



Stage 3 – LEADERSHIP FOR CAPACITY BUILDING

Module 24 – EQUAL OPPORTUNITIES AND GENDER BALANCE

The Leadership Academy is a learning and action programme for mayors, senior officials and elected representatives of local government.

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1 MODULE OVERVIEW

1.1 BACKGROUND¹

- Gender equality implies equality in aspects such visibility, empowerment, responsibility and participation for both women and men. In order to achieve this, equality also has to mean equal access to and distribution of resources. Effective equality is far from being a reality even if the legal status of women has undoubtedly improved during recent decades. Gender gaps persist in many areas, one for all the inequality of pay for equal work.
- A change in gender relations, can benefit organisations' performance towards the achievement of good governance and positively impact entire societies.

1.2 LEARNING OBJECTIVES

- To know the tools and legal frameworks available for ensuring equal access to opportunities to all.
- To become aware of gender perspectives as key factors determining eventually good governance at local level.
- To understand the role of leadership in ensuring equal opportunities and representativeness to all, at local level.

1.3 LEARNING OUTCOMES

- Participants are aware of the existence of the relevant convention and charters promoting equality and can understand their potential if implemented at local level.
- Participants understand the importance of gender mainstreaming and have the opportunity to identify strengths and

weaknesses of their organisations in this regard.

- Participants can assess the level of performance of their organisation with respect to ensuring equal opportunities and representativeness to all.

1.4 DURATION

- 160 minutes

¹ From: Council of Europe. (2014). Gender Equality Strategy 2014-2017. SPDP of Council of Europe. Strasbourg. Available on-line at <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=0900001680590174> (pp.4-14).

2 MODULE STRUCTURE

2.1 INTERACTIVE INTRODUCTION

- Participants are divided in small groups (3/4 people) to discuss on Section 5.1 image;
- Participants are introduced to the concept of equality and all its implications.

2.2 INDIVIDUAL EXERCISE – UNDERSTANDING GENDER MAINSTREAMING

- Participants work individually to fill in Section 5.2 Table;
- Participants are made aware of gender imbalances at CoE Countries level and are introduced to the concept of Gender Mainstreaming.

2.3 GROUP EXERCISE 1 – GENDER EQUALITY – AN EMPIRICAL PERSPECTIVE

- Participants work in small groups to identify in their own experiences (personal or within their organisation) the circumstances in which the lack of gender perspectives determined discrimination.

2.4 GROUP EXERCISE 2 – MATCHING GOOD GOVERNANCE PRINCIPLES WITH THE EUROPEAN CHARTER FOR EQUALITY

- Participants individually read the articles of Part III of the Charter;

- Participants work in groups to match articles of the Charter with the Principles of Good Governance to which they may pertain;
- Participants share insights from their work in plenary session.

2.5 GROUP EXERCISE 3 – ACTIONS FOR ENSURING GENDER MAINSTREAMING IN PARTICIPATION

- Participants work in groups to identify possible action to be implemented at organisation level so to ensure gender mainstreaming in public participation policies;
- Participants share insights from their work in plenary session.
 - *Trainers ask participants to work in groups to fill in Section 5.4 Table).*

2.6 HOMEWORK - THE LIST OF SIGNATORIES OF THE EUROPEAN CHARTER FOR EQUALITY

- Participants can check if their organisation has already signed the Charter and analyse all the materials to understand implications of the signature as well as procedures to become a signatory, if interested.

3 WORKING DEFINITIONS²

² Council of Europe - Gender Equality Commission. (2016). Gender Equality Glossary. Available on-line at <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016805e55eb>

3.1 GENDER MAINSTREAMING (AS OPPOSED TO GENDER BLINDNESS OR NEUTRALITY)

Mainstreaming a gender perspective, as defined by the ECOSOC in 1997³, implies assessing the different impacts for women and men of any planned action, legislation, policies or programmes. It ultimately aims at integrating insights, needs and perceptions of women, as well as of men, in all political, economic and societal spheres. While this definition still applies, the boundaries of gender have in the last decades expanded to encompass much more than a male/female differentiation. According to Istanbul Convention “Gender shall mean the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for women and men”.

For the purpose of LAP, gender mainstreaming is understood as a way of achieving equal opportunities of access to services, justice, work, etc. to ALL, according to their needs (ref. for details the definition of Equality).

3.2 GENDER BLINDNESS OR NEUTRALITY

Gender blindness refers to policies, strategies and actions ignoring or failing to address the gender dimension. This also implies that differential positive or negative impacts of such policies, strategies and actions are not taken into account for different categories (in this case referring to gender but it could also be extended to different physical abilities or economic capacity to access services, etc.). For LAP, gender blindness equals a “one-size-fits-all” approach, that is ultimately an obstacle for the achievement of good governance.

3.3 GENDER EQUALITY

“Gender equality means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life. Gender equality is the opposite of gender inequality, not of gender difference, and aims to promote the full participation of women and men in society. It

means accepting and valuing equally women and men and the diverse roles they play in society. Gender equality includes the right to be different. This means taking into account the existing differences among women and men, which are related to class, political opinion, religion, ethnicity, race or sexual orientation. Gender equality means discussing how it is possible to go further, to change the structures in society which contribute to maintaining the unequal power relationships between women and men, and to reach a better balance in the various female and male values and priorities”⁴.

