

# CHECKLIST ON PREVENTING AND COMBATTING SEXISM AT THE LOCAL LEVEL



Congress of Local and Regional Authorities  
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Congress of Local and Regional Authorities of the Council of Europe  
F 67075 Strasbourg Cedex  
France  
E-mail: congress.adm@coe.int

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JSC Bechdviti Sitkvis Kombinati

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# CHECKLIST ON PREVENTING AND COMBATTING SEXISM AT THE LOCAL LEVEL

Checklist on preventing and combatting sexism at the local level derives from the Council of Europe Recommendations “Preventing and combating sexism” [CM/Rec \(2019\)](#). It contains suggested actions that local councils could take to address sexism and its effect on the human rights of women living in their municipalities.

## 1. HIGH LEVEL COMMITMENT

- The mayor or other high-level official makes a public commitment to prevent and combat sexism.

## 2. DATA AND INFORMATION

Gender disaggregated information/data is collected on the following:

- The population of the local area
- Employees of the local councils
- The gender pay gap between female and male staff
- Candidates for local elections
- Elected representatives
- Service users and recipients

This information may also be broken down by:

- Age
- Ethnic origin
- Religion
- Disability
- Sexual orientation
- Other

- The data and information obtained are safely stored and anonymised.
- The data and information obtained are used to inform decisions about policies and practices.
- The local authority works with women's civil society organisations to identify sexism and how to combat it.
- The data and information collected is used to set priorities for the Gender Equality Council.

### **3. REPORTING AND COMBATING SEXISM**

- The local authority has policies on reporting and addressing incidents of sexism, sexual harassment and hate speech.

The policies apply to:

- Staff
- Elected representatives
- Service users

The policies set out:

- The procedure for reporting any incidents
- How they will be investigated
- Sanctions for perpetrators
- Safeguards for those reporting, i.e., anonymity
- Staff and politicians are aware of their obligations to eliminate sexism and combat sexual harassment.
- Preventing and combating sexism, discrimination and hate speech are included in codes of conduct for staff and elected representatives.
- Local authority employees are trained on the importance of non-sexist behaviour in working with the public as well as workplace colleagues.
- Elected representatives receive training on the importance of non-sexist behaviours in working with other politicians, employees and the public.

## **4. INTERNET, SOCIAL MEDIA AND ONLINE SEXIST HATE SPEECH**

- Data is gathered on a sex disaggregated basis on cyber sexism and cyber violence aimed at staff of the local authority or candidates for election and those elected.

## **5. COMMUNICATIONS**

- Communications from the local authority are free of gender stereotypes in the language and images used.

## **6. WORKING WITH PARTNERS**

- The CSOs/NGOs and others that work with the local authority including religious and community leaders are made aware of the need to combat sexism.
- Gender equality provisions are included in public tenders/procurement policies.
- Campaigns regarding sexism and sexist behaviour are undertaken with those using services, for example young people, including zero tolerance for gender stereotypes and bullying, cyber bullying sexist insults and gender-based violence.
- Sports federations and associations and cultural institutions are aware of, and have adopted, policies to combat sexism in their activities.

## **7. FAMILY AND PRIVATE LIFE**

- The local authority promotes policies and measures to support the reconciliation between public and private life, for example by:
  - providing affordable, high-quality childcare and other social care.
  - encouraging and supporting staff to work flexible hours where appropriate.
  - having meetings at times that are possible for those with caring responsibilities to attend.





Preventing and combatting sexism in local politics is essential for guaranteeing equal participation for women and men and ensuring that their perspectives are represented in local policies.

This checklist presents concrete measures for combatting sexism at local level and ensuring that women play an active and meaningful role in the decision-making process. It is intended for use by local authorities and their national associations.

Combatting sexism in local government requires a concerted effort from all levels of governance in partnership with law enforcement bodies and civil society. Practical steps such as collecting reliable data, raising awareness, and building capacities can create a shared understanding of the scope and nature of the problem. Altogether, clear targets and commitment on the part of public authorities, accompanied by sufficient resources for ensuring accountability will lead to transparent structures, a gender-inclusive institutional culture and greater equality.

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