



Local & Regional
Europe



The European Charter for Equality of women and men in local life

7 December 2019, SEE Women Mayors Forum

<http://www.charter-equality.eu/>

- I. About CEMR and the European Charter for Equality of Women and Men in Local Life***
- II. Charter indicator toolkit for monitoring***
- III. Benefits of becoming a signatory***
- IV. Achievements and gaps in implementation***

The Council of European Municipalities and Regions (CEMR)

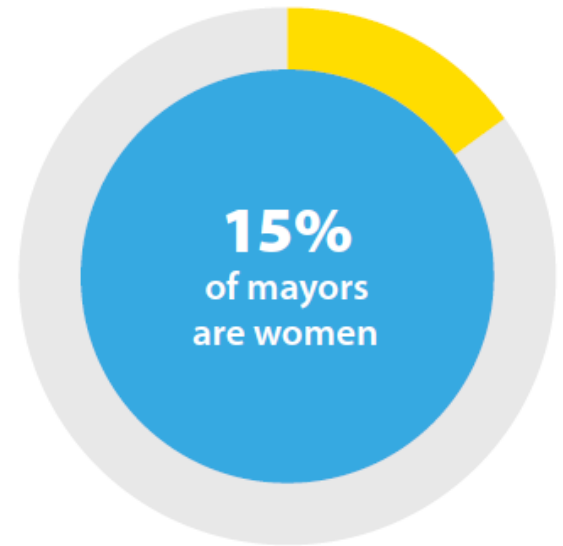
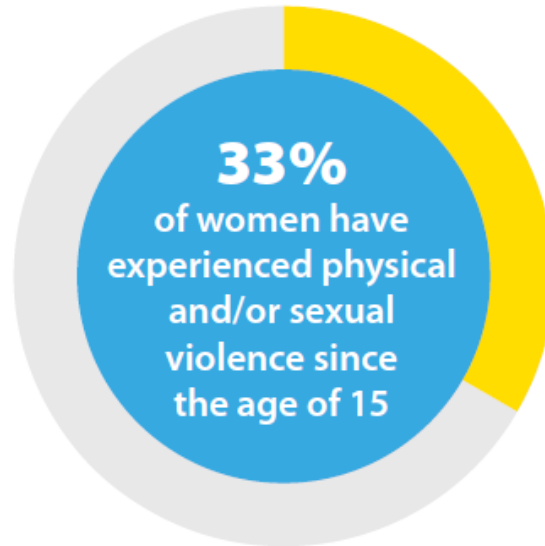
- Oldest, broadest European association of local & regional government
- 60 national associations of local and regional authorities from 42 European countries

Two pillars

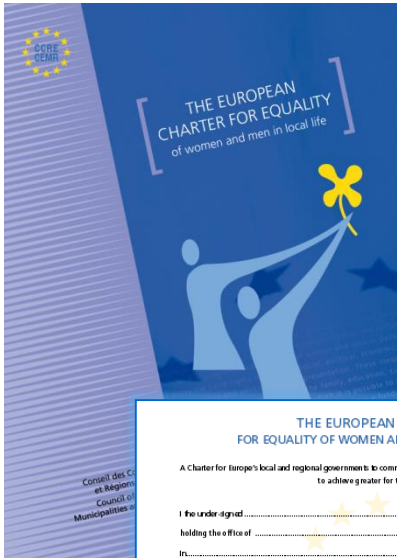
- Influencing European policy and legislation
- Knowledge exchange



Despite progress over the years,
inequalities still persist across
Europe...



What is the Charter ?



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 (name 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 :

