



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

Växjö  
October 2017



***Ann-Sofie Lagercrantz  
Kalmar***



**THE EUROPEAN CHARTER  
FOR EQUALITY OF WOMEN AND MEN IN LOCAL LIFE**


A Charter for Europe's local and regional governments to commit themselves to use their powers and partnerships  
to achieve greater for their people

I the under signed..... (name of signatory)  
holding the office of .....  
in..... frame of local / regional government

by this my signature confirm that the above mentioned authority has formally agreed to adhere to the European Charter for Equality  
of Women and Men in Local Life, and to comply with its provisions, and that I am duly authorized to act on its behalf in this matter.

Signed.....  
Dated.....

I agree to send a signed and completed copy of this form to the Council of European Municipalities and Regions  
as promoter of the Charter, at the following address :

 The Secretary General  
Council of European Municipalities and  
Regions  
15 rue de Melsheim  
L-2300 Luxembourg

# Gender Equality – what are the main gaps?





# Gender Equality – why is it important?



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A Charter for Europe's local and regional governments to commit themselves to use their powers and partnerships to achieve greater for their people

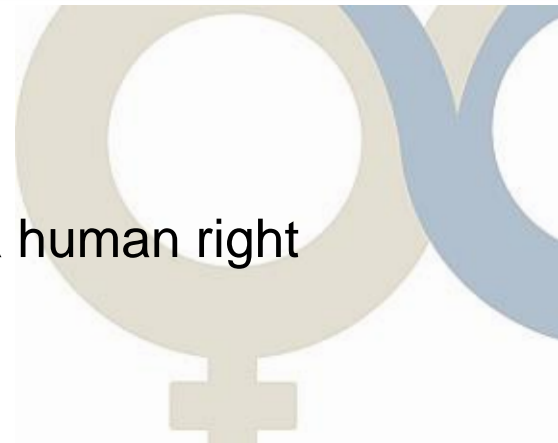
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Gender equality as a human right

Quality and effectiveness of policy

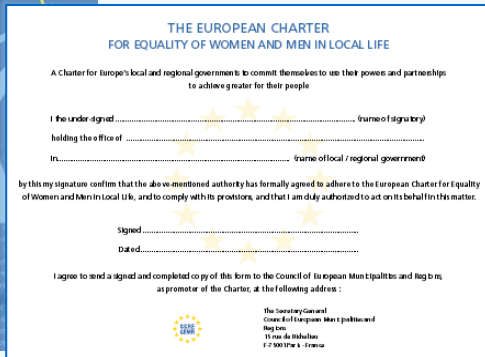
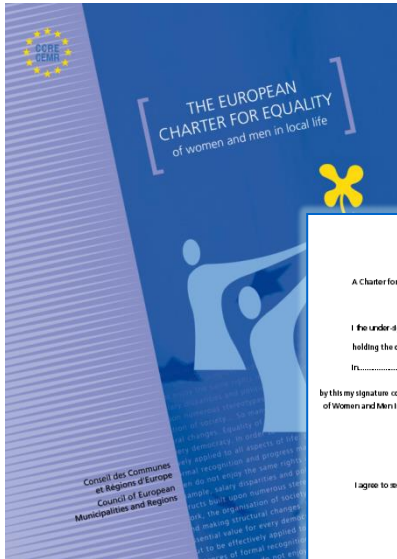
Gender Equality = Smart Economics?



# What is the Charter ?



- Elaborated by CEMR in collaboration with its member associations
- Financed by the European Commission
- Launched in 2006
- Document that local and regional authorities are invited to sign to make a public commitment for equality
- More than 1480 signatories in 32 countries in Europe
- Translated into 28 languages



UBC-signatories:

*Finland*

Espoo, Helsinki, Lahti, Tampere, Turku, Vaasa

*Lithuania*

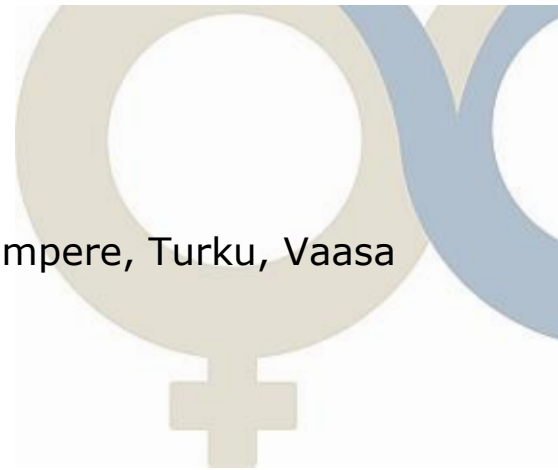
Klaipeda

*Norway*

Kristiansand

*Sweden*

Gävle, Kalmar, Karlskrona, Kristianstad, Linköping, Luleå, Malmö, Söderhamn, Umeå, Växjö, Örebro





## The Charter introduces six fundamental principles:

- 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 pre-requisite 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 programs are necessary tools to advance equality of women and men





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## What do the principles mean in our context?

