FEMACT-Cities

Clermont Métropole, France
300 000 inhabitants

Challenge

Everyday sexism often goes unnoticed by many, yet it places a constant burden on women.
To confront this, Clermont Métropole launched an annual campaign to make visible the forms of sexism that are widely tolerated and to underline that public spaces are a common good. They must be inclusive, egalitarian, and safe for all.

Local heroes

Our local heroes are the numerous associations and organizations which contribute, day after day, to fight gender stereotypes, gender based violence and help each and every woman to find her legitimate place in society.

Solution

Awareness campaign on gender equality

The campaign is organised once a year and made available free of charge to the 21 municipalities of Clermont Métropole. It is based around three or four visuals, depicting women in their daily lives and reminding the public of a simple truth: women belong everywhere, at all times. Whether on public transport or in the street, women and girls must be able to live and move peacefully, freely, and safely. By placing familiar everyday scenes at the centre, the campaign highlights women's right to the city on equal terms with men.



Lessons learnt

- **Gender equality messages must be repeated consistently.**
- **Communication campaigns are difficult to evaluate but remain important.**
- **Public space offers strong visibility but comes with financial cost.**

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Cluj Metropolitan Area, Romania
420 000 inhabitants

Challenge

Significant gaps remain in public awareness and prevention. Many women are unaware of their rights or lack knowledge about self-protection. Members of the public often do not know how to intervene when harassment occurs.
Public transport personnel and law enforcement require specialised training to recognise incidents and respond appropriately. A lack of intervention by fellow passengers also contributes to a culture of silence, reinforcing aggressors' impunity and leaving victims more vulnerable.

Solution

Bystander trainings for preventing gender-based violence

The initiative focused on developing tailored bystander training methodologies and delivering targeted training sessions. Two approaches were designed: one for the general public (students and vulnerable groups who are frequent users of public transport), and one for professionals (transport personnel, drivers, and local police. Training aimed to equip participants with knowledge, skills, and confidence to intervene safely in situations of harassment, discrimination, or violence. By empowering both users and service providers, the project sought to make public transport a safer and more caring environment for women.

Local heroes

Through the commitment of our ULG local heroes, we empower the underrepresented and bring the lived experiences of every woman to the forefront of our community.

Lessons learnt

- **Clear referral pathways and reporting mechanisms help professionals respond effectively.**
- **Vulnerable groups are often quick to intervene; building on their experiences strengthens outcomes.**
- **Encouraging passengers to act safely breaks the culture of silence and indifference.**
- **Empowering individuals to intervene fosters solidarity and transforms passive witnesses into active contributors to safer urban environments.**



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Coimbra Region, Portugal
430 000 inhabitants

Challenge

The Coimbra region faces major mobility challenges, particularly in sparsely populated rural areas affected by population ageing, withdrawal of services, and weak territorial cohesion. Public transport is often irregular or non-existent, leading to high car dependency, social exclusion, and unequal access to healthcare, education, and employment. The traditional fixed-route model failed to provide equal access to essential services, especially for vulnerable groups such as the elderly, people with reduced mobility, and single-parent families.

Solution

Gender-sensitive on demand transport

SIT FLEXI operates through on-demand rides without fixed routes, using real-time bookings. Services run only when booked, reducing emissions, while routes are adjusted in real time within a predefined stop network. Taxibased operations provide flexibility and support rural economies, and a phone-based booking system ensures accessibility for older users.
The service connects rural areas to major transport nodes and is promoted through outreach via health units, churches, and local services. In this way, SIT FLEXI promotes social inclusion by ensuring access to healthcare, education, work, and other essential services, with a particular focus on older people, those with limited mobility, and single-parent households.

Local heroes

Meet SIT FLEXI's demand responsive transport service gathers awesome local heroes: our 90 route-master taxi operators, the 18 visionary municipalities powering the service and 2000+ thrilled users who make on-demand transport a total game-changer in Coimbra Region mobility!

Lessons learnt

- **Inclusive mobility solutions can address rural challenges.**
- **Demand-responsive services increase efficiency and reduce emissions.**
- **Better access to services reduces social isolation.**
- **Strengthening rural mobility enhances territorial cohesion.**

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METROPOLITAN REGION
COMUNIDADE INTERMUNICIPAL
INTERMUNICIPAL COMMUNITY

FEMACT-Cities

Krakow, Poland
806 201 inhabitants

Challenge

**Herstory, created about women and often by women, remains a field of ongoing exploration. Historians, researchers, and civil society activists are increasingly working with sources that make it possible to recover forgotten women's histories.
Yet uncovering these stories and decoding the lives of women who shaped the city remains complex. Recognising and supporting this work is essential to inspire further research and public engagement.**

Local heroes

The local heroes of the action are dedicated municipal staff, equality and accessibility officers, urban planners, representatives of transport and green space authorities, NGOs, academic experts, and community leaders who, through cross-sector cooperation, turn gender-sensitive principles into concrete urban practice.

