

Women and men in the Union of the Baltic Cities

Union of the Baltic Cities
Commission on Gender Equality 2013



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Preface: Women and men in the Union of the Baltic Cities 2013

Dear members of the Union of the Baltic Cities

This is the second report on Women and men in the Union of the Baltic Cities. It highlights the importance of a continuous work to promote gender equality and need for further action to improve the status of women. It highlights how local authorities can promote gender equality by integrating a gender perspective into the development of services and infrastructure.

This report is produced by the UBC Commission on gender equality and has been financed by the UBC, the Swedish Agency for Economic and Regional Growth and by the city of Umeå.

It is still important to recognize that the work to achieve gender equality can be improved and developed, but it is also important to continuously disseminate knowledge about the good work that is being done and that others can learn from. There are encouraging examples of the will to achieve a gender equal society. Practical examples shows what works and points towards future possibilities.

Gender equality is a fundamental link to build safe, democratic and prosperous cities, and an essential part of sustainable development. It is not possible to achieve sustainability without social justice. Sustainable development is successful when lasting change is achieved and if we are to create and sustain a region in which equality between women and men is a reality, we need creative thinking, innovative ideas and the capacity to implement them. It is about making change and taking action for the better.

Local authorities play a key role in the work for gender equality because of their closeness to the citizens. Both women and men can take part in this work and both women and men will benefit from a gender equal society.

The Union of the Baltic Cities can be a useful tool for cooperation and implementation in our work to reach the goal of gender equality.



Mr Per Bødker Andersen
President of the UBC



Mrs Marie-Louise Rönnmark
Vice President of the UBC

UBC Commission on Gender Equality

The UBC Gender Commission was established in 2007 and is composed of member cities within the Union of the Baltic Cities. The secretariat of the Commission is situated in the city of Umeå, Sweden.

Gender Equality

Gender equality means that power and influence is divided equally between women and men and that both women and men have equal rights, obligations, opportunities and outcomes in all spheres of life.

Goals and aims

The overall goal of the Commission is to create action for gender equality by promoting and supporting work on gender equality around the Baltic Sea and within the UBC. Since 2007, the Commission has focused the work towards gender equality on three prioritised areas:

- Addressing issues on the labour market
- Intensifying the work towards integrating a gender perspective in social planning, urban planning and planning work
- Combating prostitution and human trafficking

The focus areas constitute key pillars for gender equality and for the well-being of the citizens in the UBC region. Gender equality is an important aspect in the development of socially sustainable societies and it is of great importance that the members of the UBC materialize their actions in this area.

Future work and advancement

As a macro-regional and transnational entity sharing the same challenges, it is crucial for the Gender Commission to continue to develop actions that can positively impact our countries. Our work is always linked with initiatives developed within the UBC region, the EU, as well as other important international actors. We aim to learn from other parts of Europe and to build integrated actions by working jointly with the stakeholders of the EU strategy of the Baltic Sea Region.

After six year of existence, the UBC Gender Commission intend to advance its methods and further develop its knowledge base. Learning more about the citizens of the UBC area, their problems and the limits of our societies, is a condition for reaching accurate solutions. In order to be successful, the Commission is convinced that a gender perspective needs to be integrated into all levels of governance and in every sphere of society. In the coming years, the Commission therefore aims to develop a process focusing on gender budgeting and social investments by running a joint project.

Gender equality also means that women and men should be able to live free from gender based violence and participate equally in all areas of public and private life through a full and equal inclusion in economic, social, cultural and political decision-making. Gender equality means that women and men should be equal in:

- **Decision making:** Equal participation of women and men in decision-making is a prerequisite for democracy. As women and men have different living conditions and experiences, it is important that they participate in politics on equal conditions and that their needs, interests and experiences are equally reflected and acknowledged in all policy areas and levels of the decision making process.

- **The labour market:** Women and men should participate in the labour market on equal terms and receive equal pay for equal work and work of equal value. Women and men should have the same chance to become financially independent and have the same chance to choose the education they want and to have a career.

- **Sharing family responsibilities:**

The economic contribution of women and men is equally important for the society and the welfare of its citizens. Women and men should have equal possibilities to be able to take care of their families while staying active in the labour market. To reach high employment rates of both women and men and improve the quality of life, social services for families, such as extensive high quality childcare is of great importance.

Gender mainstreaming

As the European Institutions, the UBC Gender Commission promotes gender equality through the principle of gender mainstreaming. Adopted by the world community at the UN Fourth World Conference on Women in 1995, gender mainstreaming means integrating a gender perspective into all areas and at all levels of decision-making and management of society and to systematically work for an equal distribution of power, resources and opportunities between women and men. The UBC Gender Commission has recognized that reaching such goals requires stronger ca-

pacities and has therefore decided to enforce their work with gender budgeting.

Gender mainstreaming

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 all stages, by the actors normally involved in policy-making.¹

Gender budgeting

Gender budgeting is an application of gender mainstreaming in the public budgetary process, aiming to achieve a gender-equal distribution of power and resources. Budgets, above all public ones, are not neutral. They express the political priorities of a country or union of countries. The perception that gender neutrality promotes gender equality can be misleading. Since women and men have different living conditions and experiences and men traditionally have been the norm for policy development and implementation, budgets impact women and men in different ways.

Budgeting and the distribution of resources are essential aspects when working

with gender equality. The fact that budgets involve all levels of government, from the national to the local, underlines the importance of involving cities and local actors of the UBC in this process.