³ United Nations Economic and Social Council. (1997). Mainstreaming the gender perspective into all policies and programmes of the United Nations system.

⁴ Council of Europe, Gender Mainstreaming conceptual framework, methodology and presentation of good practices - Final Report of Activities of the Group of Specialists on Mainstreaming (2004).

4 KEY CONCEPTS

4.1 ADDRESSING GENDER BALANCE

Addressing discrimination against women in a systematic and comprehensive way calls for a “dual-track” approach to gender equality work, which includes:

- “specific policies and actions, including positive action when appropriate, in critical areas for the advancement of women and for gender equality;
- the promotion, monitoring, co-ordination and evaluation of the process of gender mainstreaming in all policies and programmes”.

The Council of Europe considers both approaches important and works for their enhancement and implementation.

The CoE “Transversal Programme on Gender Equality aims to increase the impact and visibility of gender equality standards, supporting their implementation in member states through a variety of measures, including gender mainstreaming and action in a number of priority areas. The Council of Europe Gender Equality Strategy (2014-2017), a balanced, flexible and focused document, which builds upon the strengths, specificities and the added value of the Council of Europe, will guide the activities of the Organisation and the Transversal Programme in the area of gender equality” until 2017.

The Strategy aims to achieve empowerment of women in the Council of Europe member states through activities around five strategic objectives:

1. combating Gender Stereotypes and Sexism;
2. preventing and combating Violence against Women;
3. guaranteeing Equal Access of Women to Justice;
4. achieving Balanced Participation of Women and Men in Political and Public Decision-Making;

5. achieving Gender Mainstreaming in all policies and measures.

For the purposes of LAP the focus is mainly on Strategic Objectives 4 and 5.

Strategic objective 4 – Achieving balanced participation of women and men in political and public decision-making

Actions aiming to fulfill this objective will need to:

- achieve balanced participation of women and men in political or public life in any decision-making body (the representation of either women or men should not fall below 40%);
- monitor progress on women’s participation in decision-making, ensure the visibility of data and good practices in member States. This will be done in particular through the collection and dissemination of information on the implementation of the Committee of Ministers’ Recommendation on balanced participation of women and men in political and public life, including decision-making;
- identify measures aiming to empower candidate and elected women, to facilitate and encourage their participation in elections at the national, regional and local levels. This would include measures which relate to electoral systems, parity thresholds, public funding of political parties and working conditions of elected representatives, while also encouraging women to participate in the electoral process by voting;
- achieve balanced participation in Council of Europe bodies, institutions and decision-making processes as well as in senior and middle management functions within the Secretariat.

Strategic objective 5 – Achieving Gender Mainstreaming in all policies and measures

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

In its Recommendation to member States on gender equality standards and mechanisms, the Council of Europe Committee of Ministers recalls the importance of adopting methodologies for the implementation of the gender mainstreaming strategy, including gender budgeting, gender-based analysis and gender impact assessment. Experience shows, however, that even the most committed member States are finding it difficult to achieve gender mainstreaming.

The Council of Europe will strive to achieve gender mainstreaming in:

- its various policy areas, in particular the areas of justice, law enforcement, local government, media, culture, education, minorities, migration, Roma people, children's rights, bioethics, social cohesion, youth and sports, fight against corruption, trafficking in human beings and drug abuse;
- the development and implementation of cooperation programmes, projects and activities;
- the policy processes and functioning of the various bodies and institutions, in particular through the mobilisation and contribution of:
 - the Committee of Ministers, the Parliamentary Assembly,
 - the Congress of Local and Regional Authorities of the Council of Europe, the European Court of Human Rights and the Commissioner of Human Rights;
 - the steering committees and other intergovernmental bodies;
 - the monitoring mechanisms;
 - Partial Agreements.
- the Council of Europe staff policies.

4.2 THE EUROPEAN CHARTER FOR EQUALITY

The European Charter for Equality of Woman and Man in local life was launched by the Council of European Municipalities and Regions, in 2006.

The Charter is based on six fundamental principles:

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

Part III of the Charter details more clearly what these six principles imply.

The following paragraphs contains the articles of Part III, as the foundation of the assessment organisations for what concerns their compliance with gender balance provisions.

This material also is useful for shaping gender-relevant policies within an organisation positively oriented towards the implementation of good governance.

4.2.1 Democratic accountability

Article 1

(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.

(2) The Signatory, as the democratically elected body responsible for promoting the well-being of its population and area, therefore commits itself to promote and advance the practical application of this right in all of its spheres of activity – as democratic leader of the local community, provider and commissioner of services, planner and regulator, and as employer.

4.2.2 The political role

Article 2 – Political Representation

(1) The Signatory recognizes the equal rights of women and men to vote, to be a candidate for and to hold

elected office.

(2) The Signatory recognises the equal rights of women and men to participate in the formulation and implementation of policy, to hold public office and to perform all public functions at all levels of government.

