

GenderedLandscape Integrated Action Plan



Trikala, Greece



Part 1. Presentation of context and process

City context and definition of the initial problem / policy challenge

The City of Trikala is interested in introducing a gendered perspective into urban planning, which could include a range of activities, including co-creation activities and education about gender equality, temporary and/or pop-up interventions in visible and/or problem areas, integration with the smart city program, and awareness programs for gender equality.

In parallel, other challenges for Trikala as identified during the project course:

- Sexism and gender biases are deep-rooted in society and family life
- Municipality faces many other challenges (for example high unemployment)
- Gender norms and resistance
- Lack of women in decision-making positions, more particular in politics

The City of Trikala (population 81,355) is the capital of the homonymous regional unit in Thessaly, Greece. The city boasts a history of more than 5,000 years and is famous as the birthplace of Asklepios, the most eminent doctor of antiquity, and numerous famous Greek musicians. In addition to other historical and cultural venues, the city is home to the Tsitsanis Museum, dedicated to Vasilis Tsitsanis, one of Greece's most prominent composers and songwriters, who hailed from Trikala and was particularly influential in the field of "Rebetika" music. Trikala is also well known for its agricultural products, including wine, feta cheese, sausages, and pies. Furthermore, unlike many towns and villages in Greece, Trikala is quite flat, a fact that has contributed to the town becoming one of the most bike-friendly in the country.

Trikala is the leading smart city in Greece and considered to be the best example of a smart and digital city in the country. The city uses technology to improve services, increase transparency and operate more efficiently; projects to date have focused on public bicycles, smart parking, solid waste collection, smart water management, a smart open mall, and energy efficiency. In 2004, the city was distinguished with a smart city award; since then, Trikala has adopted a strategic orientation towards the future use of digital, information, and communication technologies to enhance the quality and performance of urban, health, and government services and mobility. Recently, the city of Trikala was selected to host one of the first three 5G pilot cases in Greece. This 5G pilot project will enable advanced services and the installation of a wireless network that will support both the municipality's smart city programme and relevant activities by its partners, including public safety services (security camera interconnection; interactivity with smart lighting; smart buildings etc.), transportation safety (interactivity with smart lighting; drivers' view sharing) and advanced services (autonomous vehicles), health and care (remote monitoring of residents of special needs by health-care

providers), as well as a 5G integration of all the municipality's sensors (i.e. parking, lighting, traffic, waste bins, water meters, etc.).

The economy of the City of Trikala and the regional unit of the same name are characterized by a high proportion of primary sector (agricultural) activities; the produce from the area is well-regarded and includes fruits and vegetables, cotton, cattle, and other foodstuffs. In addition, the dairy industry is well-developed. The agricultural sector accounts for the relative predominance of primary and secondary sector activities, which are both higher than the national average (primary: 6.85% compared to 3.69% for Greece as a whole; secondary: 17.63% compared to 13.83%); as a consequence, the service sector is less dominant compared to the national average (75,52% compared to 82,48%). Unemployment reached a high of 20.4% in 2016, and has been since decreasing; in 2019, unemployment was 18.9%, which is higher than the Greek average of 16.8%.⁴⁷ Nevertheless, the population of the city grew by nearly 20% between the 1991 and 2011 censuses for a net gain of approximately 10,000 residents. It is one of the most strongly growing cities in the country. In the region of Thessaly, while men slightly outnumber women in the age groups 0-19 and 20-39 (48.9% and 48.3% women respectively), in the older age groups (40-59 and 60+), women outnumber men (51.1% and 53.4%, respectively).

Gender equality in Greece

Gender equality is becoming a more important and visible part of Greek society. Nevertheless, strong disparities persist, especially with regards to equal power sharing and women's participation in the labour market. Just 21% of the 300 representatives in the Greek Parliament are women, while of the 21 positions held by Greece in the European Parliament, only five (23.8%) were held by women. On a regional level, there is only one female regional mayor (of 13 total), while on the municipal level there are only 19 female mayors (a proportion of 5.7%). In December 2018, unemployment for women in Greece was 23.1%, compared to 14.1% for men,¹ and only 24.2% of the active businesses in Greece were run by women. In the ICAP's primary survey on women's leadership 2018, women in Greece named family responsibilities (72%) and gender biases (59%) as the two biggest obstacles to professional development.

Gender equality is enshrined in the Greek constitution. In addition, there are also a range of national laws to address aspects of gender equality, including:

- Law 3500/2006 "For combating domestic violence"
- Law 3769/2009 "Implementation of the principle of equal treatment for men and women in terms of access to goods and services"
- Law 3869/2010 "Implementation of the principle of equal opportunities and equal treatment for men and women in matters of employment and occupation"

- Law 4531/2018 “Ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)”
- Law 4604/2019 “Promoting Substantive Gender Equality, Preventing and Combating Gender-Based Violence’.

The latter is very promising, as it attempts to incorporate a gender perspective into Greek public budgets for the first time.

Also, recently, with the Law 4808/2021 "Ratification of the Violence and Harassment Convention, 2019 (No. 190) of the International Labour Organization", the Greek Parliament aims at ending violence and harassment in the world of work.

Greece has developed an implementation plan for gender equality on a national level, the “National Action Plan on Gender Equality 2021-2025” (NAPGE), which has been developed in four (4) Priority thematic axes:

- Prevention and fight against gender and domestic violence
- Equal participation of women in the labor market
- Equal participation of women in decision-making positions / leadership roles
- Gender mainstreaming in sectoral policies.

The axes were specialized based on the priorities of General Secretariat for Demography and Family Policy and Gender Equality (GSDFPGE), the guidelines and requirements of European and international organizations as well as the needs of modern Greek society.