Gender budgeting means making a gender-based **assessment** of budgets, **integrating** a gender perspective at all levels of the budgetary process and **restructuring** revenues and expenditures in order to promote gender equality.²

Gender Budgeting – step by step

The realization of a gender budgeting approach is threefold:

1. The first step involves an **assessment and analysis** of gender-disaggregated outputs and effects of public revenues and expenditures. The gender based analysis at this level should include:
 - The primary budget or activity in relation to number, needs, priorities and preferences.
 - Alternative and complementary resources and activities, such as unpaid work and other private and public budgets.
 - Challenging basic assumptions, norms, values and definitions, in long and short term.
2. **Integrating** a gender perspective in all levels of the budgetary process. Based on the results of this analysis the second step of gender budgeting aims to modify budget structures and processes
3. **Restructuring** revenues and expenditures in order to promote gender equality.³

A budget can usually be divided into four parts. Gender budgeting can be carried out by analyzing each of the parts separate or all the parts together.⁴

Expenditures

E.g. defense, health care, schools

Revenues

E.g. taxes, VAT and fees

The macro-economic effects of the budget

E.g. effects on paid/unpaid work, growth and sustainability

The budgetary decision-making process

E.g. representation, distribution of power and influence

¹ EG-S-MS, "Gender mainstreaming-Conceptual framework, methodology and presentation of good practices", 1998.

² European Parliament, 2003

³ Ingrid Osika & Anna Klerby, "Gender Budgeting – a check-list", 2010

⁴ UNIFEM, "Budgeting for women's rights", 2006



Gender statistics

A prerequisite for working with gender budgeting is that statistics relating to individuals is gathered, analysed and presented disaggregated by sex. It is also important that the statistics reflect the gender equality issues and problems found in society.⁵

Gender budgeting does not mean a separate “women’s budget”

It should be noted that gender budgeting does not exclusively aim at programs specifically targeted to women and neither does it aim at producing a separate “women’s budget”. Gender budgeting rather intends to analyse the impact of all government programs and policies based on the different situations and living conditions of both women and men.⁶

4R-Method

A helpful tool when working with the first step of gender budgeting is the 4R-Method. It is useful when analysing the distribution of power, resources and opportunities between women and men. The 3R-Method was first developed by Gertrud Åström and the Swedish Association of Local Authorities, later a 4th R was developed by the Swedish Gender Mainstreaming Support Committee. The method is based on quantitative data, e.g. the number of women and men in different processes, but also incorporates a qualitative analysis of the situation from a gender perspective that leads to an action phase.

Chart of the 4R-Method:

Mapping phase: Compilation of information in relation to gender

R1: Representation

Mapping the representation of women and men

Examples of constructive questions:
Who decides?
Who implements the decisions?
Who is the user/client/target group?

R2: Resources

Mapping the allocation of resources between women and men

Examples of constructive questions:
What is prioritized?
Who is in charge of the funds?
Who gets what (time/space/access/money)?

Analysis Phase: Interpretation of the information from the mapping phase

R3: Rights

Analysing the conditions for women and men

Examples of constructive questions:
What gender patterns do we see?
Whose needs and interests are being met?
Whose value or norms takes precedence?
How does the activity deal with gender equality issues?

Action Phase: Finding new routines objectives and measures for the organization that challenges gendered norms and the distribution of power, resources and opportunities between women and men

R4 – Realisation

Based on the mapping and analysis, identifying changes that need to be made in order to achieve gender equality and make the necessary changes

Examples of constructive questions:
How can the activity include the needs of both women and men?
What measures are necessary in order to adjust distorted gender patterns?
How can the outcome of the changes due to this analysis be followed up?

Source: “Gender Mainstreaming Manual, a book of practical methods from the Swedish Gender Mainstreaming Support Committee”, SOU 2007:15

⁵ For more information about gender statistics see for example the UN Economic Commission for Europe report: “Developing Gender Statistics: A Practical Tool”, 2010

⁶ European Parliament, Policy Department C, “The multi-annual financial framework 2014-2020 from a gender equality perspective”, 2012



International framework for gender equality

Acting towards gender equality requires that local actions are integrated within an international, regional and macro-regional framework. The UBC Gender Commissions working priorities are aligned with all of the following legislative and strategic frameworks.

EU 2020 Strategy

The EU 2020 Strategy has been criticised for not being gender sensitive enough. Gender equality is mainly developed through the thematic targets of employment, education and poverty. There is however a set of 83 gender-sensitive indicators for each of the five head targets of the strategy: Employment, R&D and Innovation, Energy and Environment, Education, and Poverty. The purpose of the indicators is to monitor the strategy from a gender perspective.⁸

The EU Strategy for the Baltic Sea Region

The EU Strategy for the Baltic Sea Region (EUSBSR) is the macro-regional strategy for the Baltic Sea Region. The EUSBSR clearly points out that successful implementation of the strategy requires the adoption of a gender perspective in the governance system and the Action Plan. *"Equality between men and women is a core value of the European Union. At the same time, economic and business benefits can be gained from enhancing gender equality. In order to achieve the objectives of the EUSBSR the contribution and talents of both women and men should be fully used"*.⁹ However, many of the 22 priorities and horizontal actions of the EUSBSR lack

gender-related actions and flagship projects. There is great potential for promoting the gender perspective further, in cooperation with the stakeholders of the EUSBSR.

EU Sustainable Development Strategy

The EU Sustainable Development Strategy from 2009 identifies women as a category in danger of poverty. The gender pay gap, girls and women's limited access to education as well as difficulties to enter the labour market are mentioned as the main causes of the gendered risk of poverty. Gender equality is described as a condition for sustainable development within the EU.

EU Strategy for Equality between Women and Men 2010–2015

This strategy is one of the biggest steps taken by the EU Commission in promoting gender equality. The ambition is that gender equality will be integrated in all policies through the following themes:

- Equal pay for work of equal value
- Equal economic independence
- Equal decision-making capacity
- Horizontal issues such as gender roles
- Dignity, integrity and end of gender-based violence
- Promotion of gender equality beyond the EU

Thanks to this strategy and its action plan, a composite index will be developed by the European Institute for Gender Equality and delivered in June 2013. It will offer a full

Important actors in the gender budgeting process

Since budgeting is a process involving and impacting all actors within the decision-making process, applying gender budgeting requires the involvement of a wide range of actors. Gender budgeting initiatives can be introduced from all different types of actors from the both the public and private sphere. However, the degree of involvement of the central government strongly impacts the potential changes within the budgetary process.

Key players

Government: The government is a key player in regard to successful gender budgeting. Gender budgeting initiatives that are backed by government decisions have a greater chance of having maximum impact.

