

A stylized graphic of a human figure. The head is a light green circle. The torso is a light blue curved band. The legs are a light green triangular shape. The text is centered over the figure.

# **HANDBOOK OF THE EURO-MEDITERRANEAN BEST PRACTICES**

**By Local Governments  
for Gender Equality**



## INTRODUCTION

This “Handbook of the Euro-Mediterranean Best Practices” has been produced in the framework of the project “Promotion of Policies for Equality in Euro-Med Region” – MedEquality, funded by the EC and whose implementing partners are networks and associations of local authorities (COPPEM – Standing Committee for the Euro-Mediterranean Partnership of local and regional authorities, FACM – Algerian Forum for Citizenship and Modernity, LCA - Local Councils’ Association of Malta, APLA – Association of Palestinian Local Authorities and FEMP – Spanish Federation of Municipalities and Provinces).

Such a manual is conceived in order to provide European and Mediterranean local authorities with useful ideas for concrete actions for equality, improving citizens’ lives consequently. We are indeed fully convinced that equality generates development and well-being for all, not only for women. In addition, the handbook can be seen as a data base containing information on cities, municipalities, provinces and regions already engaged in the fight for equality and therefore expert in gender policies. This data base can be useful for those searching institutional partners for cooperation projects in the field of peer opportunities. This is one of the main reasons why we included, whereas possible, also names and contacts of people in charge for the best practices presented in the book.

Even though this tool can be considered and used independently from the rest of Medequality outputs it is strictly connected with the main result of the project: the “Euro-Mediterranean Charter for Equality of Women and Men in Local Life”.

A Charter developed in cooperation with about 50 Euro-Mediterranean local authorities and civil society organizations and containing principles and guidelines to make equality concrete in local life. In this perspective the “Handbook” can be read as a collection of concrete suggestions to turn the articles of the Charter into practice, revealing itself as an essential tool for the local authorities which have already signed the “Charter” and for those which will sign it in the future.





**ALGERIA**



## ADRAR PLAN FOR GENDER EQUALITY

Title	<b>ADRAR PLAN FOR GENDER EQUALITY</b>
Local authority	Adrar
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Access microcredit</li> <li>• Introduction to Saharan agriculture, greenhouses, tourism</li> </ul>
Period	PERMANENT
Overview	<p>The Saharan agriculture is an important economic core of this region and farms glasshouse admit both men and women. The authorities also emphasize on the development of the tourist center and the woman finds a place of choice, thanks to the support of local authorities that promote the provision of local and microcredit.</p> <p>The region is also a valuable site of intangible cultural heritage, local authorities rely heavily on female notables, in terms of storytelling, dance and music (Ahellil Gourara World Heritage of UNESCO).</p>
Objective of equality	Inclusion and promotion of equality
Target group	WOMEN, YOUTH, MIXTED GROUPS
website and contact the local authority	<p>Adress : Hai ben talha tsabit</p> <p>Adrar, Algérie</p> <p>Tel : _+213 49 94 01 04</p>

## WOMEN COOPERATIVES

Title	<b>WOMEN COOPERATIVES</b>
Local authority	Ain Témouchent
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Access to microcredit</li> <li>• crafts, agriculture, Tourism projects, crafts</li> </ul>
Period	PERMANENT
Overview	Areas of tourism expansion is the prerogative of the coastal region, the micro-projects in this field are often in favour of women, who is establish also handcraft cooperatives. Agriculture is another field where women get benefits by accessing to microcredit to create small farms and agricultural cooperatives, with the support of local authorities and associations.
Objective of equality	Inclusion of women
Target group	WOMEN, GIRLS
website and contact the local authority	<p>Adress : Place 9 Decembre , Ain Témouchent, Algérie</p> <p>Postal code: 46000</p> <p>Tel :+213 43 60 63 58 ; Fax : +213 43 60 70 12</p>

## PROMOTION OF SMALL ENTERPRICES, AWARENESS CAMPAIGNS, REHABILITATION AND REINTEGRATION INITIATIVES

Title	<b>Promotion of small enterprices , awareness campaigns, rehabilitation and reintegration initiatives</b>
Local Authority	Alger-Centre
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Health</li> <li>• Prevention of violence</li> <li>• Access to microcredit</li> <li>• Environement</li> </ul>
Period	PERMANENT
Overview	Like any metropolis, Alger has multiple causes and multi-faceted manifestations of exclusion (unemployment, poor housing, crime, poverty). Local authorities focus their efforts towards inclusion of disadvantaged and develop programs in cooperation with civil society, to combat this social scourge. Local Authority representative and members of women's groups direct their efforts towards women in distress, both through the creation of small enterprices of local and traditional handcraft products and through awareness campaigns, rehabilitation and reintegration initiatives.
Objective of equality	INCLUSION
Target group	WOMEN, GIRLS, MIXED GROUPS
website and contacts of local authority	<p><a href="http://www.Apc-Algercentre.dz">www.Apc-Algercentre.dz</a></p> <p>Adress : Place Emir Abdelkader, Alger centre 16000</p> <p>Tel : _+213 21 43 37 08 ; Fax : +213 21 43 43 44</p> <p>President apc : BETTACHE Hakim</p>



## MICROCREDIT AND ENVIRONMENT PRESERVATION

Title	<b>Microcredit and Environment preservation</b>
Local authority	Annaba
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Access to microcredit</li> <li>• Tourism, environment</li> </ul>
Period	PERMANENT
Overview	Annaba is an industrial area by the steel complex of El Hajar, where it is rare to meet a woman, but the tourist industry is largely appropriate for women, who excel in the creation and management tourism and travel agencies, thanks to a relevant policy of local authorities, which have largely focused microcredit to women. Incidentally, the area is coastal and marine pollution threatened by industrial waste, a network of female activist associations works for the coastal environment, under the leadership of the town.
Objective of equality	INCLUSION
Target group	WOMEN, GIRLS
website and contact the local authority	Adress : Rue Bouali Said ex champs de mars, Annaba Tel :+213 38 83 30 63

## WOMEN FOR INTANGIBLE HERITAGE

Title	<b>Women for Intangible Heritage</b>
Local authority	Batna
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Access to microcredit</li> <li>• Traditional handcraft, small enterprise development (mouse Babar)</li> </ul>
Period	PERMANENT
Overview	The local authority has developed significant inclusion and promotion of gender programs in the economic sphere, through the provision of microcredit, which has significantly contributed to the creation craft enterprises and enabled women to perpetuate this element of intangible heritage culture and teach it to the younger generation.
Objective of equality	INCLUSION
Target group	WOMEN, GIRLS
website and contact the local authority	<p>Adress : Centre ville, Bouzina , Batna 05000</p> <p>Tel : +213 33 84 80 02</p> <p>President apc : MAROC Abdelkrim</p>

## CULTURE OF DATE AND TOURISM FOR INTEGRATION

Title	<b>Culture of date and tourism for integration</b>
Local Authority	Biskra
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Access to microcredit</li> <li>• Education</li> <li>• Traditional culture, ancestral irrigation system, phytosanitaire</li> </ul>
Period	PERMANENT
Overview	The culture of the date and tourism are the strengths of the region and local authorities have worked to greatly facilitate the inclusion of women in these areas of activity, including through the acquisition of knowledge and modern techniques. Microcredit is widely granted to enable women to form cooperatives and agencies and their integration has been very successful.
Objective of equality	INCLUSION AND PROMOTION OF A KIND
Target group	WOMEN, GIRLS
website and contacts of the local authority	<p>Adress :City 748 logement 07000 Biskra</p> <p>Tel : _+213 43 20 61 75</p> <p>President apc :SLIMANI Azzedine</p>

## INTEGRATION AFTER TERRORISM IN BLIDA

Title	<b>Integration after terrorism</b>
Local Authority	Blida
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Education</li> <li>• Prevention of violence</li> <li>• Access to microcredit</li> <li>• Building volunteering, environment, reforestation, traditional cuisine</li> </ul>
Period	PERMANENT
Overview	Blida region has suffered from terrorism. Female populations were highly experienced. Also, the efforts of local authorities are heavily worn on the reintegration of women and girls, including through community volunteering projects (reforestation and enhancement of forest of Chr�ea, literacy) and microenterprise development, including in the field of culinary arts.
Objective of �galit�	INCLUSION
Target group	WOMEN, YOUTH, MIXED GROUP
website and contact the local authority	<p>Adress : Rue ZIDOUNE Mustapha , Blida</p> <p>Tel: +213 25 40 22 94</p> <p>President Apc : BEN CHERHALI Ali</p>

## WOMEN IN INTANGIBLE CULTURAL HERITAGE

Title	Women in intangible cultural heritage
Local Authority	Constantine
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Access to microcredit</li> <li>• Traditional cuisine and crafts, music, Andalusian (Malouf)</li> </ul>
Period	PERMANENT
Overview	Constantine is a mecca of intangible cultural heritage. The woman remains at the core of conservation and development, business cooking, traditional costumes and orchestras of Andalusian music (Malouf) are the domains of occupation excellence of women and girls insertion even already employed, often alongside men.
Objective of equality	INCLUSION
Target group	WOMEN, GIRLS, MIXED GROUPS
website and contact the local authority	<p>Tel : _+213 31 82 11 05</p> <p>President apc : RIHANI Seif edddine</p>

## DJELFA PLAN FOR INTEGRATION

Title	Djelfa Plan for integration
Local Authority	Djelfa
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Job</li> <li>• Education</li> <li>• Accès to microcredit</li> <li>• Handcraft</li> </ul>
Period	PERMANENT
Overview	Pastoral vocation of the region encourages male activities and it is in the field of literacy and inclusion in the salaried work that the Local Authority will bear the efforts towards equality. However, the feminine element fits more in entrepreneurship in the fields of travel and tourism and real estate development, through access to microcredit. The field of traditional crafts (bathrobe and carpets) remains a favorite field for women and girls and the local authority redoubles its efforts to preserve and develop this heritage.
Objective of equality	INCLUSION
Target group	WOMEN, GIRLS
website and contact the local authority	Tel : +213 27 90 19 16 Fax : +213 27 90 19 16

## WOMEN EMPOWERMENT

Title	<b>WOMEN EMPOWERMENT</b>
Local Authority	EL Atteuf
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Education</li> <li>• Health</li> <li>• Prevention of violence</li> <li>• Access to microcredit</li> <li>• Agriculture</li> </ul>
Period	PERMANENT
Overview	Integral part of the conurbation of Ghardaia, this county is favorable to the activity of traditional crafts, including tapestry, as well as tourism. The municipality promotes and facilitates access to microcredit to empower gender, still under the influence of certain taboos.
Objective of equality	INCLUSION
Target group	WOMEN, GIRLS
website et contacts de l'autorité locale	<p>Adress : ROUTE NATIONALE N°105 470007 El Atteuf, Ghardaia (47), Algérie</p> <p>Tel : _+213 _29 87 52 36</p> <p>President apc : Hadj Mahamed Mohamed</p>

## GHARDAIA PLAN FOR EQUALITY

Title	<b>Ghardaia Plan for Equality</b>
Local Authority	Ghardaia
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Education</li> <li>• Health</li> <li>• Prevention of violence</li> <li>• Access to microcredit</li> <li>• Traditional crafts, tapestry, tourism, agriculture date</li> </ul>
Period	PERMANENT
Overview	Ghardaia region contains a great potential for tourism and craft, in wose development local authorities are trying to include also women, despite taboos and prohibitions. The upsurge in violence that has recently been experiencing in this region has increased the involvement of women in the fight against this phenomenon. Women are the pillars of intangible cultural heritage and they are engaged in the production of carpets and other handicrafts, in tourism and agriculture by modern methods. New energy (including solar) has also a focus on strong female connotation.
Objective of equality	INCLUSION AND PROMOTION OF A KIND
Target group	WOMEN, GIRLS
website and contact the local authority	<p>Adress : Place Mohamed khemesti , 47 000 Ghardaia , Algeria</p> <p>Tel : _+213 29 88 41 53</p> <p>Fax : +213 29 88 61 07</p> <p>President apc : ABBAZA Mohamed</p>



## SERVICES AND MICRO-ENTERPRISES

Title	<b>SERVICES AND MICRO-ENTERPRISES</b>
Local Authority	Guelma
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Job</li> <li>• Access to policy</li> <li>• Access to microcredit</li> <li>• Tourism</li> </ul>
Period	PERMANENT
Overview	Women's work is particularly well developed in the region, thanks to the inclusion of gender in the field of services and the creation of micro-enterprises in the tourism sector, strongly favored by local authorities.
Objective of equality	INCLUSION
Target group	WOMEN, GIRLS
website and contact the local authority	Tel : +213 37 23 81 17 President apc : ALLAMI Rachid

## INTEGRATION AGAINST TERRORISM

Title	<b>INTEGRATION AGAINST TERRORISM</b>
Local Authority	Jijel
Country	ALGERIA
Field(s)	<ul style="list-style-type: none"> <li>• Prevention of violence</li> <li>• Access to microcredit</li> <li>• Tourism, fishing</li> </ul>
Period	PERMANENT
Overview	Local authority, in order to both erase the hard consequences of terrorism and promote tourism and fisheries in the region vocation, was particularly invested in women, by favoring the granting of microcredit, the creation of cooperative fishing and agencies travel and tourism.
Objective of equality	INCLUSION
Target group	WOMEN, GIRLS
website and contact the local authority	<p>Adress : Camp chevalier, 18000 Jijel</p> <p>Tel : _+213 34 47 13 71</p> <p>President apc : Yazid Abdellah</p>

## GENDER MAINSTREAM IN ORAN

Title	<b>Gender mainstream</b>
Local Authority	Oran
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Education</li> <li>• Health</li> <li>• Prevention of violence</li> <li>• Access to microcredit</li> <li>• Tourism, environment</li> </ul>
Period	PERMANENT
Overview	The combination of factors such as the effects of terrorism in the surrounding countryside and tourist vocation of the region and its ecosystems, inclined local authorities to involve strongly gender in literacy, hygiene and health, the fight against social ills such as drugs and prostitution, environment and tourism, by organizing regular awareness campaigns, building sites and the creation of microenterprises.
Objective of equality	INCLUSION
Target group	WOMEN, YOUTH, MIXED GROUPS
website and contact the local authority	<p>Adress : 9, chemin vicinal,31000 Oran</p> <p>Tel :+213 41 45 23 88</p> <p>Fax : +213 41 45 23 88</p> <p>President Apc : BOUKHATEM Noureddine</p>

## INTEGRATION FOR TOURISM AND AGRICULTURE

Title	Integration for tourism and agriculture
Local Authority	Sétif
Country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Access to microcredit</li> <li>• cooking and traditional arts Tourism</li> </ul>
Period	PERMANENT
Overview	Specialty carpet (Guergour) and the agricultural and sea-side resorts in the region have led local authorities to highly involve women in the development of these activities. Women also play a big role, with all the facilitation of local authorities in the protection and preservation of intangible cultural heritage, including the culinary arts honored at religious and popular festivals.
Objective of equality	INCLUSION
Target group	WOMEN, GIRLS
website and contact the local authority	<p>Adress : Rue bel-air, Sétif, Algeria</p> <p>Tel : _+213 36 72 19 33</p> <p>fax: +213 36 72 25 10</p> <p>President Apc : BELGUIDOUM Youcef</p>

## HIGH QUALITY OIL FROM WOMEN COOPERATIVES

Title	<b>High quality oil from women cooperatives</b>
Local Authority	Tazmalt
country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Acces to microcredit</li> <li>• Traditional culture of the olive and figue</li> </ul>
Period	PERMANENT
Overview	The agricultural value and richness of the region in groves have pushed the female population to modernize the oil production and to the creation of cooperatives, that not only help to maintain this heritage but also to export oil whose quality is recognized worldwide. It is the same for the production of figs, traditional specialty of the region.
Objective of equality	INCLUSION
target group	WOMEN, GIRLS
website and contact the local authority	<p>Adress: Centre ville, :060006 Tazmalt, Bejaia</p> <p>Tel : +213 43 31 35 20</p> <p>fax: +213 43 31 35 21</p> <p>President apc : MIRA SMAIL</p>

## COOPERATIVES AND AGENCIES FOR INCLUSION OF WIDOWS AND ORPHANS

Title	<b>Cooperatives and agencies for inclusion of widows and orphans</b>
Local Authority	Tipaza
country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Education</li> <li>• Health</li> <li>• Prevention of violence</li> <li>• Acces to microcredit</li> <li>• Tourism, agriculture</li> </ul>
Periode	PERMANENT
Overview	Given the legacy of terrorism in the region, the rehabilitation of widows and orphans has been a priority for the municipality, which encourages the creation of cooperatives and agencies to promote tourism and agriculture, in an atmosphere of non-violence, while promoting literacy of rural women and raising awareness on hygiene and health, including maternal and child health.
Objective of equality	INCLUSION
target group	WOMEN, GIRLS, WIDOWS AND ORPHANS IN PARTICULAR
website and contact the local authority	<p>Adress : Rue du 1er Novembre 42000 Tipaza</p> <p>Tel : +213 24 43 03 56</p> <p>President d'Apc : BOUDJOUHER Malik</p>

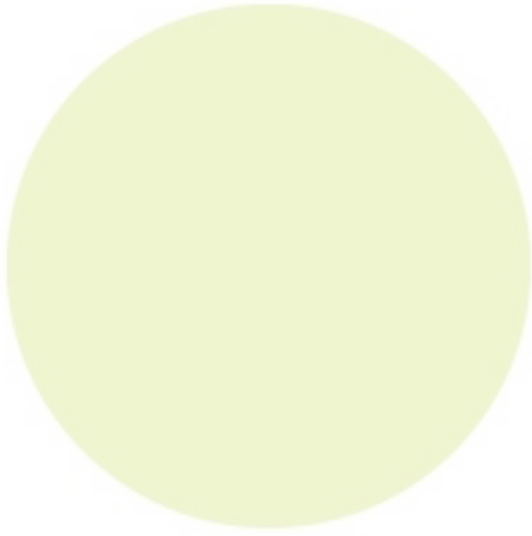
## PROMOTING HERITAGE, PROMOTING EQUALITY