The previous “National Action Plan on Gender Equality 2016-2020 was organized around six thematic axes:

- Social inclusion of women facing multiple discrimination,
- Combating violence against women,
- Labour market and the reconciliation of professional and family life, Education,
- training, stereotypes, media, culture and sports,
- Health,
- Equal participation in decision-making.

There are several accountability mechanisms at the various policy levels. On a national level, the GSDFPGE in the Ministry of Labour and Social Affairs, the Greek Ombudsperson and the Labor Inspectorate are responsible for ensuring compliance to gender equality laws and regulations. Furthermore, Article 9 of Law 4904/2019 provides for the creation of a National Council for Gender Equality. On a regional level, each regional unit has

its own Gender Equality Committee and independent office for gender equality and each Municipality has its Municipal Gender Equality Committee.

Gender equality in Trikala

In the last decade, the Municipality of Trikala has made serious efforts to incorporate a gendered perspective into their local policies in accordance with the NAPGE. The establishment of the Counselling Centre for Women Victims of Violence in 2013, funded by European sources (ERDF/ Regional Operational Program Thessaly 2014-2020), was the first important step in this direction. The Centre plays a big role in the organization and planning of awareness actions and networking with local stakeholders to support victims and spread information about the existence of the dedicated Structure in the city. The Counselling Center Awareness runs raising campaigns in schools, in local Mass Media and organizations (The "Break the Silence Bus Campaign" and the " I don't close my eyes in violence against women Campaign") , cooperates art and cultural events on gender issues, participates in the local events, like the annual Half-Marathon of the city, which, for the year 2022, was dedicated to the fight against violence against women. Also, on the 25th of November 2021, International Day for the Elimination of Violence Against Women, was organized a Silent Walk, with great participation of the citizens, in memory of women who have been murdered, as increases due to intimate gender based intimate violence. The Centre also engages in networking with local stakeholders, e.g. with local police stations and the bureau responsible for domestic violence investigations of the Local Police Department, for promoting gender issues and women's rights in every field, in local community. Through actions carried out by the Centre and the Social Welfare Department of the municipality, Trikala contributes to the National Action Plan for Gender Equality in Greece.

In 2017, the municipality signed the “European Charter for Equality of Women and Men in Local Life,” making a formal public commitment to the principle of equality of women and men and to the implementation of the commitments set out within the Charter.

In May 2020 a Municipal Gender Equality Committee was established as an advisor body to city council.

Further political commitment to gender equality is reflected in the mayor’s choice to appoint women to decision-making and leadership positions in both local government and municipal services.

At a local level, the Social Welfare Directorate and Social Policy and Public Health Department of the Municipality of Trikala are responsible for gender equality and gender-based violence issues and structures (for example the Counselling Centre for Women). Furthermore, the Deputy Mayor for Social Welfare is responsible for gender equality implementation and policy.

The Counselling Centre for Women in particular, as the dedicated structure for gender equality, has been an important actor in promoting the visibility of women’s issues and rights in the city, fighting any form of violence and gender discrimination.

SWOT analysis of the current situation in Trikala

<p>Strengths</p> <ul style="list-style-type: none"> • Political support • High level of know-how of stakeholders • Legal framework • Municipal dedicated structure for gender equality • Engage the authorities from an early stage • Cooperation & a lot of stakeholders • Safety for women in the city 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Lack of participation in politics • Lack of information on gender equality issues • Lack of stability of the decision makers • Gender norms and resistance • Bureaucracy in implementation plans • Many areas that need interventions • Cooperation & a lot of stakeholders • Budgeting maintenance • Publicity and feedback in the local society
<p>Opportunities</p> <ul style="list-style-type: none"> • Change of mentality • Innovate for gender mainstreaming • Reduce violence against women • Cultural development • Investigative EU funds • Development of two specific areas-regions of the city • Co-creation workshops • Good example (practice) for other Greek cities • Find sponsors to support the budget • Safety for women in the city 	<p>Threats</p> <ul style="list-style-type: none"> • Bureaucracy • Lack of budget • Non-accountable results • Cost of the program • Lack of involvement of the community (children, citizens) in the decision making • Technical issues that can make the implementation of the service difficult • Budgeting maintenance • Publicity and feedback in the local society

Trikala has prioritized the following topics in the tackling of their policy challenge:

1. More safety for women in the city, including the choice of a suitable area for an urban intervention (SSA), informing the police about women’s safety concerns, and checking good practices which could be imported from the EU or USA on police action.

2. Change of mentality, including dissemination and promotion of the action, the purposes and the targets of the network, publicity of the local urban intervention (Implementation Plan) in the local and national Mass Media (campaigns, posters, TV and radio spots etc.), raising awareness of the services that are involved with the project, specialised / customized awareness campaigns for each target group and interventions in early education (young school children)

3. Development of specific areas, including lighting in the area and survey to identify the needs/objectives

4. Lack of information on gender issues, including actions for sensitizing the citizens, media promotion (social media, radio, TV, newspapers, local magazines), creation of a public commission for equality, meetings of stakeholders in order to inform each other and exchange knowledge, participation on electronic platforms, public dialogues, special advisory centres and publicity on gender issues and relevant structures & children's education.

5. Lack of participation in politics, including immediate implementation of the existing legal framework (laws) about gender mainstreaming, gender equality etc, for example the establishment of a committee for the implementation, Motivations for the participation of women or obligatory equal participation of men and women in politics.

6. Lack of budget, including funding tools – European programmes.

7. Reduce violence against women, including education and publicity

8. Aspirational Bureaucracy including better cooperation of involved services and associations and involvement of decision-makers from early stages.

Focus

Introducing a gendered perspective into urban planning for safety and to raise awareness for gender issues

For the purposes of this IAP, the City of Trikala has chosen to focus on specific aspects of the above challenge and more specifically on the examination of the gendered perspective into urban planning, through various initiatives and interventions in pre-defined city areas, where the feeling of safety is rather low and awareness programs for gender equality. These topics were identified and discussed during the ULG meetings that took place so far and have been presented during the project's TNMs.