Parliament and local and regional assemblies: these actors are crucial for the negotiation and adoption of proposed budgets. They are also important for creating political will and strengthening governments' commitments to gender budgeting.

Other important actors

Researchers and experts: providing know-how and training, developing methodology and indicators, this group of actors can raise awareness about the issue and encourage governments to act in line with relevant research results.

International organizations: The United Nations, the European Council and other European institutions have systematically worked with implementing gender budgeting in their policies since the "Fourth World Conference on Women" in Beijing in 1995. Their involvement ensures a policy framework in the macro-regional level.

Non-governmental organizations: NGO's have long experience of working with gender equality and are often the source of initiatives most closely linked to the citizens. They dispose an excellent and independent knowledge that can sometimes be transmitted to officials faster than from external experts.⁷

⁷Council of Europe, "Gender Budgeting", 2005

⁸European Parliament, "Data for the evaluation of the European semester process from a gender equality perspective", 2012

⁹The EU strategy for the Baltic Sea Region, Action plan, page 9.

range of data about the current situation and ranking countries according to their progress towards gender equality.

European Pact for Gender Equality 2011–2020

Adopted in March 2011, the European Pact for Gender Equality focuses on eradicating gender gaps in the areas of employment, education and social inclusion, as well as defining key aspects of a balanced work life as a condition for well-being and social sustainable development. Its main targets are:

- The improvement of the quality and access to childcare services coupled with flexible working arrangements.
- The improvement of the prevention of violence against women and of the protection of victims.
- The improvement of the application of the principle of gender mainstreaming in EU.
- The elimination of gender codes, stereotypes and the promotion of women on boards.

The Pact also considers that the promotion and evaluation of the EU2020 integrated guidelines and flagship initiatives with a gender perspective are essential to strengthen gender national policies.

The European Charter for Equality of Women and Men in Local Life

The European Charter for Equality of Women and Men in Local Life was launched in May 2006 by the Council of European Municipalities and Regions. It is addressed to the local and regional governments of Europe to make a formal public commitment to the principle of equality of women and men, and to im-

plement the commitments set out within the Charter. The declaration consists of a short introduction followed by six principles and guidance for how to implement the declaration. The principles are:

- Equality of women and men constitutes a fundamental right
- To ensure the equality of women and men, multiple discrimination and disadvantage must be addressed
- The balanced participation of women and men in decision making is a prerequisite of a democratic society
- The elimination of gender stereotypes is fundamental to achieving equality of women and men
- Integrating the gender perspective into all activities of local and regional government is necessary to advance equality of women and men
- Properly resourced action plans and programmes are necessary tools to advance equality of women and men

These principles constitute the foundation of 30 articles¹⁰ set out to promote and implement gender equality.



Photo: Fredrik Kellen

Politics and power

As women and men have different living conditions and experiences, it is important that they participate in politics on equal conditions and that their interests and needs are equally reflected and acknowledged in all policy areas and levels of the decision-making process.

Quantitative gender equality means equal representation between women and men in all areas of society. **Qualitative gender equality** means that the knowledge and experience of both women and men are taken into consideration in the development of all areas of society.

The qualitative and quantitative inequality between women and men in economy and working life reflects in their low share of high positions in business and political areas. Women are often absent from executive boards and over-represented in administrative ones. Awareness on these inequalities has been raised at the European level and in certain countries at the national, regional and local level. However, differences are persisting. Even though women represent 59 % of the highest graduated persons from universities, they are underrepresented in high-positions in the labour market and often working in the low-pay sectors.¹¹

Economic decision-making

A report from the 2011 Eurobarometer showed that a majority of the EU citizens believed that women should be represented in leadership positions, because they are as qualified as men (62%), and because of equal rights (58%). Justice was however more often expressed as reasons for gender equal representation than economic efficiency. We can thus see progress in the conception of gender equality in terms of rights and justice, but not as clearly when it comes to gendered norms in business capacities.¹²

Different acts for increasing the number of women on boards

Corporate governance codes: pressures within organizations and on the society are realized by some stakeholders and media. Corporate governance codes may help increase the number of women on boards, as was observed in Finland, Sweden, Spain, the Netherlands, Belgium, Austria, Luxembourg, Germany, France, Denmark and the United Kingdom.

Charters: signed voluntarily by companies. They set goals regarding the number of women within a set time and measure whether these objectives are achieved. Such charters have been set out in the Netherlands and Denmark.

Gender quotas set by legislation: penalties or withholding of subsidies or state administration contracts are realised when the companies do not reach the gender quota. This legislation is already settled in Denmark, Norway, Finland and Iceland.

In average 19 percent of all board members were women in the decision-making bodies of the largest public quoted firms 2012 in the UBC area. The average number of women in presidential positions in the public company boards is 6 percent.

Percentage (%) of women and men in highest decision body in the largest public quoted firms, 2008 and 2012

	2008				2012			
	President		Members		President		Members	
	Women	Men	Women	Men	Women	Men	Women	Men
Denmark	0	100	15	85	0	100	16	84
Germany	0	100	18	82	3	97	16	84
Estonia	7	93	10	90	7	93	7	93
Latvia	8	92	17	83	10	90	26	74
Lithuania	5	95	18	82	8	92	15	85
Poland	11	89	12	88	11	89	12	88
Finland	0	100	18	82	4	96	27	73
Sweden	0	100	24	76	0	100	25	75
Norway	11	89	34	66	11	89	42	58

Source: European Women's Lobby Report "Women on boards in Europe. From a Snail's pace to a Giant leap?" 2012
Note: The UBC-area except for Russia.

In the last UBC Gender Commission report from 2009, 1/3 of all leaders of businesses within the UBC area were women. In 2010, the situation has slightly progressed in some countries while actually getting worse in others. In average 71 percent of all leaders of businesses in the UBC area are men.

Percentage (%) of Women and Men as leaders of businesses in the UBC area, 2008 and 2010

	2008		2010	
	Women	Men	Women	Men
Denmark	26	74	25	75
Germany	29	71	33	67
Estonia	26	74	34	66
Latvia	38	62	36	64
Lithuania	33	67	32	68
Poland	36	64	33	67
Finland	20	80	27	73
Sweden	27	73	27	73
Norway	21	79	20	80

Source: Eurostat Structural Business Statistics, 2010.
Extracted: December 2012.
Note: The UBC-area except for Russia.