Title	<b>Promoting Heritage, promoting equality</b>
Local Authority	Tizi Ouzou
country	Algeria
Field(s)	<ul style="list-style-type: none"> <li>• Acces to microcrédit</li> <li>• Silver jewelry and coral traditional clothing, kitchen, tapestry</li> </ul>
Periode	PERMANENT
Overview	Given the tradition of the region's ancestral jewelry in silver and coral, dresses and scarves Berber carpet and typical local cuisine, including that relating to popular festivals, individual and collective farms are established under the auspices of the town, which facilitates access to local and micro-credit for the production, exhibition and organization of national and international meetings to promote the heritage of the region and perpetuate by involving optimally women.
Objective of equality	INCLUSION AND PROMOTION OF A KIND
target group	WOMEN, GIRLS
website and contacts the local authority	<p><a href="http://www.Apc-tizououzou.org">www.Apc-tizououzou.org</a></p> <p>Adress :Ait Aggouacha,15000 Tizi Ouzou</p> <p>Tel : +213 26 39 61 11</p> <p>fax: +213 26 39 61 03</p> <p>President apc : AIT MENGUELLAT Ouahab</p>

## TLEMCCEN PLAN FOR INCLUSION

Title	<b>Tlemcen plan for inclusion</b>
Local Authority	Tlemcen
country	Algérie
Field(s)	<ul style="list-style-type: none"> <li>• Access to microcredit</li> <li>• Tourism, crafts</li> <li>• traditional Andalusian classical music</li> </ul>
period	PERMANENT
Overview	To encourage the development of arts and culture, in accordance with the tlemcen tradition, the town encourages the formation of mixed groups of Andalusian music and dance as well as traditional handicraft cooperatives; Similarly, older women are sought in the census operation and collection practices under the Intangible Cultural Heritage.
Objective of equality	INCLUSION AND PROMOTION OF A KIND
target group	WOMEN, GIRLS, MIXED GROUPS
website and contacts the local authority	<p><a href="http://www.Tlemcen-dz.com">www.Tlemcen-dz.com</a></p> <p>address: 15 RUE DERRAR ABDERRAHMANE, BP 150 Tlemcen,</p> <p>Tel : +213 43 20 61 75</p> <p>Fax : fax: +213 43 20 36 16</p> <p>Postal code:13000</p> <p>President apc : Abdenebi BRIXI</p>





**AUSTRIA**



## VIENNA – A MODEL CITY FOR GENDER MAINSTREAMING

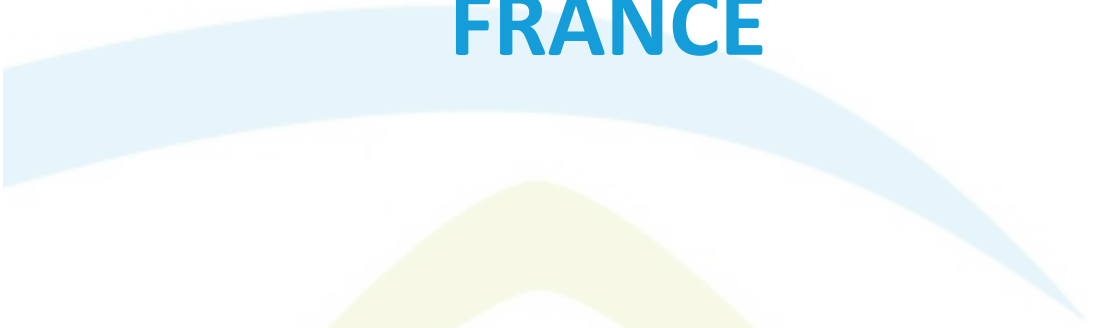
Title	Vienna – a model city for Gender Mainstreaming
Local Authority	Vienna
Country	Austria
Field(s)	<ul style="list-style-type: none"> <li>• Education</li> <li>• Prevention of violence</li> <li>• Urban Planning</li> </ul>
Overview	<p><b>Urban planning – cemeteries</b></p> <p>When analysing the visitors of cemeteries, it became clear that a majority of the visitors were elderly women. To adapt the cemeteries to their needs, the municipal department is currently improving and facilitating the accessibility (e.g. access of benches), making signs clearly visible and providing safe restrooms.</p> <p><b>Public lighting and safety in public spaces</b></p> <p>Good lightening is needed not only along roads but also along sidewalks, in parks etc, in order to improve the security for women, pedestrians and cyclists in general.</p> <p>In the Resselpark at Karlsplatz in Vienna, all paths and bicycle stands were provided with lighting. A campaign focusing on improving lightening in parks and public spaces was also launched to especially highlight 200 parks in Vienna.</p> <p>Measures to improve safety in underground car parks have also been implemented, by increasing the lightening, visibility of entrances and exits, installing cameras, hiring security staff and providing specific parking spaces for women visible for guards and close to exits and elevators.</p>

	<p>This consists in having both women and men working as teachers, providing pedagogic avoiding stereotyped areas for playing, revising school material and songs to avoid traditional gender roles. In one department, a special gender sensitive “education box” was developed. This was distributed for free to all municipal day care centres.</p> <p><b>Awareness raising campaign</b></p> <p>A campaign called “Vienna sees it differently” was launched to raise awareness and inform administrative staff working at the municipality as well as citizen about the stake of gender mainstreaming. In the campaign, pictures from common signs were used and reversed by gender – for example changing the signs for tabled in restrooms showing a man changing the diapers of a baby, or showing women working with construction, etc.</p> <p>Extensive training programs have also been offered for municipal employees to support them in integrating gender equality in their work.</p>
Target group(s)	Women citizens
Local Authority website and contacts	Ursula Bauer, Project Manager for Gender Mainstreaming, City of Vienna





**FRANCE**



## PLAN TO PROMOTE EQUALITY

Title	<b>Plan to promote Equality</b>
Local Authority	Brittany
Country	France
Field(s)	<ul style="list-style-type: none"> <li>• Job</li> <li>• Education</li> <li>• Equality policies and practices</li> </ul>
Overview	<p><b>Equality-bonus to favour professional gender diversity</b></p> <p>The region has introduced a bonus of 300 euros that is given to employers of apprentices that recruit women in sectors that are considered as traditionally “male-oriented” and vice versa. Every year the region distributes 800 bonuses of this kind.</p> <p><b>Use of gender disaggregated statistics to improve public policies</b></p> <p>The region collects gender disaggregated statistics to evaluate public policies, to analyse the spread of equality in policies and to identify persisting inequalities in different domains.</p> <p><b>Support to youth</b></p> <p>The region encourages activities to promote gender equality in schools. Through the programme “Karta”, the region provides support to projects in high-schools focusing on raising awareness on gender equality issues. In 2010-2011, 75 projects of this kind were implemented in high-schools across the region.</p>

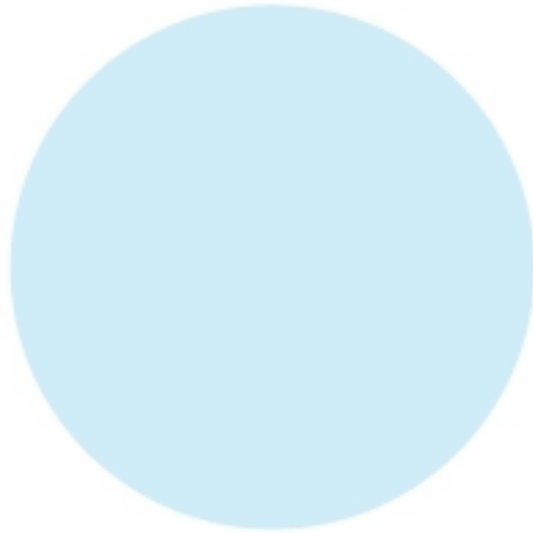
	<p><b>Foster social innovation</b></p> <p>The region provides support to innovative initiatives in businesses, associations, training organisations and local authorities that promote equality within organizations or in their external activities. Networking is also promoted to exchange experiences in this field. Every year the region supports around 20 activities of this kind of a budget around 200 000 €.</p> <p><b>Council for Equality: working together to create synergies</b></p> <p>To unite all the different actors working on Gender Equality across the region, Brittany created the Council for Equality between women and men in March 2005. The Council includes institutions (the state, the region and departments), associations working with and for women, companies (employers and trade unions) and universities. The Council is working on implementing concrete actions within seven thematic workshops: access to employment and training, violence against women, dissemination of culture of equality etc.</p>
<p>Target group(s)</p>	<p>Employers, citizens, youth, CSOs, Universities, local institutions</p>

## TIME-OFFICE

Title	<b>Time-Office</b>
Local Authority or as- sociation of LAs	Rennes
Country	France
Field(s)	Time
Overview	<p>Time is an important constraint in our daily life, new routines requires innovative ideas on how to better adapt society. Moreover, time can be used as an indicator to measure inequalities and also constitute a powerful tool to fight against these imbalances. As service providers, local authorities have an important role to contributing to develop public services according to these new concerns. Based on these facts, the City of Rennes created a “Time Office” in 2002 with the mission to facilitate work-life balance for citizen, strengthen quality of public services and improve life for citizens from an equality perspective.</p> <p>The main objective for the Time Office is to analyze the urban planning and support local initiatives that match the time constraints of citizens. By adapting opening hours and developing innovative services that better correspond to the needs of users (such as one-stop service centers, provision of service centers in working zones or childcare facilities at non-typical hours etc.), the Time Office contribute to raise quality of public services.</p> <p>The “Time Office” has set the following three main objectives for public action at local level:</p> <p><b>Act for social equality</b></p> <p>Time-related issues are highly associated with existing inequalities, both for those who provide services and for those who are subject to time restrictions, for people who live in the city center or in the suburbs.</p>



	<p>Time also reveal large inequalities between women and men’s unequal access to services.</p> <p><b>Improve mobility</b></p> <p>Our travelling has large impacts on the environment but also on the distribution of time we spend. To reduce traffic and public transport congestions, the “time approach” proposes to shift schedules for schools, universities and working hours or change delivery hours in certain areas.</p> <p><b>Find solutions to constraints due to limited resources</b></p> <p>The “time approach” can provide some answers such assembling of equipment (buildings, car parks, etc.), taking into account the potential reversibility of facilities and construct in a way to better adapt to changing lifestyles.</p>
Target group(s)	citizens
Local Authority website and contacts	<p><b>Rennes Métropole - Bureau des temps</b></p> <p>Bréquigny</p> <p>4 AVENUE HENRI FREVILLE, AVENUE HENRI FREVILLE</p> <p>35031 - Rennes</p> <p>02 23 62 20 95</p> <p><a href="mailto:temps@rennesmetropole.fr">temps@rennesmetropole.fr</a></p>



**ITALY**




## SERVICES FOR EQUALITY

Title	<b>Services for Equality</b>
Local Authority or as- sociation of LAs	Capannori
Country	Italy
Field(s)	<ul style="list-style-type: none"> <li>• Welfare</li> <li>• Services</li> </ul>
Overview	<p><b>Equal Opportunities Commission</b></p> <p>It is a body which aims to promote the effective implementation of the principles of equality and equality among citizens. It is composed of 15 women and of the two women members of the council. Since 2011, the attendance fee is donated to initiatives to be held on the territory.</p> <p><b>Woman's Help desk</b></p> <p>A reference point for all those who need expert assistance on the problems of everyday life, especially legal and fiscal ones. Its services are free of charge. It is located in the building of City Hall.</p>
Target group(s)	Women

## WOMEN-ALPNET

Title	<b>WOMEN-ALPnet.</b> (a network between Local authorities and Resource Centres for the promotion of woman role in the Alpine Space)
Local Authority or association of LAs	Province of Lecco
Country	Italy
Field(s)	<ul style="list-style-type: none"> <li>• Job</li> <li>• Services</li> </ul>
Overview	<p><b>Purposes</b></p> <p>Promoting the integration of women in economic and social life of the Alpine regions through:</p> <p>the design of services and the implementation of actions to promote equal access of women and men to local and regional resources, thanks to a closer cooperation between public and private stakeholders;</p> <p>the establishment of a network among Women Resource Centres in different towns of the Alpine Space, in order to exchange experiences and good practices.</p> <p><b>Activities</b></p> <p>Territorial Pilot Actions: implementation of 4 local pilot actions, whose results were analyzed by all the project partners, in order to verify the transferability to other territories: France, Austria and Italy;</p> <p>Gender mainstreaming: a focus on transfer of experience and the acquisition of new skills;</p> <p>promotion of the changing processes in policies and in local economic development practices with a special focus on gender.</p>



	<b>Results</b> Establishment of a network of services between Woman Resource Centers operating in the Alpine Space; Reports on the comparison of data in the areas involved in the project, with particular attention to micro level, often neglected by official statistics.
Target group(s)	Women citizens

## WOMEN HELP DESK: EVEN AND ODD

Title	<b>Sportello Donna: Pari e Dispari (Women help desk: even and odd)</b>
Local Authority	Lodi
Country	Italy
Field(s)	Services
Overview	<p><b>Activities</b></p> <p>The help desk works by appointment to provide high-quality individual hospitality and attention to users' needs.</p> <p>It is based at the offices of the Employment District The results are positive both in terms of employment opportunities that the services offered guidance and information.</p>
Target group(s)	Young women, companies, schools and professional training centres
Impact	The results are positive both in terms of employment opportunities and in terms of guidance and information services.
Local Authority website and contacts	info@pariedispari.it

## FOR MANY WOMEN VIOLENCE IS DAILY BREAD - STOP!

Title	<b>Per molte donne la violenza è pane quotidiano - stop! (“For many women violence is daily bread – Stop! “)</b>
Local Authority	Arsiero, Cogollo del Cengio, Piovene Rocchette e Zane’
Country	Italy
Field(s)	<ul style="list-style-type: none"><li>• Education</li><li>• Prevention of violence</li><li>• awareness raising campaign</li></ul>
Overview	On the occasion of the day against violence against women, bakeries and bread stores in the towns involved in the project are provided with bread bags bearing the words “For many women violence is daily bread – Stop! “
Target group(s)	All citizens of the municipalities involved

## INCREASING PRESENCE OF WOMEN IN PUBLIC AND PRIVATE ORGANIZATIONS

Title	<b>Increasing presence of women in public and private organizations</b>
Local Authority or association of LAs	Region of Basilicata
Country	Italy
Field(s)	Job
Overview	<p>Increase the presence of women within local public and private organizations both in terms of rate and in terms of position in the organigram by involving all territorial stakeholders (institutions, social organizations, private sector, etc.)</p> <p><b>Activities</b></p> <p>Involvement of the Employment Services (Spl) to enable the monitoring of the levels of female employment; involvement of a regional and provincial Equality Counsellors and the Commission for Equal Opportunities in order to better balance the presence of women within organizations and to activate proper policies career; Information on business creation and on new policies regulations (parental leave, maternity protection, etc.) aiming at reconciling working time and professional of women.</p> <p><b>Results</b></p> <p>Establishment of a budget system of expertise in the agricultural and food production, environmental, craftsmanship and tourism sectors; implementation of an at a distance training system for the development of professional and managerial skills.</p>
Target group(s)	Young women



## INCREASING PRESENCE OF WOMEN IN PUBLIC AND PRIVATE ORGANIZATIONS

Title	<b>Training course on domestic violence for medical doctors and police</b>
Local Authority	Schio
Country	Italy
Field(s)	<ul style="list-style-type: none"> <li>• Welfare</li> <li>• Health</li> <li>• Prevention of violence</li> </ul>
Overview	<p>The practice aimed at raising awareness on the issue of domestic violence among:</p> <ol style="list-style-type: none"> <li>1. operators of the Police who are often called upon to intervene directly or indirectly in situations where violence is acted.</li> <li>2. medical doctors in order to stimulate their capability to understand what is not explicitly said but which strongly influence women’s health, from signs and symptoms brought by women.</li> </ol> <p>The training courses were conducted separately. The training for doctors was part of the mandatory training days. Training for police officers and carabinieri took place in two stages: during the first it was led separately, to better respond to the different operational style of the operators; during the second where were deepened criminal legal issues, the course was carried out jointly</p>
Target group(s)	About 100 medical doctors and police officers and carabinieri
Local Authority website and contacts	lina.scarpari@comune.schio.vi.it

## LEARNING ITALIAN FOR IMMIGRANT WOMEN

Title	<b>Learning Italian for immigrant women</b>
Local Authority or association of LAs	Municipality of Schio in cooperation with the Donne per le Donne (Women for Women) association
Country	Italy
Category	<ul style="list-style-type: none"> <li>• Education</li> </ul>
Period	Since 2004
Overview	Italian classes for immigrant women. Duration: 60 hours. The course is carried out by 10 volunteer teachers and provide also a baby-sitting services in order to allow also women with babies and kids to participate.
Gender equality objective(s)	Integration of migrant women in Schio society
Target group(s)	Immigrant women living in Schio and in the neighborhood
Success factors	<p>Designing the course for women only makes it more easily accessible;</p> <p>Organising it on Saturday morning (market day) and in the city center makes more easy participation of women;</p> <p>Providing a baby-sitting service for mothers with young children allows participation of who have no one to keep her babies and kids.</p>
Local Authority website and contacts	<a href="http://www.comune.schio.vi.it/">http://www.comune.schio.vi.it/</a>

## MENOPAUSE. A NATURAL CHANGE

Title	<b>Menopause. A natural change.</b>
Local Authority or association of LAs	Schio
Country	Italy
Field(s)	Health
Period	November 2011 – February 2012
Overview	<p>Objective: speaking about a stage of women life considered as a quasi-taboo and promoting the idea that menopause is an evolutionary moment by promoting an experiential laboratory (4 meetings) integrating techniques of creative writing, bibliotherapy, relaxation and mind-body integration.</p> <p><b>Activities:</b></p> <p><b>A.</b> Cycle of four evening meetings on the issues of the transformation of the body:</p> <ol style="list-style-type: none"> <li>1) Changes and new needs of the body: physiological and therapeutic aspects (2 hours).</li> <li>2) Early diagnosis, prevention and treatment (2 hours).</li> <li>3) psychological and relational changes in the life cycle of women and men (2 hours).</li> <li>4) Mind-Body connection: discover a new balance and forms of life energy (2 hours).</li> </ol> <p><b>B.</b> Experiential workshop of “The Tree of Life. Nurture creative woman who is in you” (6 meetings of 2 hours and a half each)</p>
Gender equality objective(s)	Promoting women knowledge of the critical period of menopause and its acceptance as a normal step of lifecycle.

