Handläggare
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UBC UNION OF THE BALTIC CITIES
WORKING GROUP ON GENDER EQUALITY

Project proposal - Gender equality

Kalmar municipality wish to introduce and have the UBC boards feed-back on the attached project proposal – Gender equality within the Baltic Sea Cities. The overall project aim is to increase the capacity for a more strategic engagement in gender equality in UBCs core areas such as city planning, health and social security, prosperity and job opportunities, safety and security.

Project activities would target the boards of UBC´s commissions and a number of pilot UBC cities (10 cities in 10 countries?). The idea is to use the methodology developed in connection to the "European Charter for Equality of Woman and Men in Local Life", a Charter which has been signed by several of UBC´s municipalities, but implemented in full by very few. Project activities would include capacity building as for example training, study visits, collection of statistics. But also hands on actions to implement a real change in the service deliverance and investments among the municipalities who chose to participate as partners in the project. Please find a more detailed description of aims and activities in the attached project proposal/concept.

Potential seed money funding:

Funding program	**Deadline for applications**	**Link**
Interreg Baltic Sea Region	late 2019	https://www.interreg-baltic.eu/apply-for-funds/seed-money-calls.html
Swedish Institute	early 2020	https://si.se/utlysningar/bidrag-finansiering/projektinitiering/
Nordic Gender Equality Fund	march 2020	https://www.nikk.no/nordisk-jamstalldhetsfond/

Proposed time line:

Activities	**Dates**
Preparing for a seed money application	Q3 2019 – TQ1 2020
Seed money project if approved	Q3 2020 – Q2 2021
Full scale project if approved	Q4 2021 – Q4 2024

At the moment no decisions are taken about the funding opportunities for the EU:s next programming period 2021 – 2027.

Effects

World Economic Forums conclusion in the report of Global Gender Gap 2018 is; if the current rates were to be maintained in the future the overall gender gap will be close in 61 years i Western Europe and in 124 years in Eastern Europe. Policy makers and other stakeholders can fast-forward this process by taking stronger actions.

Gender equality will contribute to the growth, competiveness and future readiness of economic and business

Inclusive growth, meeting the demographic challenges, reduction of poverty, contribution to the growth potential of the European labour force

Main problem

A lack of strategic engagement for gender equality among UBCs member municipalities which have a negative effect on the opportunities for economic growth and sustainable development within core areas such as planning, health and social security, prosperity and job opportunities, safety and security.

Causes

1) A limited knowledge among municipal staff and decision makers on basic facts and statistics such as: number of women and men satisfied with the municipal service; number of complaints of sexual harassment; pay of women and men; rates of women and men in poverty etc.

2) A lack of relevant and inspiring examples on how to secure gender equal service deliverance at the municipal level

3) A hesitation among local decision makers how to prioritize among potential actions to improve gender equality.

4) Unsuccessful implementation of actions due to for example lack of recourses, unclear priorities and responsibilities.

Long term effects

Improved capacity in gender equality

An active knowledge based network in the Baltic sea area

Improved capacity for fund raising

Improved quality in sustainable development in the Baltic Sea area

Project objectives

To increase the capacity for a more strategic engagement in gender equality among UBCs member municipalities in order to improve the opportunities for economic growth and sustainable development within core areas such as planning, health and social security, prosperity and job opportunities, safety and security .

Sub- objectives

1.1 Improved knowledge about the current situation of gender inequality among UBC municipalities and the UBC Commissions.

1.2 To gather good examples of strategies and actions on how to provide gender equal service at local level and spread them among municipalities surrounding the Baltic Sea.

3) To provide the UBC municipalities with support for prioritization among actions for improved gender equality.

4) To improve the skills among municipal staff within the Baltic Sea region on how to plan and/or implement actions for increased gender equality.

Activities

Sub objective 1 **Information**	Sub objective 2 **Good examples**	Sub objective 3 **Proiritize**	Sub objective 4 **Actions and impelmentation**
Mapping (in 10 of the member-cities) to find out the main gaps Mapping the commissions process in gender mainstreaming Hearings/workshops in participating cities to analyse the current situation, identify needs and define areas of intervention Workshops with the commissions, analysing their challenges and identify ways to improve the process	Study-visits and meetings with forerunners in the identified areas for improvement and interventions. Examples: City planning - Vienna Health- Bilbao Safety- Sienna, Ill.de France Sustainability - Malmö, Cordoba Youth - Kalmar, Karlstad Cultural - Unesco, Eige, CEMR Introducing CEMRs toolkit and modify it for our needs Establish a network of cities for benchmarking for better gender mainstreming Have a startup meeting for cities in network for benchmarking	Workshops in participating cities together with relevant stakeholders for prioritize areas of improvement and development.	3 Benchmarkingmeetings (using modified toolkit) A disseminating seminar/conference for all member cities and UBC-commissions Reporting and communicating the results both within the UBC and to others.