Gender Equal Cities
URBACT method

- Integrated approach to solving complex urban issues
- Participative approach: involving all local stakeholders
- Transnational exchange & Learning: building networks of cities
Inequality is persistent

- In the EU 52% of the population are women...
- But only 15% of the mayors in EU cities are women.
- Women continue to be paid 16% less than men.

The 2030 Agenda for Sustainable Development aims to achieve gender equality and empower all women and girls.

- Only 34.4% of the EU self-employed are women.
- And 30% of start-up entrepreneurs are women.

Men are more likely to make a single destination journey by car, whereas women generally use public transportation to do multiple journeys in one day, because they combine employment and care duties.
Local government can make a difference

1. Representation and Participation
2. Governance
3. Economic Equality
4. Public Services
5. Planning and Public Space
6. Migrant Integration
Knowledge and examples

• URBACT Good Practices

• Tips for cities to reduce gender based inequality

• In cooperation with Council of European Municipalities and Regions (CEMR): Charter on Equality of Women and Men in Local Life
Representation and Participation

Getting women in

Getting women heard
“It’s not only a matter of 50/50 representation; it’s also about a matter of which positions do women and men take at different levels.”

Mihaela Onofras
Project Manager, European Association for Local Democracy
“I know I did my best, that I took a small step towards the elimination of prejudice and stereotypes that still exist in a society that continues to judge us without having any knowledge of who we are.”

Anna Stankovic

Spokesperson for Serbian Roma women
Why everyone should want more women in power and where there are not enough

European Commission DG JRC and DG REGIO

- Having a more equal share of women in power is linked to better government
- Higher female achievements boost GDP per head
- Women achieve more in the regions with smallest female disadvantage.
- Therefore reducing (and monitoring) female disadvantages is necessary to ensure that all women can achieve more, which would benefit everyone
WHO ARE YOU LOOKING UP TO?
85% OF UK CIVIC STATUES ARE OF MEN
SEVERALwomen.org.uk - a website for gender equality in civic statues in the UK
‘You can’t be what you can’t see’

Marion Wright Edelman
“Everything is designed and structured from the male point of view. Sometimes, even though a woman is in charge, there has been no suggestion that she can go about in a different way.”

◆ Gemma Cernua
◆ CEO Ellas Deciden6
Representation Gap Covid 19

Source: Metro
Representation matters

Intersectionality: Recognising and addressing multiple and overlapping forms of inequality

Sponsorship, mentoring, training, networking

Gender equality benefits everyone
10 ACTIONS TO KICK START GENDER EQUAL CITIES

Sign
the European Charter for Equality for of Women and Men of Local Life

Work
towards 50/50 representation in local governance

Protect
services that support women and men who have experienced gender-based violence

Collect
disaggregated data to underpin policy, service design and budget decisions

Commit
to diversity in participation, communication and representation

Narrow
the administration's pay gap

Mainstream
gender across all departments and from the outset

Check
that municipal spending addresses equally the needs of all citizens

Use
the city's leverage to promote gender equality in procurement, supply chains and grant funding

Create
public spaces that are safe and inviting for everyone
Urbact.eu/gender-equal-cities
www.charter-equality.eu
LinkedIn Group: Gender Equal Cities @URBACT