Target group(s)	Women from Schio and its neighborhood  About 100 women involved in the four-day-long seminar and about 15 women involved in the experience laboratory.
Success factors	Exploring a topic that is still a quasi-taboo using a standard and usual conference approach in order to introduce and develop informational aspects and reflection moments and more innovative active and experience method in order to stimulate self-awareness and exchanging experiences, apprehension and ideas.
Local Authority website and contacts	<a href="http://www.comune.schio.vi.it/">http://www.comune.schio.vi.it/</a> cristina.zamengo@comune.schio.vi.it

## FIGHTING GENDER STEREOTYPES AT SCHOOL

Title	<b>Fighting gender stereotypes at school</b>
Local Authority or association of LAs	Siena Province
Country	Italy
Field(s)	Education
Overview	<p>The municipalities in the province of Siena carried out activities to prevent gender based stereotypes in schools.</p> <p>The aim of these initiatives is to encourage children to question existing stereotypes that appear in their surroundings, especially in media, in books or in toys and to promote equal opportunities for girls and boys. More generally, combatting gender stereotypes allows future adults, both young men and women, to be more equal in the distribution of domestic tasks and more open towards different career possibilities.</p> <p>An example of an initiative is the three stage approach implemented in the community of municipalities Valdichiana:</p> <p><b>1. Analyze children’s perception of stereotypes</b></p> <p>The first step was to analyze the perception of stereotypes among children by giving them a questionnaire on “the gender of professions” (including questions on different professions such as lawyer, nurse or fireman and if the children consider these as professions for men or for women?)</p> <p>participate in the campaign and join the fight against inequalities based on gender.</p>

## **2. Promote acceptance by changing stereotyped images**

The second step aimed to introduce the topic of diversity and acceptance beyond stereotypes by using “flashcards” presenting men and women in domestic situations that do not correspond to the traditional gender roles (a man taking care of children or cooking while a woman is outside leaving for work for example). After showing the pictures, the children were asked to make up stories to explain the images.

## **3. Reversing the roles**

The third phase invited the children to practically apply non-stereotypical features by playing.

Six similar projects have been implemented in the province, local associations have actively mobilized to

Target group(s)

Children

## WHO IS THE MASTER OF BIG BAD WOLF?

Title	<b>Chi è il maestro del lupo cattivo? (who is the master of Big Bad Wolf?)</b>
Local Authority or association of LAs	Valdagno
Country	Italy
Field(s)	<ul style="list-style-type: none"> <li>• Prevention of violence</li> <li>• awareness raising</li> </ul>
Period	November the 25th, 2011
Overview	<p>Make people aware of aspects, present in advertising and particularly in road signs, that are precursors of violence against women.</p> <p>realization of the photographic exhibition “Born female (?)” stereotypes, constraints, gender identity, organized by the photographers of Fotoricerca Association of Valdagno.</p> <p>The conference thrilled audience highlighting violent aspects in advertising.</p> <p>The discussion emphasized the value and importance of initiatives that will enable everyone to broaden their critical reading skills about messages in advertising.</p>
Gender equality objective(s)	Fighting against stereotypes and making people aware on violent aspects in daily advertising.
Target group(s)	Local community
Impact	The exhibition was attended by a number of visitors, above all students who were particularly interested in the proposed topics.
Local Authority website and contacts	<a href="http://www.comune.valdagno.vi.it/">http://www.comune.valdagno.vi.it/</a>

**WHAT I SHOULD DO IF...  
MINIHANDBOOK FOR THE SELF-HELP OF INFORMED WOMEN**

Title	<b>“Cosa faccio se.....Mini manuale di autotutela per donne consapevoli” (What I should do if...mini-handbook for the self-help of informed women)</b>
Local Authority or association of LAs	Vicenza
Country	Italy
Field(s)	Prevention of violence
Overview	<p>Publication of the handbook “What I should do if ... mini handbook for the self-help of informed women) “in collaboration with the Association “Donna Chiama Donna” and the AIAF (Italian Association of Family Lawyers) containing synthetic and clear guide for women’s topics of interest, from a legal point of view and behavior, including aspects related to violence and harassment. This is the second edition of the publication with a different title, revised and updated.</p> <p>Purposes</p> <ul style="list-style-type: none"> <li>- Provide women a support to make them more aware of their rights, help them orient themselves in everyday life, to better protect themselves in difficult situations;</li> <li>- Provide concept answers to the most frequently asked questions of women and supply suggestions with regard to how to behave in case of violence and / or abuse.</li> </ul>
Target group(s)	Women, public libraries, schools
Local Authority website and contacts	Ufficio Pari Opportunità Tel. 0444 222162 - Fax 0444221418 e-mail: pariopp@comune.vicenza.it



## A GENDER APPROACH IN LOCAL GOVERNANCE. THE ADDED VALUE OF WOMEN PARTICIPATION

Title	<b>Project “UN APPROCCIO DI GENERE NELLA GOVERNANCE LOCALE – Il valore aggiunto della partecipazione femminile” (a gender approach in local governance. The added value of women participation)</b>
Local Authority or association of LAs	Municipality of Vicenza
Country	Italy
Field(s)	Access to politics
Period	24/09/2010 to 19/02/2011
Overview	<p>The project has two main paths.</p> <p>The first refers to activities aimed at the involvement of a large portion of female population on the territory through information and awareness-raising on topics of general interest, while the second one refers to activities specifically designed for persons participating in a specific training course to accompany the establishing of municipal Committee of equal opportunities aimed at creating the conditions for effective operations and proposals for the municipal administration.</p> <p>In particular:</p> <ul style="list-style-type: none"> <li>- Activities open to all citizens - Series of five information seminars and awareness of two hours each;</li> <li>- Activities aimed at the establishing of the municipal committee of equal opportunities - Training Program 6 meetings of three hours each.</li> <li>- Laboratories Project Work - 3 laboratories of project work of 5 hours each.</li> </ul>

## Objectives:

- To provide the new municipal commission of tools for better understanding territorial needs and constraints and to acquire knowledge of the areas in which to develop projects to promote a culture aimed at overcoming gender discrimination and stereotypes, equal opportunities and the reconciliation of life;
- To increase participation of women in public life and political culture;
- Provide expertise for effective designing interventions:
  - On the issues of reconciliation of aim to draw up a plan of the times for the city, to improve the quality of life of women and all vulnerable groups;
  - On the issues of mobility in the city, of discrimination, of the relationship between private life and work;
  - On female entrepreneurship issues and income differences between men and women and to assess its effectiveness and impact in terms of improvement and change;
- To acquire the tools to build consensus on the projects, through effective communication strategies, participation and involvement;
  - to impulse the creation of a network of women's groups to promote synergy and sharing of ideas, proposals and resources;
  - to promote synergy and collaboration in the implementation of positive action programs with other bodies of public and private sectors;

	<p>- Provide opportunities for the participation of all woman citizens to reflection, the exchange of ideas and proposals on some very current issues, such as the need to overcome the stereotypes and clichés, prevention of all forms of physical and psychological violence suffered first of all in the family, the enhancement of the personal affirmation resources and skills in appropriate roles and spaces and recognized in the social, professional and political fields.</p>
Gender equality objective(s)	Empowerment of female citizens for their active participation in local life
Target group(s)	<p>- All members of the Committee for Equal Opportunities of the City of Vicenza (municipal councilor - leaders of women's associations in the area - female representatives of the labor unions and employers);</p> <p>- Woman citizens in the area for the involvement in awareness actions on specific issues.</p>
Success factors	<p>Increased information and knowledge of the citizen on current topics of gender equality and support of the skills and abilities for personal affirmation in appropriate roles and spaces and recognized in the social, professional and political fields.</p> <p>Appropriation by the Committee on Equal Opportunities of tools for better understanding the territory and the areas in which develop projects to promote a culture of gender equality.</p> <p>Construction of a network of women's associations working in the area.</p>
Local Authority website and contacts	<p>Department of Gender Opportunities</p> <p>Tel. 0039 - 0444 222162 - Fax 0039 0444 221418</p> <p>e-mail: <a href="mailto:pariopp@comune.vicenza.it">pariopp@comune.vicenza.it</a></p> <p><a href="http://www.comune.vicenza.it/">http://www.comune.vicenza.it/</a></p>

**WATCHING, READING, LISTENING AND THINKING  
IN A DIFFERENT WAY: RELATION BETWEEN STEREOTYPES AND MEDIA**

Title	<b>Watching, reading, listening and thinking in a different way: relation between stereotypes and media</b>
Local Authority or association of LAs	Municipality of Vicenza
Country	Italy
Field(s)	Education
Period	September 2011 - May 2012
Overview	<p>The project starts from the observation that the media often launch discriminatory and / or degrading messages based on gender, perpetuating gender stereotypes that can spread sexism, representing an obstacle to an equal society. The proposed action aims to prevent people of all ages, even unintentionally, suffer continuous exposure to messages that propose stereotypes. This project was a help to young people to analyze, decode and understand the meaning of media messages that are proposed in different forms and ways.</p> <p>The project envisages a first phase of teacher training and preparation for work in the classroom and a second phase of activity in each class, with the support of educators of the Cooperative 'Il Mosaico' that will facilitate the reflections and expressive activities of the students. It also provided at each encounter the presence of a component of Municipal commission of equal opportunities.</p> <p>The program includes:</p> <ul style="list-style-type: none"> <li>- A meeting with the representatives of the project for the presentation of the project and of the training program.</li> <li>- Two training sessions for teachers with an expert and a final check;</li> </ul>

	<ul style="list-style-type: none"> <li>- Two meetings with each class where the children produce the material useful for a discussion-reflection on the theme of gender stereotypes, a summary of which are returned to the school and the Municipal Administration Commission for Equal Opportunities.</li> <li>- A test and feedback session</li> <li>- A public meeting at the end of the project to deepen the themes dealt with by the experts and present the results of work done by the classes, if possible, with an exhibition of the material produced by the students.</li> </ul> <p>Objectives:</p> <ul style="list-style-type: none"> <li>- Read and decode the media advertisements and increase the capacity for interpretation, analysis and objective assessment of sexist stereotypes in the media;</li> <li>- Stimulate to identify with positive values, encouraging the deconstruction of stereotypes and prejudices through the proposed activities to be implemented in the classroom.</li> <li>- To provide the Equal Opportunities Commission useful guidance to continue deepening and design of other measures relating to schools.</li> </ul>
Gender equality objective(s)	Fighting against stereotypes and making people aware on violent aspects in daily advertising.
Target group(s)	<p>Students and teachers.</p> <p>Seven classes of two city schools, about 200 students and 10 teachers.</p>
Local Authority website and contacts	<p>Department of Gender Opportunities</p> <p>Tel. 0039 - 0444 222162 - Fax 0039 0444 221418</p> <p>e-mail: <a href="mailto:pariopp@comune.vicenza.it">pariopp@comune.vicenza.it</a></p> <p><a href="http://www.comune.vicenza.it/">http://www.comune.vicenza.it/</a></p>

A stylized graphic of a person in light blue. The head is a solid circle. The torso is a thick, curved line that arches upwards. The legs are two thick, curved lines that arch downwards from the center of the torso. The word "LUXEMBURG" is written in a bold, blue, sans-serif font across the middle of the figure's torso.

**LUXEMBURG**

## GENDER 4 KIDS

Title	Gender 4 kids
Local Authority or association of LAs	Several town
Country	Luxemburg
Field(s)	Education
Period	From 2011
Overview	<p>Already at an early age, children are exposed to gender stereotyped roles through colours, books, toys, activities, but also by the different expectations set by educational staff and parents. This will in the long run have consequences on their personal development.</p> <p>The Gender4Kids training offered in Luxemburg aims to draw attention to this fact and to raise awareness on gender pedagogy adapted for children. The courses are offered to educational staff working in day care centers and schools. The training not only offers participants to reflect on the perception of equal opportunities in today's society but also includes thematic modules that allow participants to deepen their knowledge in specific areas such as the image of roles, self-esteem, diversity and games. Finally, to apply their knowledge into practice, participants are asked to organise an activity, workshop or an educational project of their choice aimed for children.</p> <p>The first Gender4Kids training took place in 2011. Since then, 12 courses have been carried out in 5 towns and reached more than 120 participants.</p>
Target group(s)	Educational staff of schools and day care centers

A stylized human figure composed of light blue shapes: a circle for the head, a thick curved line for the arms, and two thick curved lines for the legs. The word "PALESTINE" is centered on the chest area.

**PALESTINE**



## WOMEN CENTRE

Title	<b>Women Centre</b>
Local Authority	Ad Doha
Country	Palestine
Field(s)	<ul style="list-style-type: none"> <li>• Education</li> <li>• Access to politics</li> </ul>
Period	From 2011
Overview	<p>There are two women council members out of 13, but after the resignation of one of them, currently just one woman sits on the municipal council. Six out of 35 people employed in the municipality are women. Ad Doha Municipality has twice been voted the best local authority in gender equality. Because of this, it was chosen by the Ministry of Local Affairs as one of ten signatories of the Gender Charter: a list of principles and best practices to follow in the redaction and implementation of Palestinian local authorities' policies and programs.</p> <p>In 2011, a Women's Center was created under the municipality's authority. The center was opened by four women who were council members at the time to increase political space for women in the community. The main activities of the Women's Center are meetings, educational trainings and open discussions on issues and the development of the community's priorities. During meetings of the assembly, the municipal strategic plan is discussed and amended in accordance with the proposals of the local women. Open to all the women of Ad Doha, it has a fixed assembly and the president is a female council member. In this way the Women's Center can directly affect the choices, policies and proposals of the local authorities, granting to women direct involvement in the decision-making process.</p>
Gender equality objective(s)	Participation to local political life; promote access to education

Target group(s)	Women and girls living in the municipality
Success factors	High level of active participation required
Obstacles	lack of a structural network between the main national actors involved in gender equality. The absence cooperation and coordination between various bodies, such as police, ministries, local authorities and civil society organizations
Impact	Among the main achievements of the Women's Center in the field of education, is the opening of a local governmental school for students who before were obliged to enroll in Bethlehem or Beit Jala institutes.

## MEMORANDUM OF UNDERSTANDING WITH AL QUDS UNIVERSITY

Title	<b>Memorandum of Understanding with Al Quds University</b>
Local Authority or association of LAs	Al Ubadiyah
Country	Palestine
Field(s)	Education
Overview	<p>The council consists of 13 members, three of whom are women. Good practices for gender equality are not currently implemented as priority has been given to environmental policies due to the special situation of the community, which is effected by the sewage coming from Palestinian neighborhoods and Israeli illegal settlements in East Jerusalem.</p> <p>Despite not implementing good practices for gender equality, the municipality activated a network with local civil society organizations (among them the Al Ubadiyah Youth Club, the Rehabilitation of Disable People Society, Al Ubadiyah Agricultural Society, Al Ubadiyah Charitable Society, and the Women Clubs inside various political factions). The network mainly focuses its activities on immediate environmental issues, where women members play an important role on the boards of the aforementioned societies and organizations.</p> <p>Recently, through the joint activities of local authorities and civil society organizations and the commitment of female council members, it was possible to sign a Memorandum of Understanding between Al Ubadiyah Municipality and Al Quds University to increase the number of girls from the community enrolled in the university. The decision was made after realizing that the percentage of female students is gradually increasing due to awareness raising activities inside the community.</p>

Gender equality objective(s)	Promoting high level education of women
Target group(s)	Young girls (18 year old)



## WOMEN COMMITTEES

Title	<b>Women Committes</b>
Local Authority or as- sociation of LAs	Beit Sahour
Country	Palestine
Field(s)	Enhancing women participation in local life
Period	Permanent
Overview	<p>Eleven women are employed in the municipalities, with two women council members out of 13. The municipality created several committees with the aim of increasing community participation in the decision-making process: the Local Action Committee (Lac), the Youth Committee and the Women’s Committee. The committees are financed by the municipality, which also supports their internal management.</p> <p>The LAC consists of 30 members (including 19 women) and works as a bridge between the community and the municipality through its membership of teachers, doctors, architects and average citizens. LAC’s acts as a think tank and proposes solutions to collective problems and issues. With the exception of the president, the deputy president and treasurer who are elected by the assembly, members are volunteers.</p> <p>The Youth Committee is made up of 13 members (5 girls), all of them aged between 18 and 25 years old. The members are elected every two years by the youth in Beit Sahour. Its aim is to organize youth programs and involve young people in community life.</p> <p>The Women’s Committee comprises of 10 women, 2 are council members, while the others represent various local women’s organizations such as the Arab Women’s Union, the Beit Sahour Women’s Club, Al Najda, and the Mehwar Center. Their work focuses on women’s empowerment, fighting social discrimination and facilitating women’s access to the labor market and decision-making process.</p>

	The municipality and local women's organizations promote joint activities, such as workshops and training. The Women's Committee promotes the economic activities of poor women through projects such as food production and embroidery. Furthermore, it influences the municipality's policies regarding gender equality, highlights priority areas and recommends beneficiaries of financial and human resource investment.
Gender equality objective(s)	Active participation in local life
Target group(s)	Women and youth

## LIBRARY AND LEARNING CENTRE

Title	<b>Library and learning Centre</b>
Local Authority or association of LAs	Beit Jala
Country	Palestine
Field(s)	Education
Period	ongoing
Overview	<p>There are three women council members out of 13, with four women heads of executive departments. The municipality promoted the creation of internal committees concerned with different issues, such as tourism, art, culture and infrastructure that encourage the direct participation of civil society organization and youth. Popular assemblies are often organized, with citizens, youth, experts and associations gathered to discuss central issues of the community and propose solutions and activities.</p> <p>One of the main projects in the implementation phase is the opening of a library and learning center, a joint activity between the municipality and the Women's Association of Beit Jala. This is just one example of mutual cooperation between the local authority and the two women's organizations: the Women's Association of Beit Jala and the Women's Charity Society.</p> <p>The role of local women is focused on welfare and social services, sectors where women council members are more active - the women's backgrounds guarantee better work in the wider extra-curricular education system</p>
Gender equality objective(s)	Women empowerment
Target group(s)	Local women population
Success factors	Education is the strongest tool of awareness, it must target the society as a whole, with specific focus on the women themselves, so they have the tools to improve their political and social role.

