG, Lancashire County Council (United Kingdom)
- Edeltraud HERRMANN, Frauenreferentin, Frauenreferat, Stadt Filders-tadt (Germany)
- Ida HILLER, Frauenbeauftragte, Stadt Nürnberg (Germany)
- Annie HOARAU, Directrice de l'Action familiale et des droits des femmes de Marseille (France)
- Sabine HOLLAND-LETZ, Referentin, Deutscher Städtetag (Germany)
- Eeva HONKANUMMI, Member of Espoo City Council, Chair of the Equality Committee, Chair of the Social and Health Coimmittee of the Association of Finnish Local and Regional Authorities (Finland)
- Ulrike HUEBER, Österreichischer Städtebund (Austria)
- Natalia IZZI, Commission de l'Egalité des Chances de la ville de Rome (Italy)
- Sylvie JEANNIN, Conseillère Municipale de Besançon déléguée aux animations sportives (France)
- Jasbir JHAS, Policy and Public Affairs Officer, LGIB (United Kingdom)
- Sue JOHNSON, Senior Policy and Projects Manager, Greater London Authority (United Kingdom)
- Elizabeth JOHNSTON, Deputy Executive Director of the European Forum for Urban Safety
- Guilherme JOHNSTON, Stagiaire, Secrétariat Général du CCRE
- Dörthe JUNG, Unternehmensberatung, Stadt Frankfurt-am-Main (Germany)
- Aziza KAPADIA, Policy Officer, Women's Design Service (United Kingdom)
- Katerina KARAVOLA, Officer in KEDKE Brussels office (Greece)
- Dimitra KARVOUNI, Mayor of Opountion (Greece)
- Erika KATONA, Coordinator of International Affairs, Hungarian National Association of Local Authorities (TÖÖSZ) (Hungary)
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Methodology for an Equal Town

A town which wants to develop equality between women and men and thus respect one of the working principles of democracy should take three fields of action into consideration:

- Participation of women in political life
- Strategies and tools to promote equality between women and men
- Specific policies (according to the municipality's competencies) which take into account the needs of women and which aim to improve their daily lives.

It is also important that the different needs of different women and men are taken into account so that disability, race, ethnic origin, religion, sexual orientation, social class, age, marital status, family responsibilities and employment status are considered.

1. COMMIT TO AND WORK FOR THE INCREASED PARTICIPATION OF WOMEN IN LOCAL POLITICAL LIFE

How?

- By the Mayor and local council declaring a strong political and public commitment to gender equality.
- By lobbying national governments and political parties to set quotas to ensure women are fully and fairly represented on electoral lists, as candidates, etc.
- By nominating a high status elected official in charge of issues relating to equality between women and men.
- By setting up an Equalities Committee in charge of the legislation and implementation of equality policies. This committee should be made up of women and men and give rise to a debate and an exchange of views between women and men.
- By emphasising the importance of equality between women and men with new and existing council members and providing training sessions as necessary.
- By ensuring a balance of women and men when Mayors, Deputy Mayors, Committee members, Presidencies/Chairs of the Committees and representatives on the Municipality's Consultative Committees are appointed.

- By nominating women to high status portfolios in charge of issues often reserved for men, such as finance, urban planning, transport etc. (and not just social affairs, culture, etc.)
- By asking members to ensure that commitments made by political parties are respected at local level (for example quotas).
- By exchanging best practices and experiences with other towns which have implemented policies to promote equality, and participate in forums and networks which facilitate the exchange of information and contacts at national, European and international level.
- By raising awareness (through communication, in schools) about the importance of equal democracy between women and men.
- By encouraging young women to take part in politics through the creation of local councils made up of young people which can be promoted for example through schools, and which can be a breeding ground for future politicians.
- By organising campaigns to promote women's participation in local politics and encouraging them to enrol in a political party (by pointing out that in this way women's interests will be much better taken into account in policy making).
- By encouraging women, including women who are disabled, black or minority ethnic, lesbian, older, younger and who have caring responsibilities to stand for election, particularly at local elections, so that the elected members represent the town as a whole.
- By encouraging political parties to feature women positively and without stereotypes in all media so women have role models to follow.
- By facilitating the participation of women in political and public meetings by recognising their obligations as carers, for example by:
 - Paying attention to the timing of meetings and avoiding unnecessarily extending the length of meetings
 - Providing child care facilities or helping to cover the costs of bringing in carers.
- By encouraging and supporting prospective women candidates and newly elected women to take up mentoring and providing training, for example in:
 - Speaking in public



The Good Government,
Ambrogio Lorenzetti,
Sienna (Italy),
Palazzo Pubblico (1338).

- Developing and presenting a point during a meeting
- The political system and its processes
- Developing their capacities and abilities to carry out political office.

- Monitoring the numbers of women standing for and being elected and the success of any policies and initiatives to achieve proportionate representation.