Political decision-making

The average number of women in the National parliaments in the UBC area was 31 percent in 2012. The average number of women in ministerial positions in the UBC area was 30 percent. The figures below show a slight improvement from 2006, but in that year the statistics also included Russia, which had a very low share of women in ministerial positions and National Parliament. The statistics clearly demonstrate that men are still overrepresented in politics in the UBC area.

Percentage (%) of Women and Men in National Parliament in the UBC area, 2006 and 2012.

	2006		2012	
	Women	Men	Women	Men
Denmark	37	63	39	61
Germany	32	68	33	67
Estonia	19	81	21	79
Latvia	21	79	23	77
Lithuania	22	78	19	81
Poland	20	80	22	78
Finland	38	62	43	57
Sweden	45	55	44	56
Norway	38	62	40	60
*Russia	10	90	n.a.	n.a.

Source: Eurostat, EU 2020 indicators, 2012.
Extracted: December 2012.
*Note: Source for Russia: OECD Statistics, Social and welfare statistics. Gender, institutions and development.
Data base: Political empowerment.
n.a. = Not applicable

Percentage (%) of Women and Men in ministerial position in the UBC area, 2006 and 2012

	2006		2012	
	Women	Men	Women	Men
Denmark	33	67	39	61
Germany	46	54	28	72
Estonia	15	85	8	92
Latvia	24	76	27	73
Lithuania	15	85	18	82
Poland	6	94	20	80
Finland	47	53	40	60
Sweden	52	48	46	54
Norway	44	56	47	53
*Russia	0	100	n.a.	n.a.

Source: Eurostat, EU 2020 indicators, 2012.
Extracted: December 2012.
*Note: Source for Russia: OECD Statistics, Social and welfare statistics. Gender, Institutions and Development.
Data base: Political Empowerment.
n.a. = Not applicable

The most powerful positions as Presidents and Prime ministers in national governments continue to be highly dominated by men. In the Republic countries in the UBC area one woman and six men held the Presidency in 2012. No improvement has thus been made compared to the years of 2006 and 2008. In 2012, as in previous years, the position as Prime minister is still dominated by men, with Germany and Denmark being the only exceptions in the UBC area.

Women and Men as presidents and prime ministers in national governments in the UBC area, 2006, 2008 and 2012

	2006		2008		2012	
	President	P. Minister	President	P. Minister	President	P. Minister
Denmark	n.a.	M	n.a.	M	n.a.	W
Germany	M	W	M	W	M	W
Estonia	M	M	M	M	M	M
Latvia	M	M	M	M	M	M
Lithuania	M	M	M	M	W	M
Poland	M	M	M	M	M	M
Finland	W	M	W	M	M ¹³	M
Sweden	n.a.	M	n.a.	M	n.a.	M
Norway	n.a.	M	n.a.	M	n.a.	M
*Russia	M	M	M	M	M	M

Source: Eurostat, EU 2020 indicators, 2006 and 2012. European Commission Data base: Decision making in the political domain, 2008. Extracted: December 2012. n.a. = Not applicable. * Note: OECD statistics for Russia.

Women leaders of political parties in the UBC area, 2008

None	Estonia, Poland
One	Lithuania
Two	Germany, Latvia
Three	Finland, Sweden
Four or more	Denmark, Norway

Source: European Commission "Women in European Politics", 2009, page 34.

Note: The UBC area except for Russia

The table of the representation in the UBC decision making process in 2008, shows that the President chair was held only by men, while a slight majority of the Vice president posts have been held by women. In the Executive board in average 75 percent of the members were men.

Representation of Women and Men in the UBC decision-making process, 2008 (Number of person's)

	2008	
	Women	Men
President	0	3
Vice president	2	1
Secretary General	0	1
Executive Board Members	2	8

Source: UBC Organisation's website. Own calculations.



Economy and working life

Due to the gender pay gap, women accumulate less income than men over a lifetime and are at higher risk of poverty during their working lives, as well as in old age since their pensions are weaker. Men are more economically independent than women and many women have reduced business opportunities and investment capacities and difficulties gaining access to property owning. The gender pay gap is particularly linked to women's limited access to the labour market, gender segregation and the undervaluation of women's work.

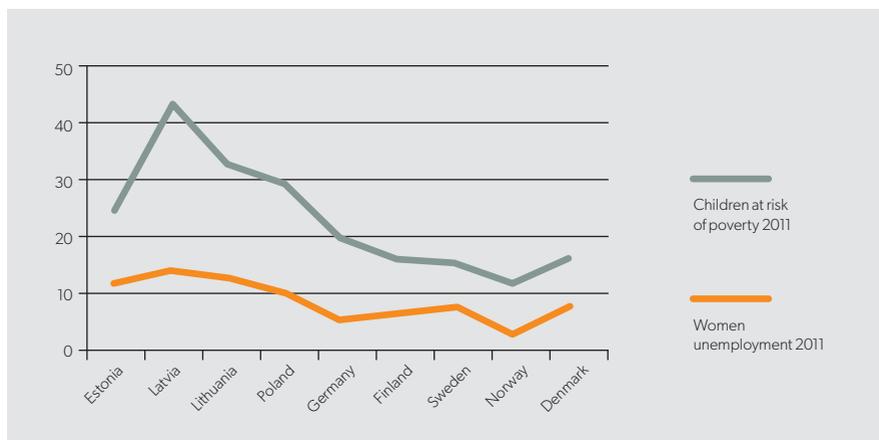
Women's participation in the labour market is also affected by an unequal distribution

of unpaid work and family responsibilities including caring for children and other dependants. In summary this means that:

- Women's contribution to the economy is not recognized or rewarded
- There is an unpaid work economy in which women do most of the work. This work is a central part of a nation's economy since it is important for the human capital and social cohesion.¹⁴

Women's restricted access to work and economic resources lead to an economic isolation of women that has a direct impact on the national economy and child poverty. The table below shows that the number of children at risk of poverty is closely linked to women's unemployment levels.

