



Baseline Study: FEMACT-Cities

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URBACT



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Introduction

Gender equality has been enshrined in EU law for nearly 25 years, and all 27 member states have enacted federal laws to translate this principle into their national law. However, implementation on a local level remains uneven and tends to favour certain topics, despite the fact that women continue to experience urban spaces, public services, the labour market, education and training and even health provision in Europe differently than men. In recent years, and largely as a result of the COVID-19 pandemic, progress on gender equality markers in Europe has stalled; for some domains of the Gender Equality Index the trend was negative for the first time since the Index was started in 2010.

Despite being enshrined in law for nearly a quarter of a century, the role of gender equality as a cross-cutting topic which is vital to all policy areas remains poorly understood. A handful of cities and regions, for example Vienna (AT), Barcelona (ES), Umeå (SE) and the Basque country (ES), have made a concerted point of focusing on the role of gender in urban and regional development and have worked to push policy innovation and new approaches, including in sectors which were previously not considered relevant. However, the reality for many more municipalities, intermunicipal areas and regional authorities in Europe is that their work on gender equality implementation is hampered by knowledge and data gaps, lack of dedicated personnel, lack of awareness, lack of political support and both active and passive resistance.

For gender equality to become a reality in European cities and regions, it is therefore critical not only to work across sectors and with a variety of stakeholders, but also to work on awareness, acceptance and training within the municipality or organisation itself, identifying and actively combatting stereotypes and raising awareness and allyship among men, who are all too frequently missing from the conversation. Networking and peer learning between municipalities can help transfer knowledge and effective practices, and increase the effectiveness of those working on this topic and the policies they develop.

The URBACT FEMACT-Cities Action Planning Network seeks to **improve the implementation of gender equality on a local level** and increase innovation and knowledge sharing in gender equality in four thematic clusters shared by the partners: **urban development, labour market and training and health and safety**, flanked by **internal and structural gender mainstreaming** in the partner organisations. Four cross-cutting topics – stereotypes, urban/rural differences, intersectional identities, and the role of men – will accompany this work. The goal of the network is to create spaces in which all residents, irrespective of gender, can experience freedom of movement, freedom from violence, freedom from fear, freedom to pursue their dreams, and freedom to reach their full potential.

To do this, the eight partners (Länsstyrelsen Skåne (SE), Comunidade Intermunicipal da Região de Coimbra (PT), Clermont Auvergne Métropole (FR), Kraków (PL), City of Turin (IT), Municipality of Postojna (SI), Cluj Metropolitan Area Intercommunity Development Association (RO), and Szabolcs 05 Regional Development Association of Municipalities (HU)) will embark on a two-year journey of learning, sharing, and testing in order to create integrated action plans for their local policy challenges. This Baseline Study outlines the state of gender equality in Europe and in the eight partner organisations, and sets out the network roadmap and methodology which was co-produced by the partners and the Lead Expert.

Why are we still talking about gender equality?

Gender mainstreaming has been enshrined in the law of the European Union (EU) for nearly a quarter of a century. In this period, all 27 member states have implemented national gender equality regulations. However, implementation on a local level remains uneven across Europe. During the COVID-19-pandemic, progress on gender equality markers in Europe slowed significantly; for some domains of the Gender Equality Index the trend was negative for the first time since 2010. Especially member states which were previously vanguards in gender mainstreaming in Europe - for example Sweden and Denmark - saw their progress stall completely (Figure 1).

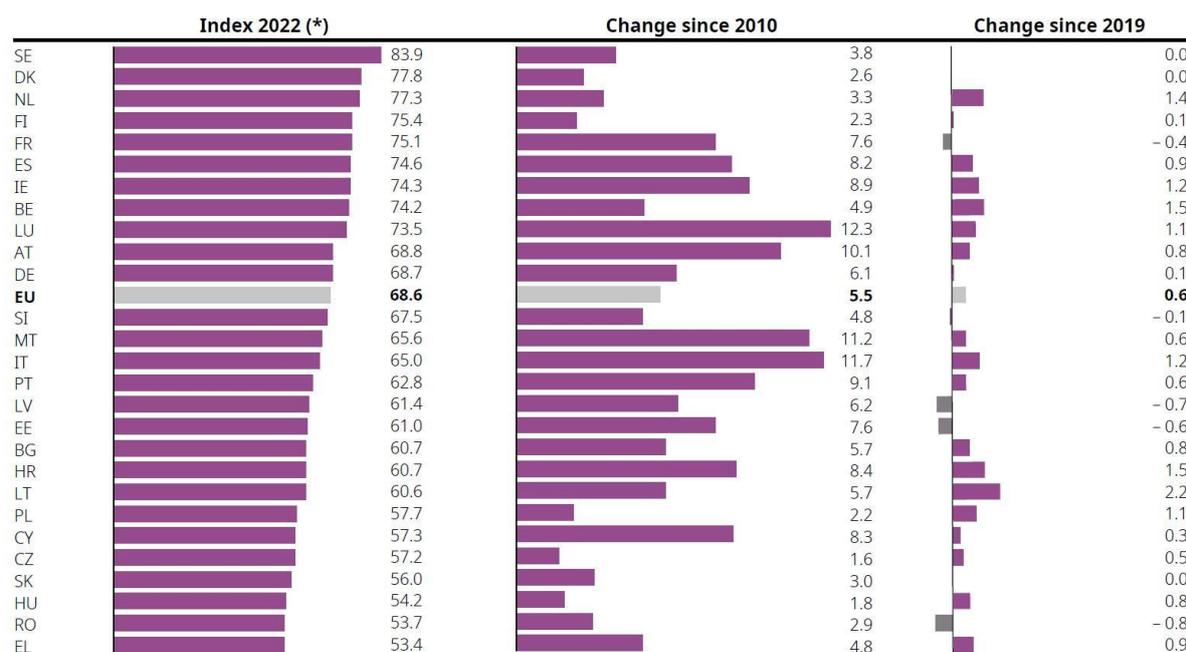


Figure 1. The Gender Equality Index for the EU-27 2022. Progress in EIGE's gender equality index has slowed since 2019 and progress has been very mixed across the EU-27. Source: EIGE¹

Gender mainstreaming is a topic which is cross-cutting and affects all topics relevant to municipal, regional, and national policy. However, implementation on a local level in Europe is highly mixed and often dependent on favourable constellations of conditions which can change with the next election, next round of budget negotiations or reshuffling of priorities or department responsibilities.

There are many reasons why the implementation of gender mainstreaming on a local level is stalling or has never gotten traction in the first place. The specific reasons in specific locations are highly contextual but it is possible to identify a number of patterns which cross-cut local contexts:

1. Gender continues to be perceived as a niche topic, something extra or on top of other topics, and not as the integrated and cross-cutting topic that it is. This often means that it is not well resourced and at higher risk of being defunded than topics which are perceived as "more central."

¹ EIGE. 2022. Gender Equality Index 2022: The COVID-19 pandemic and care. p. 20. Available at: <https://eige.europa.eu/publications-resources/publications/gender-equality-index-2022-covid-19-pandemic-and-care>. Accessed on 18 October 2023.

2. In part as a result of point 1, gender equality frequently lacks operationalisation (e.g. gender action plans) and integration (e.g. into strategic planning instruments).
3. Despite the inclusion of gender equality in the Sustainable Development Goals, the role of gender equality in sustainability and other future-oriented topics is not well understood, including in particular the benefits of a gender perspective in reaching sustainability goals such as climate mitigation and adaptation.
4. There is a lack of gender equality expertise, especially in topics which are more male-dominated such as STEM fields, planning and architecture, and procurement. Heterogeneous access to training and education on gender equality in formal education, especially in the 2000s-2010s, means that many countries are facing a potential current and future shortage of qualified gender experts as older experts leave the workforce.
5. Political departments remain gender segregated in many contexts, with men much more frequently leading “hard” topics such as infrastructure, economic development and construction and women leading socially-oriented departments such as social affairs, education, and culture.
6. Men continue to fill the majority of decision-maker positions, including on the political level. A continuing and widespread lack of awareness and allyship among men, also in how gender equality policy directly affects them, exacerbates the challenges presented by point 1.
7. As a cross-cutting topic, gender equality can often feel “too big to tackle.” Topics such as urban planning touch on care work, childcare, gender segregation in politics and the labour market, training, and education. Delineating the boundaries of the problem in order to operationalise it is a major challenge which is exacerbated by the lack of expertise and the lack of awareness among decision-makers and workers in male-dominated fields, and a lack of cooperation between departments.
8. As with all topics, gender equality faces competing priorities, however its perception as a niche topic means that it is much more likely to be deprioritised than other topics.
9. In recent years, traditional gender equality measures focused on (cis)women have been confronted by the increased complexity brought about by intersectional approaches, the move away from (only) binary gender and the rise of a wider view of Diversity, Equity, and Inclusion (DEI). This shift is necessary and important, but it also increases the complexity of the tasks and thematic knowledge needed by gender equality experts. Competition for resources can additionally make DEI feel like a zero-sum game, with traditional (cis)female projects “losing out.”
10. Even places where gender equality is an accepted social and political goal face challenges to implementation and true mainstreaming ranging from passive resistance to political and administrative apathy due to a feeling of already having reached equality.

These issues are not discrete and interact with each other and the local situation to compound barriers to the successful implementation of gender equality.

The state of gender equality in the EU

Gender equality policy in the EU

The topic of gender equality has been a fundamental policy focus in the European Union since the beginning, from the inclusion of the principle of equal pay in the Treaty of Rome (1957). The process however really began to take form from the 1990s onward with the Treaty of Amsterdam (1997, ratification 1999) and the stipulation of gender equality and the prohibition of discrimination in article 23 of the Charter of Fundamental Rights of the European Union (2000). In addition, in 1995, the United Nations created the Beijing Declaration and Platform for Action (BPfA), an additional important turning point in the inclusion of gender equality in public policy on a European level. Since 1995, the EU has used the twelve domains set out in the framework as a monitoring instrument.

A number of relevant policy instruments have been enacted since the 2010s, including the adoption of the Women's Charter in 2010, the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (commonly known as the Istanbul Convention, 2011), the adoption of a new European Pact for Gender Equality in 2011, the inclusion of gender considerations in the 2013 Rights, Equality and Citizenship Programme, and the development of equality strategies in both the 2010-2015 and 2016-2019 policy periods.

The Von der Leyen Commission has made gender equality a central tenet of their policy work. The Gender Equality Strategy 2020-2025's key objectives are "ending gender-based violence; challenging gender stereotypes; closing gender gaps in the labour market; achieving equal participation across different sectors of the economy; addressing the gender pay and pension gaps; closing the gender care gap and achieving gender balance in decision-making and in politics".² The gender equality strategy addresses intersectionality for the first time on a European level and seeks to pursue a two pronged approach of both mainstreaming and targeted actions. Concrete measures have included proposed binding pay transparency measures (2021), a new EU-wide proposal for a directive to combat violence against women (2022), the passing of a directive on gender balance in corporate boards (2022), and a campaign to combat gender stereotypes, including promoting the role of men and boys in this breaking down stereotypes, which was launched in 2023.³ The specific initiatives and milestones in the Member States are outlined in the 2023 annual report on the state of equality between men and women.⁴

In addition, in 2022 the Von der Leyen Commission established the gender equality strategy monitoring portal⁵ to allow transparency regarding the state of play of the realisation of the policy objectives of the Gender Equality Strategy 2020-2025. The portal allows monitoring of data tracking progress on both

² European Commission. Gender equality strategy. https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en Accessed on 18 October 2023

³ Ibid. and Directorate-General for Justice and Consumers. 2023. 2023 report on equality between women and men in the EU. Available at: https://commission.europa.eu/system/files/2023-04/annual_report_GE_2023_web_EN.pdf. Accessed on 18 October 2023.

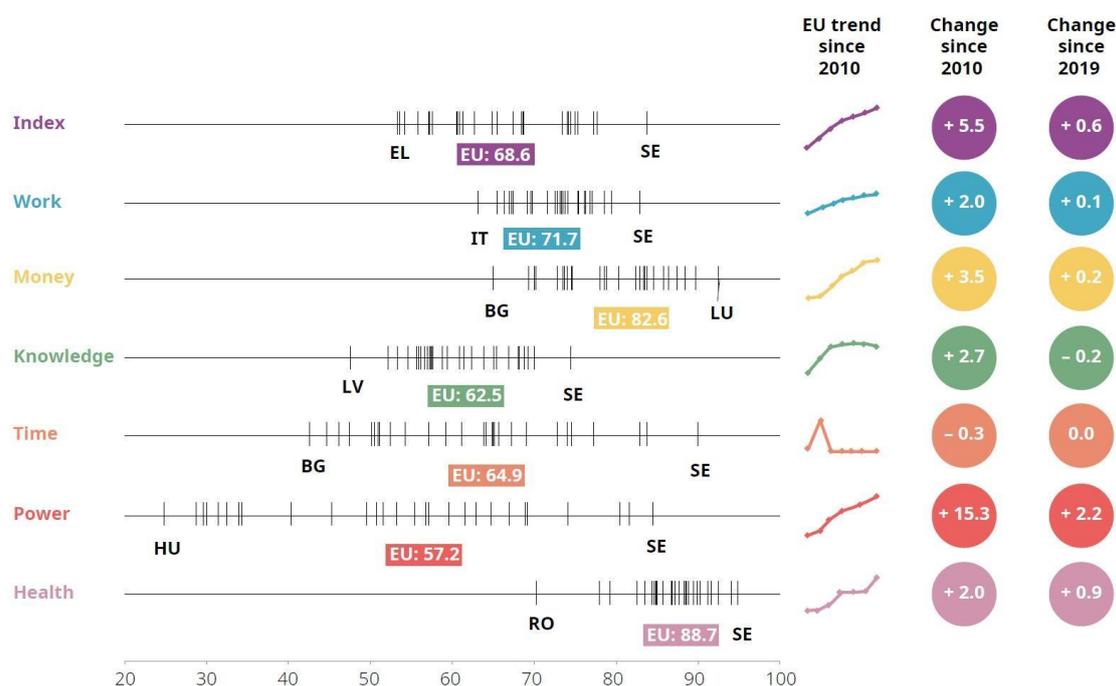
⁴ Directorate-General for Justice and Consumers. 2023. 2023 report on equality between women and men in the EU, p. 3. Available at: https://commission.europa.eu/system/files/2023-04/annual_report_GE_2023_web_EN.pdf. Accessed on 18 October 2023.

⁵ European Commission. Gender Equality Strategy Monitoring Portal. <https://composite-indicators.jrc.ec.europa.eu/ges-monitor> Accessed on 18 October 2023

a Member State level and aggregated for the EU on the three main thematic strands of the strategy: being free from violence and stereotypes, thriving in a gender-equal economy, and leading equally throughout society.

The Gender Equality Index and the 5th Review of the Implementation of the Beijing Platform for Action: Where do we stand?

The gender equality strategy monitoring portal represents a new tool alongside well-established monitoring tools such as the European Institute for Gender Equality's (EIGE) Gender Equality Index and the 5-year reviews of the Implementation of the Beijing Platform for Action, both of which allow us a long-term assessment of progress on gender equality goals.



Source: Authors' calculation.

(*) The 2022 Index for the most part uses data from 2020 and traces progress over the shorter term (2019–2020) and the longer term (2010–2020).

Figure 2. Ranges of the Gender Equality Index 2022 scores for Member States and changes over time. Source: EIGE⁶

Since 2010, EIGE has been responsible for collecting and analysing gender data and annually publishing the **Gender Equality Index**, which is by far the most important barometer for the state of gender equality in the 27 EU member states. The index is aggregated from indicators in six domains - work, money, knowledge, time, power, and health, as follows:

- **Work** includes consideration of labour market participation and segregation and the quality of work
- **Money** examines financial resources (earnings and income) and economic situation (poverty and income distribution)

⁶ EIGE. 2022. Gender Equality Index 2022: The COVID-19 pandemic and care. p. 18. Available at: <https://eige.europa.eu/publications-resources/publications/gender-equality-index-2022-covid-19-pandemic-and-care>. Accessed on 18 October 2023.

- Knowledge considers educational attainment, graduates of tertiary education, segregation between fields and participation in lifelong learning
- Time examines unpaid labour in the household and care work, but also social activities and the ability to pursue hobbies, sports, and charitable activities
- Power takes into account the number of women in leadership positions in governing bodies and economic institutions (so-called “C level” positions and membership on boards)
- Health includes self-perceived health, life expectancy, healthy life years (also known as disability-free life expectancy), healthy behaviours such as smoking, drinking, physical activity and nutrition, and access to health and dental care

The authors of the 2022 Gender Equality Index report repeatedly highlight the negative effect of the COVID-19 pandemic on the progress made to date and the pace of progress in recent years. Progress has been mixed across the six domains of the index, with the majority of the progress coming from the domain of power, the domain which continues to have the lowest scores and the most variation across the 27 EU member states (Figures 2 and 3).

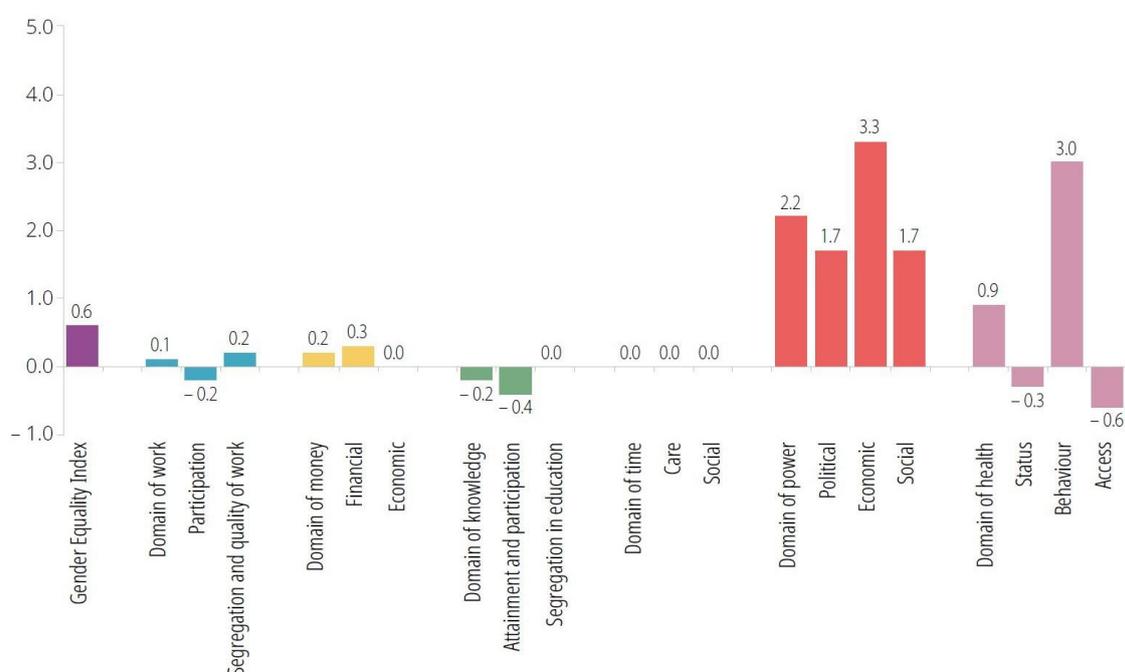


Figure 3. Changes in score by domain and sub-domain since the 2021 Gender Equality Index report. Source: EIGE⁷

The Gender Equality Index also offers a more specific picture for each of the 27 Member States. A snapshot of each partner’s national gender equality assessment has been included in the partner profiles.