Based on the above and to achieve these goals, Trikala's working team has also taken into account the formal strategies/action plans that the Municipality follow and through which the political commitment is expressed.

In our case these are:

- Trikala's Operational and Strategic plan 2015-2021

- Sustainable Urban Development Strategy
- Trikala 2025: Trikala Smart and Resilient City 2015 – 2025

The throughout examination and analysis of these strategies/action plans, lead to a common vision/goal for the Municipality of Trikala which is:

To create a smart Municipality in terms of its operation, self-sufficient against crises (political, economic, food), resilient and sustainable for its citizens and enterprises and more attractive for investment, visitors and young citizens.

This vision/goal is further analyzed in the following concepts:

Smart City: the city that incorporates innovative solutions, which upgrade the following six (6) dimensions of a city:

- Citizens
- Governance
- Economy
- Transport
- Environment
- Quality of life

Efficient City: the city that has the necessary resources to respond against recorded and recognized risks. The dangers identified in the context of these strategies are:

- Political crises: political instability, uncertainty, upheavals in structures and in operation of the state
- Economic crises: unemployment is above national levels, and it is even more at the ages 25-35 years.
- Food crises: lack of food and water resulting from degradation of the primary sector, the concentration of the population in the urban fabric, but also the ever-increasing environmental catastrophes.
- Social crises: lack of gender, ethnological and religious equality and accessibility increase of poverty, covid 19 related impacts

Resilient City: refers to the ability of the Municipality getting back to its pre-crisis status after a variable period.

Agile City: concerns the preparation of the organizational structure of the Municipality to respond to changes.

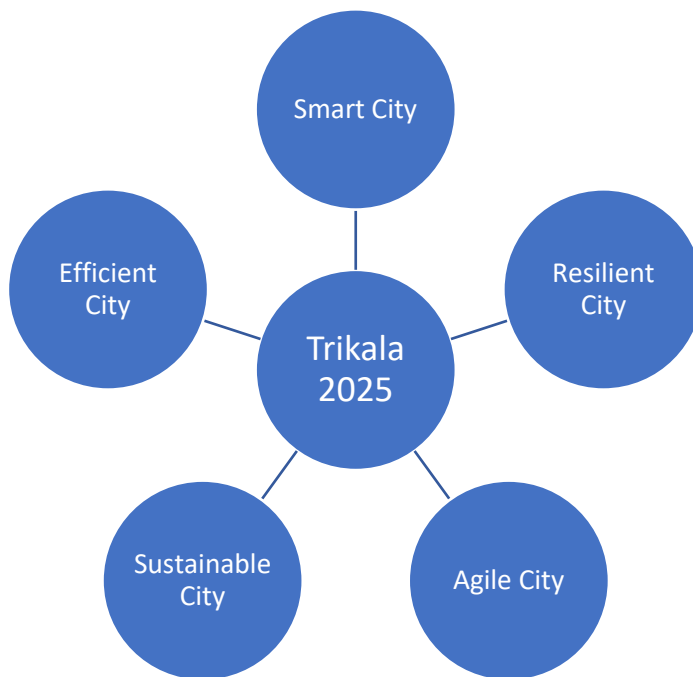
Sustainable City: concerns the implementation of existing and future plans aimed at ensuring the sustainable development of the Municipality.

What's next? Trikala to become the first Greek Gendered Equal City!

Trikala's vision for becoming a **Gender Equal City** seeks to:

- Create an open, safe and inclusive city, where men and women can use equally and according to their needs the public space of the city. Increase the equal mobility, accessibility and use of the public space, infrastructures and services in the city
- Raise awareness and increase visibility of gender issues in the city.
- Fight gender stereotypes and change the mentality

The above characteristics of the vision have the capacity to improve the internal structure of the Municipality, and to strengthen its comparative advantages (cultural heritage, natural environment, human resources, geographical location, demographics).



Description of the process

URBACT Local Group

ULGs are vital part of the project design and implementation until its end. Therefore, our intention was to organise as many as possible ULG meetings in which the participants will have the opportunity to discuss the project's progress, define the local context, identify good practices, design the strategy, monitor its implementation, and make suggestions, where applicable.

The active participation in the workshop demonstrates the Trikala stakeholders very high motivation. The discussion focused on the implementation of a combination of hard and soft measures to increase the visibility

of gender equality in the city. These include both educational and awareness-raising campaigns and physical interventions in public space. These physical interventions seek to both improve the safety in particular problem areas such as near the train station, but also raise the visibility of gender issues in central parts of the city, like the Breast Feeding and Baby Care Station.

The URBACT Local Group of Trikala consists of a core group (steering committee) and a wider group of stakeholders, who are involved via an open procedure. The core group is responsible for the project delivery, while the wider group supports the core ULG on specific issues and activities.

In the core ULG the stakeholders are members of:

- The Mayor of Trikala and his associates
- The Deputy Mayor for Social Welfare,
- The Deputy Mayor for Technical Services.
- The Social Welfare Directorate of the Municipality,
- The Counselling Centre for Women Victims of Violence,
- The Technical Services Directorate of the Municipality,
- The Smart City Department,

In the wider ULG the most common representatives are members of:

- E-Trikala S.A., Trikala's Municipal Development Agency,
- The Volunteers Group "E-ethelontes,"
- The Social Solidarity NGO "Syn-eirmos,"
- The local Office for Combating Domestic Violence at the Local Police Department,
- The Centre of Prevention of Addictions and Promotion of Psychosocial Health of Trikala (OKANA),
- The Chamber of Commerce, and
- The Directorate of Secondary Education
- The Directorate of Primary Education.
- The Technical Chamber of Trikala
- The NGO URBANA
- The Municipal Gender Quality Committee

The list above is not restricted but several changes/replacements may occur. In any case, a “campaign” will take place so the City of Trikala will inform and consequently engage the identified stakeholders by explaining efficiently the project in general, its scope and aims, the potential results and the expected overall outcome.

