



CCRE
CEMR

**GUIDE FOR THE
IMPLEMENTATION OF THE
EUROPEAN CHARTER FOR
EQUALITY OF WOMEN AND
MEN IN LOCAL LIFE**

April 2009

Conseil des Communes
et Régions d'Europe
Council of European
Municipalities and Regions

1.

GUIDE TO PRODUCING AN EQUALITY ACTION PLAN

INTRODUCTION

This Guide has been drawn up by the Council of European Municipalities and Regions (CEMR) to help signatories to the Charter to identify practical and realisable actions which they can take to make a real difference to the equality of women and men in their local area. It has drawn on the experiences and comments of the national associations of local and regional authorities. The Guide is intended as a tool to help you to draft your action plan, as outlined in Part II of the Charter, and to monitor change over time.

CEMR recognises that the local and regional authorities who have signed the Charter have different competences, resources and priorities. *For this reason you are not asked to take action on every article but to decide on your own priorities and timescales. It is better to have a smaller number of clear but achievable objectives than a large number that in reality are not followed through, and therefore do not lead to any change.*



STEP 1:

Understanding the gender equality issues for your local / regional authority

This is a vital initial stage which allows the signatory to look at a wide range of information to gain a better understanding of the gender equality issues which arise across the whole range of its competences and activities.

INFORMATION

Aim: To help you to understand the current situation regarding equality for your authority, and also to identify where there are gaps in your information which need to be filled:

→ Suggested Actions

- Look at the existing information you have which is broken down on a gender basis, under the headings in the Charter, and identify relevant information.

For example:

- The General Framework: social and demographic information for the local area
 - The political role: number of women/men elected; women/men holding office (deputy mayors, members of executives etc.)
 - The employer role: number of women/men employed in different roles ; pay of women/men in those different roles; number of complaints of sexual harassment
 - The service delivery role: number of women/men using specific services; number of women/men satisfied with services provided; resources allocated to women/men's activities e.g. sport/health promotion
 - Planning and sustainable development: users of public transport by gender; women/men in poverty
- Use national or international information on key gender issues, as well as information from relevant local projects
 - Identify where you do not have information broken down by gender, which might help you to identify gender issues for the future, in particular on subjects that are among your authority's main priorities for action.

CONSULTATION / INVOLVEMENT

Aim: To help you to identify what are the main gender issues for your area by consulting people and relevant bodies on what they think these issues are:

→ Suggested Actions

- Look at your existing consultation activities to see if any existing responses to them are analysed by gender, and if there are any differences between what women and men have said about issues
- Consult elected members of your authority, your employees and trade unions,, local NGOs, as well as service users and potential service users, on what they think are the local priorities from among the different Articles of the Charter
- Include all sections of the population in this exercise, e.g. young people; older people; minority ethnic people (including migrants and those seeking asylum); lesbian and gay people; people with disabilities; people of different religions and beliefs; those suffering social exclusion; victims of violence; and women in prostitution in the consultation
- Share and compare experiences with neighbouring signatories (e.g. in the framework of inter-municipal cooperation) or with other signatories (through a twinning partnership for example).

IMPACT ASSESSMENTS

→ Suggested Actions

- Use existing gender impact assessments of policies and practices, and also any analysis of budgets relating to the allocation of resources between women and men

PUBLICATIONS / COMMUNICATIONS

→ Suggested Actions

- Examine existing publications and ways of communicating with the public including documents, resolutions, leaflets and web sites and how these portray women and men, also to see whether they use sexist or stereotypical language or images.



STEP 2: **Developing possible gender objectives**

Aim: To analyse the information obtained from Step 1 in order to identify a general list of gender equality issues which are or might be a priority for your authority.

→ Suggested Actions

- List all the objectives you might want to look at in relation to the different headings in the Charter (e.g. political representation, employment, service delivery, planning...)
- Identify the gaps in the information you have on relevant gender issues
- Identify the gaps or weaknesses in your consultation and how these could be addressed



STEP 3: Prioritise and select objectives

Aim: To decide on a number of high-level priorities to concentrate on, in order to make a real difference over the next few years, taking account of your authority's political priorities, and the resources likely to be available.