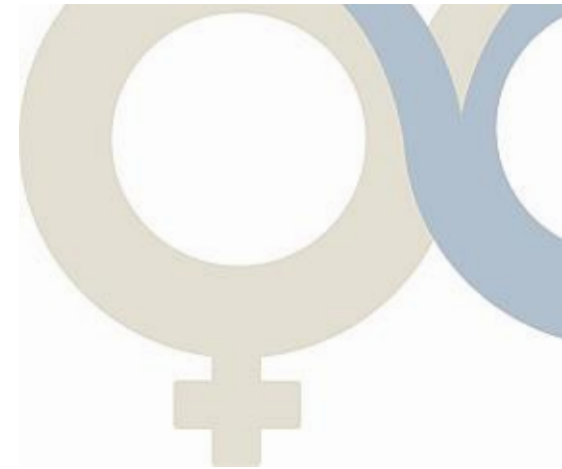
## Possibilities and challenges





## The charter has 30 articles by areas of competences:

- Democratic accountability
- Political role
- General framework for equality
- The employer role
- Public procurement and contracts
- Service delivery Role
- Planning and sustainable development
- Regulator Role
- Twinning and co-operation







## Article 1

- The Signatory recognizes that the right to equality of women and men is a fundamental prerequisite of democracy, and that a democratic society cannot afford to ignore the skills, knowledge, experience and creativity of women. To this end, it must ensure, on a basis of equality, the inclusion, representation and involvement of women from different backgrounds and of different age groups in all spheres of political and public decision-making.





- Article 2 – Political Representation
- Article 3 – Participation in Political and Civic Life
- Article 4 – The Public Commitment for Equality
- Article 5 – Working with partners to promote equality
- Article 6 – Countering Stereotypes
- Article 7 – Good Administration and Consultation

## The political role

Article 2 – Political Representation

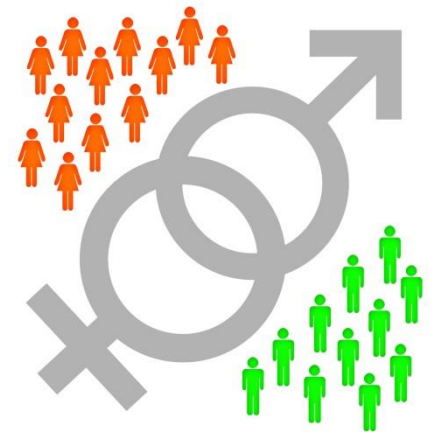
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- Article 8 – General Commitment
- Article 9 – Gender Assessment
- Article 10 – Multiple Discrimination or Disadvantage

### General framework for equality

Article 8 – General Commitment

Article 9 – Gender Assessment

Article 10 – Multiple Discrimination or Disadvantage





- Article 11
  - Equal pay
  - Promotion and career
  - Balanced representation
  - Fair recruitment
  - Sexual harassment

### The employer role

- Article 11
- Equal pay
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  - Fair recruitment
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- Article 11



Public  
procurement and  
contracts  
Article 11





- Article 13 – Education and Lifelong Learning
- Article 14 – Health
- Article 15 – Social Care and Services
- Article 16 – Childcare
- Article 17 – Care of other Dependants
- Article 18 – Social Inclusion
- Article 19 – Housing
- Article 20 – Culture, Sport and Recreation
- Article 21 – Safety and Security
- Article 22 – Gender-Based Violence
- Article 23 – Human Trafficking

### The service delivery role

- Article 13 – Education and Lifelong Learning
- Article 14 – Health
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- Article 24 – Sustainable Development
- Article 25 – Urban and Local Planning
- Article 26 – Mobility and Transport
- Article 27 – Economic Development
- Article 28 – Environment

## Planning and Sustainable Development

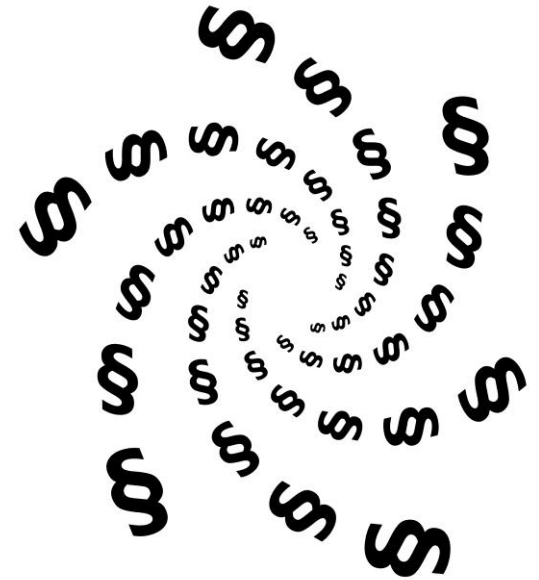
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- Article 29 – Local Government as Regulator





