

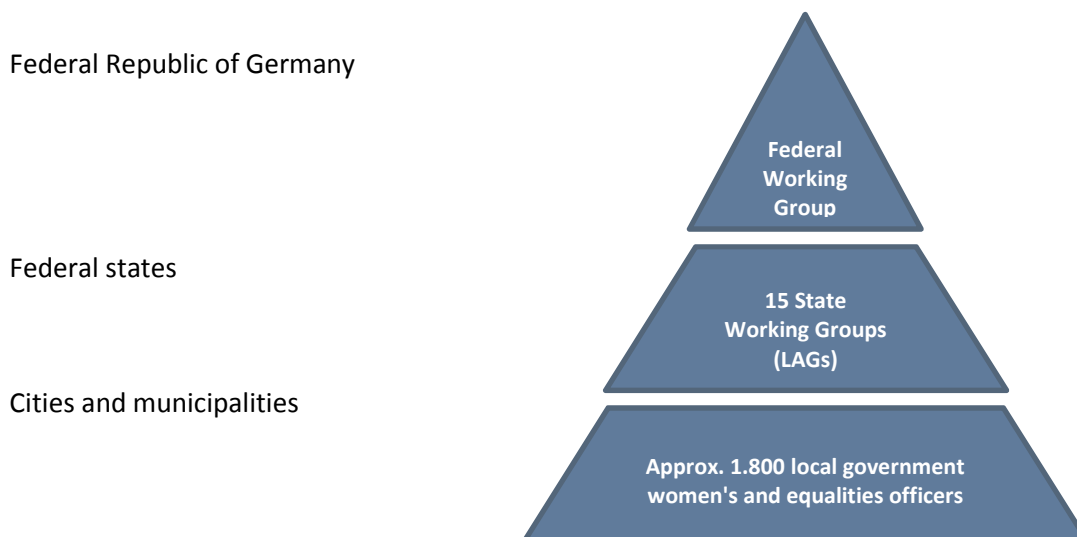
Dear Ladies and Gentlemen,

today I will try to provide an insight into my field and scope of action as the head of Wuppertal's gender equality office.

I will talk about the options and instruments I have within my position to tackle gender stereotypes at municipal level.

First, I would like to explain the national structure of women's and gender equality offices in Germany.

Organisation of Local Government Women's and Gender Equality Offices



The Federal Working Group



Organises the **Federal Conference of Local Government Equalities Officers**, (every 18 months) and is **represented by the federal spokeswomen**, elected by the voting participants in the conference

The Federal Agency

- based in Berlin.
- **supports** the work of the federal spokeswomen.
- **is financed** by providing services and from grants for projects from the federal government and the states.

About me and the city of Wuppertal

I am **head of the gender equality office** and my team consists of 4 women. Two team members work close to full-time, the other two work part-time. There are **360.000 people** living in Wuppertal and the municipal administration employs 5.000 people overall. Almost 60 percent of all employees at the municipal administration are women. The gender equality office exists **since 1985**.

My thematic priority

Within the municipality only 6 percent of all male employees but 47 percent of all female **employees work part-time**. Many of them close to full-time. In 2000, the share of women working part-time accounted for 37%. The share of men working part-time, on the other hand, remained almost constant.

Currently, the **first level of management** only 36 percent are women. This means, it has grown since 2010 (25%) and more than doubled since 2000 (17%).

Initiating change through structured processes (work and family life), target quota (highest management positions) as well as marketing

First: Reconciling work and family life/care

- through a 12-year process, accompanied by external supervision,
- regular reports and
- integrating the heads of municipal administration through target agreements.

Examples

- Changing **organisational culture** by communicating good/best practices within the scope of “leader’s lunch meetings”
- Expanding and developing **consulting services** and childcare infrastructures for employees
- Increasing the **opportunity** for home office, mobile work and desk sharing

Second: Women in management positions

- Almost 50 percent of higher management will be retired within the next 7 years (until 2026).
- Our goal is a **50/50 gender distribution** among the first and second management level by 2023. We developed a concept with guidelines how to achieve this goal.