(3) The Signatory recognizes the principle of balanced representation on all elected and public decisionmaking bodies.

(4) The Signatory commits itself to take all reasonable measures in support of the above rights and principle, including:

- to encourage women to register to vote, to exercise their individual voting rights and to be a candidate for public office
- to encourage political parties and groups to adopt and implement the principle of balanced representation of women and men
- to this end, to encourage the political parties and groups to take all lawful steps, including by adopting quotas where deemed appropriate, to increase the number of women selected as candidates and thereafter elected
- to regulate its own procedures and standards of conduct, so that potential candidates and elected representatives are not discouraged by stereotypical

forms of behaviour and language, or by harassment

- to adopt measures to enable elected representatives to reconcile their private, work and public life, for example by ensuring that timetables, working methods and availability of dependent care allow all elected representatives to participate fully.

(5) The Signatory commits itself to promote and apply the principle of balanced representation to its own decision-making and consultative bodies, and in its appointments to external bodies. However, where the authority does not currently enjoy a balanced representation of women and men, it will implement the above on a basis no less favourable to the minority gender than its current gender balance.

(6) It furthermore commits itself to ensure that no public or political post to which it appoints or elects a representative is, in principle or in practice, restricted to or seen as the normal role of one gender, due to stereotypical attitudes.

Article 3 – Participation in Political and Civic Life

(1) The Signatory recognizes that the right of citizens to participate in the conduct of public affairs is a fundamental democratic principle, and that women and men have the right to participate equally in the governance and public life of their region, municipality, and local community.

(2) In relation to the different forms of public participation in its own affairs, for example via advisory committees, neighbourhood councils, eparticipation or participatory planning exercises, the Signatory commits itself to ensure that women and men are able to participate equally in practice. Where existing means of participation do not lead to such equality, it undertakes to develop and test new methods.

(3) The Signatory undertakes to promote the active participation in its political and civic life of women and men from all sections of the community, in particular of women and men from minority groups who may otherwise be excluded.

Article 4 – The Public Commitment for Equality

(1) The Signatory shall, as the democratic leader and representative for its community and territory, make a

formal public commitment to the principle of equality of women and men in local life, including:

- the announcement of the signing of this Charter by the Signatory, following debate in and adoption by its highest representative body
- an undertaking to fulfil its commitments under this Charter, and to report publicly, on a regular basis, on progress in implementing its Equality Action Plan
- an undertaking that the Signatory, and its elected members, will adhere to and uphold good standards of behaviour, in relation to gender equality

(2) The Signatory will use its democratic mandate to encourage other political and public institutions and private bodies, and civil society organisations, to take actions to ensure, in practice, the right to equality of women and men.

Article 5 – Working with partners to promote equality

(1) The Signatory undertakes to co-operate with all of its partners, from the public and private sectors as well as the organisations of civil society, in order to promote greater equality of women and men in all aspects of life within its area. It will in particular seek to co-operate with its social partners to this end.

(2) The Signatory will consult with its partner bodies and organisations, including its social partners, in developing and reviewing its Equality Action Plans, and on other major issues related to equality.

Article 6 – Countering Stereotypes

(1) The Signatory commits itself to counter and, so far as possible, prevent prejudices, practices and use of language and images which are based on the idea of the superiority or inferiority of either of the sexes, or on stereotyped roles for women and men.

(2) To this end, the Signatory will ensure that its own public and internal communications are fully in accordance with this commitment, and that they promote positive gender images and examples.

(3) The Signatory will also help its staff, by training and other means, to identify and eliminate stereotypical attitudes and behaviour, and will also regulate standards of behaviour in this regard.

The Signatory will conduct activities and campaigns to raise awareness of the detrimental role played by gender stereotypes to the achievement of equality of women and men.

Article 7 – Good Administration and Consultation

(1) The Signatory recognizes the right of women and men to have their affairs handled equally, impartially, fairly and within a reasonable time, including:

- The right to be heard before any individual decision which might affect them adversely is taken
- The duty of the authority to give reasons for its decisions
- The right to relevant information on matters affecting them.

(2) The Signatory recognizes that, across the range of its competences, the quality of its policies and decisionmaking are likely to be enhanced if all those who may be affected have an opportunity, at a formative stage, to be consulted, and that it is essential that women and men are given in practice equal access to relevant information, and equal opportunity to respond.

(3) The Signatory therefore commits itself to take the following steps as appropriate:

- Ensuring that arrangements for providing information take into account the needs of women and men, including their respective access to information and communication technologies
- Ensuring that where consultation takes place, those whose views are otherwise least likely to be heard are able to

participate equally in the consultation process, and that lawful positive actions are taken to ensure that this happens

- Conducting, where appropriate, separate consultation activities for women.

4.2.3 General framework for equality

Article 8 – General Commitment

(1) The Signatory will, in relation to all its competences, recognize, respect and promote the relevant rights and principles of equality of women and men, and combat disadvantage and discrimination related to gender.

(2) The commitments set out in this Charter apply to a Signatory only where they, or relevant aspects of them, fall within its legal powers.

Article 9 – Gender Assessment

(1) The Signatory undertakes, in relation to each of its areas of competence, to undertake gender assessments, as set out in this Article.