Percentage (%) of the population under 16 at risk of poverty and women unemployment within the UBC area in 2011



Source Eurostat, Data Base: Europe 2020 indicators, Graphs 2011. Extracted: December 2012. Note: The UBC-area except for Russia.

The statistics show that countries where women have a more equal access to work and child-care have a higher GDP, than countries where women's access to the labour market is still more restricted.

Percentage (%) of the population at risk of poverty or social exclusion in the UBC area, 2005 and 2011

	Men		Women	
	2005	2011	2005	2011
Denmark	16	18	18	20
Germany	17	19	20	21
Estonia	24	23	27	23
Latvia	43	40	48	40
Lithuania	39	33	43	34
Poland	45	27	46	28
Finland	16	17	18	19
Sweden	13	14	15	18
Norway	15	14	17	16

Source: Eurostat, Data Base by theme: EU2020 Indicators, 2011. Extracted: December 2012. Note: The UBC area except Russia.

Total GDP Euro/Habitant in the UBC area, 2005 and 2012

	2005	2012
	Denmark	38 300
Germany	27 000	32 299
Estonia	8 300	12 700
Latvia	5 800	10 900
Lithuania	6 300	11 000
Poland	6 400	9 900
Finland	30 000	35 900
Sweden	33 000	43 000
Norway	52 900	77 500

Source: Eurostat, Data Base: EU2020 indicators. Economy and Finance. Extracted: June 2013. Note: The UBC area except for Russia

The pay gap is larger in some of the UBC countries and smaller in others. There is however a consistent gender pay gap between men and women in the UBC area in 2011. One of the consequences of the gender segregated labour market and women's limited access to work, is that women have a smaller share of the total income (40%) than men (60%).

Distribution of income between women and men in the UBC area in 2011 (%)



Source: Eurostat, Population and income database, Gini coefficient, 2011. Data Base: SILC. Extracted: December 2012. Note: The UBC-area except Russia.

Pay gap in percentage (%) between women and men within the UBC area, 2010

	2010
Denmark	14
Germany	18
Estonia	24
Latvia	15
Lithuania	15
Poland	13
Finland	17
Sweden	11

Source: Eurostat, Population and welfare, living condition and income database. Extracted: December 2012. Note: The UBC-area except Russia and Norway

The average number of unemployed women and men in the UBC area is lower in 2011 compared to 2005, despite the European crisis. In average more men than women entered the workforce when comparing the two years.

Total of unemployed women and men, 2005 and 2011 in the UBC area (in thousands)

	Men		Women	
	2005	2011	2005	2011
Denmark	68	118	71	103
Germany	2 565	1 402	2 002	1 092
Estonia	29	45	23	41
Latvia	52	95	47	71
Lithuania	67	144	66	105
Poland	1 548	877	1 491	842
Finland	111	117	109	91
Sweden	195	199	172	177
Norway	57	47	47	37

Source: Eurostat, population and employment, 2012. Extracted: December 2012. Note: The UBC-area except Russia.

Total of employed women and men, 2005 and 2011 in the UBC area (in thousands)

	Men		Women	
	2005	2011	2005	2011
Denmark	1 436	1 381	1 270	1 262
Germany	19 636	20 926	16 209	18 052
Estonia	291	294	296	295
Latvia	516	407	487	434
Lithuania	740	653	714	690
Poland	7 643	8 739	6 191	7 141
Finland	1 228	1 249	1 150	1 179
Sweden	2 228	2 370	2 044	2 160
Norway	1 181	1 286	1 062	1 174

Source: Eurostat, Population and welfare, living condition and income database. Extracted: December 2012. Note: The UBC-area except for Russia

Best practice in economy and working life

Women Enterprise and Employment in local Development project (WEED), Umeå

In order to face challenges related to the gender-segregated labour market, Umeå joined the URBACT II project Women Enterprise and Employment in local Development (WEED) in 2008. The main priorities for the city were to find solutions for addressing the gender-segregated labour market and the gender pay-gap, to support the financing of women entrepreneurship and to create effective networks and education opportunities for women in enterprising. The project was jointly run with representatives from NGOs, the City authority, the County administrative board, a regional committee and ALMI Business Partner. Several sister projects have run and will continue until 2014. Normstorm, a project that focuses breaking norms and gender stereotype patterns in education and the labour market is one example. In parallel with the WEED project several information and awareness-raising campaigns was

organized in regard to gendered boundaries in the labour market, the invisible female entrepreneurship, mutual responsibility in the family life, involvement of men in the gender equality process, and integrating a gender perspective in the process of recruitment.

Knowledge development in the field of gender budgeting, Örebro

Gender budgeting aims to analyse, from a gender equality perspective, where our public resources end up. It is an efficient tool to use, to establish whether the government's gender equality goal is being transformed into budgeting decisions.

During 2012 the project "Knowledge development in the field of budgeting with a gender aspect" operated in cooperation between the municipalities of Örebro, Karlskoga, Kristinehamn, Askersund, and Örebro County Council. The purpose was to develop knowledge and ability to implement gender budgeting as a useful tool in the municipality's work.

The project increased the awareness of a couple of important conditions, necessary for consideration in gender budgeting. Support, time and other resources are important, as well as sex-disaggregated statistics and a diversity of competence. The work with gender budgeting also requires long-term work and commitment; it is hard but interesting and it leads to a more extensive gender equality discussion.

Gender Equality in Art – The Exhibition "Post Idea", Panevėžys

The Exhibition "Post Idea" was organised in cooperation with the European Institute of Gender Equality (EIGE) in 2012. The aim of the project was to attract the public's attention towards the gap of gender equality in the fields of art, culture and education. The exhibition was presented in Vilnius, Kaunas and Panevėžys.

Lars Nittve, the former Director of the Modern Museum in Stockholm, stressed a big disproportion of gender in the collection of the museum and proposed to complement with the work of women artists. The motto of the project "The Second Museum of our Dreams" was "Instead of 100 % of Men - 100 % of Women".