Since the project extended in two years’ time and many stakeholders has been identified in order to become part of Trikala’s ULG, minor changes have occurred in the group’s synthesis throughout these 24 months period, due mainly to the lack of interest from few of them, or different priorities in their activities with regards the project’s scope and timeframe. For policy makers and practitioners, increased awareness of and involvement of stakeholders can be a double-edged sword. It can help bring new perspectives to an intractable issue or problem, but it can also bring to the surface new issues and new expectations which challenge existing practices, institutions, and policies. These challenges, nonetheless, can have positive outcomes and should be seen as part of a continuing process of evolution in policy and practice. Used inappropriately stakeholder consultation processes can also be a way of bypassing or challenging established democratic structures and governance processes.

Therefore, we have decided to work on two types of groups (core and wider) in order to avoid any possible obstacles that may jeopardize the ULG operation and be able to distinguish the stakeholders, based on the level of commitment and interest, by allowing the stakeholders to be able to move from core to wider group and vice versa

Trikala’s ULG meetings were designed to be carried out before or mainly after Transnational’s Meetings, in order to transfer and share knowledge, inspire its member by good practices and new ideas and finally link transnational and local activities of the Network. Furthermore, and in order to efficiently monitor the progress the core ULG meetings are be carried out before and after significant milestones of the Project (SSA, IAP Draft, Final IAP) in order to share and discuss ideas, define and plan actions, prioritize and define next steps of the Action Plan and the SSA process.

So far, the vast majority of ULG meetings have been conducted virtually, due to covid 19 restrictions, which we intend to increase in the forthcoming period and meet our target by the project’s end.

It’s worth noticing that our participation in the Transnational Meetings, have been very helpful from the very beginning, firstly because we get the chance to identify good practices from fellow European cities, but also, we can discuss and have our ideas reviewed from experts who can safely guide us throughout this journey. The use of online tools like Miro have helped to minimize the distance among us and bring us together, even if it is a virtual environment.

Part 2. Action Plan

Objectives, actions and schedule

The Municipality of Trikala, as a public organization has an extremely important role to play in creating conditions for gender equality. To do this, however, there needs to be a holistic understanding of how gender inequality is created by the combination of specific local conditions, including social norms, political and administrative structures, and the built space itself.

The starting point for creating public services that are user-sensitive and promote inclusion instead of exclusion is being aware of and taking into consideration the experiences of different groups as well as an understanding of how gendered power structures affect the way women and men feel about, use, and access the city. For example, how fear of violence can unequally restrict urban mobility, the gender segregated labour market and its implications for infrastructure and public transportation, and stereotypical expectations and prescriptive norms regarding responsibility for unpaid care work, just to mention a few examples. The physical structures of the city and public service design can work towards ensuring equal rights and opportunities for both genders, with a focus on ameliorating the negative effects of gender norms, but only when these are a visible, conscious element of planning.

As it is mentioned Trikala has the following objectives, including the actions with which they will be achieved in the context of the GenderedLandscape Project:

- 1. More safety for women in the city**, including the choice of a suitable area for an urban intervention (SSA), informing the police about women's safety concerns, and checking good practices which could be imported from the EU or USA on police action.
- 2. Change of mentality**, including dissemination and promotion of the action, the purposes and the targets of the network, publicity of the local urban intervention (Implementation Plan) in the local and national Mass Media (campaigns, posters, TV and radio spots etc.), raising awareness of the services that are involved with the project, specialised / customized awareness campaigns for each target group and interventions in early education (young school children)
- 3. Development of specific areas**, including lighting in the area and survey to identify the needs/objectives
- 4. Adequate information on gender issues**, including actions for sensitizing the citizens, media promotion (social media, radio, TV, newspapers, local magazines), creation of a public commission for equality, meetings of stakeholders in order to inform each other and exchange knowledge, participation on electronic platforms, public dialogues, special advisory centres and publicity on gender issues and relevant structures & children's education.

5.Greater participation in politics, including immediate implementation of the existing legal framework (laws) about gender mainstreaming, gender equality etc, for example the establishment of a committee for the implementation, motivations for the participation of women or obligatory equal participation of men and women in politics.

6.Finding funding sources (European programmes),

7.Reduce violence against women, including education and publicity,

8.Aspirational: Bureaucracy including better cooperation of involved services and associations and involvement of decision-makers from early stages.

When looking at cities such as Trikala from a gender perspective, one of the main differences affecting the use of urban space is in terms of female and male care-giving roles and responsibilities. Due to the gender-specific division of labour, women do most of the direct care-giving work within families and communities. As such, women are central to urban planning and development, both as key users of urban space in their role as home managers, and as key producers of residential environments in their role as community leaders and initiators of neighbourhood's networks. The current development of urban infrastructure and the built environment needs to be redesigned to promote greater gender equality in the use and benefits of urban space. Many of the past and present trends in urban planning and development reflect the male perspective regarding the role of women as primary caregivers.

Long term development is more likely to be holistic and sustainable when women are not only actively involved but are playing a central role. Globally, the experience of women's involvement and leadership in local governance has generally represented significant advances in social inclusiveness and political effectiveness, because women leaders tend to take the perspectives and needs of all groups in the community into consideration, not just the views and interests of the quick, the articulate, the powerful, and the influential members of society. Women often also take the lead in building bridges and alliances across social, cultural, and ethnic divisions and conflicts within their communities. Viewing families, communities, towns, cities, and regions from a gender perspective requires a radical shift both in thinking and in actions.