The priorities do not need to be issues that can be resolved quickly - for example they may require changes in attitudes and practices which might take some time to achieve, or require significant resources, but where progress can be made year by year. *As stated in the introduction, it is better to have a smaller number of clear but achievable objectives than a large number that do not lead to any change.*

→ Suggested Actions

Use the following ways to decide what the most important issues are:

- How major a gender issue is this for your locality?
- How many women/men are affected by the issue?
- How significant is the disadvantage, or the potential to promote equality?
- What are the political priorities for the council?
- What resources will be available, or could be made available, to tackle any priorities?
- What has your consultation at step 1 told you about priorities?
- What does national information tell you about this issue?
- Consider issues of multiple discrimination/disadvantage
- Consider the need to combat gender stereotypes

Once you have your provisional list of high-level priorities:

- Consult again on this list, and the reasons for its selection
- Agree your definitive list of high-level priorities, once you have taken into account the feedback from this second consultation
- Ensure that the political leadership in the authority support the agreed priorities and are committed to taking action on them and allocating the required resources.
- Ensure that the senior officers / civil servants of the authority understand and are committed to implementing the agreed priorities



STEP 4: Action Planning

Aim: To decide how to make progress on the key priorities, which will lead to real improvements for gender equality, by producing an action plan

→ Suggested Actions

ORGANISATION

Establish or identify the way in which the action plan is going to be taken forward, for example:

- Use an existing equality committee or steering group or

- Establish a steering group to oversee the work, which ideally should include elected politicians from all main services and external representatives from civil society
- Try to ensure that any such group has the political support and the authority to hold others within the council to account for meeting the priority objectives
- Try to ensure that the group either has involvement from elected members of the authority, or has clear ways of reporting to the elected member(s) responsible for equality
- Agree how progress will be reported and reviewed. This will be more efficient if it is integrated with existing planning and performance monitoring processes

PRODUCING THE PLAN AND SETTING TARGETS:

- Make sure that there are budgets and other resources available to deliver the priorities including for consultation etc.
- Allocate responsibility at political and officer levels for taking action on each of the objectives
- Agree how progress will be reported and reviewed
- Agree indicators of progress towards the objectives with timescales for delivery

You may also wish to use the CEMR “Town for Equality” publication for examples of actions taken by other councils

COMMUNICATION AND ADOPTION

- Agree how the authority as a whole will adopt the action plan.
- Agree how the senior elected politicians officers in the organisation will make it clear to staff that the issues in the action plan are priorities for them and the authority



STEP 5: Mainstreaming and Gender Budgeting

Aim: To make sure that progress on the priorities for advancing gender equality are mainstreamed into the work of the authority

→ Suggested Actions

- Train staff regularly on gender equality
- Make sure that the different parts of the authority understand their role, and that gender equality objectives and actions are built into their existing plans
- Take into account gender equality in relation to the public procurement process (e.g. service specifications for contracts)
- Undertake an assessment of the potential impact on women and men at an early stage for any significant new or amended policies and procedures, major projects or allocation of resources
- Analyse budgets by gender, at least for each key priority, as part of each annual budget cycle
- Collect information, in relation to the key priorities, broken down by gender (e.g. who uses services, who responds to consultation, who is employed and in what jobs etc.)



STEP 6: Publication

Aim: To publish the Equality Action Plan widely

→ Suggested Actions

- Make all elected members and employees aware of the plan by taking it to the highest body of the authority
- Publish it on the web site or other regular communication with the electorate
- Send it to those who have taken part in the earlier consultation processes
- Inform local NGOs
- Inform the local media
- Offer to attend meetings with local organisations etc. to discuss the equality action plan

You could also send a copy to your national local government association and/or CEMR, and to other local authorities in the area and to partners involved in relevant cooperation projects.(e.g. twinning and European partnerships).



STEP 7: Reporting

Aim: To set up a means of reviewing progress, and to check if there have been problems in achieving the targets

→ Suggested Actions

- Make regular reports to the group responsible for equality and the relevant elected member
- Report regularly to the highest body of your council
- Make a public report on progress on any of the adopted indicators (qualitative and quantitative)
- Celebrate and publicise any successes and achievements where you can show how the work you have done has improved the lives of women and men locally
- Carry out a study on the perception of the Charter by the local population and on the impact of the action plan on their daily life
- share and compare experiences with neighbouring signatories (e.g. in the framework of inter-municipal cooperation) or with other signatories (through a twinning partnership for example).
- Use CEMR's table of indicators and fill out the sections for signatories in order to evaluate the results obtained at local level.



STEP 8: Reviewing and Revising the Plan

Aim: To review the action plan at regular intervals to make sure that the priorities are still relevant and to revise or update them if necessary.