(2) To this end, the Signatory undertakes to draw up a programme for implementation of its gender assessments, in accordance with its own priorities, resources and timescales, to be included or taken into account in its Equality Action Plan.

(3) Gender assessments shall include, as relevant, the following steps:

- 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
- Reviewing the allocation of resources, financial and other, for the above purposes
- Identifying the priorities and, as appropriate, targets in order to tackle the relevant issues arising from these reviews, and to bring about identifiable improvements in service delivery
- Undertaking, at an early stage, an assessment of all significant proposals for

new or amended policies, procedures and changes in resource allocation, to identify their potential impact on women and men, and to make final decisions in the light of this assessment

- Taking account of the needs or interests of those experiencing multiple discrimination or disadvantage.

Article 10 – Multiple Discrimination or Disadvantage

(1) The Signatory recognizes that discrimination on any grounds such as sex, race, ethnic or social origin, genetic features, language, religion or belief, political or other opinion, membership of a national minority, property, birth, disability, age or sexual orientation is prohibited.

(2) The Signatory further recognizes that despite this prohibition, many women and men suffer from multiple discrimination or disadvantage, including socio-economic disadvantage, which has a direct impact on their ability to exercise the other rights set out and referred to in this Charter.

(3) The Signatory commits itself, across the range of its competences, to take all reasonable actions to combat the effects of multiple discrimination or disadvantage including:

- ensuring that the issues of multiple discrimination or disadvantage are addressed in its Equality Action Plan and gender assessments
- ensuring that issues arising from multiple discrimination or disadvantage are taken into account when undertaking actions or measures under the other articles in this Charter
- undertaking public information campaigns to combat stereotypes and to promote equal treatment for those women and men who may suffer multiple discrimination or disadvantage
- taking specific measures to address the particular needs of migrant women and men.

4.2.4 The employer role

Article 11

(1) The Signatory in its role as employer recognises the right to equality of women and men in regard to all aspects of employment, including work organisation and working conditions.

(2) The Signatory recognises the right to the reconciliation of professional, social and private life and the right to dignity and security in the workplace.

(3) The Signatory commits itself to take all reasonable measures, including positive action within its legal powers, in support of the above rights.

(4) The measures referred to in (3) include the following:

(a) a review of relevant policies and procedures relating to employment within its organisation, and the development and implementation of the employment part of its Equality Action Plan to address inequalities over a reasonable period of time, and inter alia covering:

- Equal pay, including equal pay for work of equal value
- Arrangements for reviewing pay, remuneration, pay systems and pensions
- Measures to ensure fair and transparent promotion and career development opportunities
- Measures to ensure a balanced representation of women and men at all levels, in particular to address any imbalance at senior management levels
- Measures to tackle any sex-based job segregation, and to encourage employees to take on nontraditional employment
- Measures to ensure fair recruitment
- Measures to ensure appropriate, healthy and safe working conditions
- Procedures for consultation with employees and their trade unions ensuring a balanced participation of women and men on any consultation or negotiating body

(b) Opposing sexual harassment in the workplace by making a clear statement that

such behaviour is unacceptable, by supporting victims, by introducing and implementing transparent policies to deal with perpetrators, and by raising awareness of the issue;

(c) Moving towards a workforce at all levels of the organisation which reflects the social, economic and cultural diversity of their local population;

(d) Supporting the reconciliation of professional, social and private life by:

- introducing policies which allow, where appropriate, adjustments of working time and arrangements for care for dependants for employees
- encouraging men to take up their entitlement to leave to care for dependants.

4.2.5 Public procurement and contracts

Article 12

(1) The Signatory recognizes that, in carrying out its tasks and obligations in relation to public procurement, including contracts for the supply of products, the provision of services, or the execution of works, it has a responsibility to promote equality of women and men.

(2) The Signatory recognizes that this responsibility is of particular significance where it proposes to contract out to another legal entity the provision of an important service to the public, for which the Signatory is by law responsible. In such cases, the Signatory will ensure that the legal entity that wins the contract (whatever its type of ownership) has the same responsibilities to ensure or promote equality of women and men as the Signatory would have had if it had provided the service directly.

(3) The Signatory further undertakes to implement, wherever it considers appropriate, the following steps:

(a) for each significant contract it proposes to enter into, to consider the relevant gender implications and the opportunities for lawfully promoting equality;

(b) to ensure that contractual specifications take into account the

gender equality objectives for the contract;

(c) to ensure that the other contractual terms and conditions for the relevant contract take into account and reflect those objectives;

(d) to use the power under European Union public procurement legislation to lay down performance conditions concerning social considerations;

(e) to make its staff or advisers responsible for public procurement tasks and the letting of contracts aware of the gender equality dimension of their work, including via training for this purpose;

(f) to ensure that the terms of a main contract include the requirement that sub-contractors should also comply with the relevant obligations to promote gender equality.

4.2.6 The service delivery role

Article 13 – Education and Lifelong Learning

(1) The Signatory recognises the right to education for everyone, and further recognizes the right of access for all to vocational and continuing training. The Signatory recognises the vital role of education, at all stages of life, in delivering true equality of opportunity, in providing essential life and employment skills, and in opening up new possibilities for professional and vocational development.