As a result, the Municipality of Trikala is planning to implement interventions, urban regenerations, projects that promote the feeling of safety, security and highlight gender equality such as:

- ✓ Redevelopment of the Hroon Politehniou and Ethniki Antistasi squares in the city of Trikala
- ✓ Regeneration of Lithaios riverbank along its bed within the town planning zone
- ✓ Extension of the bike path network
- ✓ Regeneration of the Train Station Area
- ✓ Project "Inclusion school yard" in an elementary school of the Municipality

- ✓ Awareness actions from the Department of Social Policies and Public Health of the Municipality in cooperation with other municipal Structures (e.g. the Counseling Center for Women etc) and other local stakeholders and members of ULG.: awareness programs on gender equality in schools, teachers, parents, local mass media and community etc
- ✓ Operation of the Breastfeeding and Baby Care Area-Station

ACTION Title 1. Redevelopment of the Hroon Politehniou and Ethniki Antistasi squares in the city of Trikala

ACTION Owner Municipality of Trikala



Short Description

Redevelopment of 10.775m2 for both squares, in order to make them more open, accessible and safe for citizens, especially women and children

Stakeholders

- The Technical Services Directorate of the Municipality
- The Deputy Mayor for Technical Services of the Municipality
- The Social Welfare Directorate of the Municipality
- The Technical Chamber

Links to Strategy The intervention will help to create open, safe, accessible and efficient public spaces which may promote sustainability.

Finance & Resources The project is estimated to be ERDF co-financed and the cost will just exceed 3.000.000,00 euros

ACTION Readiness The proposal has been submitted for evaluation by the ERDF Regional Operational Programme of Thessaly Managing Authority

Risks Such a large project may face several delays due to bureaucracy and prices' increase in raw material

ACTIVITIES Summary

ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES	Problems / Concerns
Redevelopment of the Hroon Politehniou and Ethniki Antistasi squares in the city of Trikala	Estimated start date: Nov 21 Estimated end date: Dec 23	The center of the city of Trikala becomes modern, beautiful, and functional. These two squares are the biggest in the city and with these interventions will be safer and more accessible for all which leads to: 1. More safety for women in the city (improving street and square lighting, eliminating dangerous spot,) 2. Development of specific areas 3. Equal use of urban public space (developing more pedestrian,	All the technical interventions and infrastructures that are held and implemented in the present time in the city and based in terms of sustainable urban development	The fact that for two years (during the technical process of the interventions) parts of the squares won't be accessible. Delays due to bureaucratic procedures and the size of the intervention area.

		resting and bicycling areas, widening of sidewalks)		

ACTION Title 2. Regeneration of Lithaios riverbank along its bed within the town planning zone

ACTION Owner Municipality of Trikala



Short Description

Total intervention area of 20.028,37 m², on both riverside shores.

Renovation of sidewalks to the right and left of the riparian zone, planting new trees, installing new lighting fixtures and railings, light traffic routes on central streets, safe movement of the disabled with a blind lane, access ramps etc

Stakeholders

The Technical Services Directorate of the Municipality

The Deputy Mayor for Technical Services of the Municipality

The Social Welfare Directorate of the Municipality

The Technical Chamber

Links to Strategy The intervention will help to create open, safe, accessible, and efficient public spaces which may promote sustainability.

Finance & Resources The project is estimated to be ERDF co-financed and the cost will just exceed 3.109.198,40 euros

ACTION Readiness The proposal has been submitted for evaluation by the ERDF Regional Operational Programme of Thessaly Managing Authority

Risks Such a large project may face several delays due to bureaucracy and prices' increase in raw material

ACTIVITIES Summary

ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES	Problems / Concerns
Regeneration of Lithaios riverbank along its bed within the town planning zone	Estimated start date: Jul 21 Estimated end date: Dec 23	The intervention concerns new pavements and mild mobility routes, new lighting across the river and resting spots among other things. which leads to: 1. More safety for women in the city (improving lighting, eliminating dangerous spot,) 2. Development of specific areas 3. Equal use of urban public space (developing more pedestrian, resting areas, widening the sidewalks)	All the technical interventions and infrastructures that are held and implemented in the present time in the city and based in terms of sustainable urban development	Delays due to bureaucratic procedures and the size of the intervention area.

ACTION Title 3. Creation of an extended bike path network

ACTION Owner Municipality of Trikala



Short Description

A complete network of bicycle paths has begun to be created in the city of Trikala promoting the safe and ecological movement of its inhabitants and especially for the women because they use bicycle more often than men when they move in the city.

Stakeholders

The Technical Services Directorate of the Municipality

The Deputy Mayor for Technical Services of the Municipality

Links to Strategy The intervention will help to create open, safe, accessible, and efficient public spaces which may promote sustainability.

Finance & Resources the project is estimated to be ERDF co-financed and the cost will just exceed 755.776,80 euros

ACTION Readiness The proposal has been submitted for evaluation by the ERDF Regional Operational Programme of Thessaly Managing Authority

Risks Such a large project may face several delays due to bureaucracy and prices' increase in raw material

ACTIVITIES Summary

ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES	Problems / Concerns
Creation of an extended bike path network	Jun 22-Dec 23	promoting the safe, equal and ecological movement of its inhabitants and especially for the women because they use bicycle more often than men when they move in the city	All the technical interventions and infrastructures that are held and implemented in the present time in the city and based in terms of sustainable urban development	Delays due to bureaucratic procedures and the size of the intervention area.

ACTION Title 4. Technical Interventions in the Station Area and extension of the Bike Path in Kapodistriou street in the center of the city.

ACTION Owner Municipality of Trikala



Short Description

Station Area

- widening of existing sidewalks, - creation of green spaces
- street lighting works (installation of new - where necessary - lighting fixtures)
- creation of pedestrian street
- Kapodistriou street
- renovation of the bike path and pedestrian zone

Stakeholders

The Technical Services Directorate of the Municipality

The Deputy Mayor for Technical Services of the Municipality

Links to Strategy The intervention will help to create open, safe, accessible and efficient public spaces which may promote sustainability.