The **Fifth Review of the Implementation of the Beijing Platform for Action (BPfA)** in the EU Member States was published in 2020 by EIGE and outlines the progress being made on the framework for achieving gender equality developed at the Fourth World Conference on Women in September 1995 25 years on. The reviews are published at five-year intervals and detail progress in 12 domains: women and poverty, education and training of women, women and health, violence against women, women

⁷ Ibid. p. 19.

and armed conflict, women and the economy, women in power and decision-making, institutional mechanisms for the advancement of women, human rights of women, women and the media, woman and the environment, and the girl child.

The findings of the 2020 report were organised around three key themes which emerged from the research assessing progress: “gender inequalities in the economy; gender-responsive public infrastructure, social protection and services; freedom from gender-based violence, stereotypes and stigma; parity democracy, accountability and gender-responsive institutions; and peaceful and inclusive societies.”⁸

The main findings of the report are extensive, and unfortunately frequently echo the findings of the 2015 version of the report, underlining again the slow pace of progress in gender equality noted in EIGE’s Gender Equality Index. Key findings include:

- Women’s participation in the labour market continues to be marked by lower employment rates, higher rates of precarious employment and part-time work, low representation among entrepreneurs, and sectoral segregation. All of these factors lead to gender pay gaps, which result in gender pension gaps and a higher risk of poverty in older years. Significantly, “the gender pay gap and gender pension gap have reduced somewhat since 2013, but still remain large (around 16 % and 37 % respectively).”⁹ Additionally, even though employment rates have increased for both women and men, the gender employment gap has remained the same since 2013 (11.5%).¹⁰ The source of this inequality can be primarily traced back to unequal division of care work and other unpaid tasks between genders.
- Public infrastructure including welfare programmes and healthcare services are inadequately designed to respond to gendered differences in service needs, and may also therefore increase gender inequalities, especially in the experience of poverty and health care access.¹¹
- Persistent stereotypes, sexism and gender inequalities in media and culture reinforce unequal divisions of labour, norms around care work and paid work, and sexist views. These detrimental social norms and stereotypes are linked to new forms of violence against women related to digitalisation and the internet.
- Women continue to be underrepresented in all levels of government and decision-making. Progress on gender mainstreaming is fragmented and overall low. This is particularly the case in mainstreaming gender into the EU budget and EU cohesion funds.¹²
- Finally, access to and collection of gender-disaggregated data remains challenging and progress is uneven across the EU.

⁸ EIGE. 2020. Beijing + 25: The 5th Review of the Implementation of the Beijing Platform for Action in the EU Member States. Available at: https://eige.europa.eu/publications-resources/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states?language_content_entity=en. Accessed on 18 October 2023.

⁹ Ibid, p. 11

¹⁰ Ibid, p. 11

¹¹ Ibid, p. 13-14

¹² Ibid, p. 18

Gender equality in EU cohesion policy

As a cross-cutting topic, gender equality is aligned with all of the five policy objectives of the **2021-2027 EU Cohesion Policy**: a more competitive and smarter Europe; a greener, low carbon transitioning towards a net zero carbon economy; a more connected Europe by enhancing mobility; a more social and inclusive Europe; and Europe closer to citizens by fostering the sustainable and integrated development of all types of territories.¹³ However, a special focus is placed on policy objective 4 (a more social and inclusive Europe), which is the main priority of the European Social Fund+. The challenge gender equality policy makers face is indeed arguing the value and relevance of gender equality in other policy objectives and the inclusion of key progress indicators and both *ex-ante* and *ex-post* gender monitoring and assessment of the cohesion funds.

It continues to be unclear how and to what degree European policy instruments focused on the urban dimension - the **Urban Agenda for the EU (2016)** and the **New Leipzig Charter (2020)** - have considered and included gender explicitly, if at all. In contrast, on a global level, the 17 **Sustainable Development Goals (SDGs)** which were then embedded in the 2016 **New Urban Agenda**, explicitly and individually address gender equality in SDG 5.¹⁴ However, gender equality is again a crosscutting topic, which touches on many, if not all, of the remaining SDGs, in particular 1 (no poverty), 3 (good health & well-being), 4 (quality education), 6 (clean water & sanitation), 8 (decent work & economic growth), 9 (industry, innovation & infrastructure), 10 (reduced inequalities), 11 (sustainable cities & communities) and 13 (climate action).¹⁵

Significant projects and initiatives in Europe

The topic of gender equality as it relates to sustainable and integrated urban development remains a relatively niche topic in Europe which is being moved forward by a small number of motivated organisations. The following is a non-exhaustive overview of the most central organisations.

The most central of these is the Council of European Municipalities and Regions (CEMR), whose 2006 publication of the **European Charter for Equality of Women and Men in Local Life**¹⁶ resulted from the realisation that “there was a lack of expertise and of instruments enabling the setting up of global gender equality policies at local and regional level.”¹⁷ Furthering their work on gender equality, the CEMR has since launched an observatory for the European Charter for Equality of Women and Men in Local Life, which includes an action plan, a range of methods and indicators, and a number of good practices to aid cities and regions in promoting gender equality. In 2022, CEMR and its member organisations updated the charter to ensure its continuing relevance for European municipalities and regions. As of October 2023, 2011 signatories in 36 countries have committed to the charter.¹⁸

¹³ European Commission. New Cohesion Policy. https://ec.europa.eu/regional_policy/2021-2027_en Accessed on 18 October 2023

¹⁴ Linking the SDGs with the New Urban Agenda. 2019. Available at: <https://www.sdgnewurbanagenda.com>. Accessed on 6 January 2020.

¹⁵ Dellenbaugh-Losse, Mary. 2020. GenderedLandscape URBACT Action Planning Network Baseline Study.

¹⁶ CEMR. 2020. European Charter for Equality of Women and Men in Local Life. Available at: <http://www.charter-equality.eu/>

¹⁷ CEMR. 2020. The Charter in brief. Available at: <http://www.charter-equality.eu/the-charter/la-presidence-en.html> Accessed on 18 October 2023.

¹⁸ CEMR. The Charter in Figures. <https://charter-equality.eu/atlas-of-signatories-of-the-charter/signataires.html> Accessed on 18 October 2023.

The **URBACT Programme** has also made a point of explicitly highlighting the role of gender equality in integrated and sustainable urban development in recent years, namely in the naming of Umeå's GenderedLandscape approach as an URBACT best practice (2017), the GenderedLandscape Action Planning Network (2019-2022), the first Gender Equal Cities report (2019), the Gender Equal Cities Reboot (2022), and the creation of a course on Gender-Responsive Public Procurement (2022). In particular the two Gender Equal Cities reports (2019 and 2022) put URBACT on the map as a vanguard in this topic on a European level. URBACT continues its commitment to furthering gender equality both through the inclusion of gender as one of the pillars of URBACT IV and the naming of two new Action Planning Networks in the current cohort (2023-2025) with a focus on gender: FEMACT-Cities and GenProcure.

In 2021, UN-Habitat developed and launched the **HerCity Toolbox**,¹⁹ a toolkit aimed at supporting urban practitioners in co-design processes involving girls, a historically underrepresented group.

All of this work is underpinned by the statistics and resources provided by the **European Institute on Gender Equality** (EIGE), which sits in Vilnius, Lithuania and the work of **UN Women**.

There have been a number of **additional projects** in recent years which centre around gender equality but a narrower focus, including for example the work of WomenMobilizeWomen²⁰ on mobility, the URBACT WEED Action Planning Network²¹ on employment and entrepreneurship, or recent work by the Council of Europe on gender-based violence.²²

In addition to the bodies and projects named above, there are a range of **non-governmental actors** involved in the monitoring and delivery of these policies and the promotion of gender equality in Europe. These actors provide vital input which helps shape the direction of public policy both in the member states and on the European level. Relevant organisations and institutions which have not yet been named include, but are not limited to: the European Women's Lobby (EWL), European Network of Equality Bodies (EQUINET), the European Trade Union Confederation (ETUC), and the European Centre of Employers and Enterprises providing Public Services (CEEP).²³ Furthermore, all 27 EU member states have at least one organisation or institution at a national level working to combat discrimination and promote gender equality.²⁴

¹⁹ UN Habitat. 2021. HerCity Toolbox. <https://hercity.unhabitat.org/> Accessed on 18 October 2023

²⁰ <https://womenmobilize.org/>

²¹ <https://urbact.eu/networks/weed>

²² <https://www.coe.int/en/web/genderequality/violence-against-women>

²³ Dellenbaugh-Losse, Mary. 2020. GenderedLandscape URBACT Action Planning Network Baseline Study.

²⁴ A full list can be found here: https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/who-we-work-gender-equality/national-gender-equality-bodies_en Accessed 18 October 2023



The Partner Profiles

Länsstyrelsen Skåne (Sweden)

Länsstyrelsen Skåne is the southernmost county administrative board in Sweden and home to 1.4 million inhabitants. The county administrative board contains 33 self-governing local municipalities, including the cities of Malmö, Helsingborg, Lund, and Kristianstad. It is part of the greater Copenhagen region (GCR), which contains 4.4 million inhabitants.

Skåne's importance has grown in the last two decades as a result of the July 2000 completion of the Öresund Bridge, a combined railway and motorway bridge which connects Sweden with the Danish peninsula. The region's importance as a gateway to Sweden is expected to continue to grow through the planned Fehmarnbelt Tunnel, which is currently under construction and set to connect the county with northern Germany in 2028.

The GCR is a significant driver of integrated regional growth and contains 17 universities, the largest of which is the University of Lund, the second largest university in Sweden. The 2021 'Regional Innovation Scoreboard' ranked Skåne as the 9th most innovative region in the EU. The region is home to world-leading technology companies, well-known start-up companies, and ground-breaking research. In addition, favourable social and cultural conditions of high permeability and low threshold contact between academia, industry, government, and civil society contribute to an overall favourable collaboration ecosystem of short distances and low friction. The most important sectors are the social and health sectors, trade, agriculture, food, e-gaming, manufacturing, industry, finance and real estate, and tourism.

Whilst the metropolitan areas in Skåne are growing, there was a significant urban to rural migration during the COVID-19 pandemic. In addition to a number of mid-sized cities, including Malmö (350,000 inhabitants) and Lund (120,000 inhabitants), the county also boasts large swaths of rural regions in its 11,302 km² area. Skåne is not only territorially but also demographically diverse, with a high number of inhabitants with migration background, in particular in Malmö.

The work of the county administrative board is therefore complex. As a central government agency, they are funded by appropriation through the national government and work very closely with their 33 municipalities to ensure a regional perspective in a wide range of topics, including regional growth, urban planning, social challenges, rural development, nature conservation, cultural environment, animal welfare, social preparedness and environment and water.

Gender Equality Policy in Skåne

Gender equality is deeply embedded into public policy in Sweden. Gender mainstreaming has been a core strategy in Swedish gender policy since 1994. As such, it is also a main task of the county administrative board. Like each of the other 21 county administrative boards, Skåne has had a special advisor on gender equality issues and special coordinator for issues regarding violence against women since 1994.

Länsstyrelsen Skåne's main task is to meet the national aim for gender equality by coordinating, monitoring, and providing various forms of support in the area of gender equality, including specifically:

- Producing and implementing a strategy for gender equality in Skåne, including the areas of responsibility of the county administrative board itself
- Integrating a gender perspective into all the tasks at the county administrative board
- Collecting and analysing sex-disaggregated data

- Analysis and follow-up of the development towards gender equality
- Supporting the work on gender mainstreaming and violence against women in government agencies, regions, and municipalities
- Coordination, facilitation, education, and implementation
- Allocation of government grants to civil society organisations, municipalities, and regions for their work with violence against women

The special advisor on gender policy at Skåne has identified a number of success factors and challenges for gender equality, as follows:

Success factors	Challenges
Political commitment & long-standing policy goals	Adequate knowledge on gender issues/challenges
Directives & formal decisions on GM (policy & operational level)	Insufficient time for data collection & in-depth analysis
Organisational structure for coordination & support - national, regional, and local level	“Fatigue” & conflicting goals, for example in times of crises
Indicators, regular follow-ups	
Trainings & capacity building	

This analysis links directly to the 2022 European Institute of Gender Equality (EIGE) Gender Equality Index analysis for Sweden.²⁵ Sweden ranks number one in Europe in EIGE’s Gender Equality Index with a score of 83.9 of 100 in 2022, a position it has held for over a decade. Despite its leading position, EIGE’s most recent reports have noted that progress in Sweden is slowing compared to other member states, and some of its subdomains, specifically Work and Knowledge, trended negative in 2022. EIGE notes that “improvements could be made especially in the sub-domain of educational attainment and participation in which Sweden’s score has worsened since 2019 (-2.1 points)”²⁶ EIGE furthermore states “since 2010, Sweden made little progress in the domain of money (+ 0.6 points), scoring 85.9 points. Its ranking in this domain is the lowest compared to other domains and has dropped from the 5th to the 8th place since 2010, due to the slow pace of progress.”²⁷ This links to continuing differences in mean monthly earnings, mean equivalised net income, risk of poverty and income distribution between women and men in Sweden.²⁸

Policy Challenge and Planned Work in the FEMACT-Cities Network

Skåne’s work in the FEMACT-Cities network will focus on female entrepreneurship and increasing access to investment and venture capital for female entrepreneurs. They will examine this challenge

²⁵ European Institute for Gender Equality. 2022. Gender Equality Index for Sweden 2022. <https://eige.europa.eu/gender-equality-index/2022/SE> Accessed 30 October 2023

²⁶ Ibid.

²⁷ Ibid.

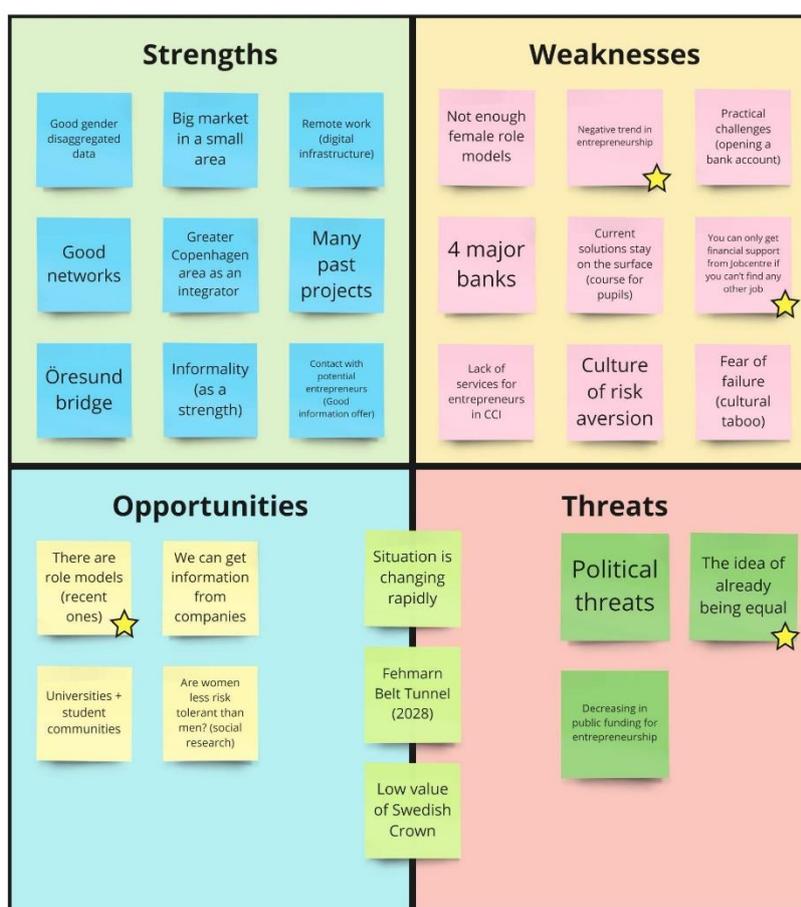
²⁸ European Institute for Gender Equality. 2022. Gender Equality Index for Sweden 2022, Domain of Money. <https://eige.europa.eu/gender-equality-index/2022/domain/money/SE> Accessed 30 October 2023

across sectors and in both urban and rural contexts, and with a clear focus on intersectional identities, in particular entrepreneurs with migration backgrounds.

Structural discrimination and limited opportunities for women entrepreneurs represent old, outdated systems. Poor access to venture capital for female entrepreneurs continues to be a persistent problem. Similar to in other countries, in Sweden, only one percent of venture capital goes to female founders overall; the numbers for female founders with a foreign background are vanishingly small. These are symptoms of a poorly functioning system consisting of an unequal labour market, old-fashioned norms, a society that unfortunately has little faith in women's ability to run companies, discrimination, and a lack of role models.

Proposed URBACT Local Group Members include:

- County Administrative Board of Skåne’s experts on gender equality and project development
- Bjuvs municipality
- Rekobygn Röstånga (local community group)
- Svalövs Montessori school (elementary school)
- Malmö University
- Unica Kulturkonsult (private company)
- Kaper AB (private company)
- Nyföretagarcentrum Öresund (NGO working with business development)
- As well as additional parties as needed.



Partner Visit Workshop Results

The first ULG meeting took place in the context of the partner visit on 31 August and contained a short analytical workshop. The workshop began with a SWOT (strengths, weaknesses, opportunities, threats) analysis. The participants were then invited to vote using dots on the topics in the SWOT analysis that they considered the most important to tackle in the IAP process. The selected topics are marked with a star in the SWOT graphic. The participants then brainstormed possible next steps for the selected topics.

Brainstorming of Next Steps

1. Negative trend in entrepreneurship
 - a. Marketing campaign on the benefits of being an entrepreneur
 - b. Break stereotypes
 - c. Identify reasons for the negative trend - analyse and take action
2. Financial support from Jobcentre only if you cannot find any other job
 - a. Identify and inform relevant politicians about this situation
 - b. Influence policy actors
3. There are recent role models
 - a. Ask why and how recent role models became entrepreneurs
 - b. Identify role models, interview them and list findings / their key to success
 - c. Who are they? Identify them
4. "We are already equal"
 - a. We are not as good as we think - Identify our areas of development
 - b. Find the gaps connected to equality in female entrepreneurship



Comunidade Intermunicipal da Região de Coimbra (Portugal)

Comunidade Intermunicipal da Região de Coimbra (CIM Região de Coimbra) is a region in western central Portugal, located between Lisbon and Porto. It is the largest region in Portugal, with an area of 4,335 km² containing 19 municipalities and 436,862 inhabitants as of 2021. The Coimbra Region comprises a geographic area characterised by landscape, climatic and cultural diversity, from the coast to the interior and from the urban to the rural.