→ Suggested Actions:

- Re-consult locally about the priorities, with information about what has been achieved
- Analyse gender based information on political representation, employment and service delivery
- Analyse the outcomes of gender assessments to see if new issues are being identified
- Consider information on good practices and other action plans from local and regional authorities, national associations and CEMR

2.

SUGGESTED INDICATORS FOR MONITORING A LOCAL EQUALITY ACTION PLAN

The signatories will find below some ideas identifying indicators which pertain to certain articles of the Charter. We invite them to complete this document, formulating their replies based on the particular realities of their territory. The CEMR Secretariat kindly asks that a copy of this completed document then be sent to cemr@ccre.org.

DEMOCRATIC ACCOUNTABILITY

1 ARTICLE 1

Commitment of your local authority, as the democratic representative of the local community, to recognising and putting into practice the principle of equality between women and men as a prerequisite to democracy

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Percentage of men and percentage of women elected to local government	

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

THE POLITICAL ROLE

2 ARTICLE 2. POLITICAL REPRESENTATION

Commitment of your local authority to recognising the equal rights of women and men to run for public office, to be elected or appointed to decision-making posts and to participate in the drafting and implementation of local policies

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Percentage of men and percentage of women elected to local government	
2	Percentages representing the numbers of male and female candidates who were successfully elected	
3	Percentages for each gender holding mandates with political responsibility within your local government*	

* Examples: Deputy to the Mayor, Chair of a Committee, etc. (to be specified by the signatory)

Section for the signatory's comments / observations:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

3 ARTICLE 3. PARTICIPATION IN POLITICAL AND CIVIC LIFE

Commitment of your local authority to recognising the right of women and men to fully take part in the conduct of public affairs and to be associated in the different forms of consultation

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Percentage of women and percentage of men in the local public consultative bodies*	
2	Percentage of women and percentage of men in the administration councils of associations which receive subsidies from the local authority	

* Examples of public consultative bodies (neighbourhood councils, consultative committees, etc.)

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

4 ARTICLE 4. THE PUBLIC COMMITMENT FOR EQUALITY

Formal public commitment of your local authority to applying the principle of equality of women and men in local public life and to reporting on all progress made in this respect

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Was the signing of the charter publicised or made an event?	Yes / No
2	<i>If so, how?</i>	
3	Has your local authority adopted an equality action plan since it signed the Charter?	Yes / No
4	Does your local authority issue progress reports on the implementation of the Equality Action Plan?	Yes / No
5	<i>If so, how is this done?</i>	
6	<i>If so, how often?</i>	

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

5 ARTICLE 5. WORKING WITH PARTNERS TO PROMOTE EQUALITY

Commitment of your local authority to working with public and private partners in order to promote gender equality within the local community

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Has your local authority undertaken consultations with its partner bodies and organisations, including its social partners, on your Equality Action Plan?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

6 ARTICLE 6. COUNTERING STEREOTYPES

Commitment of your local authority to countering and preventing stereotypes in your area

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Does your local authority provide training sessions or workshops for staff members and elected officials aimed at countering stereotypes based on gender?	Yes / No
2	If so, what percentage of your staff receives this type of training? How many are men and how many are women?	
3	If so, what percentage of elected officials receives this type of training? How many of them are men and how many are women?	

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

7 ARTICLE 7. GOOD ADMINISTRATION AND CONSULTATION

Commitment of your local authority to ensuring that women and men have equal access to information and that their points of view are equally taken into account in the consultation process

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

GENERAL FRAMEWORK FOR EQUALITY

8 ARTICLE 8. GENERAL COMMITMENT

Commitment of your local authority to working towards the attainment of equality between women and men and to combat gender-based discrimination

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

9 ARTICLE 9. GENDER ASSESSMENT

Commitment of your local authority to undertaking gender assessments in all areas falling under your competence and jurisdiction

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Does your local authority undertake gender assessments relating to its principal areas of competence?	Yes / No
2	Does an official and endorsed equality action plan exist?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

10 ARTICLE 10. MULTIPLE DISCRIMINATION OR DISADVANTAGE

Commitment of your local authority to combating all forms of discrimination

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	What is the percentage of your territory's population who are of different ethnic origin or immigrants?*	
	Of this total percentage, what is the breakdown by gender, in percentage?	
2	What percentage of women of different ethnic origin or female immigrants in your area is employed and what percentage is out of work?	
3	What percentage of men of different ethnic origin or male immigrants in your area is employed and what percentage is out of work?	
4	Has your local authority taken any specific measures to combat multiple discrimination in its local equality action plan?	Yes / No