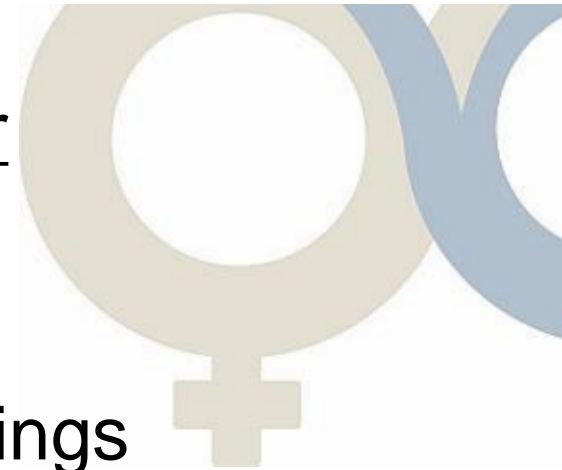
- Article 30 – Twining and international co-operation





## Articles with relevance for our municipality/organization

- Areas where we already do things to promote gender equality
  - Areas with priority





## Sign the European charter for equality

- Raise awareness about the charter
- Identify existing inequality in our municipalities with according to the articles in the charter
- Involve stakeholders
- Before monitoring ( to analyze the current situation, identify needs and define areas of intervention

## Action plan

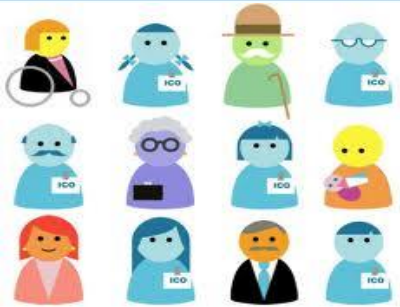
- Objectives and priorities ( based on the current state of gender equality and related to the Charters articles
- Measures to be implemented
- Resources needed for the implementation ( human, financial ant technical)
- Proposed timeline
- References to indicators to monitor the development and impact of the action/policy

- Evaluate the extent to which policies have been implemented in practice
- Measure the results and impact
- Assess the extent to which they have reached the desired outcomes
- Assess the impact of policies on women respectively on men

## Monitoring



# Groundwork for the Equality Action Plan



Stakeholders



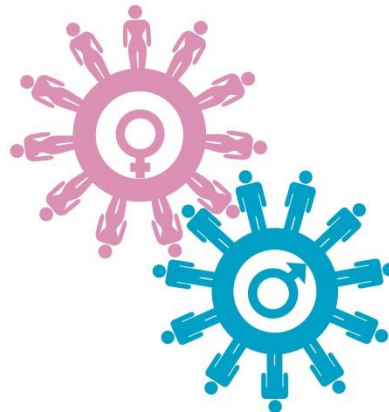
Monitoring - Statistics and information from relevant stakeholders and trough surveys



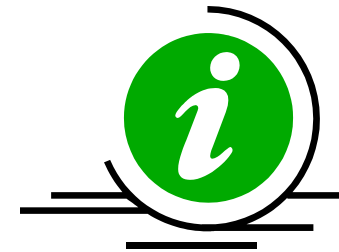
Survey knowledge needs about Gender Equality



Setting goals



Forming an organisation and allocating resources



Plan for how to communicate the work

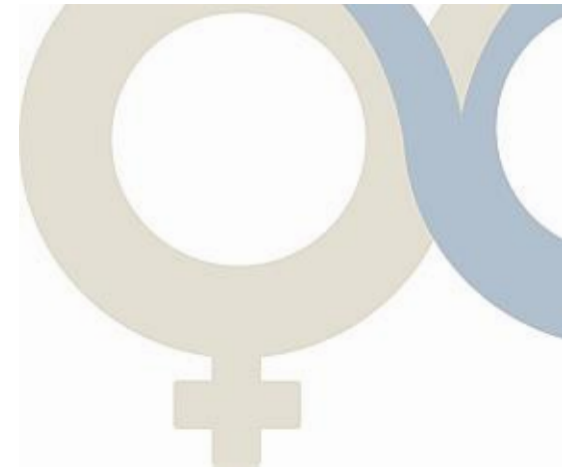


# Practical exercise

Discuss the groundwork that needs to be undertaken during the elaboration of an action plan

Discuss your ideas on:

- Involve stakeholders
- Get inspired
- Setting goal/ Prioritize
- Communicate Gender Equality Issues and the Charter
- Your experiences of monitoring the implementation of policies and practices related to gender equality



# The road ahead



Equality  
Action Plan







# Summary

- Change will come
  - take one step at a time
- Think out of the box
  - breaking stereotypes
- Base goals and actions on facts
- Evaluate and communicate!
- Be clear on the mission and the mandate





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# Relevant material



- Observatory website: [www.charter-equality.eu](http://www.charter-equality.eu)
- Guide how to elaborate an **Action plan**: Step-by-step
- Examples of **good practices**
- Links to the indicators, toolkit and training material
- ‘Atlas of signatories’ – a search engine and tool to exchange experiences
- Toolkit of the indicators
- Gender Equality Module



[www.charter-equality.eu](http://www.charter-equality.eu)

**Thank you for your participation !**