(2) The Signatory undertakes, within the range of its competences, to secure or promote equal access to education and vocational and continuing training for women and men, girls and boys.

(3) The Signatory recognises the need to eliminate any stereotyped concept of the roles of women and men in all forms of education. In order to do this it undertakes to carry out or promote, as appropriate, the following measures:

- The revision of educational materials, of school and other educational programmes and teaching methods, to

ensure that they combat stereotypical attitudes and practices

- The undertaking of specific actions to encourage non-traditional career choices
- The specific inclusion, within courses of civic education and education for citizenship, of elements that emphasize the importance of the equal participation of women and men in the democratic processes.

(4) The Signatory recognises that the ways in which schools and other educational establishments are governed represents important models for children and young people. It therefore undertakes to promote the balanced representation of women and men at all levels of school management and governance.

Article 14 – Health

(1) The Signatory recognizes the right of everyone to the enjoyment of a high standard of physical and mental health, and affirms that access to good quality health care and medical treatment and preventative health care for women and men is essential for the realization of this right.

(2) The Signatory recognizes that in securing equal opportunities for women and men to enjoy good health, medical and health services must take account of their different needs. They further recognise that these needs arise not only from biological differences, but also from differences in living and working conditions and from stereotypical attitudes and assumptions.

(3) The Signatory commits itself to take all reasonable actions, within the range of its responsibilities, to promote and secure the highest levels of good health of its citizens. To this end, the Signatory undertakes to carry out or promote, as appropriate, the following measures:

- Incorporating a gender based approach to the planning, resourcing and delivery of health and medical services
- Ensuring that health promotion activities, including those aimed at encouraging a healthy diet and the importance of exercise, include a recognition of the

different needs and attitudes of women and men

- Ensuring that health workers, including those involved in health promotion, recognise the ways in which gender affects medical and health care, and take into account women's and men's different experience of that care
- Ensuring that women and men have access to appropriate health information.

Article 15 – Social Care and Services

(1) The Signatory recognises that everyone has the right to necessary social services and to benefit from social assistance in the event of need.

(2) The Signatory recognises that women and men have different needs which may arise from differences in their social and economic conditions and other factors. Therefore in order to ensure that women and men have equal access to social care and social services the Signatory will take all reasonable measures to:

- Incorporate a gender based approach to the planning, resourcing and delivery of social care and social services
- Ensure that those involved in the delivery of social care and social services recognise the ways in which gender affects those services, and take into account women's and men's different experience of that care.

Article 16 – Childcare

(1) The Signatory recognizes the essential role that good quality, affordable childcare, available to all parents and carers, whatever their financial situation, plays in promoting true equality between women and men, and in enabling them to reconcile their work, public and private lives. The Signatory further recognizes the contribution that such childcare makes to the economic and social life and fabric of the local community and of society at large.

(2) The Signatory commits itself to make the provision and promotion of such childcare, directly or through other providers, one of its priorities. It further undertakes to encourage the

provision of such child care by others, including the provision of, or support for, child care by local employers.

(3) The Signatory further recognizes that the upbringing of children requires a sharing of responsibility between men and women and society as a whole, and undertakes to counter the gender stereotype according to which child care is seen as being mainly the task or responsibility of women.

Article 17 – Care of other Dependants

(1) The Signatory recognises that women and men have responsibilities to care for dependants other than children and that this responsibility may affect their ability to play a full role in economic and social life.

(2) The Signatory further recognises that such caring responsibilities fall disproportionately on women and are therefore a barrier to equality of women and men.

(3) The Signatory commits itself to counter this inequality by, as appropriate:

- Making the provision and promotion of high quality, affordable care for dependants, directly or through other providers, one of its priorities
- Providing support and promoting opportunities for those suffering social isolation as a result of their caring responsibilities
- Campaigning against the stereotype which assumes that caring for dependants is primarily the responsibility of women.

Article 18 – Social Inclusion

(1) The Signatory recognises that everyone has the right to protection against poverty and social exclusion and furthermore that women, in general, are more likely to suffer from social exclusion because they have less access to resources, goods, services and opportunities than men.

(2) The Signatory therefore undertakes, across the full range of its services and activities, and working with social partners, to take measures within the

framework of an overall co-ordinated approach to:

- Promote the effective access of all of those who live or risk living in a situation of social exclusion or poverty, to employment, housing, training, education, culture, information and communication technologies, social and medical assistance
- Recognise the particular needs and situation of women experiencing social exclusion
- Promote the integration of migrant women and men, taking into account their specific needs.

Article 19 – Housing

(1) The Signatory recognizes the right to housing, and affirms that access to good quality housing represents one of the most essential human needs, vital to the well-being of the individual and his or her family.

(2) The Signatory recognizes further that women and men often have specific and distinct needs in relation to housing which must be taken fully into account, including the fact that:

(a) On average, women have less income and resources than men, and therefore require housing that is affordable for them;

(b) Women are the head of household in most single parent families, with consequent needs for access to social housing;

(c) Vulnerable men are often over-represented amongst the homeless.