* Insofar as such surveys are legally authorised

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

THE EMPLOYER ROLE

11 ARTICLE 11

Commitment of your local authority, as an employer, to recognising and applying the right to equality of women and men with regard to all aspects of employment

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Average salary of your employees in your local administration, analysed by gender and level of position	
2	Calculation in percent of the gap in salaries between the average income of male and female employees holding an equivalent position level	
3	Percentage of female employees within your local authority who occupy posts traditionally viewed as masculine* and vice-versa (and taking into account, if possible, the different position levels)	
4	Percentage of women and percentage of men employed part-time within your local authority, for each position level if possible	
5	Has your local authority adopted and implemented policies against sexual harassment in the workplace?	Yes / No
6	Has your local authority adopted positive actions relating to hiring/promotion policies in favour of equality between women and men?	Yes / No

* To be defined locally

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

12 ARTICLE 12

Commitment of your local authority to ensuring that equality between women and men is applied in the area of public procurement

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	In your local authority, how many major contracts were signed within the past year, the specifications of which contain provisions taking gender perspectives into account?	
2	Does your local authority provide gender perspective training for local authority personnel in charge of preparing call for tenders relating to public procurement? If so, how many receive such training?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

THE SERVICE DELIVERY ROLE

13 ARTICLE 13: EDUCATION AND LIFELONG LEARNING

Commitment of your local authority to ensuring that women and men, girls and boys, have equal access to education and lifelong learning and to eliminating any stereotyped concepts of the roles of women and men in all aspects and forms of education

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	What is the percentage of each gender employed in local educational structures, broken down by age groups (childcare/kindergarten, primary school, secondary school, etc.)? What is the percentage for those holding senior/management positions in educational establishments?	
2	What is the percentage of personnel employed by your local authority who have received training with respect to gender issues within the local educational structures, broken down by age groups (childcare/kindergarten, primary school, secondary school, etc.)?	
3	Has your municipality carried out an evaluation of the content of the teaching materials using a gender-based approach?	
4	Has your local authority taken any measures, in or with local schools and educational establishments, to promote non-traditional career choices* for women and men?	Yes / No

* To be defined locally

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

14 ARTICLE 14: HEALTH

Commitment of your local authority to guaranteeing the right of women and men to have equal access to medical treatment and preventative healthcare

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	What percentage of the budget allocated to healthcare is set aside for actions highlighting the specific and different needs of women and men?*	
2	Has your local authority undertaken gender-based health education initiatives?	Yes / No
3	Has your local authority undertaken steps to carry out a gender-based assessment of local health services?	Yes / No

** If local government has jurisdiction over healthcare in your area*

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

15 ARTICLE 15. SOCIAL CARE AND SERVICES

Commitment of your local authority to guaranteeing the equal access of women and men to social care and services and to recognising that the needs of women and men in this area may differ

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	What is the percentage of each gender that benefits from the authority's local social assistance services, broken down by category of services or care (e.g. mental illness, care for the elderly, etc.)?	
2	Has your local authority evaluated feedback in terms of the needs and satisfaction of women and men who use social care and assistance services?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

Commitment of your local authority to recognising the impact of childcare on equal opportunities in your community and to setting up appropriate care structures in consequence

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Number of children under school age in your local area	
2	Number of approved childcare places offered in your local area for children under school age broken down by age groups	
3	Do childcare services exist for your administration's employees? If so, what is the percentage of families who use such services?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

Commitment of your local authority to recognising the impact on equal opportunities of care for dependents other than children and to taking the measures necessary to counter the resulting inequalities

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Total percentage of women and men who work part-time in the public administration and who have to care for dependants other than children* Of this total, what are the percentages for each gender?	
2	If your local authority can estimate the number of full-time carers existing in your local area devoted to the care of other dependants, what are the percentages gender-wise who are concerned?	
3	How many people occupy serious full-time jobs in social care and services in your local area? What percentage of these people are women? What percentage of these people are men?	
4	Does your local authority provide support to them?	Yes / No

* E.g. elderly persons who are vulnerable, those with a serious disability, etc.