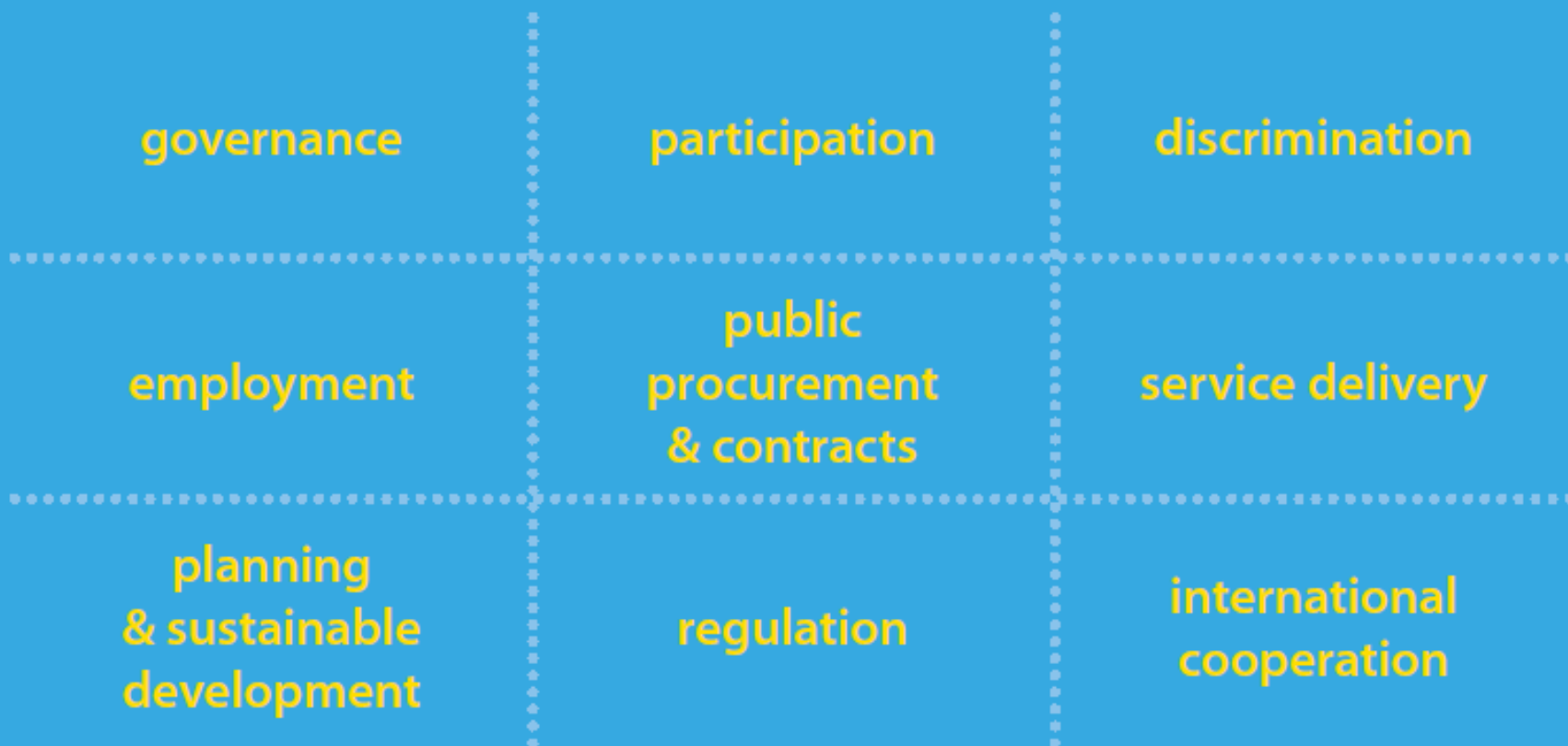
The Secretary General
Council of European Municipalities and Regions
11, rue de la Woluwe
1250 Brussels

- 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
- Almost than 1,800 signatories in 36 countries in Europe.
- Translated into 28 languages



There are ways local and regional governments can make a change

The European Charter for Equality of Women and Men in Local Life, a political commitment & a set of measures covering **9 fields of action**



What does it include?

- ***Part 1:*** Basic rights and values – 6 principles
- ***Part 2:*** Guidelines – 4 steps
- ***Part 3:*** 30 articles

4 steps towards gender equality

1. Signing

- A Council deliberates and signs the **European Charter for Equality for Women and Men in Local Life**

2. Identification

- Assessment of the current situation and identification of priority areas for intervention

3. Action

- Drafting of an **action plan**

4. Monitoring

- Monitoring the **results** with indicators

Gender Mainstreaming in municipal activities



Principle n°5 : Integrating the **gender perspective** into all activities of local and regional government is necessary to advance equality of women and men.



Article 2 – Political Representation: Recognition of principle of balanced representation on all elected and public decision-making bodies.

“The Signatory commits itself to take all reasonable measures to encourage women to register to vote, to exercise their individual voting rights and to be a candidate for public office...” (Article 2(4))



Article 9 – Gender Assessment: Reviewing existing policies, procedures, practices and patterns and volumes of usage, in order to assess whether they disclose any **unfair discrimination**, whether they are based on **gender stereotypes**, and whether they adequately take into account any specific needs of women and men

“The Signatory undertakes, in relation to each of its areas of competence, to undertake gender assessments...” (Article 9(1))

Monitoring: Charter indicator toolkit

Monitoring = an important part of *gender mainstreaming*

- Evaluate
- Assess

Charter toolkit to plan and monitor policies and practices:

- **76 indicators** linked to each of the **30 articles** of the Charter
- Available in **22 languages** on the site **indicators.charter-equality.eu**

Charter indicator toolkit

- **Structural** (e.g. formal commitment) – action plan, consultations, etc.
- **Process** (e.g. actions implemented) – ex. trainings
- **Outcome** (e.g. share of women and men) – share of women/men elected

Example - Indicator 2.3 Share of women and men in elected positions in the local authority