Finance & Resources The project is estimated to be ERDF co-financed and the cost will just exceed 1.179.258,128 euros

ACTION Readiness The proposal has been submitted for evaluation by the ERDF Regional Operational Programme of Thessaly Managing Authority

Risks

Such a large project may face several delays due to bureaucracy and prices' increase in raw material

ACTIVITIES Summary

ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES	Problems / Concerns
Technica I Interventions in the Station Area and renovation of the Bike Path in Kapodistriou street in the center of the city.	Estimated start date: May 22 Estimated end date: Dec 23	The deprived area of Train Station will be upgraded, improving the quality of life and the safety of Trikala citizens and the renovation of the bike zone and the pedestrian zones in the center of the city, which leads to: 1. More safety for women in the city (improving street lighting, eliminating dangerous spot) 2. Development of specific areas 3. Equal use of urban public space (developing more pedestrian,	All the technical interventions and infrastructures that are held and implemented in the present time in the city and based in terms of sustainable urban development	Delays due to bureaucratic procedures and the size of the intervention area.

		green, resting and bicycling areas, widening of sidewalks, create pedestrian streets)		

ACTION Title 5. "Inclusion School Yard" in 33rd Elementary School of the Municipality of Trikala

ACTION Owner Municipality of Trikala



Short Description

The "Inclusion Yards" is a pedagogical program with architectural interventions that aims to raise awareness of the school community on issues of equality and inclusion, focusing on gender, through the study of the school yard, the first public social space for the children which is planned by NGO Urbana.

Stakeholders

Municipality, NGO URBANA, The Counselling Centre for Women Victims of Violence, E-Trikala S.A., The Technical Services Directorate of the Municipality, The Primary Education Directorate, 33rd Elementary school of Trikala

Links to Strategy Introducing a gender perspective in school yard, creating conditions of equal and inclusive use of all the students, change of mentality /fighting gender stereotypes, increase visibility of gender issues in the city

Finance & Resources The project is expected to be funded by Trikala's Genderlandscape Urbact III reformed budget (budget 7.500 €)

ACTION Readiness the mapping of the yard and the elaboration of a technical study for the implementation of the interventions have already started and the project will be completed until the end of July 22.

Risks

Bureaucracy and funding delays and obstacles

ACTIVITIES Summary

ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES	Problems / Concerns
The project includes 3 stages: 1. the stage of raising the awareness of students and teachers on issues of gender dimension of the space and especially the schoolyard, through the mapping of the current situation and recording the needs and desires of all students and their suggestions for the yard they would like to have. 2. The stage of elaboration of a relevant technical study by Urbana based on the recording of the needs and desires of the students and the basic principle of the integration of the gender and inclusive dimension in the yard. 3. The implementation of	Estimated start date: May 22 Estimated end date: July 22	The Inclusion Yards program seeks to support elementary school communities to understand the dynamics of the yard and redefine its management through the lens of gender equality and the use of participatory methods and tools. The aim is the approach of equality, through the enhancement of spatial qualities of the yard that meet	The project will be initially held in one school, however our aim is this yard to be an inspiration for other schools too and become a good practice and a chance to search and ask for fundings for implementation of the project in other school yards too.	Bureaucracy and funding obstacles

the technical interventions of the study with the aim of creating a yard in which the equal use of its space will be made by all students.		a greater variety of needs and desires of children.		

ACTION Title 6. Awareness actions on gender equality from the Department of Social Policies and Public Health of the Municipality

ACTION Owner Municipality of Trikala



Short Description

Various awareness interventions with different thematic objectives and target groups on gender equality in cooperation with other municipal Structures (e.g. the Counseling Center for Women etc) and other local stakeholders and members of Ulg.: awareness programs on gender equality in schools, teachers, parents, local mass media and community.

Stakeholders The Social Welfare Directorate of the Municipality, The Counselling Centre for Women Victims of Violence, E-Trikala S.A., The NGO URBANA, The NGO Mataora, The Centre of Prevention of Addictions and Promotion of Psychosocial Health of Trikala, , The Primary and Secondary Education Directorates, ULG members

Links to Strategy Change of mentality /fighting gender stereotypes, increase visibility of gender issues in the city

Finance & Resources The activities will be financed by own means (municipal funding, staff of ULG members, NGOs) and volunteering work

ACTION Readiness All the activities have a respective maturity level and could start within 2022

Risks New restrictions like those caused by covid 19 disease could delay the implementation

ACTIVITIES Summary

ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES	Problems / Concerns
Awareness actions for gender equality and gender stereotypes in schools of Primary and mainly Secondary education of the Municipality of Trikala	Sept 22- May 23	<p>Target:</p> <ul style="list-style-type: none"> a) informing and raising awareness of teachers and students on issues of gender equality, gender-based violence and gender-based discrimination; b) the change of stereotypes about gender relations, as well as c) cultivating attitudes and developing skills for respecting human rights and preventing gender-based discrimination and violence. 	All the awareness actions on gender equality that are permanently planned and carried out by the dedicated structure of he Municipality, the Counselling Center for Women.	The main challenge is to motivate and engage the adults, not the children who are more keen to listen and learn