The disproportion of gender in museum and exhibitions is still obvious, though

everyone agrees that creativity does not depend upon gender. The situation has to be changed, which is why the exhibition of women artists in the "Post Idea" exhibition, is not just a part of the arts, but also a part of art policy. Women artists well known in Lithuania, can make interesting projects and exhibit their creative works.

The main topic of the exhibition is not to hide, it is to be visible. "Invisibility" is one of the conceptual ties that unite women artists. Women artists are placed in the outskirts or are "forgotten". Their works disappears, becomes invisible or cannot be implemented, due to so many commitments in the household or with childcare.



“The starting point is that gender inequality is a central issue for urban planning and development and that gender refers to women and men, girls and boys.”

Source: UN Habitat, “Gender and Urban Planning – Issues and trends”, 2012

Social planning, urban planning and planning work

Urban planning today involves much more than the physical elements and is drawing knowledge from diverse fields of knowledge and research including gender studies, sociology, economics, social policy and political science. Urban planning is social planning and involve aspects such as the creation of jobs, the social impact of planning, involvement of citizen’s in the planning process and gendered aspects of for example access to public space, labour market, child-care, travelling and safety.

Integrating gender mainstreaming and gender budgeting in planning work means supporting the equality of women and men by understanding their diversities and different conditions of life.

Gender and planning

When looking at cities from a gender perspective, it is important to see that gender inequality affects the use of urban space. Women and men are not using the urban space in the same way due to gender roles and norms, the unequal and segregated division of labour, unequal economic situations and fear of violence that cause feelings of un-safety that limit women’s access to the public space and mobility possibilities.

Gender equality in social planning means that the experiences and everyday life and needs of both women and men are integrated in the planning work. A gender perspective in urban planning also means that the perspective where care work is regarded as a responsibility for women has to be challenged with the aim to help shift the unfair distribution of paid and unpaid work.

Urban planning areas where a gender perspective is important:¹⁵

- Integration of the functions of work, public transportations, shopping facilities, living, care giving and recreation to help balance the everyday life
- Integration of women and men as citizen’s to participate on equal terms in the urban planning and development
- Integration of the private and the public, paid and unpaid work, in terms of care giving for children and elderly
- Safety and security, gendered fear of violence
- Safe and lively local areas and centres for creating social inclusion and engagement
- Integration of care for the environment, culture and people into public life in order to reach a sustainable development.

¹⁵The municipality of Uppsala and Jaeckel, Monika & van Geldermalsen, Marieke “Gender equality and urban development: Building better communities for all” in Global Urban Development. Volume 2, Issue 1, 2006

Best practice in social planning, urban planning and planning work

Building a safe and accessible city passage, Umeå

The municipality of Umeå has worked with a sustainable planning strategy for several years and is now realising it. In order to create a city where all inhabitants feel safe and included, field studies and inclusive dialogues have been held in order to take into account citizens needs and requests. The goal is to develop the public domain so that girls and boys, women and men can on equal terms, use and have access to their city. A strong focus is also kept on disabled persons and children due to their specific needs.

A part of this work was to create a new "city passage", connecting two city-districts and replacing the old tunnel, dedicated exclusively to cyclists and pedestrians. The passage links the central station with the city centre and the residential areas nearby and was opened in the fall of 2012. Since day one a gender perspective has been integrated in the complete planning and building process

of the passage in order to create a feeling of accessibility and safety for all its users. It is bright, white and airy, the corners are rounded and the long walls are made of glass and have 60 quotes from the local author and feminist Sara Lidman printed on them.

For All project: Service Map, Helsinki City

The Service Map of the Helsinki Capital Area combines all the public municipal services, events and accessibility information provided by the cities, as well as part of state provided and private services. The aim is to help people to find reliable information of every public service point in the capital area.

In addition to this, an integrated feedback system makes it possible for the citizens to evaluate and comment the information in an open forum and also to receive answers from the city officials in charge. In this way citizens can directly influence the quality of the data, accessibility conditions in public service points and general policy making regarding services. Focusing on the accessibility criteria in order to enhance the inclusive society, the main focus of the project is to involve all offices, institutions and private actors into a process of accessibility care.

Equal Services for Women and Men, Kristiansand

Kristiansand has been selected by the Norwegian Ministry of Children, Equality and Social Inclusion to be one of 20 pilots of the triennial programme "Equal municipalities". This programme is a part of the Norwegian Government's gender equality action plan. The purpose of the programme is to increase competence on and efforts towards the integration of the equality perspective in municipal policies and services.

For the next three years the Health and Social Services Department in Kristiansand will focus on giving equal services to citizens. Four units at the department have been selected to be pilots in the programme. The Child Welfare Authorities is one of the units that will receive counselling, training and financial support to find out if they, unintentionally, treat women and men, girls and boys in different ways, and to learn how to offer equal services, independently of the users' gender.

UBC joint seminar with the Urban planning and Gender commissions

In May 2013 the first joint seminar between the Gender Commission and the Urban Planning Commission was held in Umeå, Sweden. The theme of the seminar was "Building the Inclusive City - City Planning seminar with Focus on Gender Equality and Children's Perspective". Participants with positions such as architects, city planners, landscape architects, infrastructure planners, gender equality officers, researchers and analysts, from 18 cities and seven countries around the Baltic Sea, found it very fruitful to involve issues of gender equality in the planning processes and vice versa.



Men's violence against women and human trafficking

Men's violence against women

The UN 1995 Beijing Platform for Action defines violence against women as *"any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life"*.¹⁶

Violence against women impacts, not only the direct victims, but also the entire society, families and the economy. The World Health Organization recognizes violence against women as *"a major public health problem and violation of women's human rights"*.¹⁷

Men's violence against women is a result of gender norms, attitudes, and culture and the combat against it must be pursued by:

- Legislation and policies that protect women
- Better access to health care psychological and social support structures for victims
- Addressing discrimination against women and promote gender equality
- Prevention by integrating a gender perspective in the education of children and adults and raising awareness of the issue¹⁸
- Questioning norms of masculinities

Both men and women suffer by being forced into gender stereotype roles and norms. In the fight against violence against women, men's role and norms of masculinity should not be underestimated. The prevention of

violence against women requires a change in the masculine norms that are closely linked to violence. This coupled to the fact that men are often privileged in terms of power and influence, creates a society in which boys and men are trained to be masculine in a destructive way.