Solution

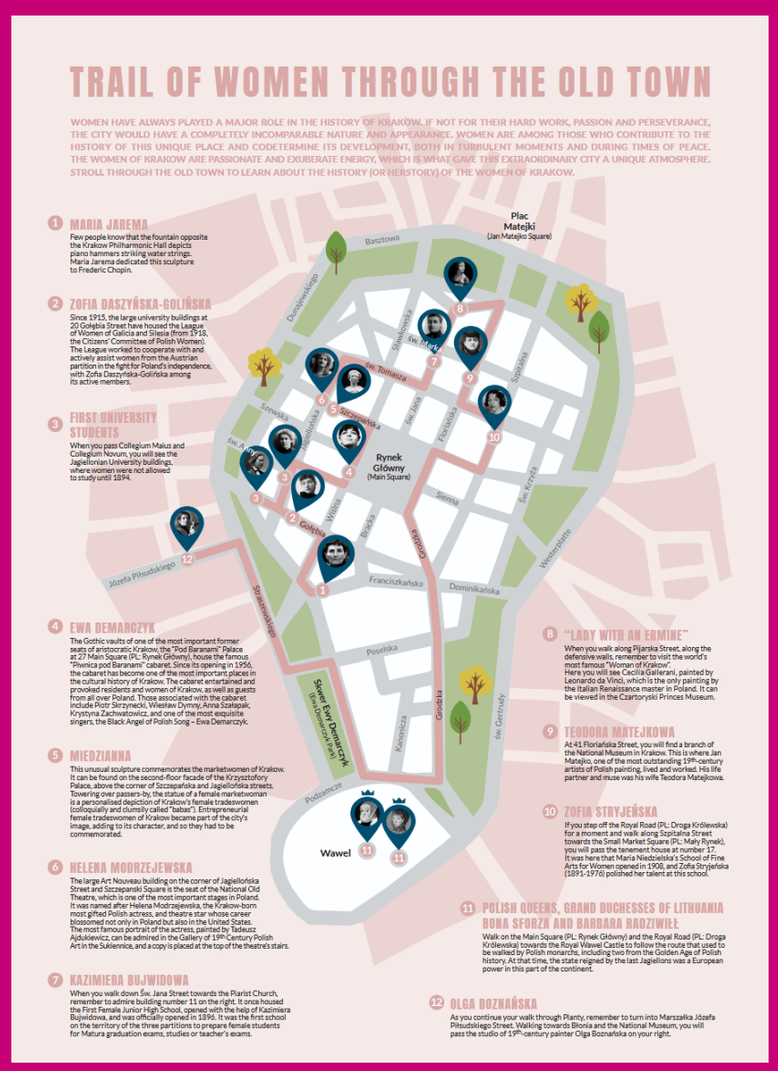
The Feminist city tour

The Feminist City Tour creates new sightseeing routes that layer fresh narratives over existing paths, reinforcing gender-inclusive perspectives on what can be seen in Kraków and how leisure time may be spent. By drawing attention to women's stories and their contribution to the city's development across many fields, the trail embeds women into the city's fabric.

The initiative emphasises that the story of Kraków is not solely about its monuments, but also about the people who left their mark here with women playing a vital role, combining strength and determination with sensitivity and aesthetic vision.

Lessons learnt

- **Communication in English broadens the audience and attracts international tourists.**
- **Presenting herstory in clear, accessible language helps visitors connect with the women being highlighted.**



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Kraków

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Postojna, Slovenia
17 500 inhabitants

Challenge

One challenge was addressing deeply rooted stereotypes that are often unconsciously reproduced in early childhood settings, such as linking certain toys or activities with a specific gender. Some participants initially found it difficult to recognise how small, everyday interactions could reinforce bias. Another challenge lay in integrating gender-sensitive approaches into daily routines without adding to teachers' workload or disrupting established curricula.

Local heroes

In the Municipality of Postojna, the key local heroes for implementing action trainings for teachers in gender equality are committed school leaders and teachers, local equality advocates and NGOs, and supportive municipal staff who together champion inclusive values, provide expertise, and ensure the training is embedded in everyday educational practice.

Lessons learnt

- Gender stereotypes emerge early and are often unintentionally reinforced by adults.
- Small pedagogical adjustments — such as balanced play, gender-neutral language, and inclusive storytelling — can have a big impact.
- Ongoing reflection and peer exchange are vital to maintain awareness and embed long-term change in early education practice.