Examples

- **Motivational workshops** for women who would like to advance to management level
- Gender parity in **selection committees** for management positions
- **„Unconscious Bias“-training** for selection committees

- **Opportunity** for ‚jobsharing‘ and being a manager working part-time
- **Positive discrimination** towards women to meet target quota in selection process

Initiating change through

- structured processes (work and family life),
- target quota (highest management positions) as well
- as marketing (gender atypical professions)

Thank you!



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THE DEPARTMENT FOR WOMEN'S AFFAIRS CITY OF FRANKFURT UPON MAIN

"Men and women are equal. The state promotes the actual realization of the equality of women and men, and works towards the elimination of existing disadvantages." Basic Law Art.3 para.2

The Structure of the Division for Women's Affairs

There are **750.000** people living in our city, 1/3 of them migrants. Women account for **51%**

Ever since **1989**, the Division for Women's Affairs (Frauenreferat) has worked to ensure equal **opportunities**

We are one of the City of Frankfurt's **62 offices** and count with 11 employees.

What we are working for

The Frauenreferat works for **equal opportunities and equality** of women and men. The **non-violent, independent and equal life** for women and men in Frankfurt is our aim. Our work focuses on:

- **education and employment**
- **protection from violence**
- **policies for girls**
- **culture**
- **migrant integration**

Our budget: The Frauenreferat's budget for funding of women's projects is about **€ 1.800 000** a year.

Approximately 30 projects are funded: • professional advancement

- return to work
- education
- contact points in city districts
- prostitutes
- female immigrants
- female artists
- to prevent domestic violence
- ...

What we do

We develop **concepts and measures** for women who live in Frankfurt: We design and fund **projects for more equality**. We are a **service point** for women and girls:

- we provide **information and advice and arrange contacts** with advisory services and offices.
- we promote women's **intercultural understanding**.

Reduction of violence through prevention

Sadly, violence against women is still an everyday experience for many women. It is estimated that there is violence **in every third partnership**. The Frauenreferat is committed to reduce violence against women.

Independent livelihood for all women

The Frauenreferat funds and supports programmes which offer women advice on how to **re-entry to work** after having a baby and on matters relating to **compatibility of job and family**:

- the **“New Ways – New Plans” advice centre**
- the **Forum for re-entry**
- the **mentoring project for qualified immigrants**
- the conference series **“Women and Career”** and **“Frankfurt Business Women’s Day”**

Immigrant women – always in focus

Special programmes we do promote:

- **health advice for African families**
- **online advice for young female immigrants** going through a crisis
- **Mentoring**
- **Child care** during **German, swimming and bicycle lessons**.
- **contact points for prostitutes, female immigrants and refugees** who have become victims of human trafficking.

Free space for girls

The City of Frankfurt funds programmes for teenagers. For more than 10 years now, the **Frankfurt Girls’ Guidelines** apply, which place the Youth Welfare Service under an obligation to offer programmes for girls. **Advisory and refuge facilities** for girls who have suffered violence are funded. But also cultural projects, such as the exhibition entitled **“Frankfurt’s Female Soccer-Players”**, which was produced by girls and was on show during the Women’s World Cup.

The City has a Women’s Award – The Tony Sender Prize

honours women who work in an outstanding way for equality of women and men

- honours **commitment and services** in the cultural, social or socio-political field
- comes with prize money of **€ 10,000** and is awarded every 2 years
- the Frauenreferat does the organisation, a jury takes the decision.

CHARTER FOR EQUALITY

In **March 2012**, Frankfurt’s city council resolved to sign the Charter as well as to assign it with a coordinator and **100,000.00 Euros**. **THE EUROPEAN CHARTER FOR EQUALITY of women and men in local life** Local action plans are elaborated under the coordination of the Frauenreferat.

We concentrate resources and topics and we do campaigns

First action plan: **Improving gender equality in the labor market.** Second action plan: **Fighting sexism** Third action Plan: **Women in Politics** Next Action Plan: **Fighting Gender Stereotypes**

Success factors

We need a good infrastructure:

- People
- and Money

We need the political will.

- Political decisions
- Political support

We can only achieve our targets through

- co-operation
- contacts
- and networking

Conclusion

Equality is: Not the same for every woman and every man, but the right thing for everyone.



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