## Obstacles

There are three women council members out of 13, with four women heads of executive departments. The municipality promoted the creation of internal committees concerned with different issues, such as tourism, art, culture and infrastructure that encourage the direct participation of civil society organization and youth. Popular assemblies are often organized, with citizens, youth, experts and associations gathered to discuss central issues of the community and propose solutions and activities.

One of the main projects in the implementation phase is the opening of a library and learning center, a joint activity between the municipality and the Women's Association of Beit Jala. This is just one example of mutual cooperation between the local authority and the two women's organizations: the Women's Association of Beit Jala and the Women's Charity Society.

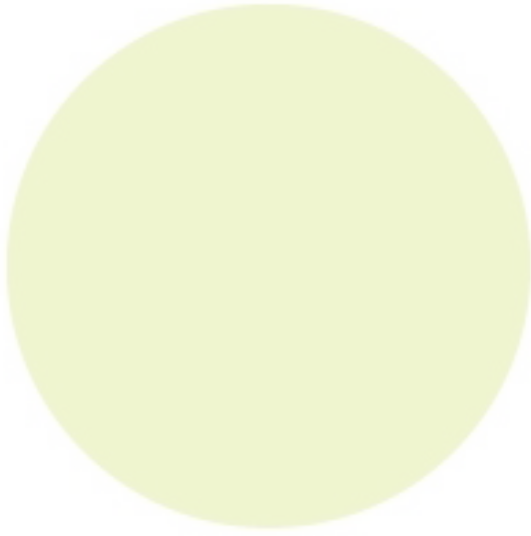
The role of local women is focused on welfare and social services, sectors where women council members are more active - the women's backgrounds guarantee better work in the wider extra-curricular education system



## WOMEN STRATEGIC PLAN AND NETWORKING WITH CIVIL SOCIETY

Title	<b>Women Strategic Plan and networking with civil society</b>
Local Authority or association of LAs	Teqoa
Country	Palestine
Field(s)	economic empowerment
Period	From 2012
Overview	<p>There are currently two women council members out of 13. In 2012 the municipality surveyed local women to understand their needs and priorities. According to the results of that survey, the municipality developed an ongoing strategic plan for gender equality in the community.</p> <p>The first achievement is the opening of the Women’s Center with the logistical and financial support of the municipality, which hosts the center in its offices. The two female council members work in the center and act as the bridge between local women and municipal authorities. The Women’s Center has two assemblies, one general and one administrative, with 13 fixed members, a president (a woman) and 70 beneficiaries. The main activities are economic, focusing on how to provide sources of income for women in the community. The economic projects that have been implemented include food production, embroidery production, computer and IT classes and the management of a section of the tourist attraction, Ibrahim Path (a trekking path that runs through the West Bank, managed by several municipalities and civil society organizations).</p> <p>Additionally, the municipality created an assembly of 30 members who take part in the development of the annual strategic plan. Eight of the 30 members are women from the community.</p>

	<p>The municipality is also part of a network that involves international NGOs and the Ministries of Local and Women’s Affairs. Through this network, it was possible to participate to international call for funding that allowed the municipality to get financial aid for loans and microcredit funds for women’s economic activities, mainly in agricultural field. The main goal, now, is educative, the municipality is working to increase the number of women in other economic fields and professions. Today, the few women who do work are employed in the educational sector, mainly as teachers. The aim is to increase the number of women doctors, engineers and other professions.</p>
Gender equality objective(s)	Economic and cultural empowerment
Target group(s)	Women living in the municipality
Success factors	Through this network, it was possible to participate to international call for funding that allowed the municipality to get financial aid for loans and microcredit funds for women’s economic activities, mainly in agricultural field.
Obstacles	Development is ongoing due to the lack of access to the community’s agricultural land, partially confiscated for the expansion of Israeli illegal settlements and partially under the control of the Israeli authority.
Impact	Despite this obstacle, the impact of these projects are visible in the community. The role of women is improving: women get more political and social space and men are more aware of women’s needs and the importance of their role in the community.



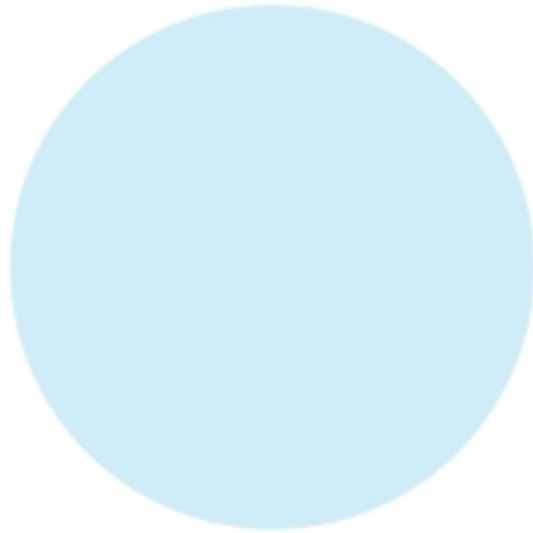
**SERBIA**



## ECONOMIC EMPOWERMENT OF WOMEN AND IMPROVEMENT OF GENDER EQUALITY

Title	«Economic Empowerment of Women and improvement of Gender equality»
Local Authority	Pantelej
Country	Serbia
Field(s)	Job
Overview	<p>Empowering women by stimulating employment and economic independence is one of the objectives identified by the Municipality of Pantelej for gender Equality. Pantelej signed the European Charter for equality between women and men in local life in 2013 and has established a local equality action plan for « Economic Empowerment of women and improvement of gender equality » covering the period from 2012 to 2017.</p> <p>Prior to the establishment of the Action Plan, a survey was conducted to gather information on the economic situation of women in the region and to identify the situation of gender equality.</p> <p>The survey provided valuable information on the situation of women in different areas and also on the existing equality gaps. This material then helped to identify concrete actions for intervention to improve gender equality in the region.</p> <p>A majority of the women in the survey said that the most important effort to reduce inequality would be to stimulate women employment. Women also showed interest in self-employment and requested more support in this field.</p> <p>Based on the survey the following three strategic priorities were identified for the municipality:</p> <ol style="list-style-type: none"> <li>1. Increase of participation of women in decision-making process and achievement of gender equality</li> </ol>

	<p>2. Capacity building of entrepreneurship and economic capability of women for economic independence and self-employment</p> <p>3. Preservation and improvement of health of women.</p> <p>To fulfil the objective on Women Entrepreneurship and Employment, the municipality has implemented several activities. They have organized several trainings to encourage women entrepreneurship, business-creation and to inform on the possibilities of establishing cooperatives of women in different areas such as:</p> <ul style="list-style-type: none"> <li>- Making and selling of hand-crafts</li> <li>-Establishing services for provision of social protection,</li> <li>-Encouraging creation of cooperatives of farms in rural areas</li> <li>-Programmes to support the development of female entrepreneurship in rural tourism.</li> </ul> <p>The municipality have also organized trainings to improve women’s skills, especially focusing on the use of IT and on women from multi-discriminated groups.</p>
Target group(s)	Women citizens
Local Authority website and contacts	<a href="http://www.pantelej.org.rs">www.pantelej.org.rs</a>



**SPAIN**



## I PLAN FOR EQUAL OPPORTUNITIES FOR WOMEN AND MEN OF THE PROVINCE OF ALBACETE

Title	<b>I plan for equal opportunities for women and men of the Province of Albacete</b>
Local Authority or association of LAs	Province of Albacete
Country	Spain
Field(s)	Administration
Period	May 2011 to March 2013
Overview	The aim of the Equality Plan I is to promote the cross-cutting application of the gender perspective in all areas and competencies, both in internal operation of the Province of Albacete and in its management of public policies and services
Gender equality objective(s)	<ol style="list-style-type: none"> <li>1. Enabling the participation of the corporation and staff in this field.</li> <li>2. Designing processes and systems to ensure the formal and real equality.</li> <li>3. Prioritizing corrective action in situations of visible imbalance: the structure of services and jobs.</li> <li>4. Implementing innovative measures in co-responsibility and reconciliation.</li> </ol>
Target group(s)	Staff of the Province of Albacete.
Success factors	<ul style="list-style-type: none"> <li>- important progresses in processes and procedures for the current situation of women and men of the Province of Albacete, as it has computerized tools for gender analysis.</li> <li>-Highlighting the work based on the image and communication with the creation of the Web page.</li> <li>- formalizing documents on prevention and quality of life with the development of the protocol of sexual harassment and gender.</li> <li>- Continuing balancing the implementation of non-sexist language in the administrative field.</li> </ul>

Obstacles	<ul style="list-style-type: none"> <li>- Desigual execution in the plan actions, probably because of a potential high expectations in its execution and less involvement in the implementation.</li> <li>- Real information on equal opportunities and awareness towards the detection of situations of discrimination.</li> <li>-Difficulty in matching actions with the procedures and instruments of the local government</li> </ul>
Impact	<ul style="list-style-type: none"> <li>- The composition of the workforce is still predominantly male while the female has slightly increased. (In 2010 the percentage of women was 39.1% and in 2013 it was 41.9%).</li> <li>- Several papers on the use of non-sexist language have been reviewed and published</li> <li>- the Web of Equality has been activated in the Portal de Albacete.</li> <li>- The prevention of occupational hazards is met and a Protocol of sexual and gender-based harassment has been elaborated.</li> <li>- Specific courses on equal opportunities in Continuing Education Plans have been given.</li> <li>- Equality clauses as tiebreaker in procurement processes are included.</li> </ul>
Local Authority website and contacts	<p>María Mercedes Martínez Núñez, Head of Equal Opportunities Department</p> <p>E-mail: <a href="mailto:mm.martinez@dipualba.es">mm.martinez@dipualba.es</a></p>



## I PLAN FOR EQUAL OPPORTUNITIES FOR WOMEN AND MEN OF THE PROVINCE OF ALBACETE

Title	<b>“ABU CONCILIA” training course for grandparents for conciliation and equality</b>
Local Authority or association of LAs	Municipality of Alcobendas
Country	Spain
Field(s)	Education
Period	January to December 2014
Overview	<p>The gradual admission of woman in labor market and the consequent new family models (divorced ones, monoparental ones, enlarged ones) need an external help in order to care for children when parents cannot. As a consequence more and more often in the last decades grandparents are who care for children when parents are at work. Recent studies show that about <b>70% of Spanish grandparents take or took care of their grandchildren while parents work</b> (Survey about elderly, 2010). Sociologists call this modern situation as “parents in old age”.</p> <p>On the one hand, it is to be stressed that ongoing conditions for grandparents are more favourable than in the past: they have less grandchildren than previous generation and a better health and vitality. In addition, according the above-mentioned survey about elderly people (2010), most of them live close to their families, which makes easier visits and mutual care.</p> <p>On the other hand, in Spain old people are often very old, which means large generational leaps about values and habits (above all in the field of Equality and Sexism) and an intermediate generation of grandparents who take care of both their parents and their grandchildren, producing high level of stress.</p>

	<p>The “National Confederation of Consumers and Users” (CECU) showed that 92% of Spanish grandparents are mainly influenced by tv advertising for choosing toys for their grandchildren; this kind of advertising is clearly sexist and encourages stereotyped roles for boys and girls.</p> <p>In order to help old people in their no-sexist caregiver and educative role in the full respect of Equality between men and women, the municipality of Alcobendas established a training and experiences exchanges space dedicated to old people caring for their grandchildren. The aim is giving basic knowledge for the gender perspective and building capacities to improve quality of family relationships and to empower them about their important role in families and society.</p>
Gender equality objective(s)	<p>Promoting gender perspectives and equality between women and men among old people and grandchildren</p> <ul style="list-style-type: none"> <li>• Contributing to improve old people’s quality of life</li> <li>• Enhancing coexistence, promoting neighborhood and social relationships in the city of Alcobendas</li> <li>• Enhancing social cooperation and inter-generational relations</li> <li>• Providing old people of tools for their empowerment in care and education</li> <li>• Enhancing programming of joint activities and coordination with other resources and bodies</li> </ul>
Target group(s)	<p>Target groups are: old people with need of teaching and learning, characterized by many gender stereotypes, experience in inequality family environment and the belief that relationship between women and men are “naturally” unequal;</p> <p>Grandparents (older than 60 years); boys and girls (grandchildren cared by grandparents since they were 4 years old).</p>

Success factors	A longer period of old age should motivate us to make an effort towards non-sexist intergenerational aging, opening up a range of opportunities for older people to choose their future, learn and teach us. To provide resources and references in Equality for our grandparents means to address a pending need in awareness raising on equality because, as caregivers, they are education model for our boys and girls.
Obstacles	Impossibility to continue the project due the lack of further funds
Impact	<p>The evaluation of the project has been very positive in each fields.</p> <p>At the end of the workshop participants were asked several questions: the results are the following:</p> <p>Question n.1: Did you like the professional managing the course? 100% of the participants answered “very much”</p> <p>Q. 2: In general How much did you like the course? 6% enough 94% very much</p> <p>Q. 3: Do you consider you learnt and reflected on grandparents’ role? 31% enough 69% mucho</p> <p>Q. 4: Have your expectations and objectives about the course been reached? 18,75% enough 81,25% mucho</p> <p>Q. 5: Have you learnt new ways to spend time with your grandchildren? 6,25% something 6,25% enough 87,50% very much</p> <p>Q. 6: Would you recommend this programme to other grandparents? 6,25% enough 92,75% very much</p>

Q. 7: Did you feel comfortable during the workshop?  
6,25% enough  
93,75% bastante

Some of the conclusions of the implementing bodies and of the municipality in particular are the following:

- to stress the positive impact of the workshop in the lives of who attended it and their families and to stress the importance of the team work of Integration and Equality department of Municipality of Alcobendas, La Casa de la Mujer (House of Woman) and Getting Better.
- To stress that in the previous years many of female participants to the programme attended similar courses organized by **la Casa de la Mujer** which shows the need for a space where exchange experience among peers and with professional able to support them in their task as caregivers.
- To show the importance of such an activities for elderly people who need support and external aid, given the changes in the current childhood and adolescens. An example is the importance that sessions on reggaetón and the sexism in its lyrics had for grandparents who did not know anything about the current music their grandchildren listen to. Moreover, it essential to carry out schools for grandparents with gender perspective as ABU-CONCILIA was because grandmothers and grandfathers are daily educators for their grandchildren and send them daily messages – often sexist ones.
- To consider as a good news the inclusion of men in this kind of workshop, considering their participation very important in the work for Equality

Local Authority website and contacts

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## YOUR OWN TIME

Title	<b>Your Own Time</b>
Local Authority or association of LAs	Municipality of Ejea de los Caballeros
Country	Spain
Field(s)	<ul style="list-style-type: none"> <li>• Education</li> <li>• Health</li> <li>• Prevention of violence</li> </ul>
Period	2010-2011 to now
Overview	<p>The “YOUR OWN TIME” program offers meeting spaces, through exchange activities and workshops of different subjects. An experience that encourages the social participation of women, expanding and consolidating their social relationships through learning, improving health and enjoyment of free time.</p> <p>What makes this program distinctive is that it has been designed, without forgetting the value that the domestic tasks and care have for society, because it is a different job, with a different way of doing, whose fundamental objective is the care of the life and the welfare of people.</p> <p>The studies on the uses of time reveal that women fundamentally have the responsibility to reconcile work, family and personal life. Often, in the swing of dedicating time to work and the domestic, they forget to take “their own time”.</p> <p>Therefore, the people participating in any of the activities of the program can make use of the following conciliation services:</p> <p>DAY CENTER: for people interested in participating in some activity and responsible for some elderly person in a situation of dependency.</p> <p>MUNICIPAL PLAY CENTRE: for people responsible for small children.</p>