(3) The Signatory therefore commits itself, as appropriate:

(a) To provide or promote access to housing of an adequate size and standard and with a decent living environment for all, and accessible to essential services;

(b) To take steps to prevent homelessness, and in particular to provide assistance to the

homeless, based on criteria of need, vulnerability and nondiscrimination;

(c) To assist, according to their powers, in making the price of housing accessible to those without adequate resources.

(4) The Signatory also undertakes to ensure or to promote the equal right of women and men to be the tenant, owner, or other form of property-holder, of their home, and also, to that end, to use its powers or influence to ensure that women have equal access to mortgages and other forms of financial assistance and credit for housing purposes.

Article 20 – Culture, Sport and Recreation

(1) The Signatory recognizes the right of everyone to take part in cultural life and to enjoy the arts.

(2) The Signatory furthermore recognizes the role that sport plays in contributing to the life of the community and to securing the rights to health as outlined in Article 14. It also recognises that women and men have the right to equal access to cultural, recreational and sporting activities and facilities.

(3) The Signatory recognizes that women and men may have different experiences and interests in relation to culture, sport and recreation and that these may be the result of gender-stereotyped attitudes and actions, and therefore commits itself to carry out or promote measures including, as appropriate:

- Ensuring as far as is reasonable that women and men, boys and girls have equal provision and access to sporting, recreation and cultural facilities and activities
- Encouraging women and men, boys and girls to take part equally in sports and cultural activities, including those traditionally seen as predominantly "female" or "male"
- Encouraging artists and cultural and sporting associations to promote cultural and sporting activities which challenge stereotypical views of women and men

- Encouraging public library services to challenge gender stereotypes in their stock of books and other materials and in their promotional activities.

Article 21 – Safety and Security

(1) The Signatory recognizes the right of each woman and man to security of the person, and to liberty of movement, and that these rights cannot be freely or equally exercised if women or men are unsafe or insecure, whether in the private or public domain, or if they feel unsafe or insecure.

(2) The Signatory further recognizes that women and men, in part due to different obligations or lifestyles, often face differing problems of safety and security, which need to be addressed.

(3) The Signatory therefore commits itself:

(a) to analyse from a gender perspective the statistics concerning the volume and patterns of incidents (including serious crime against the individual) that affect the security or safety of women and men, and if appropriate to measure the level and nature of fear of crime or other sources of insecurity;

(b) to develop and implement strategies, policies and actions, including specific improvements to the state or design of the local environment (for example, transport interchanges, car parks, street lighting), or to policing and related services, to enhance the practical security and safety of women and men, and to seek to reduce their respective perceptions of lack of safety and security.

Article 22 – Gender-Based Violence

(1) The Signatory recognizes that gender-based violence, which disproportionately affects women, constitutes a violation of fundamental human rights and is an offence to the dignity and to the physical and emotional integrity of human beings.

(2) The Signatory recognises that gender-based violence arises from the idea, on the part of the perpetrator, of the superiority of one sex over the other in the context of an unequal relationship of power.

(3) The Signatory therefore commits itself to establish and strengthen policies and actions against genderbased violence, including:

- Providing or assisting specific support structures for victims
- Providing public information, in each of the mainly used local languages, on the assistance available in the area
- Ensuring that professional staff have training in identifying and supporting victims
- Ensuring that there is effective co-ordination between the relevant services such as the police, health and housing authorities
- Promoting awareness-raising campaigns and educational programmes aimed at potential and actual victims and perpetrators.

Article 23 – Human Trafficking

(1) The Signatory recognizes that the crime of human trafficking, which disproportionately affects women and girls, constitutes a violation of fundamental human rights and an offence to the dignity and to the physical and emotional integrity of human beings.

(2) The Signatory undertakes to establish and strengthen policies and actions to prevent human trafficking including as appropriate:

- Information and awareness-raising campaigns
- Training programmes for professional staff responsible for identifying and supporting victims
- Measures to discourage demand
- Appropriate measures to assist victims including access to medical treatment, adequate and secure housing and language translation.

4.2.7 Planning and Sustainable Development

Article 24 – Sustainable Development

(1) The Signatory recognizes that, in planning and developing strategies for the future of its area, the principles of sustainable development must be fully respected, involving the balanced integration

of the economic, social, environmental and cultural dimensions, and also, in particular, including the need to promote and achieve equality of women and men.

(2) The Signatory therefore commits itself to take into account the principle of equality of women and men as a fundamental dimension of all its planning, or development of strategies, for the sustainable development of its area.

Article 25 – Urban and Local Planning

(1) The Signatory recognizes the importance of its spatial, transport, economic development and land use policies and plans in creating the conditions within which the right to equality of women and men in local life may be more fully achieved.

(2) The Signatory commits itself to ensure that, in drawing up, adopting and implementing such policies and plans.

- the need to promote effective equality in all aspects of local life is fully taken into account,
- the specific needs of women and men, in relation for example to employment, access to services and cultural life, education and family responsibilities, based on relevant local and other data, including the signatory's own gender assessments, are properly taken into account
- high quality design solutions are adopted which take into account the specific needs of women and men.