Solution

Teacher trainings on gender equality

The 60-minute workshop combined theoretical input, group reflection, and practical exercises. Participants discussed the origins and impact of gender stereotypes, analysed examples from play, communication, and classroom situations, and co-developed strategies for more inclusive and stereotype-free environments. The session was highly participatory, encouraging open discussion and sharing of real-life experiences. Educators explored how everyday activities — such as play choices, communication styles, literature, and sports — can either reinforce or challenge gender norms. The training concluded with a collective reflection and exchange of ideas for implementation in daily practice.



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Skåne County, Sweden
1 400 000 inhabitants

Challenge

At the core of our ULG is a group of highly engaged professionals, each with a significant role in the entrepreneurship landscape of Skåne. These individuals bring with them a wealth of experience, networks, and insights from their respective sectors—ranging from public agencies and private enterprises to academic and non-profit organizations. However, they also come with a common constraint: time. Every member is deeply committed to their work, and any additional involvement, such as participation in the ULG, must be meaningful and worthwhile.

Local heroes

A thriving society rests on the shared responsibility of all sectors—private enterprise, public institutions, academia, and civil society—whose combined efforts move society forward, while safeguarding democracy and the deeper values of the common good

Lessons learnt

- **Knowledge exchange strengthens inclusive and innovative solutions.**
- **Reciprocal sharing fosters trust, respect, and equal participation.**
- **Diverse perspectives help identify and challenge bias.**
- **A ULG can act as a knowledge hub where giving and receiving build collective competence.**

Solution

Creating value for stakeholders through knowledge sharing

One of the key strategies we have employed is inviting high-profile speakers to our ULG meetings. These speakers offer fresh perspectives, expertise, and insights into broader trends that affect entrepreneurship and gender equality—core themes of the FEMACT-Cities project.

But the real impact comes not only from listening to these experts but from what happens next: the exchange of knowledge and ideas among group members. Dialogue, reflection, and collaboration turn expert input into locally meaningful value.



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The County Administrative Board of Skåne

FEMACT-Cities

Szablocs 05, Hungary
87 000 inhabitants

Challenge

In the Szabolcs 05 region, many Roma girls leave education between the ages of 12–16 due to poverty, early motherhood and limited family support, contributing to low educational attainment and long-term exclusion from the labour market.

Local heroes

The changes are built on the commitment of local teachers, social workers, and NGOs, whose daily work and trust-based relationships make real change possible for Roma girls and young women.

Lessons learnt

- **Invest time in listening to Roma girls and teachers before designing the support – solutions work best when they reflect real daily barriers.**
- **Build strong cooperation between schools, social services and community actors to ensure consistent support beyond the classroom.**

Solution

After-school learning centres for Roma girls

In the Szabolcs 05 region of Hungary, one of the most transformative steps we are planning is after-school learning centres designed specifically to support Roma girls. They offer more than tutoring: they provide a safe and encouraging environment where girls can begin to imagine a different future for themselves. Many Roma girls in our communities face deep challenges: poverty, early motherhood and strong cultural expectations. The centres may directly address these barriers by combining mentoring, educational support, confidence-building activities, and social work involvement in one holistic space. For many girls, it is the first place where they hear someone say: "Your future matters."



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Szabolcs 05. Regional Development Association of Municipalities
SZRDA

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Turin, Italy
863 249 inhabitants

Challenge

Turin aims to apply gender mainstreaming principles across all municipal Departments and policies, involving both women and men. Data highlight persistent gender inequalities, despite progress in work-life balance, with gaps remaining in careers and organisational representation.

Local heroes

Around 60 employees were active in co-designing the GEP. The City's main services were also involved: Confidential Advisor, Citizens'Coordination to combat violence against women, Anti-vio5 lence Centre for Women, Anti-violence Support Centre for People with Disabilities.

Lessons learnt

- **Embed gender mainstreaming in municipal governance frameworks**
- **Ensure political leadership and institutional commitment, as well as a bottom-up approach**
- **Strengthen gender awareness and competence within municipal administrations**
- **Use gender-disaggregated data**
- **Promote participatory and inclusive policy-making**
- **Establish monitoring and evaluation mechanisms**
- **Ensure sustainability beyond project funding**
- **Foster transnational and inter-municipal cooperation**

Solution

The Gender Equality Plan

The Gender Equality Plan (GEP) promotes a culture of equity and inclusion within the administration that can serve as a catalyst for broader societal change, making the Municipality a model of innovation and social responsibility for the entire city. It includes 4 strategic axes :

One of the main actions is the creation of the Network of Equal Opportunities Ambassadors, which has the role of facilitating communication, gathering feedback, and increasing overall engagement in the implementation of the Gender Equality Plan.



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