The region is known for its agricultural and culinary sectors - it was named European Region of Gastronomy 2021-2022. The main city, Coimbra (population 140,816 (2021)), is home to the University of Coimbra, one of the oldest universities in the world, dating from 1290. In addition to agriculture, hospitality and education, the region is also a hub for manufacturing industries, health centres and research.

The region is characterised by large rural areas and small to medium-sized towns, the largest of which after Coimbra are Figueira da Foz (population 58,951 (2021)), Cantanhede (population 34,212 (2021)) and Montemor-o-Velho (population 24,571 (2021)). It boasts a lower unemployment rate than the national average (5.95% in 2021 compared to 8.13% in Portugal as a whole). The region is however experiencing demographic shrinkage as a result of ageing and isolation is a problem in the more rural communities in the region.

The region provides the municipalities with economies of scale in terms of regional procurement (for example for services related to schools such as school lunches) and as the regional transport authority. It also offers a regional perspective on policies to ensure an integrated approach. CIM Região de Coimbra is additionally responsible for the translation of policy between national and local level, coordination of regional responsibilities, support for municipalities, and training of the staff of the 19 municipalities that comprise the Coimbra Region.

Gender Equality Policy in CIM Região de Coimbra

In 2019, CIM Região de Coimbra coordinated the creation of 19 individual diagnoses and Municipal Plans for Equality and Non-Discrimination for each of the 19 municipalities in the region through the project “Coimbra Region for Equality”. These were needed in order to identify and prioritise the real needs of the municipalities and the region in these matters with a timeframe of four years. These equality plans were approved in December 2022; the goal is now to create a regional strategy.

One of CIM Região de Coimbra’s priority intervention areas is a More Social Region and the Implementation of the European Pillar of Social Rights. There have been a number of projects in recent years which have taken a gendered perspective, including:

- **Realiza.te:** a territorial action program that aims to promote school success, social equity, employment, and equal opportunities for young people. The publication “Ines”, which was developed as part of this project, is a tool to explore the role of stereotypes in learning and professional choice with first through fourth grade students. Realiza.te has been running since 2017 and has successfully reduced early school leaving from 14% to 3% in the region in that time period.

- **Women and places:** a tour of 17 of the 19 municipalities, offering a fresh perspective on the territory and heritage of the Coimbra Region through women consecrated by history or legend from different origins who are linked to various places in the Coimbra Region.²⁹
- **Women of the Factory Choir:** A project dedicated to preserving historical identity in Coimbra surrounding women's work in textile factories.
- **Cultural exchange:** A grant for female artists from the 19 municipalities for exchange of art and artisanship between municipalities in the region.
- **Mobile health units:** Nineteen electric vans equipped with a medical office which offer on-site medical services (e.g. vaccinations, check-ups, prescriptions) in rural areas. This service is well used by the elderly rural population, of which the majority are older women.
- **SIT FLEXI:** A pilot project started in 2020 to address gaps in accessibility to public transport. This on-demand transport solution serves 18 of the 19 municipalities in the region (with the exception of Coimbra). Booking is made via telephone and travel paths are mapped at the CIM Região de Coimbra offices and communicated to taxi drivers, thus bridging a gap between two groups which demonstrate low digital literacy: elderly rural populations and local taxi drivers. The project gathers gender- and age-disaggregated data on trip purpose, length and destination, as well as regular surveys on needs.

On a national level these activities link to the following priorities of the Portugal2030 strategy:

- Demography, Qualifications, and Inclusion (EUR 5.7 billion), which includes interventions in the fields of active employment policies, education and vocational and higher training, combating material deprivation, social inclusion and equal opportunities, with interventions that together also contribute to tackling the demographic challenge, giving almost full compliance with the Portugal + Social objective.
- Innovation and Digital Transition (EUR 3,9 billion), which, among other measures, will support workers and companies in adapting to change.

The European Institute of Gender Equality characterises Portugal as a country whose progress on the subdomains of the Gender Equality Index outpaces that of the European Union as a whole. It ranks 16th in the EU as of 2022, however its ranking has improved four places since the beginning of the Gender Equality Index in 2010. Since 2010, significant gains have been made in economic and political power, with a larger number of women in both political decision-making and on boards of major companies, however there remain persistent gender gaps in the division of care work between the genders, segregation in the fields women and men study, and the amount men and women earn.³⁰

Policy Challenge and Planned Work in the FEMACT-Cities Network

The main policy challenge to be tackled by CIM Região de Coimbra is the development and implementation of a regional gender mainstreaming plan across the whole organisation. Specifically, CIM Região de Coimbra wants to explore responsibilities, structures, mentality, and instruments to embed and normalise gender equality as a fundamental principle of all policies and actions in the region. This includes also developing metrics and indicators for measurement and monitoring, and

²⁹ visitregiaodecoimbra.pt/Mulheres-e-os-lugares

³⁰ European Institute on Gender Equality. 2022. Gender Equality Index 2020. Portugal.

https://eige.europa.eu/sites/default/files/documents/20203362_mhag20015enn_002.pdf Accessed 01 November 2023

developing instruments for enforcing implementation in different departments (penalties and rewards).

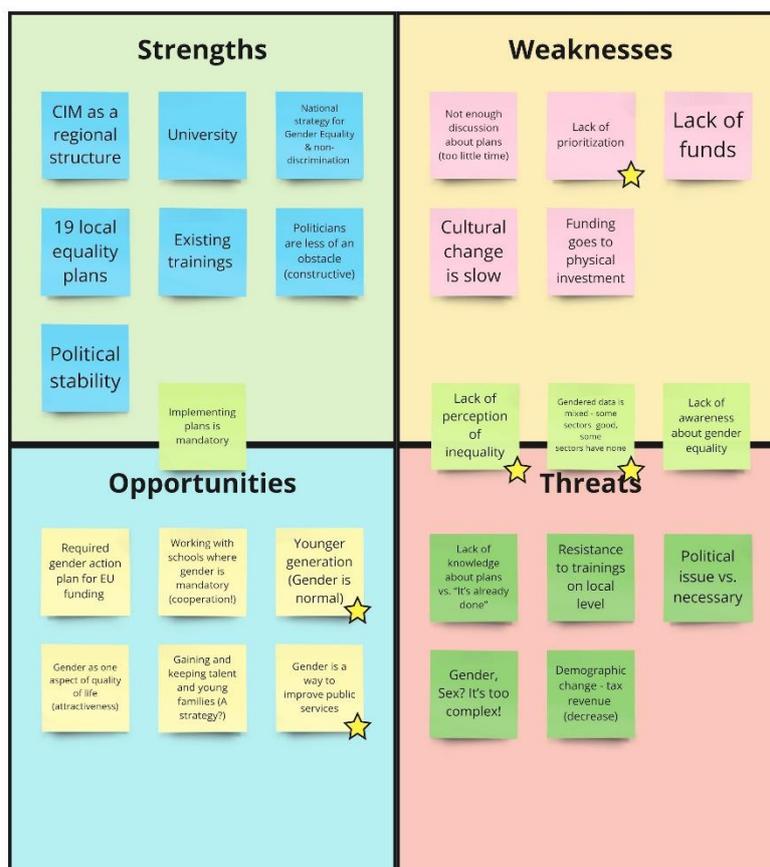
This entails a holistic understanding of gender and gender stereotypes beyond girls and women to include boys and men as well (including fatherhood, healthy masculinity, and male victims of intimate partner violence). In addition, the integration of different cultures with different norms (intersectionality) and the differences in needs between more urban and more rural areas will also be a focus. Initial topics for the regional gender action plan could include education, ageing, health, access to culture (esp. in rural and remote areas) as a form of inclusion, mobility, public services related to culture (e.g. libraries), procurement, safety in public space and intimate partner violence.

Funding for the Integrated Action Plan will be in part provided through the Centro2030 Regional Operational Programme, which is the main funding instrument available to the region for the implementation of its development strategy for the period 2020-2027. Approximately 2.172 million Euro is available from EU funds through this Programme, including more than 310 million Euro for Policy Goal 4 - More Social and Inclusive.

Initial ideas for testing actions include trainings for technicians to raise awareness, making rural areas and professions more attractive for young women and publicity campaigns to highlight women working in important regional sectors.

The CIM Região de Coimbra URBACT Local Group will contain members of the following organisations and teams:

- Social Intermunicipal Network – municipal councillors and technicians
- Equality in Local Life Teams (main responsibility: proposing, designing, coordinating, implementing, monitoring, and evaluating the measures and actions developed in the Municipal Equality Plan)
- University of Coimbra Rectory
- Centre for Social Studies
- Commission for Gender Equality (national scope)
- Portuguese Association for Victim Support (Regional Delegation)



Partner Visit Workshop Results

The first ULG meeting took place in the context of the partner visit on 20 September and contained a short analytical workshop. The workshop began with a SWOT (strengths, weaknesses, opportunities, threats) analysis. The participants were then invited to vote using dots on the topics in the SWOT analysis that they considered the most important to tackle in the IAP process. The selected topics are marked with a star in the SWOT graphic. The participants then brainstormed possible next steps for the selected topics.

Brainstorming of Next Steps

1. Lack of prioritisation
 - a. Educational programs about what is gender equality
 - b. Ensure annual budget to maintain the continuity of plans
 - c. Specific national and local funds for gender equality cross-sectoral actions
 - d. Positive discrimination for those who approach gender in their municipalities (funding access)
2. Lack of perception of inequality
 - a. More mandatory training actions for municipalities, schools, health sectors
 - b. Working with managers and CEOs about the perception of inequality
 - c. Information campaigns directed toward elderly population
3. Gender Data
 - a. Construct diagnosis data for unequal areas for the planning of unequal areas - refine data
 - b. Diagnostic of missing indicators
4. Gender is a way to improve public sectors
 - a. Capacity building for the staff of unequal areas in order to use the gender equality data to improve the public services
5. Younger generation: Gender is normal
 - a. Gender equality could be a transversal area in the curriculum -> Need for teacher training



Clermont Auvergne Métropole (France)

Clermont Auvergne Métropole is a regional authority containing 21 municipalities which has existed since 1999. It has an area of 300.6km² and is home to approximately 290,000 inhabitants. The largest city in the Métropole is Clermont-Ferrand (population 147,284 (2020)).

The Métropole is home to University of Clermont-Ferrand which hosts 37,000 students each year, and Michelin, a world leader in tire production and the largest employer in the Auvergne-Rhone-Alpes region. In addition, the Métropole boasts a variety of cultural events and venues, including the largest international short film festival in the world. Major sectors include food production and processing, engineering and research in pharmaceuticals, computer software, and other topics. More than 14,000 companies and 3,000 public and private researchers call the area home.

As a regional body, the Métropole is responsible for topics such as urbanism, housing, waste management, energy provision, water management, mobility, economic development, and road maintenance. The Métropole is currently strongly focusing on mobility as their current mobility plan, including new bus and cycling routes, is being implemented. The Métropole supports its 21 municipalities by cost sharing and economies of scale in these topics.

Gender Equality Policy in Clermont Auvergne Métropole

French legislation requires local authorities to implement an integrated gender equality policy; in this context, Clermont Auvergne Métropole must present a report on the situation regarding gender equality annually. Thus, since 2018, CAM has produced data on gender equality within the institution and about its public policies.

A "Quality of Life at Work" section attached to the human resources department was created in 2020. This service includes a gender equality mission and the promotion of diversity but also steers action at the level of public policies. The Métropole has also integrated the objective of professional equality into its management guidelines (human resources strategy) and initiated specific work on the issue of equality, both internally (non-gender biased recruitment, more diversity in departments, promoting parental leave for both men and women) and in its public policies. A seminar with employees, elected officials and partners was organised in November 2021 to raise the issue of gender and public space and to study how gender equality can be considered in public decisions.

In November 2022, Olivier Bianchi, the mayor of Clermont-Ferrand and President of the Métropole, signed a manifesto with 25 elected officials calling for action to fight "against the systemic nature" of gender-based violence and to "protect women victims" at a national level.

Furthermore, in 2021, Clermont Auvergne Métropole signed a contract with the French government that sets the strategic orientations of the metropolitan ambition through 4 challenges: Becoming a resilient metropolis; Pursuing harmonious development; Achieving urban regeneration; and Driving the pathway with neighbouring territories. This contract includes a detailed action plan which is reviewed each year to measure achievement and progress. Gender equality is part of the second axis, "Pursuing harmonious development."

In 2022, France ranked fifth in the EU on the Gender Equality Index³¹. France's score has increased significantly since the advent of the Index in 2010, however recent setbacks in the subdomains of money and knowledge have caused its rank to drop by one spot. France's education and labour market in particular are still strongly segregated, with men and women choosing to pursue different career paths. In addition, women's decreasing attainment and participation in employment, education and training have led to stagnation in this subdomain on a national level. However, France has made significant improvements in the subdomain of power, and ranks second in the EU for power overall and first in the EU for parity in economic decision-making.

Policy Challenge and Planned Work in the FEMACT-Cities Network

In FEMACT-Cities, Clermont Auvergne Métropole will focus on integrating gender equality into all the territory's policies and projects (gender mainstreaming) with the goal of developing a multi-sectoral gender equality action plan. This work will include both internal gender equality work (e.g., gender budgeting, gender pay gap, labour market segregation, mainstreaming and awareness and training within the Métropole) and the inclusion of a gender component in all publicly-funded projects and policies (e.g., in mobility, public space, urban planning, safety in public space, intimate partner violence, labour market, entrepreneurship, training, culture, sports, health, fighting against stereotypes etc.). A link to the territory's bid for the European Capital of culture will be established if this effort is successful (decision December 2023).

The Métropole intends to use the FEMACT-Cities network as an accelerator to both deepen and broaden their existing initiatives on gender equality issues and develop their knowledge in new topics. Internally, the previous focus of work has been on public space, mobility, and culture; the focus of work in 2024 will concentrate on employment, female entrepreneurs, breaking through gender stereotypes, and increasing data-driven policies on gender equality. Through their participation in FEMACT-Cities, the Métropole hope to broaden this thematic focus even further.

The team at the Métropole intends to develop the precise topics of their local work in FEMACT-Cities together with their stakeholders, so that the topics are well aligned with the work and interests of their ULG.

To achieve this complex and demanding task, Clermont Auvergne Métropole have developed a multi-level governance structure including:

- The municipalities of Clermont Auvergne Métropole, especially the municipality of Clermont-Ferrand
- A group from the Métropole which works on internal issues, steered by the Human Resources department.
- A survey team which monitors and evaluates the current and ongoing status of the issue, and
- A core group which steers the project together with the Métropole.

The core group will be responsible for managing the URBACT Local Group, which is divided into four topical subgroups:

- [Mobility]: Mobility / Public space / Urbanism / Accessibility / Urban and rural spaces

³¹ European Institute on Gender Equality. 2022. France. <https://eige.europa.eu/gender-equality-index/2022/country/FR> Accessed 06 November 2023

- [Integrity]: Prevention / Protection / Fight against violence / Health
- [Autonomy]: Labor Market / Entrepreneurship / Training
- [Emancipation]: Education / Career choice / Fight against stereotypes / Culture / Sport / Media / Communication.

Each subgroup will include key actors from the public, private, and non-profit sectors. Some actors, such as Clermont-Ferrand municipality, would like to participate in several subgroups; to do that they will have to appoint as many representatives as subgroups they want to participate in. To follow the URBACT method of including and empowering local stakeholders as soon as possible within the process, a suggestion is to have a local stakeholder steer each subgroup, assisted by one or more departments from the Métropole. Throughout the project and depending on the sub themes, new partners will be invited to debate and contribute to the discussions. The four stakeholders who steer the subgroups will also be included in the core group.

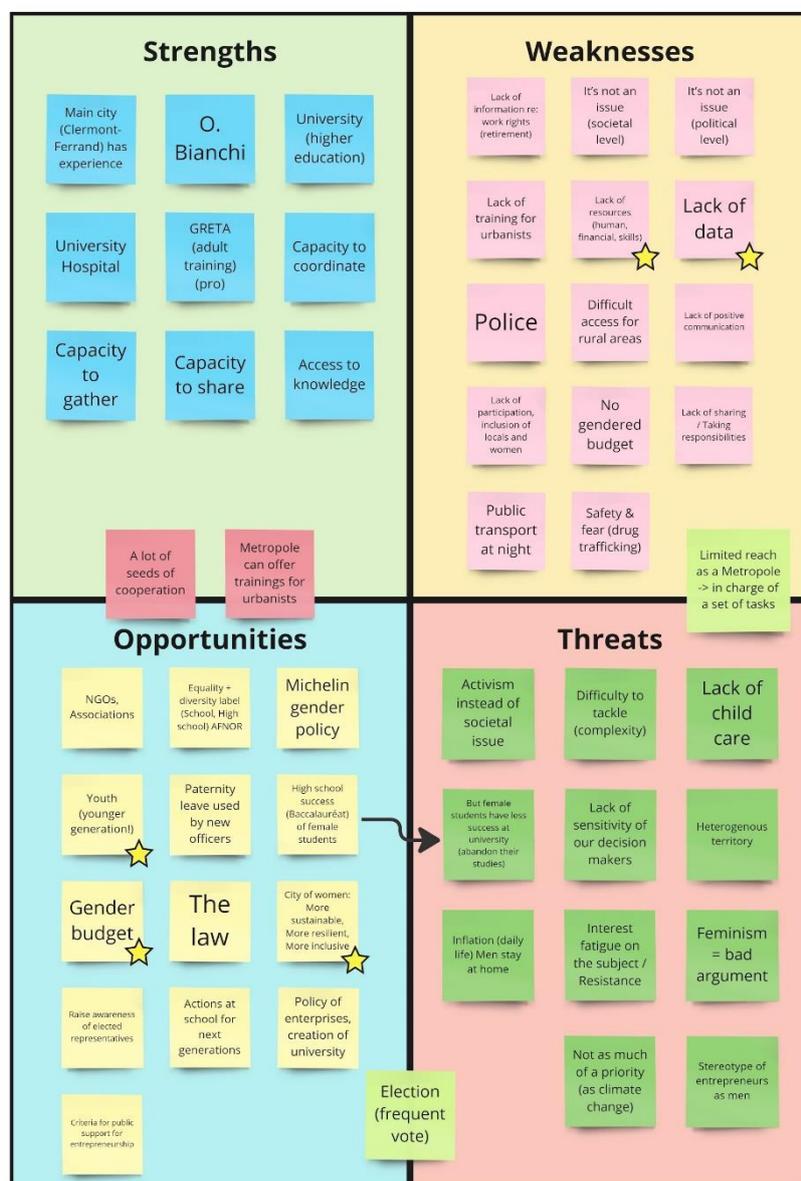
The core group will meet as needed but at least twice per year. Its role is:

- To copilot the subgroups with the Métropole
- To order additional studies or services (data, surveys, etc.)
- To prioritise testing actions
- To approve of the action plan topics
- To prioritise actions to implement
- To target finance and support plans and opportunities
- To report back to their respective institutions and adopt the final IAP

Partner Visit Workshop Results

The first ULG meeting took place in the context of the partner visit on 28 September and contained a short analytical workshop. The workshop began with a SWOT (strengths, weaknesses, opportunities, threats) analysis.