<p>Publicity, information and awareness-raising activities in the local community on gender equality issues and gendered based violence (Conferences, artistic activities, presence in local media) on International Women's Day (March 8) and International Day for the Elimination of Violence against Women (November 25).</p>	<p>Nov 22- Mar 23</p>	<p>Target: a) informing and raising awareness of local community on issues of gender equality, gender-based violence and gender-based discrimination; b) the change of stereotypes about gender relations, c) fight the gender stereotypes.</p>	<p>All the awareness actions on gender equality that are permanently be planned and carried out by the dedicated structure of the Municipality, the Counselling Center for Women.</p>	<p>Convince the local society and the policy makers that even the recent hard times, gender equality is not an "extra", it's not a luxury but essential for sustainable urban development</p>
<p>Awareness Actions for Gender Stereotypes in Parents Workshops</p>	<p>Jan 23- Mar 23</p>	<p>Parents, through the institution of the family contribute to the formation of children's beliefs, perceptions and attitudes about gender and equality. Parents and the family as an institution, through the upbringing and education of children, contribute significantly to the adoption or maintenance of the prevailing negative gender stereotypes about the characteristics and roles of men and women, boys and girls, leading to gender inequality. Therefore, raising the awareness of parents is essential for changing the mentality and promoting gender equality for future generations.</p>	<p>All the awareness actions on gender equality that are permanently are planned and carried out by the dedicated structure of the Municipality, the Counseling Center for Women.</p>	<p>Bring down the barriers when it comes to rehabilitated people is the most challenging thing</p>
<p>Technology and computer science program "Coding Bees" for women and girls in the city from the NGO "Mataora"</p>	<p>Jul 22</p>	<p>Coding Bees is an interactive training program of the NGO Mataora, with the support of Google.org, Google's charitable arm, which aims to make technology a woman's issue. From April and for the whole of 2022, Coding Bees will travel to 6 cities in Greece, including Trikala. The target of the project is to train, inspire and equip girls and women with technological and non-technological skills. The program strengthens their mentality with confidence, combat stereotypes about women and technology, educates them</p>	<p>All the awareness actions on gender equality that are permanently be planned and carried out by the dedicated structure of the</p>	<p>Break the stereotypes about women technology and computer science. The project will be held for a limited number of participants, extra fundings could help for</p>

		on computer programming & web development technologies - Interacts with successful women professionals in the field of technology.	Municipality, the Counselling Center for Women.	its wider implementation.
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ACTION Title 7. Operation of the Breastfeeding and Baby Care Area-Station

ACTION Owner Municipality of Trikala



Short Description Trikala's SSA is a Breastfeeding and Baby Care Area-Station in the Municipal Cultural Centre in the center of the city . The space was created in the context of a general plan for gender equality and a gender-friendly city, in order to facilitate and create conditions for equal access, mobility and use of the public space in the center of the city for parents and baby caregivers.

Stakeholders
 The Social Welfare Directorate of the Municipality,
 The Technical Services Directorate of the Municipality
 The Gender Equality Municipal Committee

Links to Strategy The space was created in the context of a general plan for gender equality and a gender-friendly city in order to facilitate and create conditions for equal access, mobility and use of the public space in the city center for parents and baby caregivers.

Finance & Resources The project has cost 8.000,00 euros

ACTION Readiness The project was designed and completed as a SSA under the Urbact III Programme

Risks The only risk is for Trikala's citizens not to embrace and understand the center's role and purpose

ACTIVITIES Summary

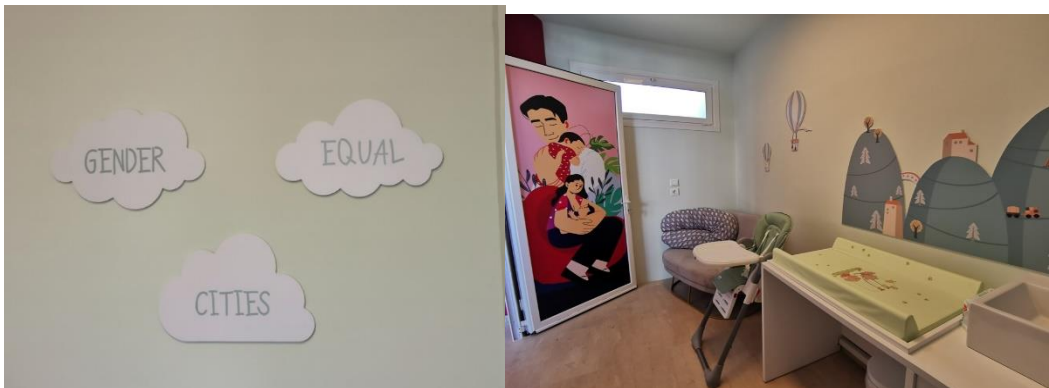
ACTIVITY	Dates	OUTPUTS	Related ACTIVITIES	Problems / Concerns
Operation of the breast feeding and baby care area-station. Creation of a safe, accessible, full and properly equipped municipal place in the center of the city for baby caregivers(breast feeding, feeding, change of dippers etc) while they move in the city .	Starting date November 21, permanent area	1.improve mobility of baby caregivers, who mainly are women, in the city. 2. encourage more men to move in the city carrying their babies creating the above facilitating conditions. This aim was obvious and in the choice of the visual-decorative-artistic part of the intervention where men are in the foreground, although usually in the most breastfeeding or baby care areas the graphistic part is dominated by the	All the awareness actions on gender equality that are permanently are planned and carried out by the dedicated structure of the Municipality, the Counselling Center for Women.	The challenge was to persuade local community that this Intervention was not only about supporting the breast feeding. The Municipality supports the right of every woman to breast feed or not and also her right to do it in a public or in a private place according to her will and her needs. The aim of the project was to improve mobility of baby caregivers, who mainly are women, in the city, by creating a safe, accessible, full and properly equipped municipal place, while they move in the city. Also is a challenge to encourage more men to move in the

	<p>pictures of women who take care of their babies . We wanted to break these stereotypes and we wanted to make it clear and visible for everyone</p>	<p>city carrying their babies creating the above facilitating conditions.</p>
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Trikala's vision for city's open, safe and accessible public urban space
 Source for photos and video:
 Municipality of Trikala/official website/official you tube channel
 -<https://trikalacity.gr/anaplasti-plateion-me-neo-prosopo-i-epomeni-imeraton-trikalos/>
 - <https://www.youtube.com/watch?v=d73MrzCaG7A&t=2s>



Local initiatives against gender discrimination



Small Scale Actions (SSA)

Through the SSA, Trikala wants to increase the visibility of women's issues and reformat spaces to better suit the needs of women as a first step toward the promotion of gender equality in a wider way in the city.