	<p>The activities that are proposed in the framework of “YOUR OWN TIME” programme from own time are scheduled, quarterly, during the school year. During the course of 2013-2014 the following activities were offered:</p> <p>FIRST TRIMESTER</p> <ol style="list-style-type: none"> <li>1. Workshop on personal growth through myths and stories</li> <li>2. Meetings on Multicultural Women</li> <li>3. The feminine universe through photography</li> <li>4. Course of Informatics for beginners</li> </ol> <p>SECOND QUARTER</p> <ol style="list-style-type: none"> <li>1. Basic emotional education course.</li> </ol> <p>THIRD QUARTER</p> <ol style="list-style-type: none"> <li>1. Educating affectivity to prevent violence</li> <li>2. Meetings on Multicultural Feminine</li> <li>3. Rsexuality and maternity</li> <li>4. Intermediate course on Informatics</li> </ol>
Gender equality objective(s)	<ul style="list-style-type: none"> <li>- Social participation of women by promoting</li> <li>- rupture of sexist stereotypes and from a gender perspective.</li> <li>- Promote integral health, taking into account not only the biological, but also psychological, social and cultural aspects that are part of our lives.</li> </ul>
Target group(s)	Local population, especially women

Success factors	The long duration of the programme
Obstacles	Little use of the conciliation resources provided, in parallel, to the supply of activity
Impact	Each year, more and more people participating in the training offered by "YOUR OWN TIME". In its beginnings (course 2008-2009) about 50 people participated to reach the course, 2013-2014 participants are about 200.
Local Authority website and contacts	Ana M <sup>a</sup> Domínguez –Expert on Gender Equality of the Municipality of Ejea de los Caballeros.  E.mail: <a href="mailto:igualdad@aytoejea.es">igualdad@aytoejea.es</a> tel. 0034 976 67 75 37 or 0034 976 67 70 60

## SEXUAL AND COUPLE CONSELING CENTRE

Title	<b>Sexual and Couple Conseling Centre</b>
Local Authority or as- sociation of LAs	Municipality of Ejea de los Caballeros
Country	Spain
Field(s)	<ul style="list-style-type: none"> <li>• HEALTH</li> <li>• Gender-based violence</li> <li>• Education to Equality</li> </ul>
Period	2008-2009 to now
Overview	<p>The Sexual and Couples Counseling is a municipal initiative, promoted by the Social Services, Youth and Equality of the City Council of Ejea de los Caballeros.</p> <p>The field of application of sexology covers everything that has to do with the relationship between men and women, not only what happens to their bodies and genitals when they meet; But what happens to their lives by being men and women. From this point of view, the man-woman coexistence is a privileged nucleus of advice: communication, different affective needs, evolution of the couple and so on.</p> <p>The topics are:</p> <ul style="list-style-type: none"> <li>- Unpleasant sexual intercourse or sexual dysfunction.</li> <li>- Problems of coexistence or conflict resolution.</li> <li>- Doubts about how to treat sexuality with our sons and daughters.</li> <li>- Couple crisis.</li> <li>- Orientation and sexual identity.</li> <li>- Sexual intercourse during pregnancy, delivery and postpartum.</li> </ul>



Gender equality objective(s)	<ul style="list-style-type: none"> <li>- Providing guidance, information and professional advice on sexuality.</li> <li>- Serving as a resource for professionals in Education, Health and Social Services</li> </ul>
Target group(s)	<ul style="list-style-type: none"> <li>- People of any age</li> <li>- Couples</li> <li>- Families: fathers and mothers with doubts and insecurities regarding the sexuality of their sons and daughters</li> <li>- Also, it can serve as a resource for professionals in Education, Health and Social Services</li> </ul>
Success factors	Large range of population both in numbers and in age groups: the elderly, boys and girls, families, young and middle-aged men and women, teachers
Obstacles	No obstacles found
Impact	It is difficult to carry out the impact assessment because it is part of the privacy of the users; In spite of this, it strongly influences the affective-sexual health of the men and women, boys and girls of Ejea
Local Authority website and contacts	<p>Ana M<sup>a</sup> Domínguez –Person in Charge for Gender Equality of the Municipality of Ejea de los Caballeros. <a href="mailto:igualdad@aytoejea.es">igualdad@aytoejea.es</a></p> <p>Mamen Maqueda – Person in Charge for Youth of the Municipality of Ejea de los Caballeros. <a href="mailto:omij@aytoejea.es">omij@aytoejea.es</a></p> <p>P<sup>o</sup> del Muro 22-24.1<sup>a</sup> y 2<sup>a</sup> Planta del C. Cívico 50 600</p> <p>Tel. 0034 976 67 70 or 0034 61 976 67 75 37 Ext-1405 / 1402</p> <p><a href="http://www.ejea.es/index.php?sec=85&amp;id=131&amp;idB=17">http://www.ejea.es/index.php?sec=85&amp;id=131&amp;idB=17</a></p>

## EDUCATING AFFECTIVITY TO PREVENT VIOLENCE

Title	<b>Workshop on «EDUCATING AFFECTIVITY TO PREVENT VIOLENCE»</b>
Local Authority or association of LAs	Municipality of Ejea de los Caballeros
Country	Spain
Field(s)	<ul style="list-style-type: none"> <li>• Education</li> <li>• Gender-Based Violence</li> </ul>
Period	From school year 2008-2009 to now
Overview	<p>This workshop aims to “bring love to the classroom”, proposing to each student to write an experience in which s/he has felt to be loved and, based on the answers, think why they have felt loved. And so, by recognizing the love they received, from actual and concrete experience, it becomes easier to understand that suffocation, violence or manipulation have nothing to do with love, although in many movies, magazines, songs or TV series have told us so.</p> <p>The workshop has several activities including a visual activity in which students are offered a series of images to indicate in those who see love and in which they do not. It is surprising how they identify situations in which there is love (including situations outside the home or family) and in which they do not. Arriving at the conclusion that where there is no love we must identify what is happening and thus, we come to analyze images in which we can observe scenes of gender violence.</p>
Gender equality objective(s)	<ul style="list-style-type: none"> <li>- Working on feelings and make children learn the value of friendship, respect difference and freely build their identity;</li> <li>- Reflecting on personal relationships, the importance of accepting and loving the other person as s/he is and, above all, the importance of respecting and loving their freedom.</li> <li>- Providing tools to solve problems without violating.</li> <li>- Encouraging students to reflect and adopt appropriate behaviors for the prevention of violence</li> </ul>

Target group(s)	<ul style="list-style-type: none"> <li>- students from 5th and 6th year of elementary school</li> <li>- students from the school “Parque de la ejeanidad”</li> <li>- Parents attending the Municipal School of Families</li> </ul>
Success factors	<ul style="list-style-type: none"> <li>- High number of people benefiting from the workshop (working groups= more de 300 people.)</li> <li>- Active participation of beneficiaries due to the use of an open, flexible methodology based on experiential learning.</li> <li>- Workshop applicable to different ages.</li> </ul>
Local Authority web-site and contacts	<p>Ana M<sup>a</sup> Domínguez –Contact Person for Gender Equality of the Municipality of Ejea de los Caballeros.</p> <p>e.mail: <a href="mailto:igualdad@aytoejea.es">igualdad@aytoejea.es</a> tel. 0034 976 67 75 37 or 0034 976 67 70 60</p> <p><a href="http://www.ejea.es/index.php?sec=85&amp;id=114&amp;idB=17">http://www.ejea.es/index.php?sec=85&amp;id=114&amp;idB=17</a></p>

## AWARENESS CAMPAIGN FOR THE EQUAL DISTRIBUTION OF TASKS AND FAMILY CARE

Title	<b>Awareness campaign for the equal distribution of tasks and family care</b>
Local Authority or association of LAs	Municipality of Ejea de los Caballeros
Country	Spain
Field(s)	Health  Equality in home caring
Period	From 2008 to 2013 (During celebration of the Patron Saint)
Overview	<p>Awareness campaign for the equal distribution of tasks and family care promoted by the Equal service of the City of Ejea in the framework of the patron saint's holidays.</p> <p>This campaign consists of a call to the citizenship in general and the boys and men in particular, so that they become aware of the importance of being responsible, in equal parts, in the accomplishment of the domestic tasks and of family care and of the unjust to make always women to assume the tasks of home and care.</p> <p>Among other issues for lack of co-responsibility women:</p> <ul style="list-style-type: none"> <li>• have greater difficulties to access, stay and promote in the labor market.</li> <li>• suffer discomforts and become sick.</li> <li>• their own time is mortgaged or confused with the domestic.</li> </ul>
Gender equality objective(s)	<p>- Raising men and women awareness about the need to share responsibilities in household chores and care, showing them the benefits they can gain from it.</p> <p>- Raise public awareness about equal opportunities, making visible the existing inequalities</p>

Target group(s)	Local population, especially men and boys.
Success factors	- Good dissemination of the campaign through the intervention of the councilor responsible for media.
Obstacles	Difficulties in evaluating the “impact” that the campaign has produced on citizenship, since the modification of attitudes, behaviors and beliefs is difficult to quantify.
Impact	Despite the difficulties in assessing the impact of the awareness campaigns, they can stimulate social dialogue between couples and peers. An essential dialogue so that, little by little, unfair gender roles can be modified.
Local Authority website and contacts	Ana M <sup>a</sup> Domínguez –Contact Person for Gender Equality of the Municipality of Ejea de los Caballeros. e.mail: <a href="mailto:igualdad@aytoejea.es">igualdad@aytoejea.es</a> tel. 0034 976 67 75 37 or 0034 976 67 70 60

## 1ST PLAN FOR EQUALITY OF MÉRIDA

Title	<b>1st Plan for Equality</b>
Local Authority or association of LAs	Ayuntamiento de Mérida
Country	Spain
Field(s)	Gender mainstreaming
Period	2011-2015
Overview	<p>There are important obstacles that still exist today that impede the access and participation of women in economic, labor, social, cultural, educational and political life. The City of Mérida makes public its political commitment to eradicate all forms of discrimination and to achieve a truly egalitarian society, in which women and men enjoy the same treatment and equal opportunities to develop their lives.</p> <p>It is this political commitment that becomes a fundamental objective for the elaboration of the Equality Plan, which presides and guides its content and makes it a tool for political and citizen action.</p> <p>This has required a procedure based on the consultation, participation and involvement of each and every one of the municipal departments, as well as of the organizations and citizen associations that in a sectorial way represent the different groups of the city.</p> <p>The Plan represents the beginning of a new time in the approach to equal opportunities between men and women in Mérida. It is not a rigid and closed document, but the flexible instrument that guides municipal policies.</p>
Gender equality objective(s)	Eradication of discrimination and reaching of real and effective equality through local policies
Target group(s)	Local population
Success factors	The Plan was approved by the the all political parties.

Obstacles	<p>Lack of awareness on the part of the citizenship that causes the measures to be enlightened.</p> <p>It is difficult to assume gender mainstreaming in Delegations that do not directly work on social issues.</p>
Local Authority website and contacts	<p>Pilar Blanco (Delegate for Equality). Noelia del Pozo (Officer). 0034 924.389.023. <a href="mailto:igualdad@merida.es">igualdad@merida.es</a></p>

## LIVING IN EQUALITY

Title	<b>Living in Equality</b>
Local Authority or association of LAs	Municipality of Malaga
Country	Spain
Field(s)	Education
Period	2012 to now
Overview	Project for education aiming at training and awareness raising for primary and secondary school about equality and prevention of violence against women (VAW). This project got the 1st prize in the IX edition of the “Progress Prize” - Equality session organized by FEMP for municipalities with more than 50.000 inhabitants
Gender equality objective(s)	<ol style="list-style-type: none"> <li>1. Introducing in Education Centres of Malaga actions for equality in their functioning;</li> <li>2. impulsing the inclusion of specific activities and contents conformed to the meaning and scopes of equality between women and men</li> <li>3. Training and orienting pupils in detecting and preventing VAW</li> <li>4. Contributing to provide staff working in education specific capacities relevant to equal opportunities between women and men.</li> <li>5. Contributing to provide teachers and staff working in education a training tools for detecting and avoiding behavior connected to VAW, providing risk indicators.</li> <li>6. Enhancing integration of gender perspective and no-sexist language in school books, education materials and in lessons.</li> <li>7. Encouraging equal love relationships as prevention of VAW through training and knowledge.</li> </ol>



Target group(s)	Primary and secondary school pupils; teachers, mothers and fathers
Success factors	High involvement of Education centres, teachers and AMPAS (associations of pupils' mothers and fathers)
Obstacles	No obstacles found
Impact	<p>Situation after the action (main results):</p> <p>general improvement of interiorization of the concepts by pupils and teachers.</p> <p><i>Quantitative Indicators (number of beneficiaries; other quantitative indicators):</i></p> <p>Training course 2012-2013:  32 educative centres  1.963 pupils  about 80 teachers participating to the organized workshops.  25 teachers in training days.</p> <p>Training course 2013-2014:  Applying Centres: 40  Selected Centres: 31  19 professionals involved in the development of the programme.</p> <p>- <i>Qualitative Indicators</i></p> <p>Changes in the interiorization of contents in pupils</p> <p>capacity to identify discriminatory situations (limited presence of women in school books, limited recognition of women role in History, sexist language) and violent attitudes in several fields (advertising, love stories, social networks) has been improved (both in pupils and in teachers)</p> <p>Mainly teachers start to interiorize gender perspective in their daily lives.</p> <p>Better knowledge and awareness about certain attitudes and behaviors as VAW</p>

	<p>material outputs:</p> <ul style="list-style-type: none"><li>Guidebook for pupils in primary school (ES)</li><li>Guidebook for pupils in secondary school (ES)</li><li>Guidebook for teachers (ES)</li><li>Guidebook for mothers and fathers (ES)</li></ul> <p><a href="http://areadeigualdad.malaga.eu/portal/menu/portada/portadad/destaca%20dos/destacado_0002">http://areadeigualdad.malaga.eu/portal/menu/portada/portadad/destaca dos/destacado_0002</a></p>
Local Authority website and contacts	<p>Purificación Pineda Vargas Director General of the Equal Opportunities Department</p> <p>ppineda@malaga.eu</p>

## VIRTUAL EQUALITY SCHOOL FOR MEN

Title	<b>VIRTUAL EQUALITY SCHOOL FOR MEN</b>
Local Authority or association of LAs	Municipality of Malaga
Country	Spain
Field(s)	Education
Period	2010
Overview	<p>The Equality School for Men was developed in cooperation with La Caixa Foundation. It is a policy of active intervention specifically addressed to men, designed in a general framework of equality promotion measures with the objective to directly act on male citizens. It is a Virtual Interactive Platform for men (above all political and manager staff of the City Hall).</p> <p><b><i>Winner of the 2<sup>nd</sup> prize for quality – section “Good Practices”</i></b></p>
Gender equality objective(s)	<p>Directly acting with men through measures for defeating the “male resistance to the change”</p> <ul style="list-style-type: none"> <li>• identifying values, attitudes and situations which make more difficult the adoption of real equality its practice in the male citizens.</li> <li>• Obtaining the creation of a critical mass of men involved in the process for equality questioning traditional masculinity and putting in place more equal models, also as examples for the other men.</li> </ul>
Target group(s)	Male citizens of Málaga (above all political and manager staff of the City Hall)
Success factors	High interest of participants in the object of the course, which they had never studied
Obstacles	The lack of previous notions about gender
Impact	100 men managing and designing new local policies in gender perspectives.
Local Authority website and contacts	Purificación Pineda Vargas Director General of the Equal Opportunities Department ppineda@malaga.eu

## STATING RIGHTS

Title	<b>Section of Festival of the Cinema of Malaga SECCION DEL FESTIVAL: "AFIRMANDO LOS DERECHOS" (Stating Rights)</b>
Local Authority or association of LAs	Municipality of Malaga
Country	Spain
Field(s)	Culture
Period	2008 to now
Overview	This project was born as a tool for protest with a two-fold aim: on the one hand debating about disequilibrium between women and men, originated by differentiation of roles and the consequent sub-ordination of woman in many fields of life but this section wants also to support and encourage cinematographical works created by and/or for women. Edition after edition this section has gained more and more importance in the framework of the Cinema festival up to be turned into a national example.
Gender equality objective(s)	<ul style="list-style-type: none"> <li>• Raising awareness about crimes and Human Rights violations against women;</li> <li>• encouraging and supporting project and works developed in order to create opportunities for women.</li> <li>• exploring and developed a every year different topic which contributes to the social consciousness-raising of women rights.</li> </ul>
Target group(s)	Citizens of Malaga
Success factors	Interest of the citizens and the strong support by the organizers of the Cinema Festival of Málaga
Obstacles	No obstacles found
Impact	Edition after edition this section has gained more and more importance in the framework of the Cinema festival up to be turned into a national example.