The participants were then invited to vote using dots on the topics in the SWOT analysis that they



considered the most important to tackle in the IAP process. The selected topics are marked with a star in the SWOT graphic. The participants then brainstormed possible next steps for the selected topics.

Brainstorming of Next Steps

1. Lack of resources (human and financial)
 - a. Look for funds (EU, National)
 - b. Awareness about funding programs, calls in Europe or elsewhere
 - c. Hire or find consultant on the budget
 - d. Political courage for budgetary reorientation
 - e. Train architects and urbanism officers
 - f. Associate Syndicates
 - g. Optimise procurement
2. Lack of data
 - a. Benchmark
 - b. Data bank and resources available locally
 - c. Produce data: survey, quiz, focus groups, investigations
 - d. Definition of criteria we want to analyse
 - e. Have the resources to create / look for data
3. Gender budget
 - a. Training our staff
 - b. Analyse and put criteria for funding
 - c. Gender evaluation of budget and balance budget
 - d. Discovering (city visit) an institution which has already experimented with gender budget good practices
4. Youth and younger generation
 - a. Create awareness about stereotypes through examples
 - b. Promote "Rectorat" label (Good actions to share)
 - c. Create a debate or group meeting to promote gender equality
 - d. Ask young people to participate in the creation and implementation of actions
 - e. Non gender animation in péri-scolaire - time
5. City of women
 - a. Highlight current issues through campaigns
 - b. Have toilet access in the city (clean!!)
 - c. Increase safety; Promote safety job to promote women's power
 - d. Design an exemplary operation (model of éco-quartier) and communicate
 - e. Educate men about non-violence



Kraków (Poland)

Kraków is the second-largest city in Poland, with a population of 804,200 (2023). Kraków has a relatively young population; more than 60% of the residents are under the age of 45 and a significant portion of the population falls within the working-age range. The city has a very low unemployment rate (2.0% (2023)) compared to the Polish national average (5.0% (September 2023)).

The city is home to 23 universities, 130,300 students and 47 cultural institutions. Furthermore, Kraków is Poland's fourth biggest manufacturing centre; steel, tobacco and pharmaceuticals are the key industries. At the same time the city is second only to the capital Warsaw with regard to jobs in the service sector. On top of being the country's prime tourist destination, the city boasts the headquarters of 6 banks, 15 major institutions of higher education, and a plethora of consultants, stockbrokers, etc. Kraków is also home to many of Poland's leading software firms. In the last decade, the city has become the world's major outsourcing destination.

Solidarity and equality are the pillars of the openness philosophy of the city. Kraków has taken on a very large number of Ukrainian refugees since the start of the Russian war of aggression. An estimated 200,000 Ukrainians currently call Kraków home, amounting to a 25% population increase in the city.

Gender Equality Policy in Kraków

Kraków signed the European Charter for Equality of Women and Men in Local Life in 2020 and, in August 2022, Kraków was the first Polish municipality to implement a Gender Equality Plan.

The city has launched a number of initiatives under the #Krakowianki (Krakowian Women) umbrella project, which kicked off in 2022. The Krakowianki project is an initiative that highlights the important and often overlooked contributions of women in the development of Kraków. Through a range of activities, such as the Kazimiera Bujwidowa award for exceptional women, the "Entrepreneurial Krakowianki" programme, and the "Mistrzynie" campaign for female athletes, this interdisciplinary socio-cultural project promotes women's advancement in social, artistic, economic, and scientific fields. From celebrating the heroines of the city to creating a tourist trail dedicated to them, the Krakowianki project strives to inspire and empower women to reach their full potential.

Further activities include:

- The sixteen days against violence, including self-defence & empowerment for young girls,
- A one-stop-shop website for violence centralising all the information on who to contact and what happens next from the various actors dealing with victims of violence (e.g. police, social services),
- An SOS telephone for victims of domestic violence,
- Webinars and networking opportunities for women founders and employees,
- Pink boxes with period products in every elementary and high school, youth cultural centre, museum, library, and homeless shelter,
- Podcasts & brochures about prophylactics for breast cancer, postpartum depression, infertility, and your rights as a patient esp. during childbirth, and
- Special brochures on sexual violence & how to give birth in Poland as a refugee in Ukrainian.

Furthermore, the city is currently implementing the Human Rights Cities in the EU: A Framework for Reinforcing Rights Locally created by the EU Agency for Fundamental Rights. In January 2022, the Mayor signed the Declaration of Human Rights Cities, which is the first component of this process. As part of

the emerging Kraków for Equality programme addressing the spectrum of equality measures, a broad diagnosis of the situation of groups at risk of discrimination based on gender, national and ethnic origin, religion, belief and worldview, health status, disability, age, sexual orientation, and gender identity has been conducted. These issues are examined from the perspective of different areas of city management such as transport, education, safety, culture, sport, public participation, or health.

The Development Strategy of the City 2030/2050 indicates the need to ensure social cohesion and equality including all groups at risk of exclusion via operational goals such as “Kraków as an efficiently managed metropolis using participatory mechanisms and respecting human needs and rights”, and “A strong, socially cohesive and multicultural self-governing community”, which embraces the inclusion of all social groups, with regard to wealth, disability, gender, age, sexual orientation, gender identity, origin in the programming of urban policies and the implementation of programs to counteract occurrences of social exclusion and discrimination.

In 2022, Poland ranked 21 of 27 on the European Institute on Gender Equality’s Gender Equality Index. The rate of progress in Poland has been consistently slower than the EU average, leading it to drop seven places in the ranking since the index was started in 2010.³² The subdomain of power shows the most inequality and has been backsliding since 2010. Unequal division of care work in heterosexual partnerships and the resulting lack of free time continue to negatively affect the subdomain of time, which has also decreased since 2010. However, Poland showed the highest level of progress in the domain of money across the EU between 2019 and 2022, pushing their ranking in this subdomain up four slots.

Policy Challenge and Planned Work in the FEMACT-Cities Network

Kraków’s focus in FEMACT-Cities will be on gender sensitive urban development and mobility and gender mainstreaming within Kraków municipality, including the development of a transsectoral gender action plan. Krakow is also especially keen on addressing challenges that women face in the labour market, including work-life balance, lack of equal partnership at home, wage gap, stereotypes, and sexism.

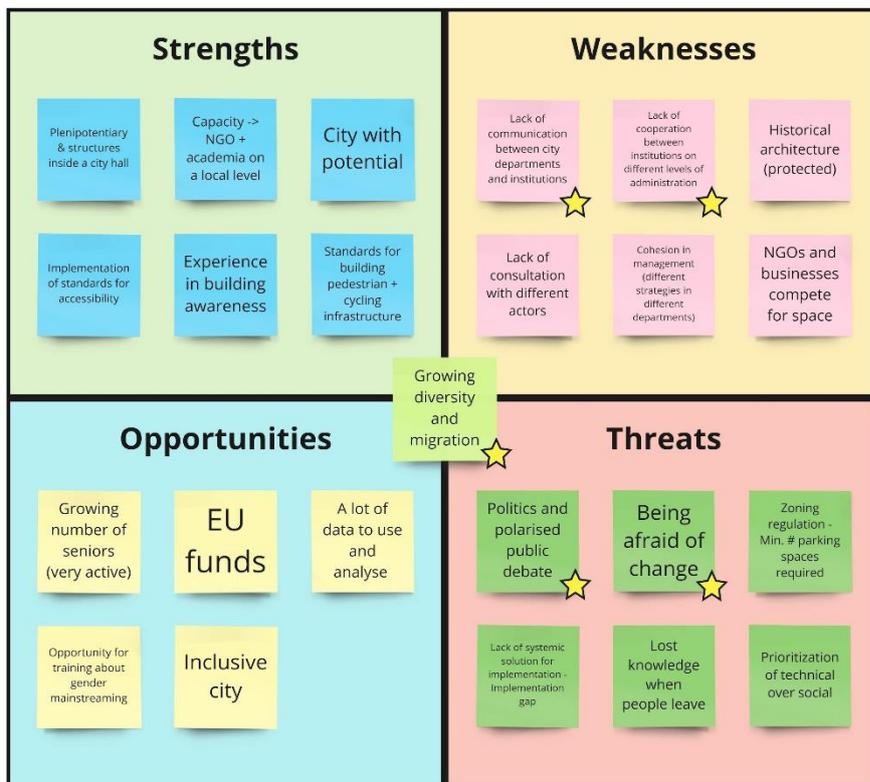
The "Kraków for Equality" programme (<https://rownosc.krakow.pl/>), which is currently under development, will form the basis for this work. The programme is intended to become a multi-annual strategy for the city in the area of human rights and will provide a structured plan for the years to come for initiatives undertaken by the city and can include both testing actions and actions developed in the Integrated Action Plan. The programme will include a timetable for implementation, budgetary indications, and responsible units to be developed during the project implementation with the cooperation of Kraków’s stakeholders.

Kraków’s URBACT Local Group will include:

- Architects & urban planning specialists
- Representative from Municipal Green Space Authority (ZZM)
- Representative from Public Transport Authority in Kraków
- Local NGOs and universities as well as Parents’ Clubs and local businesses

³² European Institute on Gender Equality. 2022. Poland. <https://eige.europa.eu/gender-equality-index/2022/country/PL> Accessed 09 November 2023

Partner Visit Workshop Results



The first ULG meeting took place in the context of the partner visit on 10 October and contained a short analytical workshop. The workshop began with a SWOT (strengths, weaknesses, opportunities, threats) analysis. The participants were then invited to vote using dots on the topics in the SWOT analysis that they considered the most important to tackle in the IAP process. The selected topics are marked with a star in the

SWOT graphic. The participants then brainstormed possible next steps for the selected topics.

Brainstorming of Next Steps

1. Lack of communication between city departments
 - a. Regular meeting with team <-> every level, with feedback
 - b. Data collection, intersectoral consultations
2. Lack of cooperation between different levels
 - a. Interdisciplinary meeting with specialist
 - b. Data collection, intersectoral consultations
3. Growing diversity and migration
 - a. Identifying target groups
4. Fear of change / 5. Politics and polarisation
 - a. Capacity building
 - b. Education
 - c. Open discussion



City of Turin (Italy)

The City of Turin is the capital city of the Piedmont region and a place with a long history and a rich cultural and industrial background. With a population of 847,287 (2022) within the city limits, and an estimated 2.2 million residents in the metropolitan area, it is the fourth largest city in Italy, behind Rome, Milan, and Naples. The City of Turin is divided into eight boroughs and covers an area of 130 km². The city's government is divided into six thematic departments, managed by an executive board, and politically led by a deputy mayor.

Turin is a hub for business services, trade, construction, and industry, which accounts for 4.5% of the Italian gross domestic product, and it is also home to a large portion of the Italian automotive industry. Turin has been following a path that has transformed it from an industrial capital - a sector which continues to play a fundamental role - into a pole of innovation, culture, and improved quality of life.

Turin is a very diverse city, with nearly 15% of the population stemming from outside of Italy, and a significant proportion of the population also hailing from elsewhere in Italy. These communities are concentrated in the city, with large migrant populations for example in the district of Barriera di Milano. In 2021, the City of Turin signed the "Patto di collaborazione per Torino antirazzista" (Collaboration Pact for Antiracist Turin), confirming its commitment to being a Capital of Rights and anti-racism.

Gender Equality Policy in Turin

The City of Turin approved a gender equality plan resolution and scheme in June 2022 (Deliberation n. 309), which kicked off the process of developing and implementing a gender equality plan in the city, however this process has lacked a participatory element and there are still significant gaps in implementation, including access to adequate gender-disaggregated data, a lack of time, personnel and financial resources and a lack of wide-spread awareness about gender equality. This work has been spearheaded by Deputy Mayor Jacopo Rosatelli, Councillor for Welfare, Rights and Equal Opportunities.

The equal opportunities and gender policies department at the city has four employees and is focused on gender equality, discrimination, violence, rights, and anti-racism. The department coordinates a network of public and civil society organisations and health organisations supporting victims of gender-based violence and women at risk of violence. The department also conducts training and upskilling for the 7,000 civil servants working for the city of Turin on inclusive language, gender-based violence, harassment, mobbing, and psychological violence. In 2022, Turin became the first city in Italy to establish a Gender City Manager, an observatory at the university which will support the city in establishing and monitoring its work on gender equality.

In 2022, the European Institute for Gender Equality (EIGE) ranked Italy 14th in the European Union on the Gender Equality Index. Italy has made great strides in gender equality since the index was started in 2010, gaining 11.7 points, one of the largest long-term improvements among the member states. The largest improvements have been in the domain of power. Italy is however stalling in other subdomains and its overall score only improved by 1.2 points between 2019 and 2022. The subdomains of education and work in particular show troubling developments, with Italy demonstrating stagnant progress in the former and consistently ranking last among all EU member states in the latter.³³

³³ European Institute on Gender Equality. 2022. Italy. <https://eige.europa.eu/gender-equality-index/2022/country/IT> Accessed 14 November 2023

Policy Challenge and Planned Work in the FEMACT-Cities Network

In FEMACT-Cities, Turin will focus on gender mainstreaming within the municipality and violence against women. The obstacles that the city faces in setting up, developing, implementing, managing, monitoring, and evaluating a Gender Equality Plan have to do with practical and organisational aspects. Since this is an activity that cuts across all departments, cooperation and well-defined, mutually accepted, and shared responsibilities are essential. Additional challenges have to do with “cultural” aspects of the entity, including awareness of gender equality as an issue that touches all departments in the city.

The City of Turin has the aim to integrate gender objectives into all city policies and produce services necessary to rebalance gender-based disparities. The most central aspects of this are the removal of all obstacles that prevent the achievement of effective gender equality, ensuring adequate representation of women even in those sectors where they are traditionally under-represented, increasing awareness on the role of equal opportunity policies in the organisation of work, and promoting a better balance between family, social and professional responsibilities. Furthermore, the City of Turin wants to improve its knowledge and practice on the implications of gender policies in areas not usually considered, such as mobility, urban planning, data collection, etc.

As part of this process, the City of Turin intends to elaborate a gender budget as a valid tool for recognizing and evaluating the potentially or actually discriminatory effects of public policies towards people. The long-term goal of the city is to apply the concept of gender mainstreaming, i.e. the integration of gender perspective into the programmes of the municipality as an instrument for the promotion of equal opportunities. The city intends to build a strong monitoring aspect into this process from the outset, linked to suitable evaluation indicators and gender-disaggregated data, in order to measure the effects of political, economic and financial choices on women and men.

The URBACT Local Group will include the following stakeholders:

- UniTo (University of Turin): specifically, CIRSDE (Interdisciplinary Centre for Research and Studies on Women and Gender), which is already the Gender Manager of the City.
- Torino Città per le donne (TOXD): social promotion association born in 2020 that fights for Turin to become a city where women have equal opportunity of personal, professional, and social development.
- NGOs and associations taking part in the Citizen and Provincial Coordination against Violence on Women. This group established by the City of Turin in 2000 and extended to the provincial territory in 2010, constitutes the "Network" of subjects who, each within their own sphere of competence, provide experience and resources in the field of health, psychological, legal, judicial, and public order, cultural, social welfare, and education, in order to protect the fundamental rights of women and offer them support.

- Other NGOs and associations dealing with gender issues.
- Various city departments (Equal opportunities, Training and organisation, Social services, Urban regeneration, etc.).

Partner Visit

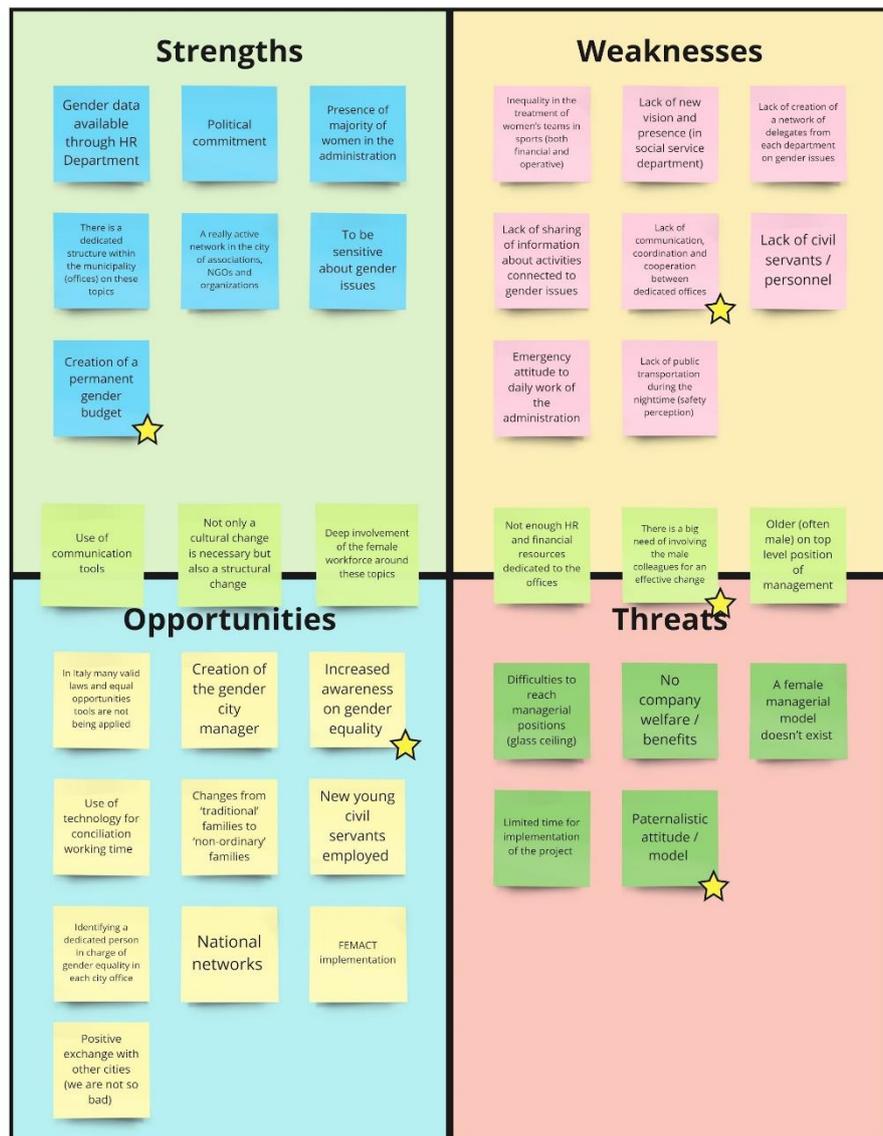
Workshop Results

The first ULG meeting took place in the context of the partner visit on 12 October and contained a short analytical workshop. The workshop began with a SWOT (strengths, weaknesses, opportunities, threats) analysis. The participants were then invited to vote using dots on the topics in the SWOT analysis that they

considered the most important to tackle in the IAP process. The selected topics are marked with a star in the SWOT graphic. The participants then brainstormed possible next steps for the selected topics.