Article 26 – Mobility and Transport

(1) The Signatory recognizes that mobility and access to means of transport are essential conditions for women and men to be able to exercise many of their rights, tasks and activities, including access to work, education, culture and essential services. It also recognizes that the sustainability and success of a municipality or region depends to a significant degree on the development of an effective, high quality transport infrastructure and public transport service.

(2) The Signatory further recognizes that women and men often have, in practice, different needs, as well as patterns of usage, in relation to mobility and transport, based on factors such as income, caring responsibilities or hours of work, and that consequently, women frequently form a greater proportion of users of public transport than men.

(3) The Signatory therefore commits itself:

(a) to take into account the relevant mobility needs, and the patterns of transport usage, of women and men respectively, including those from urban and rural communities;

(b) to ensure that the transport services available to citizens in the area of the authority assist in meeting the specific as well as common needs of women and men, and in realising the real equality of women and men in local life.

(4) The Signatory further commits itself to promote the progressive improvement of the public transport services in and for its area, including intermodal connections, in order to address the specific and common needs of women and men for regular, affordable, safe and accessible transport, and to contribute to its sustainable development.

Article 27 – Economic Development

(1) The Signatory recognizes that the achievement of a balanced and sustainable economic development is a vital component of a successful municipality or region, and that its activities and services in this field can contribute significantly to the advancement of equality of women and men.

(2) The Signatory recognises the need to increase the rate and quality of employment of women, and further recognises that the risk of poverty linked to long term unemployment and unpaid work is particularly high for women.

(3) The Signatory commits itself, in relation to its activities and services in the field of economic development, to take fully into account the needs and interests of women and men, and the opportunities to advance equality between them,

and to take the appropriate actions to this end. Such actions may include:

- Assistance to women entrepreneurs
- Ensuring that financial and other support to enterprises promote gender equality
- Encouragement to women trainees to learn skills and achieve qualifications for jobs traditionally seen as “male” and vice versa
- Encouragement to employers to recruit women apprentices and trainees in relation to skills, qualifications and positions traditionally seen as “male”, and vice versa.

Article 28 – Environment

(1) The Signatory recognizes its responsibility to work towards a high level of protection and improvement of the quality of the environment in its area, including local policies in relation to waste, noise, air quality, biodiversity and the impact of climate change. It recognizes the equal right of women and men to benefit from its services and policies in relation to the environment.

(2) The Signatory recognizes that in many places the lifestyles of women and men differ, and that women and men may tend to differ in their use of local services and public or open spaces, or confront different environmental problems.

(3) The Signatory accordingly commits itself, in developing its environmental policies and services, to have full and equal regard to the specific needs and lifestyles of women and men respectively, and to the principle of solidarity between the generations.

4.2.8 The Regulator Role

Article 29 – Local Government as Regulator

(1) The Signatory, in carrying out its tasks and competences as regulator of relevant activities within its area, recognizes the important role that effective regulation and consumer protection plays in ensuring the safety and well-being of its local population, and that women and men may be differentially affected by the relevant regulated activities.

(2) The Signatory commits itself, in carrying out its regulatory tasks, to take into account the specific needs, interests and circumstances of women and men.

4.2.9 Twinning and international co-operation

Article 30

(1) The Signatory recognizes the value of twinning and of European and international co-operation by local and regional governments, in bringing citizens closer together, and in promoting mutual learning and understanding across national frontiers.