2. PROMOTE AND IMPLEMENT DECISION MAKING MECHANISMS AND STRATEGIES AIMED AT ENSURING WOMEN'S NEEDS ARE INCLUDED IN THE DECISION MAKING PROCESS

A town can develop greater equality between women and men by establishing mechanisms and planning appropriate strategies. Here are several recommendations.

Mainstreaming

The town should implement a global mainstreaming strategy whose goal is to provide equality between women and men, both within the local authority and in the delivery of services to people of the town. Elements of the mainstreaming strategy should be that:

- a) the town's decision makers constantly give consideration to equality between women and men, by respecting the rules already mentioned in Chapter 1: in particular by the nomination of a high status elected official in charge of equality between women and men and of an equalities committee (responsible for equality policies)
- b) towns need to take into account, across all policy areas, the specific needs of different women for example black and minority ethnic women, migrant women, lesbians, women with disabilities, older and younger women, women who belong to particular religious groups and women with caring responsibilities
- c) policies are developed and implemented to achieve equality between women and men
- d) there is an equality department to support the mainstreaming process
- e) there is periodic training for elected members and staff to enable them to deliver gender mainstreaming effectively.

Municipal Administration

A town's internal systems can support gender equality by:

- a) developing an action plan to deliver equality between women and men which identifies:
 - the policies, tools and implementation methods for achieving gender equality
 - a detailed schedule for actions and planned events
 - an evaluation method.
- b) carrying out gender impact assessments on strategies, policies and major projects
- c) the town's decision makers and the administration's equality department monitoring progress against the objectives set in the action plan
- d) reviewing and revising strategies, policies and planned actions to set future plans for achieving gender equality.

Employment

The town is not only where decisions which influence the lives of women are taken; it is also a place of work and organisation of women's work. It is vital that the town, as an employer, guarantees equality between women and men by ensuring:

- equality between women and men in the number of people employed in each department and at every grade
- equal pay for women and men in equal jobs
- equality between women and men in gaining professional training and positions of responsibility higher up the hierarchy.

To attain this, a town can implement the following policies:

- specifying the strategies and tools for gender equality in employment in the town's equality action plan
- implementing a system for evaluating and training based on precise objectives which help women to progress up the career ladder.

Consultation

- Consultation must be carried out in order to find out about the different needs of diverse women and to what extent the town is meeting them
- Different methods of consultation and communication need to be utilised to engage with different women, taking into account women's daily lives and the needs of, for example, women with particular disabilities or different levels of oral or written language skills in the main language of the country
- The results of the consultation process must be communicated to those who took part and be taken into account when developing equality action plans.

Gender budgeting

Taking women's needs into consideration in the preparation of the local authority's budget is vital in implementing equalities policies. This tool is defined as "gender budgeting" (a budget which takes gender issues into account). The main requirements of gender budgeting are:

- A balanced presence of women on the town's budget committee, in charge of the preparation of the budget, so that women can make their voice heard.
- Establishing a consultation procedure to talk to women about their needs.
- Analysing and planning the level of expenditure by gender when setting the budget.
- The establishment and implementation of a system for the follow-up, control and evaluation of gender budgeting.
- The publication of budget expenditure by gender.

The creation of an equality scrutiny body (or observatory)

The creation of an equality scrutiny body in a town is an important tool for the followup and evaluation of equality policies. The scrutiny body should:

- be provided with accurate and analysed gender based data and results (segregated into women and men)
- be able to precisely evaluate the impact and effectiveness of policies on women and men, both within the authority and in the town.
- provide its data and evaluation to the town's decision makers for them to act upon.

3. TAKE THE NEEDS OF WOMEN INTO ACCOUNT IN THE IMPLEMENTATION OF THE DIFFERENT POLICIES FOR WHICH IT IS RESPONSIBLE

1. Planning

Town planning represents the image of the town as experienced by its citizens and its visitors. Women and their needs must be taken into account in the spatial planning, design, infrastructure and architecture of the town.

a) Facilities

The town's decision makers must plan holistically to ensure the appropriate and accessible local provision of:

- public services (post offices, schools, nurseries, hospitals, social services)
- cultural and sports centres (cinemas, theatres, auditoriums, libraries)
- recreational facilities (parks, after school clubs, youth centres) and
- private services (banks, shops).

b) Transport

The town should be designed to:

- enable women and children to be able to move easily around it using different forms of transport, including walking, cycling and an integrated public transport system
- reduce the danger of vehicles to women and their children.

c) Housing

A diverse range of affordable, high quality housing should be planned for and a variety of forms of ownership/occupation should be ensured. This should include the provision of different size dwellings for different size households.