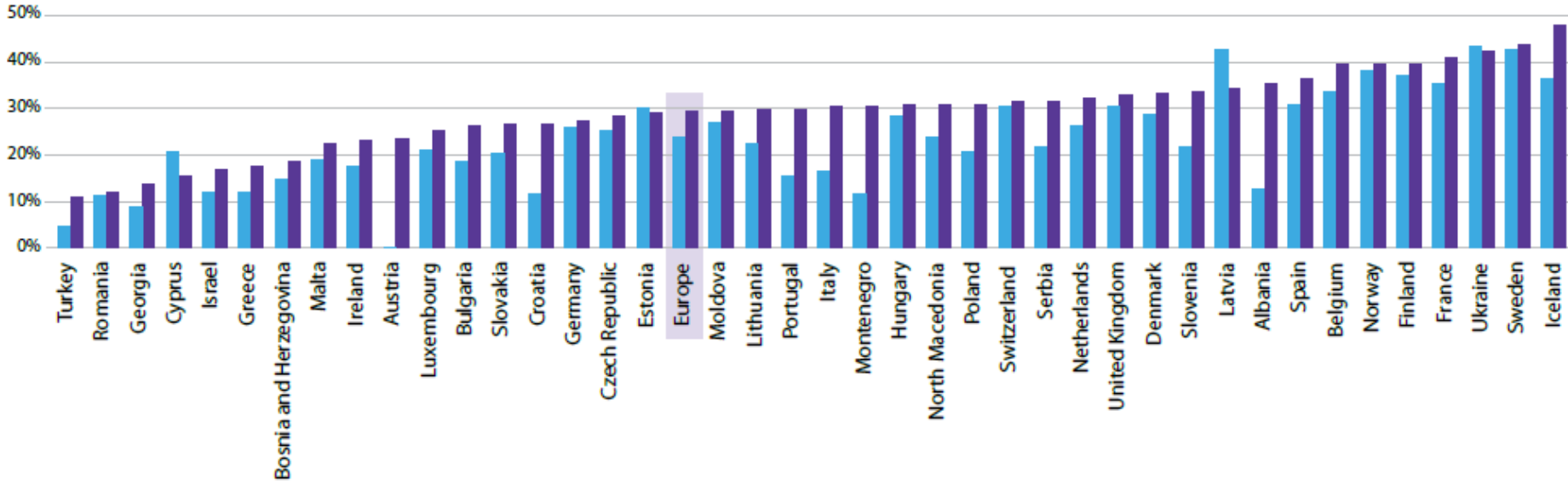
	Year X
% Women/N^o Women	
% Men/N^o Men	

Charter indicator toolkit

Fig. 2

% Local elected women by country in 2008 and in 2019

2008 2019



Indicators

By collecting information (*statistics or other*) local authorities can **monitor the situation** in a specific area.

The information can be collected via:

- Statistical bureaus
- Relevant stakeholders, departments or others
- Surveys/questionnaires

Benefits of becoming a signatory

- Gender equality on the political agenda
- Structure equality work within the city and implementation of other frameworks or legal responsibilities
- Make positive change in your city/community
 - Improve lives of citizens
 - Govern and allocate resources efficiently
 - Shift attitudes
- Be connected to a European network of municipalities that are committed to equality

Benefits of becoming a signatory

- Capitalise existing work on gender equality
- Connect with other stakeholders
- Facilitates setting up a specific budget, to finance projects and elaborate an action plan.
- Combine working on Human Rights, diversity issues and gender equality
- Have a reference point when discussing how to develop the work on gender equality within different areas such as “the employer’s role” or “gender assessment” with the City Council.

Achievements and gaps in implementation

Today there are 1,800 signatories...

- **175 action plans** on Observatory (<10%)

2015 monitoring survey —267 signatories participated showed:

- Good progress in **political will**
- Some progress in **Political role, Employer role and Service delivery**
- Limited progress in **Public procurement and contracts**

Achievements

- Initiatives and good practices
- Gatherings/conferences

Gaps

- Variable levels of engagement
- Inactivity / stagnation.
- Country gaps

Achievements and gaps in implementation

Why?

- Limited capacity / resources
- Political mandate
- Misconceptions about commitment and expectations
- Backlash against gender equality
- Cultural differences

Ways forward

- Room for progress on many fronts
- New European Commission and upcoming gender equality strategy
- International cooperation
- Engagement of national associations of local and regional governments (members of CEMR)

Lessons learned from signatories

- Commitment from leadership is essential
- Gender mainstreaming is a question of *accessibility* and *power to influence*.
- Connecting gender equality to Diversity/Human rights issues
- Importance of data and diagnosis
- Importance of collaboration with other stakeholders
- Importance of internal collaboration
- ***“Be patient”—it takes time!***

Resources

- Observatory website:
www.charter-equality.eu
- Step-by-step guide on how to elaborate an *Action plan*
- Examples of *good practices*
- *'Atlas of signatories'* – a search engine and tool for municipalities and regions to exchange experiences
- Gender equality **news and information**
- **Toolkit of indicators** and **training material**
indicators.charter-equality.eu
- **Contact information** for National Coordinators



What actions you can take ?

- ✓ Visit the Observatory website
- ✓ Sign the Charter
- ✓ Consult your citizens, talk to them about their specific needs
- ✓ Draft and implement equality actions / action plans
- ✓ Find and share gender equality related information on the Observatory

What you can do to promote the gender equality and the Charter:

- ✓ Contact NALAS or the national association in your country for further information
- ✓ Organise annual regional exchanges of municipalities working on gender equality

Thank you!



www.charter-equality.eu



@CEMR_Equality

#LocalEquality



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