Brainstorming of Next Steps

1. Creation of a permanent gender budget
 - a. Creating or identifying tools to collect data
 - b. Creation of an interdepartmental table in charge of the creation of the gender budget
 - c. Creation of a task force for collecting and analysing data
 - d. Collecting existing data on gender
 - e. Systematic planning of gender budget
 - f. Personnel dedicated from every department
2. Lack of communication, coordination, cooperation between offices
 - a. Newsletter / radio / blog FEMACT
 - b. Identification of a colleague in each office as a contact point for creating a network
 - c. Person responsible for gender in every department with total authority (no need of authorisation by the boss)



- d. Dedicated space in Intracom (local home page)
- e. Creation of a dedicated group of work with periodic meetings
- 3. Increase awareness on gender equality
 - a. Training for all, in particular for managers
 - b. Insertion of a symbol in the mails (automatically)
 - c. Mandatory training / lab for manager
 - d. Identifying the state of the art in the municipality with a survey of all colleagues for finding the starting point
- 4. Involving male colleagues in change
 - a. Focusing on why there is such a lack of male participation
 - b. Training (with practical experiences)
 - c. Sensibilisation campaign
- 5. Paternalistic Attitude / Model
 - a. Public tenders on programmes dedicated to schools and younger generations
 - b. Role playing (change of roles)
 - c. Constant training (starting from the school) (Masculinity positive models)



Municipality of Postojna (Slovenia)

The city of Postojna is located in western Slovenia, about 50 km southwest of the capital, Ljubljana, 35 km east of Trieste (Italy), and 40 km north of the Croatian border. It covers an area of 270 km² and is home to 16,700 inhabitants (2021). The main sectors are tourism and hospitality, the automotive industry, and small family-owned businesses. Tourism in particular is a main driver for the town and the region as Postojna is home to the largest Karst cave system in Slovenia.

Postojna, although a relatively small municipality, provides important regional services to the surrounding villages, such as a railway station, the local safe house for victims of gender-based violence, and a large number of restaurants. Its low housing prices and surrounding natural beauty make it a popular place to live, however its relative proximity to other, larger cities, also makes it a popular “dormitory city”, with a large number of inhabitants commuting to Ljubljana and elsewhere daily. This has contributed to a negative perception of Postojna as a “sleeping” and even “sleepy” city, despite the large number of festivals, cultural offerings, and restaurants available here, in particular in the summer months.

Postojna is a popular home for young families, as children can move independently through the town already at a relatively young age. The city has made a point of investing in activities, spaces and programming for children and young people in recent years. In addition, the city has recently invested in its business sector, developing a business incubator in a former military complex which was opened in 2022 and is also committed to engaging directly with its residents, for example through the introduction of participatory budgeting in 2019. As a result, Postojna is growing. Housing is in big demand and a number of larger developments are planned or already under construction.

Gender Equality Policy in Postojna

Postojna does not have any implementation documents regarding gender equality at present - one of the goals of participating in FEMACT-Cities is to close this gap. In 2023, a resolution on the national program for equal opportunities passed parliament unanimously. On a regional level, the local development strategy of the region 2021-2027 involves a number of strands on diversity and social affairs in a broader sense; the municipality of Postojna is involved in several projects in this strategy. In addition, the regional development program “In the light of change” promotes the social inclusion of vulnerable groups (mainly the elderly, retired persons and single women).

On a local level, the city has projects involving diversity and also a variety of target groups, including youth and the elderly. The city has cooperated for example with the Slovenian Association of Friends of Youth on an anti-bullying campaign called “We talk against the violence” and there are two children councils in the community in both the primary and secondary schools. The city puts a strong focus on young people and has a good local plan that addresses this target group.

Regarding gender-specific topics, the municipality has already engaged in a number of awareness-raising activities, including a performance about gender equality entitled “Women”, funding a safe house for victims of gender-based violence, and co-funding an institute for mothers and the elderly called Talita Kum. An SOS telephone for victims of gender-based violence was also established by the city in cooperation with an NGO. In summer 2023, a coordinator for equal opportunities was appointed, laying the cornerstone for the city’s development of a gender equality action plan.

In 2022, Slovenia ranked 12th in the EU for gender equality according to the European Institute on Gender Equality's Gender Equality Index.³⁴ Slovenia's progress has been lagging behind that of the other EU member states, and showed functionally no progress between 2019 and 2022. In addition, Slovenia's scores in some subdomains have been recently decreasing, particularly the subdomains of health (-0.9 points) and knowledge (-0.6 points). Nonetheless, Slovenia ranks 7th in the EU in the domain of time; women in Slovenia have more time than other European women for leisure activities, tendency improving. However, Slovenia still has a long way to go in the domain of power, and in particular economic decision-making, a topic in which its ranking has slipped by two positions since 2019.

Policy Challenge and Planned Work in the FEMACT-Cities Network

Postojna wants to create a first action plan for gender equality. The municipality is still in the process of exploring which exact topic or topics beyond this they will focus on in FEMACT-Cities with their ULG members. Initial ideas include the fear in public space, the integration of Albanian women, and a focus on young women aged 13-18 regarding empowerment, stereotypes, (sexual) health & body image and bullying.

The following organisations will be included in the URBACT Local Group:

- BOREO, a regional NGO whose goal is to enable organisations and individuals to actively participate in the development of society, the region, and the local area and to work actively and successfully in the field of advocacy, development, and education of the non-governmental sector in the region
- Youth council of Postojna municipality
- Association of friend of the youth of the municipality Postojna and Pivka Po-PI
- Secondary forestry, leasing, and medical school Postojna
- Institute of knowledge, public institute
- Youth centre Postojna
- Sport association Postojna

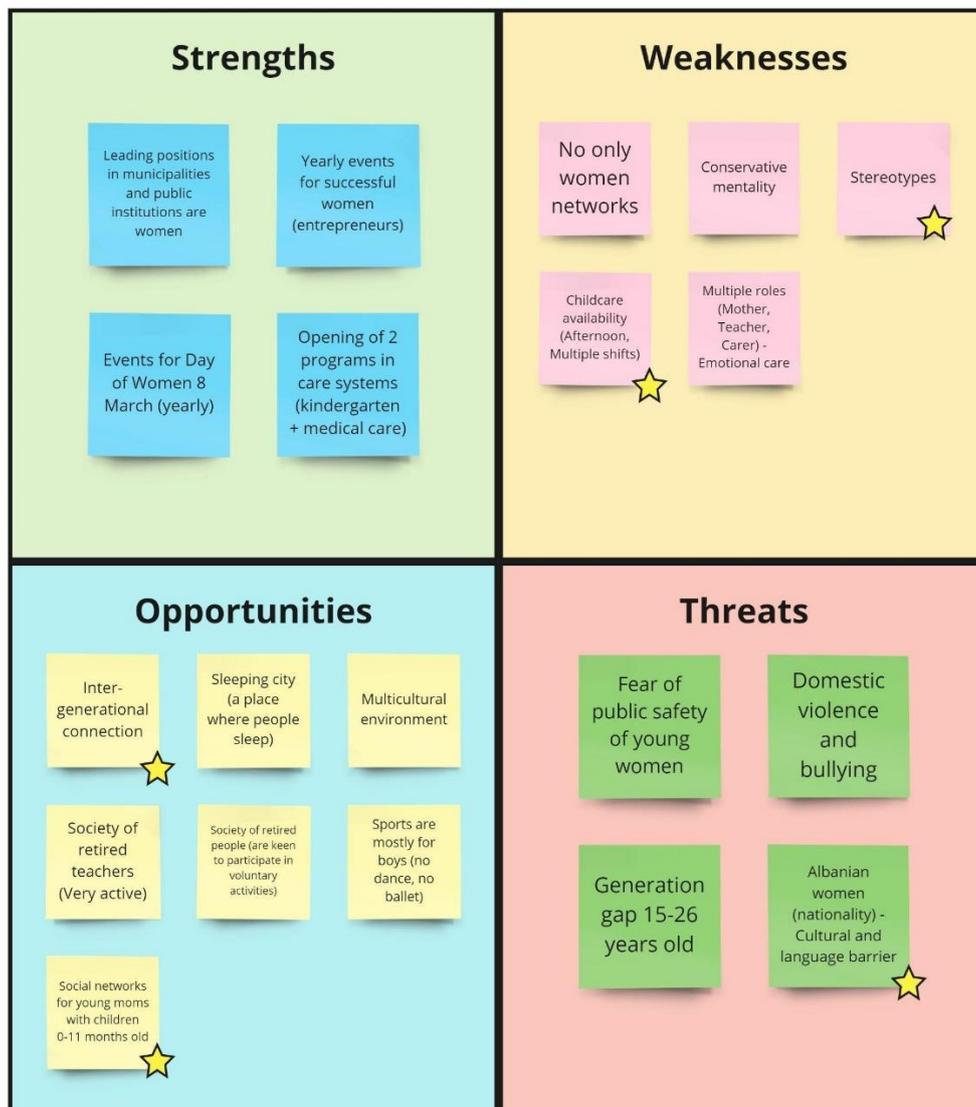


Partner Visit Workshop Results

The first ULG meeting took place in the context of the partner visit on 23 October and contained a short analytical workshop. The workshop began with a SWOT (strengths, weaknesses, opportunities, threats) analysis. The participants were then invited to vote using dots on the topics in the SWOT analysis that

³⁴ European Institute on Gender Equality. 2022. Slovenia. <https://eige.europa.eu/gender-equality-index/2022/country/SI> Accessed 14 November 2023

they considered the most important to tackle in the IAP process. The selected topics are marked with a star in the SWOT graphic. The participants then brainstormed possible next steps for the selected topics.



Brainstorming of Next Steps

1. Stereotypes
 - a. Mapping what stereotypes exist
2. Social networks for young moms (children 0-11 months)
 - a. Workshops within health centre (maternity centre)
3. Child care availability (afternoon, multiple shifts)
 - a. Mapping the need - survey
4. Intergenerational connection
 - a. Common events and list common spots
5. Albanian women (cultural and language barrier)
 - a. Social nights for Albanian women - like before Corona

Cluj Metropolitan Area Intercommunity Development Association (Romania)

Cluj Metropolitan Area Intercommunity Development Association (ClujMet) is an intercommunity development association funded by Cluj-Napoca municipality and the 18 communities in the first and second ring around the city, including Florești, the largest rural municipality in Romania, population 52,735 (2021). It is home to a total of 411,130 inhabitants (2021). ClujMet was established to address regional disparities and border effects in the Cluj Metropolitan Area, create economies of scale, and create and implement regional planning. The association's main tasks are to adopt public policies at a metropolitan level, develop tools for implementation and support an integrated approach to sustainable economic development.

Education and research are significant sectors in Cluj-Napoca. The municipality is home to the Babeș-Bolyai University, the largest university in Romania with a student population of 50,000 students. In addition, Cluj-Napoca is a major centre for health care and health services, with numerous health centres and a hospital. In 2018, there were 30,500 active organisations in Cluj County, 78% of which were located in the Metropolitan Area and 64% in Cluj-Napoca. There are 21,200 commercial companies located in the Cluj Metropolitan Area, mostly along the Someșul Mic corridor in Florești and Gilău; more than 88% of these are commercial companies. The rest are NGOs and foundations, legal entities, sole traders, specialists with regulated professions or state institutions. The main sectors in the area other than education and health care are hospitality, foodstuffs, personal services, cultural services, and real estate and interior design.

Gender Equality Policy at ClujMet

ClujMet does not have a formal document about the integration of gender equality on the metropolitan level; the participation in FEMACT-Cities aims to close this gap. The area however already has a number of initiatives addressing issues of importance to gender equality policy, such as Roma women's issues, gender-based violence and combating human trafficking. There are however significant territorial and social discrepancies in terms of opportunities and vulnerabilities for women and girls (rural/urban, marginalised communities/rest of the community) in accessing these services, also in part due to their geographical concentration in Cluj-Napoca.

The Metropolitan Centre for Gender Equality has a number of actions and projects addressing gender inequality and specifically gender-based violence (GBV). In 2019, it started operating as a counselling and support centre for victims of gender-based violence in the Cluj Metropolitan Area in partnership with the Faculty of Sociology and Social Work at the Babeș-Bolyai University. The centre has supported over 200 women and girls to rebuild their lives by empowering them to access their rights and giving them a voice.

Refugee issues have also become central in the wake of the war of Russian aggression against Ukraine. Cluj-Napoca has played a central role in delivering a range of national policies in this regard, and have developed their own as well, including dignity kits containing hygiene products for women and women's cafes. This work has crossover with ClujMet's existing work on GBV, including the provision of specialised GBV services for refugee women from Ukraine, for migrants from different parts of the world, and for the Pata Rat Roma community. ClujMet has to date provided specialised services to more than 600 participants.

There are also links between the intended work on gender equality and the other policy strategies in the area. For example, one of the objectives of the ClujMet Integrated Urban Development Strategy for the period 2021-2030 is the development of social work infrastructure and improving living conditions for different vulnerable categories, including gender-based violence victims. Other important objectives include the establishment of a shelter for victims of domestic violence, granting protected housing for victims of domestic violence, the development of educational actions in schools (negotiation, resolving conflicts, fighting violence), and campaigns to promote compliance, mutuality and non-violence in gender relations and victims' right to justice. In addition, ClujMet intends to establish a counselling centre for perpetrators of gender-based violence.

In 2022, Romania ranked 26th of 27 EU member states on the European Institute for Gender Equality's Gender Equality Index.³⁵ Romania's score has only increased by 2.9 points since 2010, when the index was created, and dropped by nearly a full point between 2019 and 2022. Setbacks in the subdomain of power balance out the relatively good progress in the subdomain of money. Romania enjoys a surprisingly good ranking for gender equality in social decision making and very good access to healthcare, even if both of these domains show room for improvement. In fact, Romania's highest score, in the subdomain of health, still puts it last in the ranking among the EU-27. Romania also ranks last in the EU for gender equality in economic decision-making, which has direct effects on women's independence in domestic arrangements and is of direct relevance for ClujMet's work in FEMACT-Cities.

Policy Challenge and Planned Work in the FEMACT-Cities Network

In FEMACT-Cities, ClujMet wants to focus on developing a gender policy framework at a metropolitan level, women's safety in public space, intersectionality, and vulnerable groups (including Roma women, women in rural areas and women with disabilities), and the differences between urban and rural areas.

Specifically, their ambitions for change at a local level include:

1. Creating a gender policy framework at a metropolitan level which meets the needs of women from all walks of life and the horizontal inclusion of the gender dimension into all policy documents at a metropolitan level. This includes a strong focus on implementation and operationalisation.
2. Contributing to increasing women's safety at home, on the street, at work, as well as in any other public context. The team wants to actively participate in the development of a set of measures and practices aimed at reducing the risk of violence to which they are subjected mostly in public spaces.
3. Developing a local stakeholder group working on gender equality topics which lives beyond the end of the network. Creating an ecosystem of collaboration regarding welfare, social services, and women's safety.

The team wants to implement a pilot action in Cluj-Napoca addressing the issue of safety and belongingness, including mapping of insecure/problematic areas and addressing the issue of safety in these areas through targeted measures.

ClujMet's ULG will include the following people and organisations:

³⁵ European Institute on Gender Equality. 2022. Romania. <https://eige.europa.eu/gender-equality-index/2022/country/RO> Accessed 16 November 2023

- The Deputy Mayor of Cluj-Napoca, Ms Emese Olah and other mayors of the Metropolitan Area (TBD)
- Head of the External Relations Department at Cluj Napoca City Hall, Ms Emilia Botezan and other relevant experts from the City Hall, Ms Oana Buzatu

- Representatives of decentralised institutions with responsibilities in the field of Gender Equality (members of the Cluj County Commission on Gender Equality), i.e. Ms Paula Nicoara
- Representative of the Crime Prevention Department (Police), Ms Gina Pop
- Relevant civil society representatives, including NGOs and representatives of vulnerable women groups such as Roma women, refugee women, Ms Elena Greta, Ms Linda Zsiga



- Experts from Cluj based universities and other relevant research centres Ms Alina Ciubotaru, Ms Julia Adorjani, Ms Gabriella Tonk, Ms Eva Laszlo,
- Urban planners/ architects depending on the needs Ms Cristina Balogh

Partner Visit Workshop Results

The first ULG meeting took place in the context of the partner visit on 2 November and contained a short analytical workshop. The workshop began with a SWOT (strengths, weaknesses, opportunities, threats) analysis. The participants were then invited to vote using dots on the topics in the SWOT analysis that they considered the most important to tackle in the IAP process. The selected topics are marked with a star in the SWOT graphic. The participants then brainstormed possible next steps for the selected topics.

Brainstorming of Next Steps

1. Lack of data + mapping on safety on a local level
 - a. Creating an app to signal incidents
 - b. Mapping the places where people / young people feel safe
 - c. The local mobile intervention teams should provide more data regarding the isolated and undeclared cases -> creating a platform to integrate data in statistics
 - d. Request to access data from police, DGASPC, ANES and integrate data into platform + data from IML & medical personnel
 - e. Public-private partnerships (ONGs) for providing secondary data
 - f. Consulting / interviewing stakeholders what data would be needed
 - g. City safety maps for each age group
 - h. Data research
 - i. Where is violence happening?
 - j. What do municipalities know? What does the police know?
2. Resources to conduct interdisciplinary research + imagine actions
 - a. Creating an app to signal incidents
 - b. Mapping the places where people / young people feel safe
 - c. Consulting / interviewing stakeholders what data would be needed
 - d. City safety maps for each age groups
 - e. Data research
 - f. Where is violence happening?
 - g. What do municipalities know? What does the police know?
 - h. Involve local administration, police - inter-institutional dialogue
 - i. Integrated centre for sexual abuse emergencies
 - j. Raise awareness for the involvement of the medical field (UPU, IML) regarding the interdisciplinary aspect
 - k. Developing sustainable intervention strategies (engaging the local authorities especially from rural areas to continue the intervention)
3. Access to labour market + public institutions (young women, disabled persons)
 - a. Developing the "safe room" concept at the workplace
 - b. Re-integration measures for working moms (mother and child spaces) (trainings for re-integration & to re-adapt)
 - c. Procedures for preventing harassment at the workplace
 - d. A more feminist approach at interviews - HR department should be more independent & objective regarding the interviews
 - e. Making info more available
 - f. Inclusivity training for companies
 - g. Assertiveness training
4. Lack of education about GBV in schools
 - a. Early school years: protocol for reporting GBV cases from students, a stronger student-teacher relationship; Addressing children, Early interventions
 - b. Introducing GBV subject into the Civic Education Curricula in schools
 - c. Teachers should be more trained regarding GBV (must participate in trainings) + external evaluation for impact of trainings

- d. Student officer (different from the student counsellor) - GBV external expert
 - e. Qualified personnel
5. Patriarchy
- a. Engaging mass-media in equality campaigns
 - b. Creating a local group that supervises the local agenda in order to see if gender equality is applied
 - c. Educating the concept that feminism doesn't mean winning over men, but equality
 - d. Addressing power relationships
 - e. Toy and game industry -> Barbie can also drive a truck! :)
 - f. Workshops with role changing (women vs. men) especially in already stereotyped institutions
 - g. Educating the church staff towards gender equality



Szabolcs 05 Regional Development Association of Municipalities (Hungary)

The Szabolcs 05 Regional Development Association of Municipalities (Szabolcs 05) is a voluntary development association located in northeastern Hungary, in Szabolcs-Szatmár-Bereg county. It currently has 44 member settlements, consisting of six towns and 38 villages. The most significant of these is the city of Mátészalka, with 15,351 inhabitants as of 2023. In total, Szabolcs 05 represents settlements with a total of 87,636 inhabitants (2023).