To achieve this goal, the Municipality of Trikala is implementing a Breastfeeding and Baby Care Area-Station. The Breastfeeding and Baby Care Area-Station of the Municipality of Trikala started its operation on November 2021. Its implementation took place in the context of Gendered Landscape Project, and it is located at the ground floor of Trikala Cultural Center "Athanasios Trigonis". At the Breastfeeding and Baby Care Area-Station milk pumping, childcare and breastfeeding can be done, in a safe, comfortable and equipped environment, allowing both parents to take care of the children's' needs, including diapers and clothes change among other things. Depending on the conditions, the opening hours will be re-examined, in order to offer better services to all. This action is of wider importance, as it is part of the overall goal of the program, for a city that is safe and accessible to all genders.

Breastfeeding protects the health and well-being of mothers and babies. Breastfeeding gives infants the healthiest start to life by stimulating brain development and acting as a baby's first vaccine. It also leads to lower health care costs, healthier families and a smarter workforce. Breastfeeding is also critically important for mothers, protecting and improving their health and providing them with greater reproductive freedom. Women face multiple barriers to breastfeeding in the home, community, health care system and workforce. Indeed, millions of mothers around the world stop breastfeeding before they want to because they do not get the support and time they need to continue. To better support them, there is a need to invest in programmes and policies that put women's rights, dignity and choice at the centre. Supporting a woman's right to breastfeed is a measure of gender equality and building a breastfeeding-friendly society is everyone's responsibility. Breastfeeding is critically important for women and children in both high and low-income countries. Increasing the rates of breastfeeding worldwide will help meet the Sustainable Development Goals, including Goal 5 on gender equality and women's empowerment. Women have the right to bodily autonomy. This means they have the right to make decisions about their bodies with accurate information, free from fear, pressures and discrimination, including whether to breastfeed and for how long. Women who wish to breastfeed should have the right to do so, whenever and wherever they choose with the full support of their families, communities, employers and governments. Breastfeeding protects women's health. It reduces a woman's risk of ovarian cancer, heart disease, and diabetes. Increasing rates of breastfeeding could also prevent 20,000 maternal deaths each year from breast cancer.

But the challenge was to show and persuade the local community that this Intervention was not only about supporting the breast feeding. The Municipality supports the right of every woman to breast feed

or not. And also her right to do it in a public or in a private place according her will and her needs. The aim of the project was to improve mobility of baby caregivers, who mainly are women, in the city, by creating and a safe, accessible, full and properly equipped municipal place in the centre of the city, where baby caregivers they can satisfy their babies basic needs (breast feeding, feeding, change of dippers etc) while they move in the city.

Also our aim was to encourage more men to move in the city carrying their babies (as was already was mentioned women are the main baby and children caregivers) creating the above facilitating conditions. This aim was obvious and in the choice of the visual-decorative-artistic part of the intervention where men are in the foreground, although usually in the most breastfeeding or baby care areas the graphic part is dominated by the pictures of women who take care of their babies. We wanted to break these stereotypes and we wanted to make it clear and visible for everyone. We want to give the message that men can also play a key role in the whole procedure, increasing the level of responsibility and equality within the family. They can also sensitize their peers and community to the importance of child care of any kind. In view of the above, it is easy to understand the importance of the implementation of this SSA by Municipality of Trikala.

Framework for delivery

The Municipal departments, as core ULG members as well, are responsible for the design and implementation of the actions mentioned above. There is close collaboration at any level that led to the actions' sustainability since they will continue existing and after the project's end.

Resourcing

ACTION	RESOURCES
1. Redevelopment of the Hroon Politehniou and Ethniki Antistasi squares in the city of Trikala	The project is expected to be funded by ERDF Total Budget: 3.000.000,00
2. Regeneration of Lithaios riverbank along its bed within the town planning zone	The project is expected to be funded by ERDF Total Budget: 3.109.198,40
3. Creation of an extended bike path network	The project is expected to be funded by ERDF Total Budget: 755.776,80
4. Technical Interventions in the Station Area and extension of the Bike Path in Kapodistriou street in the center of the city	The project is expected to be funded by ERDF Total Budget: 1.179.258,128
5. "Inclusion School Yard" in 33rd Elementary School of the Municipality of Trikala	The project is expected to be funded by to be funded by Trikala's Genderlandscape Urbact III reformed budget (budget 8.000 €)

6. Awareness actions on gender equality from the Department of Social Policies and Public Health of the Municipality	The activities will be financed by own means (municipal funding, staff of ULG members, NGOs) and volunteering work
7. Breastfeeding and Baby Care Area-Station	The project was funded by ERDF (Urbact III) Total budget: 8.000,00

Risk analysis

- In the table below, begin to think about what risks you might encounter in the implementation of your plan. Outlining and analysing risks will help you be able to come up with possible mitigation steps together with your ULG.

Risk analysis table

Description of risk	Type of risk (e.g. operational, financial, legal, staffing, technical, behavioural)	Categorisation (low, medium or high risk with regard to the successful implementation of your IAP)	Outline of steps which could be taken to mitigate the risk
The actions may not be accepted by local community	operational, financial, behavioural	medium	Informing local community about the social impact of the SSA and the integrated Action Plant
The actions may have minor impact on women	operational, financial, behavioural	medium	Change of mentality, Raising awareness
The actions may fail to have a positive effect on the issue of gender equality	behavioural	medium	Informing local community about the social impact of the SSA, change of mentality, Raising awareness
Delays due to covid 19	operational, financial, staffing, technical	medium	Increase the level of safety for the beneficiaries to benefit from the actions above