	Year after year the technical quality and the significant social implication of directors in human rights of women and girls have progressively increased. Through this section great visibility has been given to reality of women in several countries in the world.
Local Authority website and contacts	Purificación Pineda Vargas Director General of the Equal Opportunities Department ppineda@malaga.eu

## CROSS-CUTTING GENDER TECHNICAL COMMITTEES

Title	<b>Cross-cutting gender technical committees</b>
Local Authority or association of LAs	Municipality of malaga
Country	Spain
Field(s)	Administration
Period	2012 - now
Overview	Creation of cross-cutting Technical Committes in order to meet the needs of the people of Malaga. Its main function is therefore the incorporation of the principle of equal opportunities between men and women in the municipal structure and actions of municipal services.
Gender equality objective(s)	<p>The creation of the Commissions aims to achieve a number of objectives:</p> <ul style="list-style-type: none"> <li>•making principle of equality a cross-cutting element present in municipal policies, ensuring equality between men and women and the elimination of discrimination based on sex.</li> <li>• promoting and ensure a culture of promoting equality in the actions that are performed, so that the City is a n example for citizens in equality policies.</li> <li>• reviewing and challenging permanently attitudes and behavioral mechanisms that generate and maintain existing inequalities.</li> </ul> <p>Develop specific actions to correct situations of gender inequality that exist in the different actions carried out by the different municipal areas.</p> <ul style="list-style-type: none"> <li>• Encouraging trends shift based on egalitarian redistribution of resource access and control models.</li> <li>• Supporting social change through the mainstreaming of a gender perspective in policies, programs, actions and activities of the various municipal areas and Councillors</li> </ul>

	<ul style="list-style-type: none"> <li>• Suggesting explicit goals with gender focus for the correct implementation of the Transversal Gender Plan.</li> <li>• Indicating appropriate strategies to incorporate a gender perspective in the actions of the different areas and municipal entities strategies.</li> <li>• Planning activities to address gender inequalities in any of the phases in which they are produced.</li> <li>• Promoting broad participation by consulting the various stakeholders in the development or validation of the Plan (objectives, strategies and activities).</li> </ul>
Target group(s)	Directly: all Areas of the City of Málaga Indirectly: all citizens of Málaga
Success factors	The Involvement of Technical and Managerial staff of each Municipal Area
Obstacles	No notion of gender
Impact	<p>The novelty of this action is to incorporate all areas, organizations and public companies of Municipality of Malaga in one joint Action Plan approved by the Plenum of Municipal corporation and in force until the end of 2013, in which all actions contemplated areas of opportunity and equality mainstreaming in the planning of its programmes.</p> <p>It is also worth being stressed the appointment of a technician from each area, agency or public company in Cross-cutting Gender Commission for a more active involvement of each area, organization or company in the development of this I plan and for the II one.</p> <p>Igualmente se puede destacar la metodología de trabajo sensible a las diferencias de género utilizada por cada Comisión Transversal y a través de sus grupos operativos, donde además de los miembros de la Comisión que representan a todas las Áreas de la Corporación, pueden incorporarse todas aquellas personas que tengan algo que aportar en un tema concreto</p> <p>We can also highlight the methodology used in work.</p>

	It is sensitive to gender differences and used by each Transversal Commission and through its operating groups, where all those who have something to contribute on a particular topic may be incorporated, in addition to the Commission members representing all areas of the Corporation.
Local Authority website and contacts	Purificación Pineda Vargas Director General of the Equal Opportunities Department <a href="mailto:ppineda@malaga.eu">ppineda@malaga.eu</a>



## POST-GRADUATE COURSE IN EQUAL COMMUNICATION

Title	<b>Post-graduate course in equal communication EN COMUNICACIÓN EN IGUALDAD CON LA UNIVERSIDAD DE MALAGA</b>
Local Authority or association of LAs	Municipality of Malaga
Country	Spain
Field(s)	Communication
Period	2009-2011
Overview	The Equal Opportunities Department of the Municipality of Malaga organized 3 editions of the post-graduate course in equal Communication, in cooperation with the University of Málaga. Such a course was mainly addressed to students at their last years at the Faculty of Communication, so that they were able to get a training in gender equality applied to Media.
Gender equality objective(s)	Promoting the suitable address for women image in the media. <ul style="list-style-type: none"> <li>• training media professionals according a gender approach;</li> <li>• training in gender equality university students.</li> </ul>
Target group(s)	Media Professionals
Success factors	The interest of students in the new subject and which they propose to be included among subjects of their faculty.
Obstacles	No obstacles found
Impact	60 students trained to face a communication respecting equality and without stereotypes nor roles.
Local Authority website and contacts	Purificación Pineda Vargas Director General of the Equal Opportunities Department ppineda@malaga.eu

## INTERACT EQUALLY

Title	<b>Relaciona-T en Igualdad (Interact equally)</b>
Local Authority or association of LAs	Municipality of Plasencia
Country	Spain
Field(s)	Education
Period	School year 2013-2014
Overview	The workshop is based on content analysis of press on the image of men and women and the development of a narrative about egalitarian relationships, following the thread of the sex-gender theory, focusing on myths about love and stereotypes of masculinity and femininity. A second step concerns the identification of signs of domestic violence in its beginning and its cycle and consequences.
Gender equality objective(s)	<p>GENERAL:</p> <ul style="list-style-type: none"> <li>- To promote healthy, equal relationships between young people</li> <li>- to raise awareness on Equal Opportunities</li> <li>- to prevent Gender Violence</li> </ul> <p>EDUCATIONAL:</p> <ul style="list-style-type: none"> <li>- To know the differential socialization process</li> <li>- To provide tools and critical capabilities to detect and prevent unequal and violent relationships</li> <li>- to show models of healthy relationships</li> <li>- to analyze the stereotypical relationships communication media show us.</li> </ul>
Target group(s)	<p>Students.</p> <p>The age of participants is appropriate for the content of the workshop will work as egalitarian relationships.</p>

Success factors	Given the age of the participants, we got them to reflect and analyze their own relationships, in some cases identifying the evidences of unbalanced relationships, where the seed of violence lay.
Obstacles	The temporal limitation, being a specific action and not a cross-cutting topic in education
Impact	Since its launch, it was performed in 6 centers of Secondary Education, and is being requested by the other schools to work with other groups of different ages in the centres in which it has already been done.
Local Authority website and contacts	<p>Department for Equality and fight against gender violence</p> <p>Email:oiplasencia@gobex.es Tel. 927428505.</p> <p>Excmo. Ayuntamiento de Plasencia.</p> <p>C/ del Rey nº6 10600 Plasencia (Cáceres)</p>

## CO-RESPONSABILITY: AN IMPOSSIBLE DREAM?

Title	<b>Corresponsabilidad ¿UN SUEÑO IMPOSIBLE.....? (Co-responsability: an impossible dream?)</b>
Local Authority or association of LAs	Municipality of Plasencia
Country	Spain
Field(s)	Education
Period	2013/2014
Overview	A teaching unit to develop critical capabilities against certain normalized and socially accepted attitudes, creating a cognitive conflict through watching a short cartoon in which children recognize the inequalities that occur in the domestic field and the consequences arising out of it. Then children are involved in a discussion-reflection on the short cartoon in which the terms JOINT-RESPONSABILITY and HELP are explicitly used.
Gender equality objective(s)	The activities are aimed at boys and girls: <ul style="list-style-type: none"> <li>• To visualize alternative models of behavior</li> <li>• To promote values of equality and respect for differences</li> <li>• Remove the gender-based differential socialization</li> <li>• Acquire the stewardship commitment</li> </ul>
Target group(s)	Boys and Girls studying at 3rd and 4th year of Primary School
Success factors	From the technical point of view Success factors lay in the fact that children discussed their immediate environment and themselves, promising to change what does not fit and creating with the help of teachers a tab commitment which involves parents, inviting them to the organization of housework with the involvement of all and them.
Obstacles	These are specific actions in the short space of time: not option given for an appropriate monitoring and evaluation

Impact	In Plasencia a total of 20 editions of the workshop were developed reaching a total of 500 children from the educational community.
Local Authority website and contacts	Department for Equality and fight against gender violence Email: oiplasencia@gobex.es Tel. 927428505. Excmo. Ayuntamiento de Plasencia. C/ del Rey nº6 10600 Plasencia (Cáceres)

## INSTRUMENTS OF COORDINATING COMMITTEE ON DOMESTIC VIOLENCE: COMMERCIAL AND INSTITUTIONAL COORDINATION TABLES

Title	<b>Instruments of Coordinating Committee on Domestic Violence: Commercial and Institutional Coordination tables</b>
Local Authority or association of LAs	Municipality of Plasencia
Country	Spain
Field(s)	interagency coordination
Period	2013-2014
Overview	The following instruments intended to establish a procedure coordinating comprehensive care for victims of violence gender optimizing collaboration between institutions involved in the intervention to women and child victims of gender violence and establishing procedures for homogeneous performance throughout the Autonomous Community that combine efforts on prevention, protection and assistance to victims.
Gender equality objective(s)	<ul style="list-style-type: none"> <li>- Taking care and comprehensively protect women and children victims of domestic violence, by providing police actions, socio-economic care, education, treatment, recovery and normalized social inclusion.</li> <li>- Provide clear and accessible information to victims on the rights acknowledged in the Organic Act 1/2004 and on existing resources for the realization of rights in the jurisdiction concerned.</li> <li>- Coordinate the various institutions in order to provide women and their children comprehensive information on protection made according accessibility criteria, utility and coherence</li> <li>- Ensure that, in their respective interventions, the Health, Education, Social Services and Police services transmit consistent and unified information to people affected by episodes of violence.</li> </ul>

	<ul style="list-style-type: none"> <li>- Increase the collaboration of professionals in the detection of domestic violence and in providing accurate evidences for the offense may be prosecuted and not go unpunished.</li> <li>- Promote training activities for the professionals involved in cases of Gender-Based Violence.</li> <li>- Enable staff belonging to different administrations though knowledge and necessary instruments to facilitate detection and assessment of situations of violence and to motivate victims to resolve the situation.</li> <li>- Promote the use of information and awareness campaigns against gender violence and for equality</li> <li>- Participate in information and awareness campaigns against violence and for equality</li> </ul>
Target group(s)	Professionals from different institutions involved in the detection or treatment of Gender Violence
Success factors	<p>It has created a space for training, reflection and debate on the work done against gender violence besides detecting the most relevant issues more urgent for the local staff.</p> <ul style="list-style-type: none"> <li>• training for staff involved directly or indirectly in tratment of victims of domestic violence.</li> <li>• There has been an improvement in the working and strategies communication between professionals and victims and among staff involved.</li> </ul>
Obstacles	Agree meeting dates
Impact	<p>More and more Increased resources are involved in the tables</p> <ul style="list-style-type: none"> <li>- Concerns and training needs are solved</li> <li>- Mutual understanding and coordination is directly established between the several resources</li> </ul>
Local Authority web-site and contacts	<p>Department for Equality and fight against gender violence Email: oiplasencia@gobex.es Tel. 927428505. Excmo. Ayuntamiento de Plasencia. C/ del Rey nº6 10600 Plasencia (Cáceres)</p>

## READING MAKES US EQUAL

Title	<b>Stand “Leer nos iguala” in the book fair of Valladolid</b>
Local Authority or association of LAs	Municipality of Valladolid
Country	Spain
Field(s)	Education and culture
Period	This action is carried out during the days of holding the Book Fair (April 25 to May 4, 2014). this action will last from 2014 to 2018, during the duration of the V Plan for Equal Opportunities.
Overview	It is a stand in which 100 titles of literary works highlighting equality principles or related to equal opportunity values are selected, as literature serves as a means to inform, educate and aware the public about the inequalities between men and women and the need to have an equal perspective to change reality. In addition, an advisory work on selected works have been performed.
Gender equality objective(s)	<ul style="list-style-type: none"> <li>- Raising public awareness about the livelihood of barriers to equal opportunities between women and men</li> <li>- Transmission of principles and values related to equality and the need to eradicate discrimination situations, roles and stereotypes.</li> </ul>
Target group(s)	All citizens: there is selection of works for each age: younger audience, youth groups and adult groups
Success factors	<ul style="list-style-type: none"> <li>- It is part of the Valladolid Book Fair that is a very successful and crowded cultural event with great assistance from the public.</li> <li>- The media disseminate this stand during the days when the Fair was open to the public.</li> <li>- The stand has had several visits, it has been consulted and sought advice on the readings.</li> <li>- There were good sales</li> </ul>



Obstacles	No obstacles have been detected. The activity has been highly valued and recognized at the fair, both by the organization and by those who visited the stand.
Impact	- 96 literary works have been sold - It is estimated that there were about 250 visitors to the stand
Local Authority website and contacts	Department of welfare and family (“Welfare”section) of the municipality of Valladolid

## DEBUNKING MITHS: NEITHER PRINCES NOR PRINCESSES

Title	<b>Workshop “debunking miths: neither princes nor princesses”</b>
Local Authority or as- sociation of LAs	Municipality of Valladolid
Country	Spain
Field(s)	Awareness raising
Period	I Municipal Plan against Gender-oriented Violence (2009-2012)
Overview	To sensitize, inform and prevent situations of violence in relationships between young people with disabilities
Gender equality ob- jective(s)	Provide students with the keys to a healthy relationship with a partner - Remove myths about romantic love - Help identify possible situations of violence
Target group(s)	Youth (14-22 years old) with disabilities:  - A workshop for students with intellectual disability from the ASPRONA centre  - Open call, on demand, for young people (14 up to 25 years old) with physical, mental or sensory disabilities from schools, special schools, associations or entities (total 13 workshops given)
Success factors	All demands met (a specific workshop for Asprona and 13 workshops in the open call) and get a positive response with the participation of students.
Obstacles	Need for adapting contents to youth with disabilities, taking into account the different situations of disability students.
Impact	For the first time an existing problem in the relations of these young couples has been addressed , with positive effects on their future relations, since tools and healthier way of relating have been provided.
Local Authority web- site and contacts	Department of welfare and family (“Welfare”section) of the municipality of Valladolid

**INCLUSION IN THE TENDER DOCUMENTS OF THE MUNICIPALITY OF ADMINISTRATIVE CLAUSES AND VALUATION RELATING TO THE PROMOTION OF EQUAL OPPORTUNITIES IN THE LABOR MARKET OR PRESENTING A SPECIFIC EQUALITY PLAN, AWARDING COMPANIES WHOSE PROPOSALS COMPLY WITH THESE GUIDELINES.**

Title	<b>Inclusion in the tender documents of the Municipality of administrative clauses and valuation relating to the promotion of equal opportunities in the labor market or presenting a specific Equality Plan, awarding companies whose proposals comply with these guidelines.</b>
Local Authority or association of LAs	Municipality of Valladolid
Country	Spain
Field(s)	administration
Period	During the term of V Plan for Equal Opportunities (2014-2018)
Overview	It is intended to promote equal condition by hiring companies that are sensitive to public equality policies. For that reason a clause and a endpoint have been introduced in the tender documents, saying that without violating equality companies that are carrying on their business management measures for equal opportunities between women and men will be advantaged.
Gender equality objective(s)	Promoting equal opportunities in private enterprise and granting those who in their business undertaken measures to strengthen it
Target group(s)	Companies interested in providing services, carry out works or provide goods to the Municipality
Success factors	The inclusion of a clause and endpoints in the contract documents, preferring in hiring those companies that meet equality criteria. This is a clear strategy and commitment of the City from public equality policies, which will contribute to increased awareness and projecting them in the field of private enterprise.

Obstacles	Adaptation of equality dynamics in public organization and culture change in the administration and private enterprise
Local Authority website and contacts	Department of welfare and family (“Welfare”section) of the municipality of Valladolid

## COMPLICIT IN LOVE, NOT IN ABUSE

Title	Guide to prevention against gender violence <b>“complicit in love, not in abuse”</b>
Local Authority	Province of Córdoba.
Country	Spain
Field(s)	Awareness raising
Period	2012-2014
Overview	Development and dissemination of a guide to prevention of domestic violence in the Province of Córdoba developed in collaboration with expert people (judges, prosecutors, law enforcement, psychologists, violence unit) and the City of Córdoba, under the slogan “complicit in love, not in abuse”.
Gender equality objective(s)	This is an instrument of prevention and awareness raising about gender violence that includes a test questions to facilitate to recognize a relationship with possible risk of violence as well as other useful information.
Target group(s)	All citizens, preferably teenagers.
Success factors	Its format, information leaflet and its contents are simply, offhandedly, clearly designed for its main target group. It includes a questionnaire for detection of possibly violent and not equal relations.
Obstacles	Dissemination is necessary in order to comply with his work in the breaking current sexist stereotypes
Impact	More than 10,000 copies have been distributed in secondary education centers, municipal libraries, departments of equality of municipalities of our province and in hostels members of the provincial hostel associations of Córdoba (hostecor). In 2014 it is also be distributed in schools affiliated to the director plan for co-existence and better school safety of the province, by signing of agreement with the government delegation in Andalucía.
Local Authority website and contacts	Department for Equality and Women. Province of Córdoba. Email: <a href="mailto:igualdad@dipucordoba.es">igualdad@dipucordoba.es</a>

## SCHOLARSHIP PROGRAM FOR 20 WOMEN PROFESSIONALS UNEMPLOYED IN THE PROVINCE OF CÓRDOBA

Title	<b>Scholarship program for 20 women professionals unemployed in the province of Córdoba to make professional practice in companies cooperating in social economic</b>
Local Authority or association of LAs	Province of Córdoba
Country	Spain
Field(s)	Job and Education
Period	2013-2014
Overview	The program consists in 20 scholarships for unemployed professional women over 18 and under 30 years old age or having obtained the academic degree in the last two years immediately preceding the announcement. The sholarship are in professions/degrees in which women are underrepresented for a period of 6 months and an economic amount of 600 euros per month. The number of hours to perform shall not exceed five hours per day.
Gender equality objective(s)	Developing work experience in sectors with little or no representation of women in social economy enterprises, thus having the opportunity to gain experience aimed at facilitating their entry into the workforce, and, once their entire practice has finished, giving them a professional certificate issued by the company and a certificate from the council.
Target group(s)	Young women between 18 and 30 years old age or having obtained educational qualifications in the two years immediately preceding the announcement. Women with educational qualification in professions /degrees in which women are underrepresented.
Success factors	Benefits for target group  Improving employability through the development of professional skills and experiences

	<p>Benefits for companies</p> <p>companies had the opportunity to have professionals with great CVs on their teams at no cost, because the costs of affiliation and contribution to Social Security Fellows are borne by Province of Córdoba.</p>
Obstacles	<p>Lack of joining from social economy enterprises to the program for performing professional practices for the selected grant holders, so 6 of them could not benefit from the grant.</p>
Impact	<p>Realization of unearned internships by 14 women for 6 months in the following academic degrees: higher technical agricultural engineering, management and organization of agricultural enterprises, public works technical engineers, specializing in civil construction engineers of roads, canals and ports, graduate building engineering, superior technique in developing and implementing construction projects, industrial engineer (mechanical specialty)</p>