Like other rural regions in Hungary, Szabolcs-Szatmár-Bereg county is shrinking as a result of ageing and selective out-migration of young people to Budapest and elsewhere, with smaller communities shrinking at a proportionally higher rate than larger ones. Mátészalka, the capital of the region, plays an oversized role, in particular as a local centre for jobs and employment, and is a main commuter destination. The municipality of Mátészalka itself is the largest employer in the region and it also home to regionally important educational and cultural infrastructure such as a theatre, a library, four primary schools, four secondary schools, a swimming pool, and a museum. While the area is on the whole very rural, it is also home to a large number of international and Hungarian companies, including Zeiss, FrieslandCompanie, Flabeg and Hoia. The most significant sectors are fruit growing and agriculture, manufacturing and optomechatronics.

Szabolcs 05 creates economies of scale by providing a platform for municipalities to pool and share resources and services. In this way, the development association buffers some of the negative effects of shrinking, in particular those that occur when communities fall below critical thresholds for supporting schools, kindergartens, social services or necessary municipal staff. Municipalities in the development association therefore pool and share resources to keep existing infrastructure, for example by sharing minibuses to transport children to school or municipal staff such as a notary.

Szabolcs-Szatmár-Bereg county is one of the most disadvantaged areas of Hungary with multiple and serious economic and social challenges, including low wage levels, relative poverty, an ageing population, underused or even abandoned public spaces, and segregated areas with vulnerable social groups (slums). These challenges all affect women disproportionately. Furthermore, and perhaps in part due to these challenges, despite the close proximity to Ukraine, the region has only a small number of Ukrainian refugees.

Gender Equality Policy at Szabolcs 05

Mátészalka also plays a leading role in the region in terms of gender and equality policy, policies which radiate out to the region. One of the key objectives of the city's Integrated Urban Development Strategy (IUDS), for example, is to strengthen social solidarity and to create a proactive local community in which the improvement of women's situation is included as well. The city of Mátészalka has also developed and approved a so-called Local Plan for Equal Opportunities, which deals with the situation of women in particular (e.g. women's economic role and equal opportunities, services helping to reconcile labour market and family tasks, violence against women, domestic violence).

The region has also put a focus on improving the facilities available to the Roma community, including refurbishing streets and street lights, promoting waste collection and providing municipal garbage disposal services, and recently renovating and refitting a Roma community house.

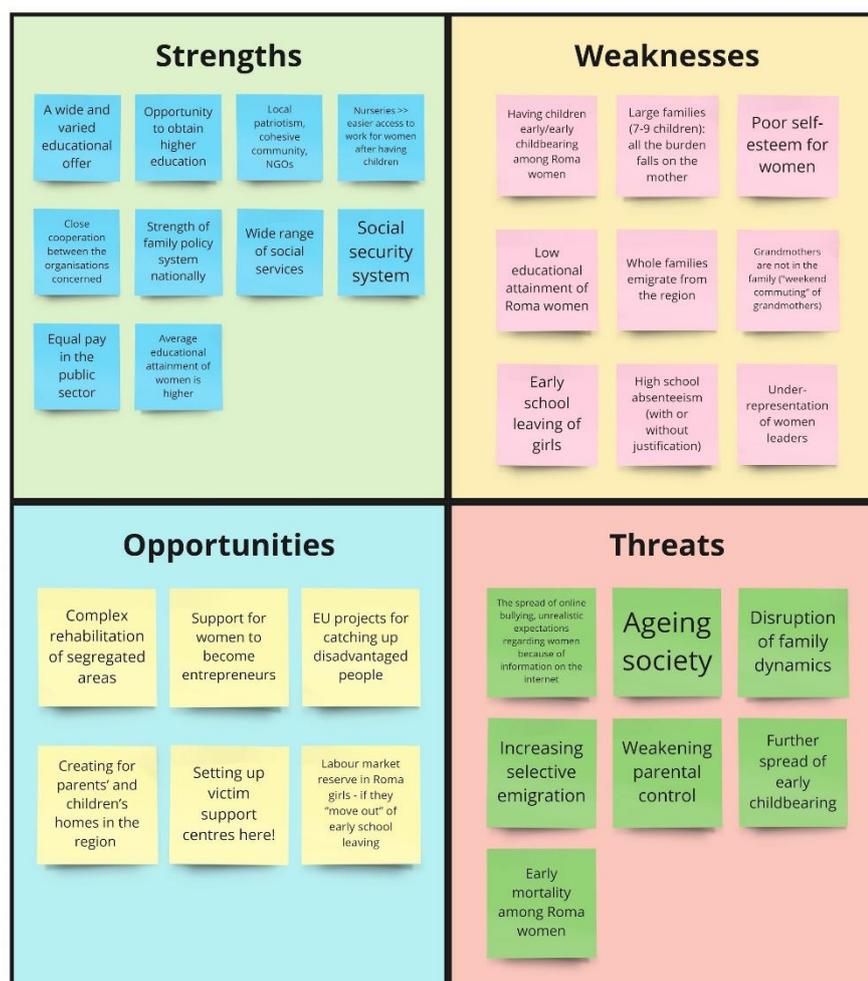
With a score of 54.2 in 2022, Hungary ranked 25th in the EU on the European Institute of Gender Equality's Gender Equality Index.³⁶ Its ranking improved by one place since 2019, but progress has been painfully slow, with a gain of only 1.8 points since the creation of the index in 2010. Hungary's best subdomain scores are in health, where it ranks 14th among all member states. However, this is balanced out by Hungary's very low scores in the domain of power, in which it has ranked last in the EU since 2015. Hungary shows the biggest room for improvement in the sub-domain of political decision-making.

Policy Challenge and Planned Work in the FEMACT-Cities Network

Szabolcs 05 will focus on three main topics in the FEMACT-Cities network: young Roma women who experience teen pregnancy and low labour market participation, ageing & solitude, and feeling safe and secure in public spaces.

Their action plan will focus on actions in and for Mátészalka and harness its role as the largest and most important city in the region to create transfer to the rest of the region.

The team has a very strong starting point for work with Roma girls; the work in FEMACT-Cities will build off of a number of existing and past projects with this target group. In addition, Szabolcs 05 has a strong basis in social services and existing cooperations with a number of relevant NGOs and organisations, due to the relatively easy cooperation as a result of the small community size.



The team intends to involve the following people and organisations in the URBACT Local Group:

- Kinga Szatlóczky, City of Mátészalka, Urban Development Department
- Ákos Tárkányi, City of Mátészalka, Urban Development Department

³⁶ European Institute on Gender Equality. 2022. Hungary. <https://eige.europa.eu/gender-equality-index/2022/country/HU> Accessed 17 November 2023

- Gabriella Izsó, Women's and Men's Association for Szatmár (NGO)
- Irma Bélteki, Association for Happy Families (NGO)
- Anita Felföldiné Gere, Szatmár Social and Health Primary Care Institution
- Krisztina Alexáné Takács, Szatmár Social and Health Primary Care Institution
- Nóra Székelyné Seres, Szatmár Social and Health Primary Care Institution
- Erika Mártonné Molnár, Szatmár Social and Health Primary Care Institution
- Lászlóné Sajtos, Combined Preschool Institutions of Mátészalka
- Olivér Bakos, Mátészalka Police Station
- Sándor Kovács, member of the Hungarian Parliament
- Judit Kóhalmi, program coordinator of Szabolcs 05 Association
- Dr Botond Felföldi, chief consultant of the mayor, ULG coordinator of the project
- Anett Bauer, project and communication manager of the project
- Anna Hirschmanné Marosi, financial manager of the project
- Mónika Komádi, external expert of Szabolcs 05 Association

Partner Visit Workshop Results

The first ULG meeting took place in the context of the partner visit on 14 November and contained a short analytical workshop. The workshop began with a SWOT (strengths, weaknesses, opportunities, threats) analysis. The participants were then invited to vote using dots on the topics in the SWOT analysis that they considered the most important to tackle in the IAP process. The selected topics are marked with a star in the SWOT graphic. The participants then brainstormed possible next steps for the selected topics.

Brainstorming of Next Steps

1. Labour market potential based on Roma girls

- Round table discussion with the target group and professionals
- Round table discussion with large companies
- In-house training for the target group by thy employers
- Strengthening vocational training, mainly but not exclusively in traditional professions (e.g. health care)
- Sensitising employers, breaking down stereotypes
- Creating motivation

2. Emphasising prevention & 3. Preventing early school leaving

- The presence of a permanent social worker in the school
- Establishing a partnership, 'action group', forum
- Needs assessment
- Identification of existing resources/creating resources (HR, money)
- Continuing current programmes to maintain the motivation





Network Synthesis, Methodology & Roadmap

The Network Synthesis: Understanding the Partners Together

The Network Topics: Harnessing Synergies und Improving Implementation

Gender equality's cross-cutting nature often makes it challenging to put boundaries around – one reason why experts put the focus on mainstreaming (i.e. embedding a gender focus in everything). So, for example, if women's participation in the labour market is related to gender-based violence, care work, stereotypes in early education, and feelings of safety in public transport whilst commuting, then the actions one takes to improve women's participation in the local labour market could be equally broad and involve a large number of actors and city departments. Similarly, a specialist in labour market participation might not be aware of some of these challenges to her clients.

The partners in the URBACT FEMACT-Cities Action Planning Network are tackling a similarly wide range of interconnected topics, specifically:

1. **Urban development** (public space, accessibility, streets and sidewalks, mobility and public transport, fear in public space, parks and playgrounds, and public buildings and amenities)
2. **Labour market and training** (entrepreneurship, labour market segregation & participation, care work, and education & training)
3. **Health and safety** (violence against women, mental health, and reproductive health)
4. **Internal and structural gender mainstreaming** (gender mainstreaming, gender equality action plans, internal training for municipal employees, gender budgeting, and awareness raising)

Four cross-cutting topics – **stereotypes, urban/rural differences, intersectional identities, and the role of men** – will accompany this work.

The red thread that traces its way through all of this work and unites the partners is **CHALLENGES TO IMPLEMENTATION**. Each of the partners faces questions about how to:

1. Obtain and collect **gender-disaggregated data**, also through participation with policy target groups, to better understand the situation and create needs-based policies
2. **Convince others and raise awareness** on political and administrative levels
3. Write specific and realistic **gender equality plans** that are independent of individual champions and politicians and survive beyond political and personnel shifts.

Thus, whilst each of the partners has a different thematic focus, they are all united by process-oriented questions (*how* not *what*) - implementation will therefore form the red thread through all of the thematic inputs. That said, due to the cross-cutting nature of gender equality highlighted above, a broad thematic curriculum can prove especially inspiring, in particular for partners who are drafting their first transsectoral gender action plans (inspiration in a wide variety of fields and sectors).

The FEMACT-Cities Heatmap

In order to create crossover between the individual and collective needs in the network, the Lead Expert created a matrix of the four network and four cross-cutting topics which she then used to map the partners' topical focuses.

Skåne					CIM RCoimbra					Clermont Auvergne				
	Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men		Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men		Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men
Urban Development					Urban Development					Urban Development				
Labour Market & Training					Labour Market & Training					Labour Market & Training				
Health & safety					Health & safety					Health & safety				
Internal & Structural Gender Mainstreaming					Internal & Structural Gender Mainstreaming					Internal & Structural Gender Mainstreaming				

Kraków					Turin					Postojna				
	Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men		Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men		Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men
Urban Development					Urban Development					Urban Development				
Labour Market & Training					Labour Market & Training					Labour Market & Training				
Health & safety					Health & safety					Health & safety				
Internal & Structural Gender Mainstreaming					Internal & Structural Gender Mainstreaming					Internal & Structural Gender Mainstreaming				

ClujMet					Szabolcs 05				
	Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men		Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men
Urban Development					Urban Development				
Labour Market & Training					Labour Market & Training				
Health & safety					Health & safety				
Internal & Structural Gender Mainstreaming					Internal & Structural Gender Mainstreaming				

She then aggregated these individual matrices into the FEMACT-Cities Heatmap, a visual representation of the network’s collective topical focus.

	Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men
Urban Development	4	3	5	4
Labour Market & Training	3	3	4	2
Health & safety	4	2	4	3
Internal & Structural Gender Mainstreaming	6	3	6	6

Differences, Gaps, Complementarities and Clusters

The partners demonstrate a number of similarities and differences which affect their exchange and learning needs.

- **Structural:** Three city and five non-city partners of widely ranging sizes
- **Experience level:** Very advanced to just starting out
- **Breadth of focus:** Narrow vs. broad focus
- **Intersectionality:** Specific focus on intersectional identities (migration background, Roma, young girls, older women) vs. no specific focus on intersectionality

These differences and complementarities are summarised in Table 1. In addition, all eight partners have case studies and / or experience which they can share. These “haves” and their specific learning needs are summarised in Table 2.

Table 1. Summary of Partner Differences and Complementarities

Partner	Policy Focus	Structure and Population	Implementation Focus	Breadth of Policy Focus	Focus on Intersectionality
Länsstyrelsen Skåne (Sweden)	Female entrepreneurship (across sectors and in both urban and rural areas) and investment capital	Regional authority 33 municipalities 1.4 million people	Data and Participation	Specific	Yes, also entrepreneurs with a migrant background
Comunidade Intermunicipal da Região de Coimbra (Portugal)	Development and implementation of a regional gender mainstreaming plan across the whole organisation	Region 19 municipalities 440,000 people	Writing the plan	Broad	Not specifically
Clermont Auvergne Métropole (France)	Development of a multi-sectoral gender equality action plan which integrates gender equality into all the territory's policies and projects	Regional authority 21 municipalities 290,000 people	Data; Writing the plan; Convincing others and raising awareness	Broad	Not specifically
Kraków (Poland)	Urban planning / mobility and gender mainstreaming within Kraków municipality	City 805,000 people	Data; Convincing others and raising awareness	Both specific and broad	Not specifically
City of Turin (Italy)	Gender mainstreaming within Torino municipality and violence against women	City 850,000 people	Data and Participation; Writing the plan; Convincing others and raising awareness	Broad	Yes, strong local focus on anti-racism
Municipality of Postojna (Slovenia)	Create a first municipal action plan for gender equality	City 16,700 people	Data; Writing the plan; Convincing others and raising awareness	Broad	Yes, Albanian women, young women
Cluj Metropolitan Area Intercommunity Development Association (Romania)	Developing a gender policy framework at a metropolitan level, Safety in public space, Focus on vulnerable groups	Intercommunity development assoc. 20 municipalities 410,000 people	Writing the plan; Convincing others and raising awareness	Both specific and broad	Yes, Roma women, women in rural areas and women with disabilities
Szabolcs 05 Regional Development Association of Municipalities (Hungary)	Young Roma women who experience teen pregnancy and low labour market participation, Ageing & solitude, Feeling safe in public spaces	Voluntary development assoc. 6 towns, 38 villages 88,000 people	Writing the plan	Specific	Yes, Roma women, older women, young women

In addition to the network topics, six topical clusters beyond the network topics have emerged:

Topic	Partners
Gender Issues in Rural Areas	Skåne, Coimbra, CAM, Cluj, Szabolcs
Transsectoral Gender Action Plans	Coimbra, CAM, Kraków, Postojna, Cluj
Safety in Public Space	CAM, Kraków, Cluj, Szabolcs
Gender Mainstreaming within the Municipality	CAM, Kraków, Torino, Postojna
Marginalised Women	Torino, Postojna, Cluj, Szabolcs
Gender-Based Violence	Torino, Postojna, Cluj

These topical clusters represent either a narrower focus on a sub-topic of the network topics or are related to the cross-cutting topics. There was an open question about how, if at all these topics should be tackled. In the methodology co-design workshop, the Lead Expert asked the partners to discuss whether subsets of partners should have communities of practice on one, some or all of these topics (or different topics entirely). The partners discussed this and decided on the following topics for communities of practice (discussed in detail in the next section):

1. Mobility, both in general and with a focus on urban-rural mobility
2. Gathering quantitative / qualitative data for needs-based plans, Participation to assess needs
3. Marginalised women
4. Young women - Stereotypes, Leadership, Professional Choice
5. Awareness raising and internal communication to improve implementation

These topics organise into the FEMACT-Cities matrix in the following way:

	Stereotypes	Urban / Rural Differences	Intersectional Identities	Role of Men
Urban Development		Mobility, both in general and with a focus on urban-rural mobility	Marginalised women	
Labour Market & Training	Young women - Stereotypes, Leadership, Professional Choice			
Health & safety				
Internal & Structural Gender Mainstreaming	Gathering quantitative and qualitative data for needs-based plans, Participation to assess needs Awareness raising and internal communication to improve implementation			

These topics will be tackled in different ways using different meeting formats according to need.