In most of the Baltic countries and UBC gender commission cities, the work of prevention and care is done in cooperation with non-governmental organizations which often have good knowledge about the challenges of the complex issue of men's violence against women and they are often closely tied to the citizens as well as international networks and organisations.

Number of awareness raising and prevention campaigns on sexual violence within the UBC area, 2004–2011

Countries	Number of campaigns
Germany	2
Denmark	2
Finland	4
Sweden	1
Poland	1
Lithuania	0
Estoina	0

Own Calculations based on data from EIGE "Awareness raising and prevention campaigns on sexual violence in the last 5 years" 2004-2011.
Note: The UBC area except for Russia and Norway

¹⁶UN, "Beijing Platform for Action", 1995

¹⁷WHO, "Violence against women Intimate partner and sexual violence against women", Fact sheet N°239, November 2012

¹⁸Ibid.

Trafficking

The recent 2012-2016 EU Strategy against human trafficking addresses the issue as “the slavery of our time” and estimates that it generates billions of Euros in profit every year. 20.9 million people were victims of trafficking during the period 2002–2011.¹⁹

There are three main components that constitute trafficking:²⁰

The action of: recruitment, transport, transfer, harbouring, receiving

By means of: threat, coercion, abduction, fraud, deceit, deception, abuse of power

For the purpose of: prostitution, pornography, violence/sexual exploitation, forced labour, involuntary domestic servitude, debt bondage, slavery and slavery-like conditions.

Trafficking creates its own internal market and requires a good cooperation within the concerned areas. Most countries in the Baltic Sea region have introduced national anti-trafficking programs and National Action Plans or/and other tools. The adoption of such action plans highlights the understanding from governments, that prevention and action need an integrated approach in the long run.

The creation and instauration of policy tools have been spreading in the Baltic Sea region during the last eleven years: in 2002, only two countries had a dedicated anti-trafficking policy tool, six countries in 2005, and nine out of eleven in 2009. Despite of the fact that the policy tools vary considerably in length and approach within the area, most of them do highlight the need of cooperation and do focus on a victim-centred approach.²¹

Origin and destination countries for trafficking victims, 2012

Main destination Countries	Origin Countries	
Finland	In the UBC area	Estonia, Lithuania, Estonia, Russia
	Outside the UBC area	Bulgaria, Caucasus, Asia, Caribbean
Sweden	In the UBC area	Russia, Lithuania
	Outside the UBC area	Romania, Bulgaria, Hungary, Czech Republic, Albania, Armenia
Norway	In the UBC area	Lithuania
	Outside the UBC area	Romania, Hungary, Bulgaria
Denmark	In the UBC area	n.a.
	Outside the UBC area	Eastern Europe countries
Germany	In the UBC area	Germany
	Outside the UBC area	Bulgaria, Romania, Nigeria

Origin countries within UBC area	Destination country	
Lithuania	In the UBC area	Germany, Denmark, Sweden, Finland, Norway
	Outside the UBC area	U. Kingdom, Spain, Netherlands, Greece, Italy, France, Czech R.
Latvia	In the UBC area	Germany
	Outside the UBC area	Italy, Spain, Ireland, Cyprus, Greece, Netherlands, U. Kingdom
Poland	In the UBC area	Germany, Finland
	Outside the UBC area	Netherlands, Austria, Italy
Estonia	In the UBC area	Finland
	Outside the UBC area	Spain, France, U. Kingdom, Cyprus, Portugal, Ireland, Italy
Germany	In the UBC area	Germany
	Outside the UBC area	n.a.

Source: US Department of State, “Trafficking in persons report”, 2012.

¹⁹ European Commission, The EU Strategy towards the Eradication of Trafficking in Human Beings 2012–2016, 2012

²⁰ US department of state, “Trafficking in persons report”, 2012

²¹ UN Office on Drugs and Crime, “Human Trafficking in the Baltic Sea Region: State and Civil Society Cooperation on Victims’ Assistance and Protection”, 2010

Best practice in combating men’s violence against women

Centre Against Violence, Umeå

In 2011, the municipality of Umeå opened a centre progressively hosting three social services related to the issue of men’s violence against women: children’s centre (2005), women’s refuge (2007) and men’s centre (2008).

The centre is an organised co-operation between the municipality of Umeå, Västerbotten County Council, Umeå University, the Police Authority of Västerbotten, the Prosecution Authority of Umeå and the National Board of Forensic Medicine.

One of the purposes with the centre is to gather health care experts from the regional level and social workers and volunteers from women’s shelters from the local level so that women and children who have experienced violence only need to go to one place, instead of many, to get help, support and give their testimony in a secure and safe environment. This avoids the situation where a woman and her children have to relive the trauma over and over again.

The section for male offenders is in a different location from the other two, in order for women and children to feel safe when they

have taken the step to seek support. It focuses on support and therapy for men who want to end their issues with anger and violence towards their partner and/or children.

The work is organized around individual meetings followed up by group activities and therapies. Men who have used some form of violence, or who fear that it could happen, can seek support in confidentiality.

The medical and social support to men abusing children or women, instead of the punitive approach, is based on a method developed in Oslo and relies above all on group activities.

Gathering all the above mentioned authorities and expertise in the same place has increased the efficiency and quality of the support around the issue of men’s violence against women in the county of Västerbotten.

Appendix 1:

UBC Statement against trafficking of women and children

The UBC Statement was adopted at the 45th meeting of the UBC executive board, Kaunas 10–12 February 2006.

“All people are born free, with the same value and human rights. This ideal is in dramatic contrast to trafficking and prostitution, which both can be defined as trade of human beings for sexual exploitation.

International trafficking in women and children cannot be separated or be isolated from national prostitution. Women’s and children’s bodies shall not be something you can sell on a market, neither international nor national.