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

ARTICLE 18. SOCIAL INCLUSION

Commitment of your local authority to recognising and to guaranteeing the right to protection against poverty and social exclusion

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Do your social inclusion programmes incorporate a gender-based assessment?	Yes / No
2	What is the total number of unemployed persons surveyed in your local area? What are the percentages of this total according to gender?	
3	Percentage of the local population receiving social aid, broken down by category and by gender	
4	Estimated percentage of women and men among the total population who do not speak the main language in use in your local area	

** If your authority has competence over this area*

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

ARTICLE 19. HOUSING

Commitment of your local authority to recognising and taking into account the different needs of men and women in terms of housing

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Estimated number of people living in substandard accommodation, broken down by gender of the head(s) of household Percentage of female and male single-parent families in such accommodation	
2	Estimated number of people who are homeless or in a precarious housing situation, broken down by gender	
3	Estimated number of people, homeless or in a precarious housing situation, who were re-housed within one year, broken down by gender	

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

ARTICLE 20. CULTURE, SPORT AND RECREATION

Commitment of your local authority to guaranteeing that women and men, girls and boys, have equal access to cultural, recreational and sporting activities and facilities

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Percentages for both women and men who are members of the local sporting associations' administrative boards	
2	Percentages for both women and men who are members of the local cultural associations' administrative boards	
3	Percentages of the total budget allocated to sporting equipment and activities set aside for sports viewed as traditionally female or traditionally male*	
4	Do you organise and finance initiatives to encourage women to practice traditionally male sport activities and vice-versa?	Yes / No

* To be defined locally

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

ARTICLE 21. SAFETY AND SECURITY

Commitment of your local authority to guaranteeing the right of each man and woman to have security and to feel safe in their community

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Total number of victims of incidents (including serious crime against the individual) affecting security and safety, analysed by category of crime (to be defined locally), per year What are the percentages, by gender and by category, of victims?	
2	Does your local authority measure people's fear of crime using a gender-based approach?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

22 **ARTICLE 22. GENDER-BASED VIOLENCE**

Commitment of your local authority to combating gender-based violence and to assisting victims

No.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Total number of reported incidents of gender-based violence per year What percentage of these reported incidents concerned violence against women? What is the percentage of incidents reporting violence against men?	
2	Has your local authority undertaken any measures to prevent gender-based violence (e.g. public awareness campaigns, training of specialised personnel, etc.)?	Yes / No
3	Does your authority provide or finance specific support measures for victims of gender-based violence (e.g. refuges, shelters, etc.)?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

No.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

23 **ARTICLE 23. HUMAN TRAFFICKING**

Commitment of your local authority to undertaking measures against the crime of human trafficking

No.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Does your authority provide or finance specific support measures for victims of human trafficking?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

No.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

24 ARTICLE 24. SUSTAINABLE DEVELOPMENT

Commitment of your local authority to incorporating gender mainstreaming in all decisions relating to the sustainable development of its territory

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

25 ARTICLE 25. URBAN AND LOCAL PLANNING

Commitment of your local authority to taking into account the different needs of women and men when developing the territory's urban planning policies

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

26 ARTICLE 26. MOBILITY AND TRANSPORT

Commitment of your local authority to taking into account the different needs and habits of women and men in relation to the use of public and other transport

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Has your local authority drawn up a transport or mobility plan which takes into account the specific habits and needs of women and men?	Yes / No
2	Overall number of people using public transport, by gender	
3	Number of people using public transport, analyzed by gender, and by zone or by route or by means of transport (to be defined according to your local context)	
4	Does your local authority measure satisfaction among the population with the local mobility and transport infrastructures, taking into account the views of women and men separately?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

Commitment of your local authority to recognising the positive impact of equality between women and men on the economic development of your territory

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Does your local authority undertake and/or finance measures to encourage women trainees to learn skills traditionally seen as male, and vice versa?	Yes / No
2	Does your local authority undertake and/or finance measures to encourage employers to recruit women trainees in relation to skills and positions traditionally seen as male, and vice versa?	Yes / No

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

Commitment of your local authority to taking into account the specific needs ensuing from the different lifestyles of women and men when developing environmental policies

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

THE REGULATOR ROLE

Commitment of your local authority to carrying out its role as regulator in an equitable manner towards both women and men and to taking into account the specific needs of male and female consumers

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	

30 ARTICLE 30

Commitment of your local authority to incorporating gender mainstreaming into its activities in the fields of twinning and international co-operation

NO.	SUGGESTED INDICATORS	LOCAL RESULTS
1	Among your local authority's European twinning or international co-operation actions, are there any projects concerning equality between women and men?	Yes / No
2	Number of women and men taking part in twinning activities per year	

SECTION FOR THE SIGNATORY'S COMMENTS / OBSERVATIONS:

NO.	LIST ANY INDICATORS WHICH YOU FEEL ARE PERTINENT FOR YOUR TERRITORY	LOCAL RESULTS
A	
B	