Table 2. Overview of Partner Haves and Needs

Partner	Haves (Local Case Studies, Expertise, Practice)	Learning Needs (Primary & Secondary)
<p>Länsstyrelsen Skåne (Sweden)</p>	<ul style="list-style-type: none"> - Female perspective in the early stages of the urban planning process - UN Child Convention is law in Sweden; The Convention is a prerequisite for urban planning - Ways to promote technical education for girls - Networks for female entrepreneurs - Salary analysis from a gender perspective - 5 steps for violence prevention Swedish Gender Equality Agency - Work with gender statistics: Gender statistics (scb.se) (170 indicators!) - Long-term gender mainstreaming, Embedding gender into all policies 	<ul style="list-style-type: none"> - Best practice on female entrepreneurship with a secondary focus on intersectionality (esp. women with migrant background) - Best practice on increasing financing to women-led businesses - Entrepreneurship examples beyond the tech & STEM sectors
<p>Comunidade Intermunicipal da Região de Coimbra (Portugal)</p>	<ul style="list-style-type: none"> - Realiza.te / Ines - School leaving and diversity - Cycling and pedestrian routes - BNAUT (social housing) - Mobile Health Units in the Region of Coimbra - SitFlexi On-Demand Transport for rural areas - Women & Places (Cultural Route about feminine public figures throughout history) - Cooperation with University about retaining women in STEAM - “Feeling connected in the museum” visibility project with women who have been trafficked - Local Agents for Entrepreneurship (all 19 municipalities) - EMPRENDE + - Training Sessions (CIMRC) - Integrated plans for schools and municipal staff - Creation of Municipal Equality Plans (19) - Evaluation - Annual Reporting - Tenders - Framework Agreements: social, environmental criteria - Ageing Coimbra - Non-pharmaceutical interventions with people with dementia in museums. EU me me EU -> National Museum Ma... (expertise) (Coimbra PT) - Alzheimer Europe - Partnership with ULG members (FENL?) regarding financial impact of competences on: Education (all 19), Health (3 case studies), Social (yet to be done) 	<ul style="list-style-type: none"> - Wide range of examples of gender planning and gender action plans (sectoral, community size and structure) - Good practices on integrating gender in a wide variety of topics - Gender-disaggregated data, Monitoring - Awareness-raising across departments, Men as allies

Partner	Haves (Local Case Studies, Expertise, Practice)	Learning Needs (Primary & Secondary)
<p>Clermont Auvergne Métropole (France)</p>	<ul style="list-style-type: none"> - Urban Agency built “data” (City of Clermont) - place of women in same neighbourhood - Childcare services for women who work at night - City of Clermont - “Peri” scholar time with people sensibilized to gender equality -> organise with children’s activities - Place of women in science -> University of Auvergne - Data & Analysis on HR data - Sensibilisation of workers against: service harassment, discrimination (city of Clermont starting in CAM) - Platform online to talk and declare sexual harassment at work -> internal organisation - Highschool binome CDAD -> working on Access to Human Rights - City of Clermont -> Gisèle Halimi Center - ONAPS Observatory of sedentarity / health of women - Communication strategy fighting stereotypes 	<ul style="list-style-type: none"> - Wide range of examples of gender planning and gender action plans (sectoral, community size and structure) - Good practices on integrating gender in a wide variety of topics - Focus on inspiration from other communities and peer learning - Gender-disaggregated data, Monitoring - Trainings and internal gender mainstreaming for municipalities - Awareness-raising across departments, Men as allies
<p>Kraków (Poland)</p>	<ul style="list-style-type: none"> - Highly developed public transport - Plenipotentiary for issues of people with disability / special team - Accessibility standards - Architektoniczki - group of urban designers doing research on gender in urban planning - “Room for parents with kids” not only mothers - City provided child care for children under 3 and 6 - Przedsiębiorcze krakowianki - Best employer prize - supporting D&I - Fathers’ nights - campaign and handbook - Equality education for teachers - Plenipotentiary for equality / Diversity Charter - Krakow Gender Equality Plan - European charter for men and women on local level - Grants for NGO working on equality issues - Framework: KRAKOW for Equality & Krakowianki - GEP - Gender Equality Plan - Gender mainstreaming within the horizontal strategy - Anti-discrimination counselling 	<ul style="list-style-type: none"> - Good practices on gender and urban planning, including public transportation and mobility - Examples on how to move from projects to embedding gender in law and implementing it in plans - Trainings and internal gender mainstreaming for municipalities - Awareness-raising across departments, Men as allies

Partner	Haves (Local Case Studies, Expertise, Practice)	Learning Needs (Primary & Secondary)
	<ul style="list-style-type: none"> - Work & Life balance – directive implementation - Femcities network, Polish Cities Union, Equality Plenipotentiary Network - Stop the violence - one website with all info from police, social services, etc - Campaign on prophylactics, postpartum depression, infertility - IVF financing - Menstrual education - Pink boxes fight period poverty - Prize for women of Krakow - Month of Krakowian Women - Herstory & Women of Krakow route + Heritage patrons - Women Champions - campaign, trainings, research 	
<p style="text-align: center;">City of Turin (Italy)</p>	<ul style="list-style-type: none"> - Training / Workshops for managers - Internal communication - Mandatory trainings for employees - Gender City Managers - Raising awareness at top level - Collecting data -> state of the art, which data we need? - Survey to understand needs & threats - Creation of real active internal coordination table - Training on inclusive language - Centre for violence against women - Alma Terra violence prevention - Focus on migrant women - Anti-violence centres & coordination board - Experimentation on gender medicine - Anti-violence centres & coordination board - Neighbourhood Concierge - Women’s Archive 	<ul style="list-style-type: none"> - Wide range of examples of gender planning and gender action plans (sectoral, community size and structure) - Good practices on integrating gender in a wide variety of topics (for example as inspiration for how gender might be included in the current urban development plan) - Good practices and peer learning on prevention and responses to gender-based violence - Trainings and internal gender mainstreaming for municipalities - Awareness-raising across departments, Men as allies
<p style="text-align: center;">Municipality of Postojna (Slovenia)</p>	<ul style="list-style-type: none"> - New infrastructure implementation of equipment for people with disabilities - All the public spaces are with public lighting (park, playgrounds, stadiums) - Free city bus 	<ul style="list-style-type: none"> - Wide range of examples of gender planning and gender action plans (sectoral, community size and structure) - Good practices on integrating gender in a wide variety of topics

Partner	Haves (Local Case Studies, Expertise, Practice)	Learning Needs (Primary & Secondary)
	<ul style="list-style-type: none"> - Sopotnik - Free shuttle transfer for 60+ from rural villages to the city - PUM-O+ Program for children who drop out of school - Free learning help - 1st and 2nd school - School and kindergarten open until 16:30 - Free learning Slovenian language - Business incubator: mentoring, learning, business planning - Free work qualification trainings - Yearly roundtable with business woman - Appointed Gender equality coordinator - Regional Safe House - Breast cancer awareness and free checkups for women 50+ - Safe spots (public buildings) - Maternity trainings - SOS telephone - Free HPV vaccinations - Free health checkups: blood sugar, metabolism, ...? - Safe space for youth in youth center till 20:00 - Cafe Sessions for Albanian Women - Youth Councils 	<ul style="list-style-type: none"> - Focus on inspiration from other communities and peer learning - Gender-disaggregated data, Monitoring
<p style="text-align: center;">Cluj Metropolitan Area Intercommunity Development Association (Romania)</p>	<ul style="list-style-type: none"> - Cluj-Napoca City Hall - prioritising safety -> public street lighting - Cluj-Napoca City Hall - Pavement - Safe City - National App - Planwerk urbanism - safety in the public space - Social Inspection Agency -> making the city accessible for girls and women with disabilities? - Educational Cluster - Patrir - Gender Equality - Babeş Bolyai University - Training Gender Equality - Gender Equalities Plans at the level of 20 localities -> CMA IDA CLUJNET - Better political representation of women - Roma Community Association - Social services - specialised services for GBV survivors - Roma women access to healthcare 	<ul style="list-style-type: none"> - Wide range of examples of gender planning and gender action plans (sectoral, community size and structure) - Good practices on integrating gender in a wide variety of topics - Good practices and peer learning on prevention and responses to gender-based violence - Good practices on Roma women's issues

Partner	Haves (Local Case Studies, Expertise, Practice)	Learning Needs (Primary & Secondary)
<p>Szabolcs 05 Regional Development Association of Municipalities (Hungary)</p>	<ul style="list-style-type: none"> - New led public lighting in the whole city for visibility & improving subjective feeling of security - Better public safety & security by civil guards & CCTV - Outdoor facilities for the recreation of the local community - Labour market pact to (Re)-Integrate disadvantaged people into the primary labour market - Prevention for School Leaving among Roma girls - Integrative Nursery School - Cooperation of all settlements of the Association to provide common social services - Local Equality Plan against discrimination - Health education for Roma girls (reproductive health) - Roma Community Centre - Renovation & Infrastructure improvement in Roma Neighbourhood - Homeless shelter - Public (FREE) catering for disadvantaged & elderly people with delivery - Temporary home for families endangered by domestic violence - Free domestic help for elderly people - Residential nursing homes & day-care facilities for elderly people against solitude - Báriséj Mentor program Mátészalka for young Roma girls 	<ul style="list-style-type: none"> - Good practices on gender and urban planning, specifically focusing on subjective feelings of safety in public space - Good practices on preventing school leaving - Good practices on Roma women’s issues - Good practices on older rural women’s issues, esp. loneliness

The Network Methodology: A Bespoke Curriculum

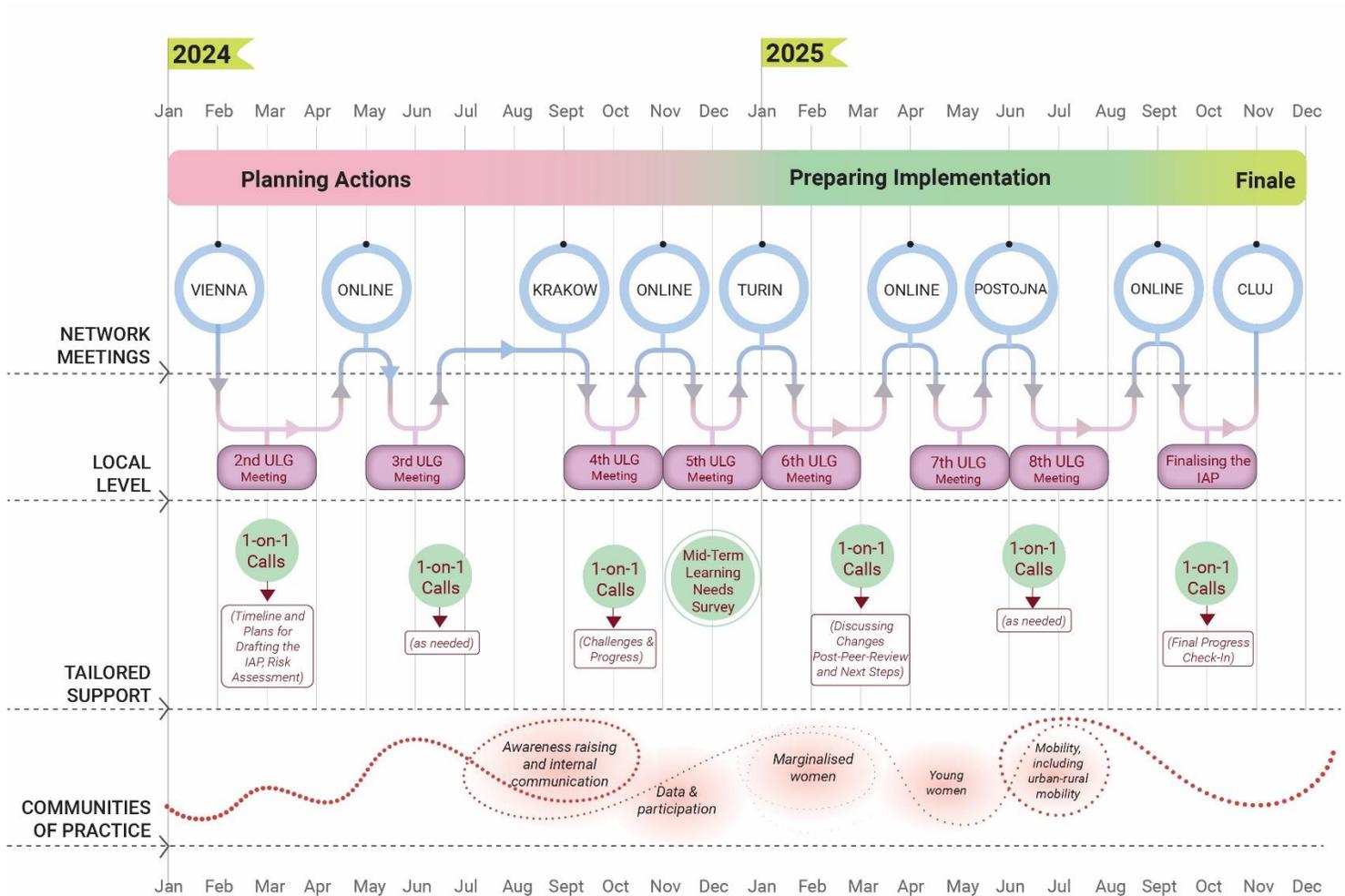


Figure 4. The FEMACT-Cities Methodology

A Flexible Framework: The Core Curriculum and Communities of Practice

This methodology attempts to respond to the wide range of structural attributes, experience levels, breadth of focus, and thematic variety in the network. To do this, the methodology is made up of a **core curriculum** of five in-person and four online transnational meetings and five **communities of practice** for peer learning on specific topics relevant for only a subset of the partners.

The **core curriculum** centres on the four network and four cross-cutting topics. The in-person meetings will focus on partner case studies and examples, the integrated action planning process, peer learning and exchange, connecting the local and network levels, and expert inputs which are relevant for the entire network. Biannual one-on-one calls with the Lead Expert will support the IAP drafting process and are also included in the core curriculum, with additional calls on an as needed basis. ULG progress reports (a single slide with a photo or a few words describing progress in the ULG since the last transnational meeting) will

use an adaptation of the PechaKucha format to help keep local work visible in network meetings and assist in monitoring and reporting. At in-person meetings 1 (Vienna) and 9 (Cluj) only case studies from the hosting city will be presented. At in-person meetings 3 (Kraków), 5 (Turin), and 7 (Postojna), both the case studies and work of the hosting partner and one of the three remaining partners (Skåne, Szabolcs 05, and Clermont Auvergne) will be presented. CIM RCoimbra hosted the Ready for Actions meeting and presented their work at that meeting.

The **communities of practice** (COP) will offer peer learning and exchange of various types and lengths which are relevant for a subset of the network. All partners are welcome to take part in these, even if they have not registered interest in them during the baselining process. Communities of practice will meet to share experience and challenges surrounding their topic, supported through good practices, exchange with other URBACT networks, and ad hoc expertise. The Communities of Practice topics co-decided at the Ready for Action meeting are:

1. Mobility, both in general and with a focus on urban-rural mobility
2. Gathering quantitative / qualitative data for needs-based plans, Participation to assess needs
3. Marginalised women
4. Young women - Stereotypes, Leadership, Professional Choice
5. Awareness raising and internal communication to improve implementation

The Lead Expert has reached out to a number of networks in the current round of APNs to promote **cross-network activities**, with the following result as of the completion of this document:

- Christophe Gouache will be running a workshop in [meeting 2](#) (online), and could do a short presentation on the work in Breaking Isolation during this meeting
- Béla Kézy and/or members of C4Talent could join the Labour Market & Training peer learning session in [meeting 4](#) (online), in which Béla will already be organising a workshop
- Ian Graham will be running a workshop in [meeting 6](#) (online), and could do a short presentation on the work in DigilInclusion during this session
- A dedicated crossover session with Matthew Baqueriza-Jackson and members of GenProcure is planned for [meeting 6](#) (online)
- Cooperation with ECONNECTING and Beyond the Urban is planned in the context of the [COP on urban-rural mobility](#)
- Crossover with Cities After Dark and/or Simone d'Antonio is planned for the Labour Market & Training peer learning session in [meeting 4](#) (online), regarding the nighttime economy, and in [2025](#) regarding safety in public space

Links to the [URBACT IV theme Green](#) will be ensured in meeting 1, in which there will be a session on gender equality in climate action plans, and in the various sessions on urban development and mobility. Additional sessions on climate adaptation have been mentioned as a possibility for thematic sessions in 2025 as well.

Links to the [URBACT IV theme Digital](#) will be addressed in network crossover with DigilInclusion, sessions on internal and structural gender mainstreaming (in particular related to data) and in the various sessions on labour market and training.

The ULG progress reports and numerous case studies and experts during the thematic sessions will offer excellent opportunities for **communication** outputs. In addition, the collection of these inputs could form the basis for a **network product** highlighting knowledge transfer to others outside the network. The Lead Expert suggests that the network product could be a [guide \(written or in video format\) capturing the experiences of the partners on how to implement gender mainstreaming](#) – their challenges, tips, experiences, and vignettes about their journey.

The Peer Learning and Peer Sharing Sessions

Both the in-person and online transnational meetings and the communities of practice will be structured through two-level **peer learning and exchange** sessions. These will consist of a **peer sharing session** to share local good practices from *within* the network and identify learning needs, followed by a **peer learning session** at the following transnational meeting with expert inputs and good practices from *outside* the network to fill gaps and address needs. These second sessions will be organised by relevant ad hoc experts (with coordination by the lead expert). They could take the form of a master class, interactive workshops, or a panel discussion with a variety of case studies. The exact design will be based on the specific needs.

Both internal and external case studies and expertise on the four network topics were aggregated during the methodology co-design and are listed in Table 3.