To give the exact numbers of how many women and children that are being trafficked is very difficult, since it’s about an illegal business, but what we can say for sure is that trafficking in women and children is an increasing problem in the world today.

United Nation (UN) reports that estimated 4 million women and children annually have been trafficked from one country to another and within countries. A majority of these women and children will be used for sexual exploitation and prostitution. The international Migration Organisation (IOM) reports 1999 that approximated 500 000 women are annually being sold as sex slaves into the member states of the European Union and in several member states the number of migrant women is much higher than the number of local prostitutes.

Trafficking and prostitution are violations of women’s and children’s human rights. Neither prostitution nor trafficking is about sexuality. It’s about money, it’s about controlling and it’s about men using and buying women and their bodies.

Trafficking and prostitution is an act of men’s violence against women and children and therefore a reinforcement of gender inequality. With this perspective a prostitute woman is a victim of crime and should therefore have support from the society. If this is the way we view trafficking and prostitution it makes sense to act with purpose to deal with trafficking as a problem.

It’s time to act both with words and with actions against trafficking. We have to work for women’s and men’s possibilities to have power and influence to take decisions in their own lives and also for the society they live in.”

Appendix 2:

The European charter for equality between women and men

1. Democratic accountability
2. Political representation
3. Participation in political and civic life
4. The public commitment for equality
5. Working with partners to promote equality
6. Countering stereotypes
7. Good administration and consultation
8. General commitment
9. Gender assessment
10. Multiple discrimination or disadvantage
11. The employer role
12. Public procurement and contracts
13. Education and lifelong learning
14. Health
15. Social care and services
16. Childcare
17. Care of other dependents
18. Social inclusion
19. Housing
20. Culture, sport and recreation
21. Safety and security
22. Gender based violence
23. Human trafficking
24. Sustainable development
25. Urban and local planning
26. Mobility and transport
27. Economic development
28. Environment
29. Local government as regulator
30. Twinning and international co-operation

All cities can sign this document. The document helps you work with gender mainstreaming in your city. Sign the document and join us in the struggle towards gender equality.

For more information see:

http://www.ccre.org/docs/banner_charter_en.doc

Appendix 3: Some key words

Gender equality is first and foremost a human right. Gender equality means that power and influence are divided equally between women and men and that both women and men share the same rights, obligations, opportunities and outcomes in all spheres of life. It also implies a society that is free of gender-based violence.

Qualitative gender equality means that the knowledge and experience of both women and men are taken into consideration in the development of all areas of society.

Quantitative gender equality means equal apportionment between women and men in all areas of society.

Gender is used to distinguish sex as a biological characteristic from the cultural and social significance of being a woman or a man.

A **gender perspective** is to recognize the impact of gender on rights, obligations, opportunities and outcomes.

Gender mainstreaming is the process of assessing the impact for women and men in every decision and every measure in all areas and at all levels. The goal is to achieve gender equality.

Gender budgeting: Gender budgeting means making a gender-based assessment of budgets, integrating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.

Gender responsive/sensible budgeting: Budgeting that acknowledge the gender patterns in society and allocating money to implement policies and programs that will change these patterns in a way that moves towards a more gender equal society.

Gender-based stereotyping is a conventional and oversimplified image of women and men based on the prejudice that there are behaviours and characteristics shared by all members of one sex.

Gender-based discrimination is distinctions, exclusions and restrictions based on gender stereotypes.

Violence against women is any act of violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion and any other deprivations of freedom. It includes rape, torture, mutilation, sexual slavery and murder. The term is used to distinguish violence that targets women explicitly because they are women, from other forms of violence.

Gender-based violence is violence that is directed against an individual or groups of individuals on the basis of their gender or sexuality. The term is used to distinguish violence that targets individuals or groups of individuals on the basis of their gender or sexuality from other forms of violence. Lesbian, gay, bisexual and transgender people are targets of gender-based violence and discrimination.

Appendix 4: Milestones

1945 The charter of the United Nations was the first international agreement to affirm the principle of equality between men and women.

1957 The treaty of Rome establishes that gender equality in all areas of life is a fundamental right and value of the European Union.

1967 The Declaration on the Elimination of Discrimination against women is a human rights proclamation adopted by the United Nations General Assembly, outlining this organization views on women's rights.

1975 year declared as the International women's year by the United Nations. It was followed by United Nations decade for women 1976-1985.

1979 The convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is an international convention adopted by the United Nations General Assembly. Described as an international bill of rights for women, it came into force on September 1981.

1993 The Declaration on the Elimination of Violence against Women is adopted by the United Nations General Assembly.

1995 The Fourth World Conference on Women takes place in Beijing. The Beijing Declaration and Platform for Action were adopted during this event. It establishes that a gender perspective in all policy areas at all levels must be implemented.

2000 UN special session on "Women 2000: Gender Equality, development and peace for the twenty-first century".

2006

- The Council of European Municipalities and Regions launched a European Charter for equality of women and men in local life. This charter is addressed to the local and regional governments of Europe who are invited to sign it, to make a formal public commitment to the principle of equality of women and men, and to implement, within their territory the commitments set out within the Charter.
- The European Commission Roadmap for Equality between Women and Men 2006–2010, was adopted. It sets out the goals for gender equality and work within EU.

2010

- Creation of European Institute for Gender Equality
- Adoption of the strategy for equality between men and women 2010–2015.

2011 First European equal pay day

2013 Publication of the first Index on gender equality from the EIGE

We would like to encourage you all to share interesting examples of best practice with all the other member cities. Please let us know if your city has any good experience working in this field. Good examples of gender equality work may inspire people to intensify their work with gender equality, enabling us all to move forward in these issues.

Member cities in the UBC Commission on Gender Equality are

Umeå, Sweden Kristiansand, Norway
Kalmar, Sweden Panevėžys, Lithuania
Örebro, Sweden Gdańsk, Poland
Helsinki, Finland

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You can find useful ideas and tools for gender mainstreaming on our website. You will also find examples and best practice on gender equality work.