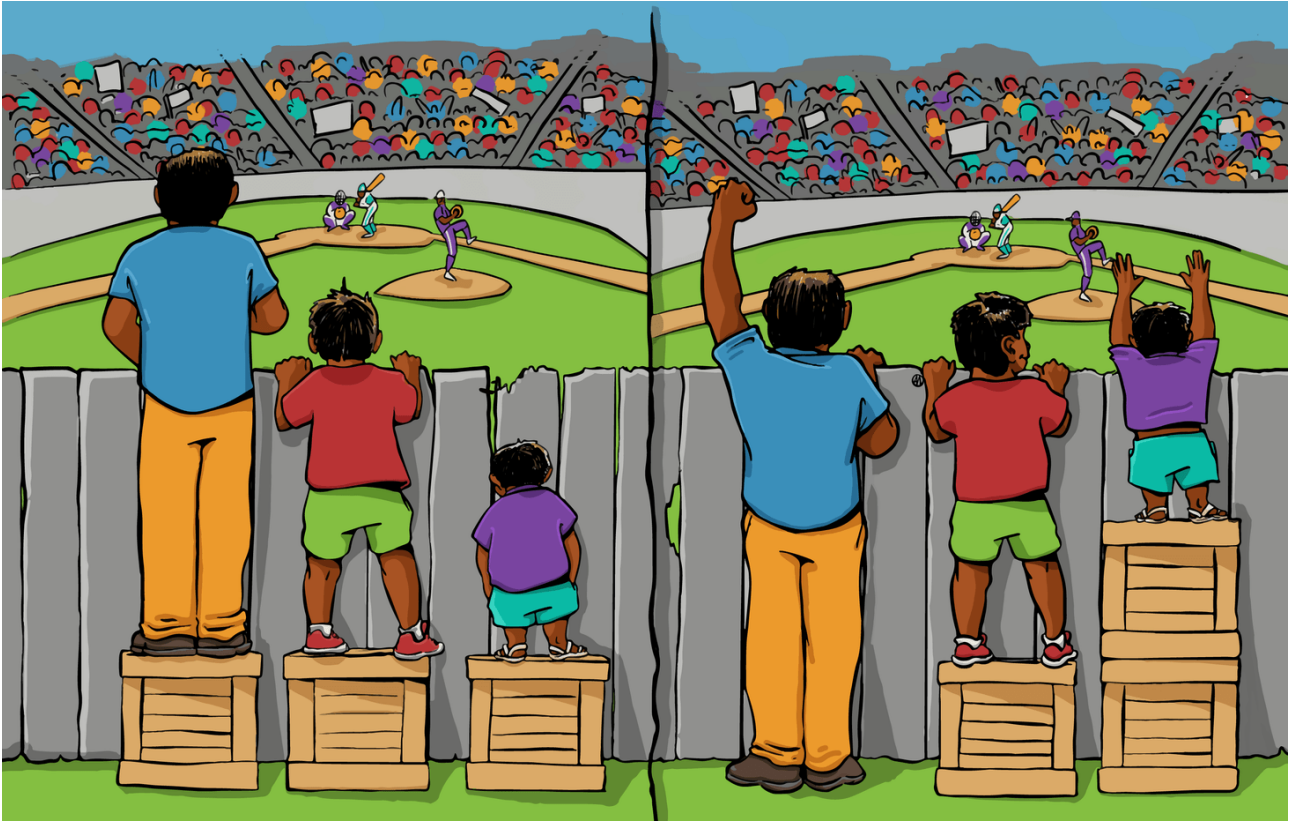
(2) The Signatory commits itself, in its activities in the fields of twinning and European and international co-operation:

- to involve women and men, from different backgrounds, on an equal basis in these activities
- to use its twinning relationships and European and international partnerships as a platform for exchange of experience and mutual learning on issues relating to equality of women and men
- to integrate a gender equality dimension into its decentralised co-operation actions.

5 EXERCISES

5.1 EXERCISE 1 – INTERACTIVE INTRODUCTION

What is the difference between the two? Give a title to each image.



Source: Interaction Institute for Social Change | Artist: Angus Maguire (available on-line at: interactioninstitute.org and madewithangus.com).

5.2 EXERCISE 2 – INDIVIDUAL EXERCISE – UNDERSTANDING GENDER MAINSTREAMING⁵

Statement	True	False
1. Women represent 40% of members of parliaments in Europe.		
2. Women and men receive the same salary for the same work in most countries of the Council of Europe.		
3. Public policies are mostly gender-neutral in most Council of Europe Countries.		
4. A gender neutral policy implies that its effects will impact everybody - women and men, girls and boys - in the same way.		
5. Gender roles are socially constructed; they change over time and differ between and within cultures.		
6. Gender-mainstreaming requires the equal participation of women and men in all programmes and activities.		
7. Mainstreaming a gender equality entails completely new duties and practices for ministries and civil servants.		
8. Gender mainstreaming and specific policies for the advancement of women and positive actions are mutually exclusive.		
9. All ministries have duties in relation to the integration of a gender equality perspective.		
10. Data and statistics on people, in general, should be broken down by sex only if sex-disaggregated information is readily available.		

⁵ Based on the Council of Europe Handbook for Gender Equality Rapporteurs, 2016 (p.4).

5.3 EXERCISE 3 – GROUP EXERCISE 2 – MATCHING 12 PRINCIPLES WITH THE EUROPEAN CHARTER FOR EQUALITY

Principle 1. Fair Conduct of Elections, Representation and Participation	Principle 7. Competence and Capacity
Principle 2. Responsiveness	Principle 8. Innovation and Openness to Change
Principle 3. Efficiency and Effectiveness	Principle 9. Sustainability and Long-term Orientation
Principle 4. Openness and Transparency	Principle 10. Sound financial management
Principle 5. Rule of Law	Principle 11. Human rights, cultural diversity and social cohesion
Principle 6. Ethical conduct	Principle 12. Accountability

5.4 EXERCISE 4 – GROUP EXERCISE 3 – ACTIONS FOR ENSURING GENDER MAINSTREAMING IN PARTICIPATION

For each of the participation principles identify actions for ensuring gender mainstreaming.

Principle 1. Respect for all actors as the basis for honest interaction and mutual trust	Principle 4. Responsiveness, providing appropriate feedback
Principle 2. Respect for the independence of NGOs even when their opinions differ from those of the authorities	Principle 5. Non-discrimination and inclusiveness so that all voices, including those of the less privileged and most vulnerable, are heard and taken into account
Principle 3. Openness, transparency and accountability	Principle 6. Gender equality and equal participation of all groups including those with particular interests and needs such as young people, the elderly, people with disabilities, minorities, etc.
	Principle 7. Accessibility of the process of participation through the use of clear language and appropriate means of participation, offline or online, and on any device

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