Table 3. Aggregated Content for the Peer Sharing and Peer Learning Sessions

	Peer Sharing (Case studies from within the partnership selected by the partners)	Peer learning (External expertise & case studies)
Urban Development	<ul style="list-style-type: none"> - Accessibility standards (Krakow) - Female perspective in the early stages of the urban planning process (Skane) - Sopotnik - Free shuttle transfer for people aged 60+ from rural villages to the city (Postojna) - Better public safety and security through civil guards and CCTV (Szabolcs) - Architektoniczki - group of urban designers doing research on gender in urban planning 	<ul style="list-style-type: none"> - Ewelina Jaskulska (Architektoniczki) - Umeå (train tunnel, Frizon, youth centres) - Chris Blache (Genre et Ville) - HerCity - Make Space for Girls - Participol Women’s Civic and Political Participation (EE Grants) - Arup - Designing child-friendly cities - Personas - beyond the Urban - data collection (case study) Brian Marrinan - Pristina - Gender Smart City - Everyday life mobilities for women - Sara Ortiz (Barcelona)
Labour Market & Training	<ul style="list-style-type: none"> - Salary analysis from a gender perspective (Skane) - EMPRENDE + - Training Sessions (CIM RCoimbra) - Retaining women in STEAM with the University of Coimbra (CIM RCoimbra) - Place of women in science at the University of Auvergne (CAM) - PUM-O+ Program for children who drop out of school (Postojna) - Safe City National App (ClujMet) 	<ul style="list-style-type: none"> - Mom Work! Foundation - Socio-economic innovation clusters - Association of women entrepreneurs - Aleg Sibiu - Share the Care - Szabina Toman - mentor program for women entrepreneurs - GirlsGoCircular - EU Project - Swedish National Statistic Agency - gender statistics regarding labour market

	Peer Sharing (Case studies from within the partnership selected by the partners)	Peer learning (External expertise & case studies)
	<ul style="list-style-type: none"> - Integrative Nursery School (Szabolcs 05) - Labour market pact to (re)-Integrate disadvantaged people into the primary labour market (Szabolcs) - Childcare services for women who work at night (CAM) - Przedsiębiorcze krakowianki 	<ul style="list-style-type: none"> - Luca Seel Interreg Europe (EWMD Austria) - Loans for women entrepreneurs (VISA) - Barcelona Activa's experience in GenderedLandscape & their Small-Scale Action (space for female entrepreneurs in an incubator) - Tamasin Greenough - Stereotypes in early education & STEM - Families Share Project (Care work sharing) - Alison Partridge - Ronald Lievens
Health & Safety	<ul style="list-style-type: none"> - Centre for violence against women (Turin) - 5 Steps for Violence Prevention (Skane) - Mobile Health Units (CIM RCoimbra) - Campaign on prophylactics, postpartum depression, and infertility (Krakow) - Stop the violence - one website with all the information from the police, social services, etc. (Krakow) - Educational Cluster (ClujMet) - Social Services - Specialised services for GBV survivors (ClujMet) - AlmaTerra - Violence prevention, focus on migrant women (Turin) - Public, free catering for disadvantaged & elderly people (Szabolcs) - Free domestic help for disadvantaged & elderly people (Szabolcs) - Safe space for youth in youth centre until 20:00 (Postojna) - Roma community centre (Szabolcs) - Gisèle Halimi Centre (CAM) - Highschool binome CDAD -> working on Access to Human Rights - Ageing Coimbra (ULG Partner, CIM RCoimbra) - Pink boxes to fight period poverty (Krakow) - Infrastructure improvement in Roma neighbourhood (Szabolcs) 	<ul style="list-style-type: none"> - Heimwegtelefon - Beldur Barik from Emakunde - Education Programme for engaging with young people about GBV - Ildiko Kovacs - Self-Defense instructor for women - Nane.hu - "Women for women against violence" - Women's Taxi Services (various) - "Heroji furajo v pižamah" - Volunteering free rides for youth - Intergenerational Care Centres in Barcelona - OIK Krebi Crisis Intervention Centre - Mayor of London "Have a word with yourself" – Preventing GBV through peer intervention among young men - On demand stops between official stops at night on bus in Paris, Bordeaux, Lyon - IPPF EU Network - International Planned Parenthood - europe.ippf.org
Internal and Structural Gender Mainstreaming	<ul style="list-style-type: none"> - Mandatory training for employees (Turin) - Trainings & workshops for managers (Turin) - Raising awareness at top level (Turin) - Tender Framework Agreements: social, environmental criteria (CIM RCoimbra) - Grants for NGOs working on equality issues (Krakow) - Internal communication (Turin) 	<ul style="list-style-type: none"> - La Rochelle work in GenderedLandscape & Global Goals for Cities - Umeå's journey to become a Swedish pilot city for gender equality - CEMR Gender Equality charter – recently updated - Barcelona: 1% of budget goes to gender equality

	Peer Sharing (Case studies from within the partnership selected by the partners)	Peer learning (External expertise & case studies)
	<ul style="list-style-type: none"> - Collecting data -> state of the art, which data we need? (Turin) - Creation of 19 Municipal Equality Plans with evaluation and annual reporting (CIM RCoimbra) - Networks such as the FemCities Network + Polish Cities Union + Equality Plenipotentiary Network (Krakow) - Platform online to talk and declare sexual harassment at work -> internal organisation (CAM) - Cooperation of all settlements of the Association to provide common social services (Szabolcs) - Creation of a very active internal coordination group (Turin) - Framework Krakow for Equality & Krakowianki (Krakow) - Municipal Gender Equality Plan (Krakow) - Survey to understand needs and threats (Turin) 	<ul style="list-style-type: none"> - Gender mainstreaming in Oldenburg - Gender mainstreaming in Bologna - Helsinki diversity manager in city hall as a workplace - Association of Polish Cities - Commission for Equal Treatment and Human Rights - Femcities – various examples - Internal training on “inclusive language” (available online) (IT) - “Meeting” with psychologist in order to support employees (care givers) (IT) - Inclusion of new criteria (on gender mainstreaming) in public procurement documents (IT)

External Expertise and Case Studies on Additional Topics

The following case studies and experts were aggregated during the methodology co-design to capture ideas from outside the four network topics. The categories offered were the four cross-cutting topics - stereotypes, urban/rural differences, intersectional identities, and the role of men - and a “wild card” category. These case studies and experts may be used in network or COP sessions and are listed in Table 4. A small number of case studies have been repeated from the network topics if they have a strong focus cross-cutting topic focus (such as campaigns targeting men in violence prevention).

Table 4. Aggregated Content for Additional Thematic Sessions

Topic	Case Studies and External Expertise
Stereotypes	<ul style="list-style-type: none"> - Pascaline Gaborit - Diagnosis for GEP - Krakow for equality -> Gender Solution (PL) - Awareness raising in online media wmn.hu - Stella (SLO) & Awareness raising on stereotypes in education - Krakow / CAM Barometer on discrimination (FR/PL) - ASM Omisport foot / rugby -> female team - PATRIR NGO -> Working on gender equality (Ro)
Urban/rural differences	<ul style="list-style-type: none"> - Școala9.ro - in a village in Romania adolescents convince the mayor to build a park (Frâncești) - Empowering women in agrifood programs (CEE) - Workers shuttle buses collecting people in rural areas to urban factories (Szabolcs) - Leader projects – Farmer’s womens association (SI) - Sewing values (Arganil, PT) - SitFlexi (PT) - Regional Innovation valleys (EU)

<p>Intersectional identities</p>	<ul style="list-style-type: none"> - Stadtteilmütter Berlin (integration of non-German speaking mums) - Almaterra association working for helping foreign women (IT) - Urban Agency - City of Clermont -> data on women in some neighbourhoods (FR) - Observatory for Migration & Multicultural -> report on women / Ukrainian refugee (PL) - Gruppo Abele (Torino) - Association of Roma Community from Coastei (RO) - Provision of support and specialised services for Ukrainian GBV survivors
<p>The role of men</p>	<ul style="list-style-type: none"> - Emakunde, Basque country - Council of Europe report on role of men & boys in gender equality - Trainings for active fatherhood - He for She (UN) - The Barber Shop (Global) - Screenings of "The mask you live in" movie - Expertise (PT) University of Coimbra - Tatiana Moura (tatiana@ces.uc.pt, masculinidades.pt) - Have a word with yourself - info campaign to young men to prevent violence - Mayor of London
<p>"Wild Card"</p>	<p>Culture & knowledge</p> <ul style="list-style-type: none"> - Women's Library London - Women's Cultural Plan Reggio Emilia - Women's Museum Izmir - Women's Heritage in public space (street names, monuments) - Archives about female data - Women and places - (Coimbra PT) - HER DOCs->Festival of women directors <p>Climate adaptation</p> <ul style="list-style-type: none"> - Barcelona Climate Justice Plan - Energy Poverty Actions Paris - C40 Cities Gender Work <p>Sports</p> <ul style="list-style-type: none"> - Portuguese National Federation of Football - Monica Jorje (Director) - Expertise - Umeå Stadium - women's football - Tour de France for women starting from Clermont-Ferrand 2023 -> communication MEN:WOMEN - Cluj-Napoca basketball team - Women referees in men sports (Champions League) - PT and other EU countries <p>Women in politics & decision-making</p> <ul style="list-style-type: none"> - Feminist diplomacy - Women in local politics initiatives - Participation of women in participative budget <p>Other</p> <ul style="list-style-type: none"> - Mobility – driving schools for women - Women in science for a day - Civil education - groups of male / female children on human rights & gender equality - Network for female leaders Vilda network - Lund Sweden - NGOs: social innovation, self-defence for women etc

Putting it all Together: The FEMACT-Cities Methodology

The backbone of the network meetings are **IAP sessions** to support and guide the partners through the IAP drafting process and **ULG progress reports** to link the local and network levels and make the work on the local level more visible.

In-person meetings focus on local case studies and partner presentations, whilst **online meetings** focus on experts and case studies that the network will not be able to visit in person.

The **thematic content** for the first five meetings (until January 2025) is well-defined and will focus on peer sharing and learning sessions on the four network topics (Figure 5). A number of ideas were generated at the Ready for Action meeting for thematic content at the network meetings from April 2025 onward. Current ideas include sessions on women in culture and heritage, women in sports, women’s participation in local politics, a focus on the gender aspects of climate policies, or deep dives on aspects of implementation where there are still gaps, such as inclusive language. The specific content will be decided in the **mid-term reflection and learning needs survey** in December 2024, a Google Forms survey to reflect on progress so far, assess the current learning needs, and decide the thematic inputs for 2025.

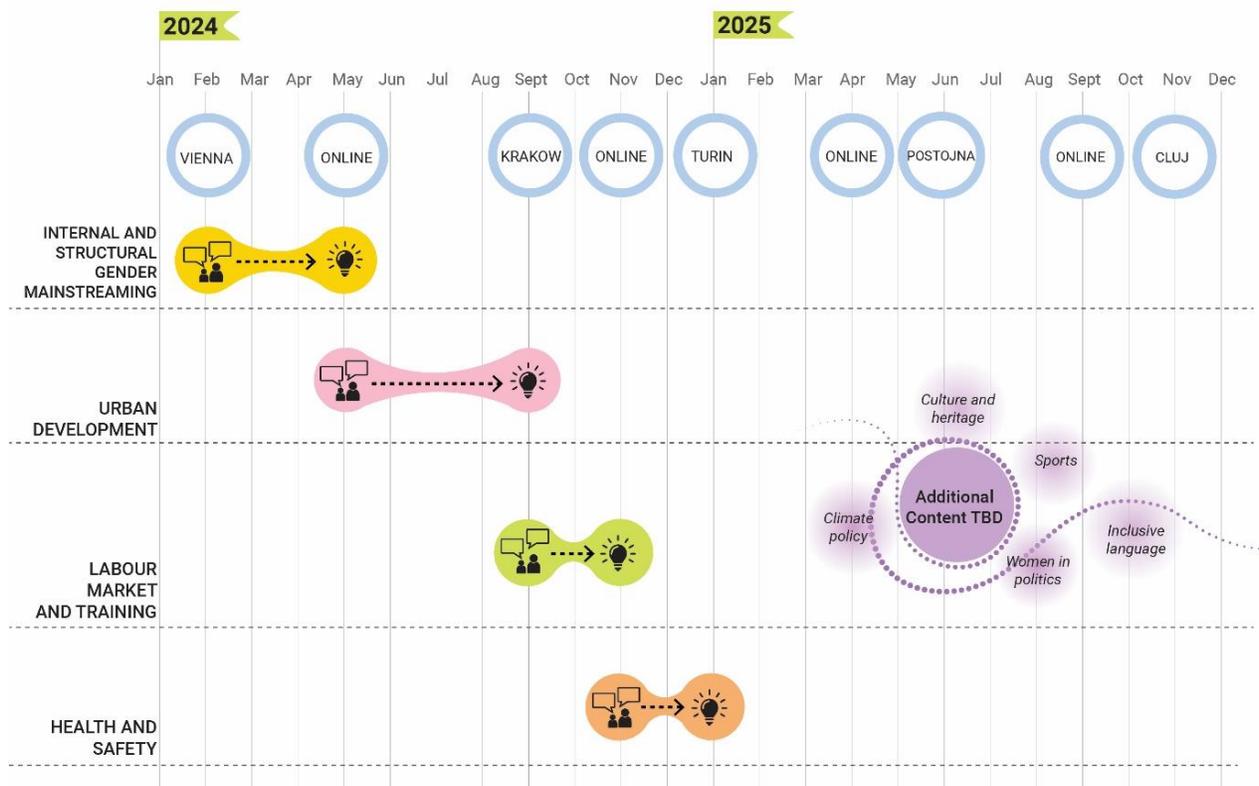


Figure 5. The four network topics will be the subject of peer sharing and learning sessions in the first five meetings. The remaining topics will be decided in the mid-term reflection and learning needs survey.

All of this will be flanked by **one-on-one calls** with the partners to support the IAP drafting process. In addition to supporting the partners in their process, these calls also serve as an important monitoring tool for the Lead Expert and Lead Partner.

Outline of Network-Level Activities

First (in-person) transnational meeting: Vienna (February 2024)

Internal & Structural Gender Mainstreaming

IAP Session: Reviewing the work plan & the action planning process with Mary Dellenbaugh-Losse

First ULG progress report

Expert Input: Introductory presentation on gender and urban development with links to climate policy & budgeting with Mary Dellenbaugh-Losse

Local Case Studies: Vienna's gender-sensitive climate action plan, Gender budgeting

Site Visit: Gender-sensitive urban development in the Sonnwendviertel

Peer sharing workshop 1 - Internal & structural gender mainstreaming, showcasing a selection of practices from within the network (see Table 3)

Administrative session

First round of 1-on-1 calls (March 2024) - Timeline and Plans for Drafting the IAP, Risk Assessment

Second (online) transnational meeting (May 2024)

Internal & Structural Gender Mainstreaming, Urban Development

IAP Session: Workshop on testing actions with Christophe Gouache

Second ULG progress report

Expert Inputs: Intersectionality explained with Mary Dellenbaugh-Losse, Stereotypes expert input & short reflection workshop with Pascaline Gaborit

Peer learning workshop 1 - Internal & structural gender mainstreaming, organised by an ad hoc expert and containing a selection of the good practices from Table 3

Peer sharing workshop 2 - Urban development, showcasing a selection of practices from within the network (see Table 3)

Administrative session

1-on-1 calls as needed (June / July 2024)

Third (in-person) transnational meeting: Krakow (September 2024)

Urban Development, Labour Market & Training

IAP Session: Action planning workshop with Ian Graham

Third ULG progress report

Partner presentations: Kraków & Skane present their policy focus and progress to date

Peer learning workshop 2 - Urban development, organised by Mary Dellenbaugh-Losse and containing a selection of the good practices from Table 3

Peer sharing workshop 3 - Labour market & training, showcasing a selection of practices from within the network (see Table 3)

Local case studies and site visits

Administrative session

Second round of 1-on-1 calls (October 2024) - Challenges & Progress

Fourth (online) transnational meeting (November 2024)

Labour Market & Training, Health & Safety

IAP Session: Data & monitoring workshop with Béla Kézy

Fourth ULG progress report

Peer learning workshop 3 - Labour market & training, organised by Alison Partridge and/or Roland Lievens and containing a selection of the good practices from Table 3

Peer sharing workshop 4 - Health & safety, showcasing a selection of practices from within the network (see Table 3)

Mid-Term Reflection and Learning Needs Survey (December 2024)

Fifth (in-person) transnational meeting: Torino (January 2025)

Health & Safety, Marginalised Women

IAP Session: IAP Peer Review

Fifth ULG progress report

Partner presentations: Turin & Szabolcs present their policy focus and progress to date

Peer learning workshop 4 - Health & safety, organised by an ad hoc expert and containing a selection of the good practices from Table 3

Interactive session: Defining the network product

Local case studies and site visits

Administrative session

Third round of 1-on-1 calls (March 2025) - Discussing changes post-peer-review and next steps

Sixth (online) transnational meeting (April 2025)

Topic TBD

IAP Session: Integrated Action Plan Troubleshooting Clinic with Ian Graham

Network crossover session with GenProcure

Sixth ULG progress report

Topical inputs (TBD)

Seventh (in-person) transnational meeting: Postojna (June 2025)

Transsectoral Gender Action Plans, Internal Gender Mainstreaming

IAP Session: Sharing session about testing actions with Mary Dellenbaugh-Losse

Seventh ULG progress report

Partner presentations: Postojna & CAM present their policy focus and progress to date

Expert input: Filling implementation gaps - A needs-based session including interactive work on communication and PR, funding, political support and other topics which are still missing

Local case studies and site visits

Administrative session

1-on-1 calls as needed (June / July 2025)

Eighth (online) transnational meeting (September 2025)

Topic TBD

Eighth ULG progress report

IAP Session: Workshop on resourcing and making your plan operational with an ad hoc expert

Topical inputs (TBD)

Fourth round of 1-on-1 calls (October 2025) – Final progress check-in

Ninth (in-person) transnational meeting: Cluj (November 2025)

Final Conference

All partners present their IAPs

Presenting the network product(s)

Local case studies and site visits

Administrative session

The Network Roadmap: An Operational Plan

	Action Planning Cycle	IAP Drafting Milestones	IAP Drafting Support	Network Level	Before Meeting	During Meeting	After Meeting	Local Level	
Jan-24									
Feb-24	Analysing Problems: Examining the current situation together with stakeholders			Vienna TNM	Preparing ULG Progress Report & Peer Sharing Workshop 1	ULG Progress Report Peer Sharing Workshop 1	Transferring lessons and case studies to ULG	2nd ULG Meeting	
Mar-24			1-on-1 Calls: Timeline and Plans for Drafting the IAP, Risk Assessment						
Apr-24									
May-24					Online TNM	Preparing ULG Progress Report & Peer Sharing Workshop 2	ULG Progress Report Peer Sharing Workshop 2 Testing actions workshop	Transferring lessons and case studies to ULG Reflecting on workshop about testing actions & brainstorming testing actions with ULG	3rd ULG Meeting
Jun-24	Planning Actions: Define the change you want to make		(1-on-1 calls as needed)						
Jul-24									
Aug-24									
Sep-24					Kraków TNM	Preparing ULG Progress Report & Peer Sharing Workshop 3 Krakow & Skane prepare presentations Preparing initial ideas about testing actions	Krakow & Skane present ULG Progress Report Sharing ideas for testing actions Peer Sharing Workshop 3 Action planning workshop	Transferring lessons and case studies to ULG Reflecting on workshop about action planning & discussing this with ULG	4th ULG Meeting
Oct-24	Implementing: Creating SMART Actions		1-on-1 Calls: Challenges & Progress						
Nov-24		Finalising IAP Draft for peer review		Online TNM	Preparing ULG Progress Report & Peer Sharing Workshop 4	ULG Progress Report Peer Sharing Workshop 4 Data & monitoring workshop	Transferring lessons and case studies to ULG Reflecting on data and monitoring workshop & discussing this with ULG Discussing learning needs with ULG	5th ULG Meeting	
Dec-24				Reflection & Needs Survey					Filling out mid-term reflection and learning needs survey
Jan-25			Integrating information from peer review		Torino TNM	Preparing ULG Progress Report Preparing for IAP Peer Review Torino & Szabolcs prepare presentations	Torino & Szabolcs present ULG Progress Report IAP Peer Review Session	Transferring lessons and case studies to ULG; Discussing Peer Review internally and with ULG	6th ULG Meeting
Feb-25									
Mar-25			1-on-1 Calls: Discussing changes and next steps						
Apr-25	Measuring results: Developing objectives and indicators	Identifying any additional support needs or challenges		Online TNM	Preparing ULG Progress Report Preparing questions for IAP Troubleshooting Clinic	ULG Progress Report Sharing on results of testing actions IAP Troubleshooting Clinic	Transferring lessons and case studies to ULG Discussing IAP troubleshooting clinic internally and with ULG	7th ULG Meeting	
May-25									
Jun-25			(1-on-1 calls as needed)	Postojna TNM	Preparing ULG Progress Report Postojna & CAM prepare presentations Preparing to report on testing actions	Postojna & CAM present ULG Progress Report Sharing on results of testing actions	Transferring lessons and case studies to ULG	8th ULG Meeting	
Jul-25									
Aug-25									
Sep-25	Resourcing: Tapping existing resources or planning for funding applications	Finalising the IAP		Online TNM	Preparing ULG Progress Report	ULG Progress Report Workshop on resourcing & implementation	Transferring lessons and case studies to ULG Discussing resourcing & implementation workshop internally and with ULG	Finalising the IAP	
Oct-25				1-on-1 Calls: Final progress Check-in					
Nov-25					Cluj TNM	Cluj prepares presentation Preparing to present final IAPs	Cluj presents Presenting final IAPs		
Dec-25									