## TRAINING AND JOB TRAINING

Title	<b>Training and job training</b>
Local Authority or association of LAs	Province of Córdoba
Country	Spain
Field(s)	Job and Education
Period	2013
Overview	The pilot project consists in obtaining a driving license for Class “D” + Certificate of Professional Aptitude (CAP passengers) and driving license for Class “C” + Certificate of Professional Aptitude (CAP goods) to 40 unemployed rural women .
Gender equality objective(s)	Encouraging the professional development of rural women qualifying them in professions where socio-cultural barriers for women insertion are present, increasing their employment opportunities and eliminating stereotypes in education and in the labor market, promoting female entrepreneurship and business creation by women in areas traditionally masculinized.
Target group(s)	Unemployed women in rural areas of the province of Córdoba
Success factors	The courses were developed in Córdoba city, thus training was centralized and attendance to practical classes was favoured by the use of the public transport. Theoretical training for obtaining driving license “C / D” could be done away thanks to tutorials.
Obstacles	problems in reconciliation with family life.
Impact	40 women have obtained a driving license for Class “C / D” + Certificate of Professional Aptitude (CAP goods / CAP passengers).
Local Authority website and contacts	Department for Equality and Women. Province of Córdoba. Email: <a href="mailto:igualdad@dipucordoba.es">igualdad@dipucordoba.es</a>
Title	PROGRAM “EMPLE@” Contract women
Local Authority or association of LAs	Province of Córdoba.
Country	Spain



Field(s)	Job
Period	2013
Overview	It is a program for the promotion of employment and socio-labor insertion of women who meet a certain profile, through hiring incentives for a minimum period of 6 months full time to permanent contracts, by companies, institutions or organizations and municipalities of Córdoba.
Gender equality objective(s)	Encouraging labor integration, maintenance in the workplace and improving the employability of women with special difficulties in accessing the labor market.
Target group(s)	Women victims of domestic violence, long-term unemployed women, women with no shared family responsibilities, women aged not less than 45, women with disabilities.
Success factors	The amount of subsidy which is an economic incentive for hiring, and ranging from 2,800 euros for contracts of 6 months full-time (minimum hiring period) to a maximum of 5,600 euros for permanent contracts. Besides the economic subsidy, the beneficiary entities are given a quality label that can be incorporated in their advertising
Obstacles	target group cannot be extended to all women, and at enterprise level there is a minimum of contracting, leaving out the incentives contract lasting less than six months, so those temporary contracts by accumulation tasks or production circumstances that are less than 6 months cannot be accepted.
Impact	41 contracts to women: 31 full-time for 6 months, 5 full-time for 1 year and 5 part time for 1 year
Local Authority website and contacts	Department for Equality and Women. Province of Córdoba. Email: <a href="mailto:igualdad@dipucordoba.es">igualdad@dipucordoba.es</a>

## “INTEGRA” PLAN

Title	<b>“INTEGRA” PLAN</b>
Local Authority or association of LAs	Province of Málaga
Country	Spain
Field(s)	Citizens participation and gender equality
Period	1-1-2014 to 30-12-2014
Overview	Support to women’s organizations on the way to innovate, imagine, think and plan the way forward on the road to gender equality in collaboration with all the associations of municipalities. One of the most important dimensions of Integra Plan is to modernize and expand the social base of women’s associations so that they can actually lead the work for gender equality in their municipality.
Gender equality objective(s)	<ul style="list-style-type: none"> <li>- Strengthening women’s organizations, primarily in the task of institutional and social mediation for gender equality.</li> <li>- The creation of county networks of associations for Gender Equality</li> <li>- Rejuvenation of the Associations of women.</li> <li>- Creating networks composed by municipal head of Equality Departments and relating to gender violence, equal opportunities, digital literacy, etc..</li> </ul>
Target group(s)	Members of all kinds of association especially women’s associations, youth associations and AMPAS (Association of Pupils’ Mothers and Fathers).
Success factors	Participatory planning
Obstacles	<p>The difficulty of consensus among all type of associations about gender equality objectives.</p> <p>The reluctance of women’s associations to share its scope with the rest of civil society organizations.</p>

Impact	<p>So far, there have been 10 county forums with the participation of:</p> <p>People: 189          Belonging to organizations: 175          Technical Staff 6          Political Staff 8          Associative Entities: 58          Associations of Women: 45          AMPAS: 7          Youth Associations: 2          Other Associations: 17          Towns: 33 with less than 25,000 inhabitants</p> <p>6 Global projects and 10 sub-county projects have been designed. Currently under recruitment. The execution will take place between June and December 2014</p>
Local Authority website and contacts	<p>Department for Equality of the Province of Málaga:  <a href="mailto:igualdad@malaga.es">igualdad@malaga.es</a></p>

## TRAINING ON EQUALITY

Title	<b>FORMACIÓN EN IGUALDAD (Training on Equality)</b>
Local Authority or association of LAs	Province of Málaga
Country	Spain
Field(s)	Awareness and Training
Period	Every year
Overview	basic and advanced levels online training on equality gender mainstreaming and more specialized use of non-sexist language, work-life balance, training of trainers.
Gender equality objective(s)	Introducing and training in the mechanisms of generation, maintenance and solutions of situations of gender inequality incorporating the vision, the gender analysis and the practical application of the tools of equality policies.
Target group(s)	<ul style="list-style-type: none"> <li>- Political and technical personnel of administrations and public organizations.</li> <li>- Citizens of the province</li> </ul>
Success factors	Accessibility, immediacy, flexible timetable and space
Obstacles	Access to technical-computing requirements.
Impact	Very positive participation, scope and assessment of students 2-3 training sessions with an average participation of 35-40 people have been conducting since 2009
Local Authority website and contacts	Department for Equality of the Province of Málaga: <a href="mailto:igualdad@malaga.es">igualdad@malaga.es</a>

## ONLINE TRAINING COURSE IN GENDER-BASED VIOLENCE

Title	<b>Online training course in gender-based violence</b>
Local Authority or as- sociation of LAs	Province of Málaga
Country	Spain
Field(s)	Training on gender-based violence
Period	2013-2014
Overview	Within a packadge of Training Plan of the Provincial Council of Málaga, a twenty-hours long online course is taught about Gender Violence: definition, forms of violence, cycle of violence, characteristics.
Gender equality ob- jective(s)	The course objectives are: <ul style="list-style-type: none"> <li>• Approaching basics that allow reflection on gender violence.</li> <li>• Deepening the causes and various forms of gender violence.</li> <li>• Knowing the policies carried out in Spain and in the rest of Europe on gender violence.</li> <li>• Understanding the legislation and the means to eradicate gender violence.</li> </ul>
Target group(s)	Workers from the Provincial Council of Málaga and tfrom he municipalities of the province
Success factors	It is a mandatory training, so it is attended by all em- ployees, regardless of the Provincial Area in which they work.
Obstacles	It is not a subject of their choice, which sometimes makes them reluctant to attend.
Impact	Once the course is completed and having depth knowledge of this phenomenon, changing attitudes and questioning of the myths and stereotypes origi- nating the violence have been raised.
Local Authority web- site and contacts	Department for Equality of the Province of Málaga: igualdad@malaga.es

## NETWORK OF MUNICIPALITIES FOR GENDER EQUALITY

Title	<b>Network of Municipalities for Gender Equality</b>
Local Authority or association of LAs	Province of Málaga
Country	Spain
Field(s)	Dissemination, awareness raising , institutional coordination
Period	Since 2009
Overview	Cooperation project between local entities whose common objective is to promote equality between women and men in public policies of municipalities. It has its own web space with all the information related to the internet and it opens a space for dialogue, reflection and exchange of ideas. It is a space for institutional coordination, to improve the management of public policies and the responsibility to gender equality of local authorities in the province of Málaga.
Gender equality objective(s)	Improve quality of local actions in this subject, optimizing resources, putting the interests of the Network before the single institution ones and implementing actions and shared goals.
Target group(s)	General public and public administrations
Success factors	Accessible, dedicated webspace
Obstacles	Difficulties in territorial coordination
Impact	65 entities participating, more than 9,000 visits in 2013
Local Authority website and contacts	Department for Equality of the Province of Málaga: igualdad@malaga.es

## PREVENTATION OF GENDER-BASED VIOLENCE IN THE PROVINCE OF MÁLAGA

Title	<p><b>Prevention of gender-based violence in the province of Málaga</b></p> <p><u>This practice is nominated by the Spanish Ministry as an example of good practice.</u></p>
Local Authority or association of LAs	Province of Málaga
Country	Spain
Field(s)	Awareness and Prevention of gender-based violence
Period	2013-2014
Overview	This is a training course alternating with employment, targeting students in training workshop and employment workshops, who for various reasons have not had access to formal education or have left the same, and thus are not formed in values of equality and violence prevention.
Gender equality objective(s)	<ul style="list-style-type: none"> <li>- Preventing gender-based violence in all its manifestations</li> <li>- Raising awareness about the cultural and social norms causing inequality between men and women.</li> <li>- Understanding the problem of gender violence and the causes triggering it.</li> </ul>
Target group(s)	<p>Student Training Workshops (under 25 years)</p> <p>Student Employment Workshops (25 to 55 years old)</p>
Success factors	Groups already created, involvement of the monitors.
Obstacles	Sometimes very high identification with the problem
Impact	Change in perception after greater knowledge of the problem.
Local Authority website and contacts	<p>Department for Equality of the Province of Málaga:</p> <p><a href="mailto:igualdad@malaga.es">igualdad@malaga.es</a></p>

## COORDINATION ON GENDER VIOLENCE IN THE PROVINCE OF MÁLAGA

Title	<b>Coordination on Gender Violence in the Province of Málaga</b>
Local Authority	Province of Málaga
Country	Spain
Category	Coordination on Gender Violence
Period	2013-2014
Overview	Tables for District Coordination are launched as spaces for the sharing of the actions carried out by the various actors involved.
Gender equality objective(s)	<p>Sharing, disseminating and applying experiences and good practices in gender violence, facilitating a joint, coordinated and homogeneous response to the problem.</p> <ul style="list-style-type: none"> <li>• To ensure the effectiveness and quality of performance in supporting and protecting of victims.</li> <li>• To optimize the resources needed to prevent violence and protect women victims and minors who live with.</li> <li>• To promote education, training and expertise of the professionals working with women victims.</li> <li>• To create district networks facilitating knowledge of existing resources.</li> </ul>
Target group(s)	Tables are composed by representatives of several fields and actors: healthcare, education, social services, employment, women's centers and law enforcement forces.
Success factors	Tables have been created in the five districts with significant participation by all sectors involved.
Obstacles	In some cases districts cover a large geographic area, which makes difficult to attende at district tables. In spite of this, however, the average attendance at tables is usually good.



Impact	The Tables for District Coordination favor an integrated approach to gender, as both the Organic Law 1/2004 and the Andalusian Law on 26/11/2007 recognize gender violence as a phenomenon requiring multidisciplinary solutions.
Local Authority website and contacts	Department for Equality of the Province of Málaga: <a href="mailto:igualdad@malaga.es">igualdad@malaga.es</a>

## “WOMAN AND HEALTH” DAYS

Title	<b>“Woman and Health” Days</b>
Local Authority or association of LAs	Mancomunidad Riberos del Tajo
Country	Spain
Field(s)	<p>Equality, gender mainstreaming and intersectionality as principles.</p> <p>Preventing gender violence.</p> <p>Health and quality of life.</p> <p>Social, political and economic participation and development cooperation</p>
Period	2008-2011
Overview	<p>These days have been developed with the help of different health and social professionals. During the event, the main health problems affecting women have been addressed, as well as prevention and intervention in the different cases.</p>
Gender equality objective(s)	<p>Including the principle of equality into all policies, areas and levels.</p> <p>Raising awareness about the social problem of gender inequalities to prevent gender violence.</p> <p>Promoting and disseminating existing and newly created services and resources to prevent and act against gender-based violence.</p> <p>Promoting the improvement of the quality of life of women taking into account their peculiarity.</p> <p>Raising awareness of the benefits of a healthy life.</p> <p>Supporting recreation for women.</p>
Target group(s)	Local population, with special focus on women

<p>Success factors</p>	<p>Organising four editions.</p> <p>Collaboration with several entities for the development of the days.</p> <p>Great participation from rural area.</p> <p>Involvement of professionals as speakers</p>
<p>Obstacles</p>	<p>Have a short period of time for the organization of such meetings.</p> <p>Scarce funds for the development of the event.</p> <p>Difficulty to convene and transfer the population of the municipalities of the Mancomunidad (commonwealth).</p>
<p>Impact</p>	<p>Before the Days, many of the users did not know the procedures for the prevention and intervention in case of certain diseases and did not give the necessary importance to their health.</p> <p>The participants are then better informed about the steps they have to take in the case of certain diseases and are more aware of their health needs.</p>
<p>Local Authority website and contacts</p>	<p>Department of Equality and Gender-Based Violence “Riberos del Tajo”</p> <p>Contact persons for Equality: Pilar Durán Sánchez/ Marieta Sánchez Martín</p> <p>Address: C/ Real, nº 62, 2ªA, 10820, Cañaveral (Cáceres)</p> <p>Tel: 0034 927300400; Fax: 0034 927300417</p> <p>Email: oiriberosdeltajo@gobex.es</p>





**SWEDEN**



## GENDER MAINSTREAMING IN ESKILSTUNA

Title	Gender mainstreaming
Local Authority or association of LAs	Eskilstuna
Country	Sweden
Field(s)	Gender mainstreaming
Overview	<p>The City planning administration in Eskilstuna is integrating gender mainstreaming in their operations. This work has included both training of the staff and improvements to make the city safer for both women and men. The municipality has considered various aspects such as public lightning, art in the public space and reviewing the public transportations. One of the conclusions drawn from the project is the importance of including the gender perspective in the early stages of the processes and also to make sure to have a gender balance in the working groups to broaden the perspectives.</p> <p><b>The importance of good lightening</b>          Studies show that women feel more insecure in public spaces than men. One of the aspects affecting this sense of security is the lightning. Reviewing the public lightning can contribute to increase the sense of security among citizens, it does not necessarily mean investing in more lightning but rather focus on the right kind of lightning. It is necessary to analyze the situation in order to find the most appropriate solutions. Too much lightning can for instance be bad since the surroundings thereby gets darker, it can also cause glare which makes it difficult to observe the surroundings which can create insecurity.</p> <p><b>Art and norms in the public space</b>          Another aspect to reflect upon is the art provided in public spaces. Are the artists in most cases women or men? What does the art represent and what signals does it send to citizens about gender? Is there a majority of statues of men? Is there a majority of streets</p>

named after men? These kinds of questions help reflecting on the prevailing norms and who gets the most visibility in society.

**Public traffic planning**

Studies show that women travel differently than men. Women walk, bike and use public transportation more often than men. There would be large economic and environmental benefits to make if citizens would start travelling more like women.

The municipality of would like to get access to more gender disaggregated statistics to use as a basis for their municipal traffic planning since this would help improving the work further. However, this kind of statistics is often lacking. The municipality has therefore taken the initiative to start and divide all their observations and surveys based on gender.

Target group(s)	Citizens, especially women
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## GENDER MAINSTREAMING AS A MEAN TO IMPROVE QUALITY OF MUNICIPAL SERVICES

Title	<b>Gender Mainstreaming as a mean to improve quality of municipal services</b>
Local Authority or association of LAs	Jönköping
Country	Sweden
Field(s)	<ul style="list-style-type: none"> <li>• Job</li> <li>• Education</li> <li>• Services</li> </ul>
Overview	<p>The municipality of Jönköping is implementing gender mainstreaming as a strategy to improve the quality of municipal services and ensure equal treatment of its citizens regardless of their gender.</p> <p><b>Educational material used in fire safety training for children and students</b></p> <p>A working group reviewed the material used in the fire and safety training for children and students and concluded that in the current edition, there were no girls or women figuring on the illustrations. To increase awareness among girls on the fire fighting profession and inspire girls to get interested in the profession at an early age, the municipality is now working on elaborating new educational material for children that are more representative. In a long term perspective, the municipality hopes that more girls will apply to become professional fire fighters.</p> <p><b>Implementation of Gender Mainstreaming in Leisure activities</b></p> <p>In accordance with Article 20 of the European Charter for Equality stating that the signatory should ensure that women and men, girls and boys are offered equal access to cultural, recreational and sports activities, the municipality of Jönköping decided to use gender disaggregated statistics to gather information on the users of different municipal services in order to identify areas for improvement.</p>



The municipality of Jönköping studied the following:

- The distribution of women and men in boards of associations receiving allowances
- The amount of women and men, girls and boys using different sports facilities
- The percentage of the total budget dedicated to activities mainly used by women versus activities mainly used by men
- Whether the municipality is organizing activities to encourage women to engage in activities that are usually performed by men and vice versa?

Based on the outcomes, the municipality wants to make sure that at least 45 per cent of the resources are allocated to the underrepresented sex in the coming budget. The municipality also wants to conduct these types of measurements more often to further improve the quality of their services.

### **Gender disaggregated statistics of municipal invoices and receivables**

The municipality of Jönköping also divided the statistics of invoices and receivables sent to citizens by the municipality based on gender. Figures showed that men received reminders to a larger extent than women; however women were overrepresented among the ones receiving assistance from the municipality to make a repayment plan.

Moreover, figures showed that invoices concerning child care were in most cases sent to the woman of a household; whereas invoices concerning sanitation and garbage were, to a larger extent, sent to men.

As a result, the municipality of Jönköping decided to leave it up to the families to decide who should receive the different invoices.

The objective of this analysis was to get a better knowledge of the citizens using different services in order to identify and correct any inequalities in treatment. As a part of this project, municipal staff working in these departments also undertook training.