Housing neighbourhoods need to be integrated with local services and accessible to the town centre and facilities.

d) Streetscape

The way streetscape is designed and looked after can have an important impact on the lives of women, for example:

- Good lighting of streets and public places can help women feel and be more secure.
- Pavements should be clear of obstacles and wide enough for pushchairs, wheel chairs, etc.
- A good system of street cleaning and maintenance (litter, graffiti, etc.) is necessary to avoid the streets appearing neglected and threatening.

The role of women in society must be recognised more in the naming of roads/statues/monuments.

2. Service Delivery

The town can help women to balance their private and family lives with their professional life by planning services to facilitate their daily chores.

a) Childcare

- Ensure the provision of childcare facilities and nurseries
- Ensure these facilities are open as long as possible during the day and take into account women's working hours
- Ensure these services are affordable for all types of women, one and two parent families, women with a low income, and full and part time workers.
- Develop systems for looking after children at home when necessary
- Policies must be flexible enough so women can work to meet their employer's needs and also pursue a career.

b) Transport

The town must ensure that public transport meets the specific needs of women by:

- being affordable, efficient, frequent, fast, clean and safe
- being accessible for women travelling with children and shopping and for women with mobility impairments
- being provided to the services most frequently used by women such as schools, nurseries, shops, banks, hospitals, the town's social services, information points, etc
- enabling women, especially disadvantaged or isolated women, to take part in the town's activities (e.g. cultural or political activities).

c) Office and business opening times

- Open municipal offices on Saturday mornings, at lunchtime, or make it possible to carry out tasks such as obtaining a birth certificate, proof of address, ballot paper, registration for the electoral lists, etc, by post or on the internet.
- Encourage 'later opening' businesses, services and shops to help women fulfil their household chores after work.

d) Housing

Ensure that disadvantaged women benefit from the fair allocation of appropriate social housing.

e) Accessible services for carers

Women often take care of the more disadvantaged members of our society such as elderly and disabled people etc. The town can improve the daily lives of these women by making services available at home or by opening welcome centres adapted to their needs.

f) Culture and sports

A town can implement a cultural policy which recognises women's preferences and is aware of their ability:

- By promoting painting, sculpture, theatre, photography workshops, etc. as both places of learning and relaxation
- By supporting women artists by promoting their work (paintings, sculptures, books songs, plays, etc.).

A town can consider gender as part of its sport policy by:

- taking into account the different preferences of women and men in preparing the sports budget and in its budget spend
- promoting mixed participation and overcoming stereotyping by developing mixed-sex sports (e.g. football)
- encouraging the two sexes to take part in historically gender stereotypical sports.

g) Communication and information

Women can be provided with information specific to them by towns by:

- opening information desks about municipal and other services available to women
- carrying out awareness raising campaigns on equality between women and men (as indicated in chapter 1) to encourage women's participation in civic life or by campaigns aimed at drawing the population's attention to particular issues
- using positive and/or non stereotypical images of women in publicity materials
- opening welcome centres for women in difficulty ensuring their psychological support and follow up
- providing an office to welcome immigrant women or women from ethnic minorities, to provide information and support
- setting up an office for women's health, for sex education, to fight against AIDS, etc.

h) Women's safety

A town can help to ensure the safety of women in their daily lives out and about in the town by:

- designing out crime by ensuring public places used by people have clear lines of vision and that such places used by people at night are well lit (e.g. bus stops, car parks, underground stations)
- addressing the 'last mile home' safety issues
- using surveillance measures in unsafe hotspots.

Domestic violence is a serious problem for women. Towns can help to ensure the safety of women in their homes by:

- providing information in places where women go and running awareness raising campaigns
- providing support structures for women who are experiencing domestic violence
- establishing welcome centres for women who are victims of domestic violence and their children
- ensuring effective working and referral relationships with and between support agencies such as the police and health and housing authorities.

i) Diversity

The services of the town, as a whole, need to be targeted to all groups of women.

For example, in relation to refugees and migrant women, the town needs to help them to settle and play a full part in the life of their new country and town with initiatives like:

- Organising literacy, language and cultural classes.
- Launching actions aimed at establishing a closer dialogue with the different groups of the population.
- Organising training to facilitate their inclusion or professional reinsertion in the host country (e.g. IT).

Similarly the needs of other specific groups of women need to be addressed by appropriate action frameworks.



The Municipal Council of Espoo (Finland): an example of a balanced assembly.

The Council of European Municipalities and Regions (CEMR) is the broadest association of local and regional government in Europe.

Its members are national associations of local and regional governments from over thirty European countries.

The main aim of CEMR is to promote a strong, united Europe based on local and regional self-government and democracy; a Europe in which decisions are taken as closely as possible to its citizens, in line with the principle of subsidiarity.

CEMR's work covers a wide range of themes, including public services, transport, regional policy, the environment, equal opportunities...

CEMR is also active on the international stage. It is the European section of the world organisation of cities and municipalities, United Cities and Local Governments (UCLG).



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