	<p><b>Equal treatment of girls and boys in schools</b></p> <p>The municipality wanted to analyse if girls and boys were treated differently in primary schools. Interviews of students showed that they did not feel any difference in treatment based on gender during classes. However, in case of disorder, boys would be reprimanded, whereas girls would have the chance to discuss the problem with the teachers. This difference in treatment was seen as unfair by the boys.</p> <p>The results of the interviews were discussed with the teachers in order to raise awareness on the impact of treating and setting different expectations on children based on gender.</p> <p><b>Survey on salaries from a gender perspective</b></p> <p>The municipality also conducted a study of the salaries of the employees working at the Educational Unit in order to identify possible differences of wages based on gender. By comparing salaries of women and men in certain professional categories, pay gaps based on gender could be identified in some groups. The second step of the study was to analyze the reason behind these differences in wages.</p> <p>Mapping salaries of women and men in this way helps to identify potential unequal treatment based on gender at the individual or structural level.</p>
Target group(s)	Workers, students, local authority

## ACTIVE CITIZENS

Title	<b>Active citizens</b>
Local Authority or association of LAs	Malmö
Country	Sweden
Field(s)	Urban spaces
Overview	<p>In 2010 the <b>City of Malmö</b> started a large project to develop new “socially friendly” pedestrian and cycle paths connecting the central areas of Malmö with the socio-economic less advantaged suburb, <b>Rosengård</b>. The project was financed by the <b>European Regional Development Fund</b> and the <b>Swedish Delegation for Sustainable Cities</b>. A main component of the project was to engage inhabitants through <b>active citizens’ dialogue</b> in order to provide opportunities for residents to take part and influence their local environment.</p> <p>As a part of the project, an old parking lot would be transformed into an <b>activity space for young people</b>. When the first sketches were drawn, these were based on typical images of what kind of physical activities an urban space should offer to young people; possibilities for skating, climbing and painting graffiti. However, when looking at the targeted audience for such areas, surveys show that they are predominantly used by young men and boys. This raised the question of <b>who the city was making the plans for</b>. After some research, it appeared that the leisure activities provided for youth was mostly used by young men and boys; whereas only 10-20% of the visitors were girls. When it came to sports, the patterns were similar: only 2 out of 19 sport teams in Rosengård were girls’ team. Even through simple observations of the outdoor environment, it was clear that men dominated in the outdoor urban spaces.</p> <p>It was decided that the new activity area of Rosengård would make an effort to contribute to make it a <b>moregender balanced area</b>.</p>

The project decided to focus on **involving young women and girls** from the neighborhood since this group is often neglected, both in statistics and in media. Other priorities were focusing on sustainability and improvement of the participation processes allowing citizens to get involved.

An **advocacy group of young women** was then established to contribute with ideas on activities that could be organized in the space. The group called for more cultural activities related to music and dance rather than physical activities. As a second step, a **group of stakeholders** composed of local associations and small businesses became involved. These groups were responsible for planning the programme of activities and also had direct influence on the spending of the budget. The idea was to build upon the engagement mobilized through the planning processes so that activities offered in the area would be **managed and maintained by the users themselves**.

The approach showed to be successful and throughout the year, young people from different groups participated in the preparations and arranged various activities such as movie screenings, a festival on sustainability and a Christmas market.

Moreover, the name of the space “Rosens Red Carpet” was the winning proposal in a competition organized in the suburb as a further way for inhabitants to take ownership of the space.

The contribution from the group of young women was acknowledged by media and generated a public debate on the importance of including gender equality in urban planning. When the project came to an end, the group of young women wanted to continue their work and started their own advocacy group **“Engaged in Malmö” (EIM)**. This group continues to organise public events, helping other girls to implement their ideas and encourage citizens to participate in the urban planning of the city.

	<p>The City of Malmö hopes that this new type of <b>collaborative working processes</b> can be a model for future work, both on Gender equality and social sustainability, in Malmö and in other municipalities.</p> <p>Rosen's Red Carpet shows that we constantly need to remind ourselves that gender is not an integral aspect that is automatically taken into account in the planning processes. Instead, it requires an active <b>questioning of the existing norms</b>. When we think that we are planning for 'everyone' or 'the general public', this might not be true. Instead, it is very likely that large groups are not considered. Besides, equality and social inclusion are not concrete concepts; instead they require a continuous process of reflection.</p>
Target group(s)	Young women and girls
Local Authority website and contacts	<a href="http://malmo.se/">http://malmo.se/</a>

## MORE EQUAL PUBLIC TRANSPORTS

Title	<b>More equal public transports</b>
Local Authority or association of LAs	Malmö
Country	Sweden
Field(s)	Public transports
Overview	<p>A study on women and men's travel habits conducted by the City of Malmö revealed that men's way of travelling generated large economic and environmental loss. The City concluded that large social benefits could be made if the municipality succeeded in changing the travelling behaviour especially of men.</p> <p>Before initiating the work of two new tram lines, the project "Future Public transport in Malmö" used the travel surveys to calculate the costs and benefits from different perspectives: growth, environment, integration and equality.</p> <p>The survey allowed the municipality to find out what the consequences of the new tram lines would be for women and men, girls and boys. The results showed that women's and men's travelling behaviour is especially interesting in an environmental perspective since women, to a much greater extent than men, choose sustainable alternatives. Men on the other hand, use cars far more than women (men take the car 48 per cent of their trips compared to 34 per cent for women).</p> <p>The City of Malmö aims to invest and develop public transport so that it becomes more accessible, secure and comfortable for everyone to encourage citizens to use public transport to a greater extent. They concluded that there could be large social, economic and environmental gains if the municipality succeeded encouraging men to start travelling more like women.</p>

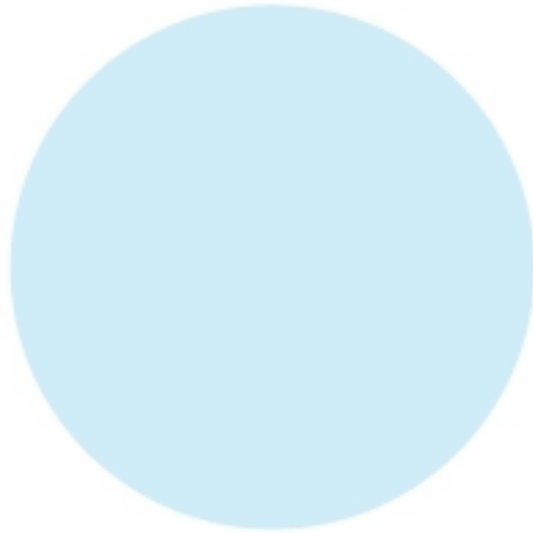
	<p>The municipality also studied women and men's influence on decision and implementation of planning of public transport. The results showed that women did not participate in consultation to the same extent as men. Moreover, when women participate, they did not speak as much as men. In order to ensure that the voices and opinions of all citizens are taken into consideration, the municipality has made large efforts to look into how they can increase women's, young people and immigrants participation. For example, a special invitation has been sent out to young people; and researchers have been involved in the work to document the staff team's approach to citizens during the consultation hearings.</p> <p>The results from these studies showed that it works well to bring a civil dialogue in large groups. However, many people feel uncomfortable talking in large groups. To solve this problem, the City has been working on finding new approaches, for example instead of saying "Welcome to the town hall to talk about trams.", the City proposed to ask "How would you like us to plan the public transport system to make it work better for you?". It is a matter of shifting the focus from technology to people's everyday experiences and also adjusts the channels to reach people where they are, for example online.</p>
Target group(s)	Citizens especially young people, women
Local Authority website and contacts	<a href="http://jamstall.nu/blog/jamstalldhetipraktik/sa-blir-kollektivtrafiken-jamstalld/">http://jamstall.nu/blog/jamstalldhetipraktik/sa-blir-kollektivtrafiken-jamstalld/</a>

## INCLUDING GENDER MAINSTREAMING IN LOCAL URBAN PLANNING

Title	<b>Including Gender Mainstreaming in Local Urban Planning</b>
Local Authority or association of LAs	Västerås
Country	Sweden
Field(s)	Urban Planning
Overview	<p>The municipality of Västerås has established a new comprehensive plan for the municipality.</p> <p><b>Differences in preferences based on gender</b></p> <p>Surveys have revealed that women and men often have different habits and preferences, for instance when it comes to using public transports and the feeling of security in public spaces. To improve quality of urban planning it is important to take into consideration the different perspective and needs of all citizens. The municipality of Västerås has integrated the gender aspect in their work through training staff, by making analyses of the situation in various areas related to the urban planning and by introducing new ways of performing consultations.</p> <p><b>New ways of organizing public consultations</b></p> <p>Important parts of this work are the public hearings. Studies have shown that women are not involved in the urban planning to the same extent as men; men participate to a much larger extent in public consultations expressing their opinions which is causing a lack of democracy since women's voices are not heard. One way of solving this is by changing the way of carry out consultations. In order to increase accessibility and facilitate for women to express their opinions, the municipality of Västerås has presented the new urban plans in places that are more frequently visited by citizens, such as shopping malls.</p>



	<p>The municipality has also given citizens the possibility to express their views by answering an online questionnaire provided on the municipality's website. In the questionnaire citizens has been able to pinpoint various locations on a map and provide their inputs. To get a clearer picture on of the possible differences in preferences based on gender, the municipality has been reviewing the gender balance of all the comments and analyzed if there have been differences in the answers given by women and men.</p>
Target group(s)	Citizens



**TURKEY**



## FITNESS PROGRAM FOR WOMEN

Title	<b>Fitness Program for Women</b>
Local Authority or association of LAs	Atasehir local government
Country	Turkey
Field(s)	Health
Overview	Today obesity is a problem for children and for women in Turkey so our body requires to exercising and moving. The people who doesn't take a regular exercise become awkward and their body capacity decrease. For supporting women become fit and increasing their chance to participate social life Atasehir local government organizes the Fitness Project with a sports organization called GD Academia D'Esports in which they can benefit free.
Gender equality objective(s)	Promotion of healthy lifestyle
Target group(s)	Local women population
Local Authority website and contacts	<a href="http://www.atasehir.bel.tr/duyuru/haydi-kadinlar-spora">http://www.atasehir.bel.tr/duyuru/haydi-kadinlar-spora</a>

## WOMEN CONCERTS ORGANIZATION

Title	<b>Women Concerts Organization</b>
Local Authority or association of LAs	Avcilar local government
Country	Turkey
Field(s)	cultural involvement; empowerment
Overview	Avcilar local government organized this project to supporting women participating to social life and enhancing their self-confidence. To provide this, Avcilar local government initiated concerts project organized by women who sing and play. The first concert took place at 8th of March-World Women's Day. It's concepts is peace and aim to enhance world peace by women voice and women songs.
Gender equality objective(s)	Active participation in social and cultural life
Target group(s)	Women artists
Local Authority website and contacts	<a href="http://www.gercekgundem.com/istanbul/107475/binbir-cicek-kadin-korosu-konserleri-basliyor">http://www.gercekgundem.com/istanbul/107475/binbir-cicek-kadin-korosu-konserleri-basliyor</a>

## CULTURAL TOURS TO EDIRNE

Title	<b>Cultural Tours to Edirne</b>
Local Authority or association of LAs	Esenler local government
Country	Turkey
Field(s)	Education
Overview	In the context of Cultural Tours, Esenler local government organizes the tours to Edirne from Istanbul. The women have a chance to visit the touristic places of the country and those who are not working can be benefited from these tours. They are served by the private buses and taken to the historical and cultural places of Edirne and they are also supplied with meals or vice-versa. This Project aims to involve women to social and cultural life also inform them about their country.
Gender equality objective(s)	Involvement of women in social and cultural life
Target group(s)	Women from lower economic class
Local Authority website and contacts	<a href="http://esenler.bel.tr/tr/icerik/32/3002/edirne-gezile-ri-basladi.aspx">http://esenler.bel.tr/tr/icerik/32/3002/edirne-gezile-ri-basladi.aspx</a>

## WOMEN HAND FROM EAST TO WEST

Title	<b>Women Hand from East to West (Istanbul)</b>
Local Authority or association of LAs	Istanbul Municipality
Country	Turkey
Field(s)	Job
Overview	An organization called GAP which aims to create a sustainable economy, decrease poverty, enhancing involvement of East part of the country works in Turkey. For this reason GAP founded 44 CATOMs in nine cities in the east region. CATOM is a center whose target group are girls and women. Many projects are organized by CATOMs from education to health. One of the projects that CATOM and Istanbul local government carry out together is "Women hand From East to West" in which the products prepared by women in East and sold in Istanbul by themselves. Istanbul local government open an exhibition for them, provide booth and organize some kind of festivals.
Gender equality objective(s)	Economic empowerment
Target group(s)	Women from the east part of the Country
Local Authority website and contacts	<a href="http://www.haberler.com/dogu-dan-istanbul-a-ka-din-eli-sergisi-7321254-haberi/">http://www.haberler.com/dogu-dan-istanbul-a-ka-din-eli-sergisi-7321254-haberi/</a>

## THE COMMUTE-BAZAAR FROM KADIKOY LOCAL GOVERNMENT

Title	<b>The Commute-Bazaar from Kadikoy Local Government</b>
Local Authority or association of LAs	Kadikoy Local Government
Country	Turkey
Field(s)	Woman empowerment
Overview	Aborgines has a celebration which is based on commuting-exchanging things called "potlac" in Turkish. Kadiköy local government initiated an organization similiar to this aborgine tradition in which the women living in Kadikoy can sell their products except food, earn money and can benefit the opening stands free. It aims to enhance the communication between women and the local government also give chance to women to develop their products by guiding them.
Target group(s)	Local women population
Local Authority website and contacts	<a href="http://www.kadikoyakademi.org/kadikoy-belediye-sinden-potlac-kadin-emegi-pazar-yeri-uygulamasi/">http://www.kadikoyakademi.org/kadikoy-belediye-sinden-potlac-kadin-emegi-pazar-yeri-uygulamasi/</a>

## WOMEN STUDIES CENTER

Title	<b>Women Studies Center</b>
Local Authority or association of LAs	Zeytinburnu
Country	Turkey
Field(s)	reconciliation, rights advocacy
Overview	The women who are nowadays working or studying is getting bigger day by day and this can reveal some needs in terms of women. To supply with these needs Zeytinburnu local government founded a center aiming at advocating women and guiding them on some topics such as: the problems that women face in their working life, provide information about their rights on working life , develop their knowledge about their profession etc.
Gender equality objective(s)	Reconciliation and active citizenship
Target group(s)	Women students and workers living in the municipality
Local Authority website and contacts	<a href="http://www.zeytinburnu.istanbul/Sayfa/255/projel-er/kadin-calismalari-gozlem-merkezi.aspx">http://www.zeytinburnu.istanbul/Sayfa/255/projel-er/kadin-calismalari-gozlem-merkezi.aspx</a>



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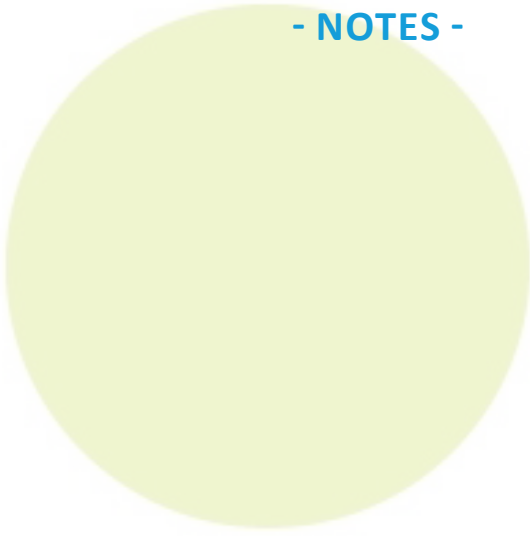
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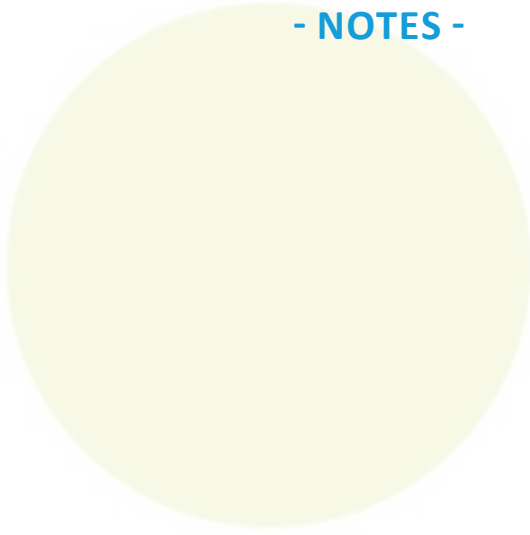
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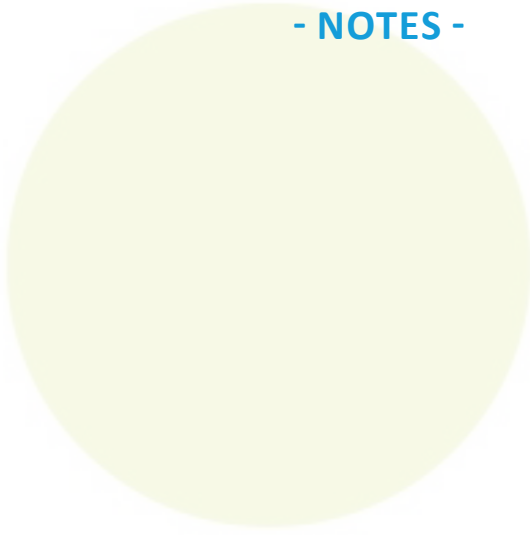


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