



# Equality of women and men in local life



A toolkit to plan and monitor  
policies and practices

Pilot project for development of indicators to measure  
the implementation of the European Charter for equality  
of women and men in local life

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in the context of the Pilot project for Development of Indicators to measure the Implementation  
of the European Charter of Women and Men in Local life.

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## Introduction

Equality between women and men is a fundamental value of the European Union (EU), highlighted in its Treaties and in the Charter of Fundamental Rights of the European Union. The EU is playing an essential role to ensure that these principles are respected and promoted from the EU level to national, regional and local levels. In this context, the “Pilot project for development of indicators to measure the implementation of the European Charter for equality of women and men in local life “, funded by the European Union supports local authorities in the EU Member States to adopt or further enhance their own gender equality policies. In the framework of this project, implemented by the Council of European Municipalities and Regions (CEMR) in partnership with ICF GHK and the Basque University (UBC), a set of indicators was developed for monitoring the implementation of the Charter over time and at the level of each signatory and this toolkit as the main support tool for signatories to implement and monitor their activities.

### ***Introduction to the European Charter for Equality***

The *European Charter for equality of women and men in local life* is a document elaborated by the Council of European Municipalities and Regions (CEMR) in collaboration with its member associations with the aim to promote the implementation of gender equality policies at local and regional level. Local and regional authorities are invited to sign the Charter in order to make a public commitment for equality and implement the actions outlined in the Charter. Since its launch in 2006, the Charter has gradually spread across Europe and counts today around 1500 signatories in 32 countries.

### ***What is the toolkit?***

The Toolkit constitutes a starting point for signatories of the Charter to understand the indicators, self-assess their current activities and further enhance their own gender equality policies. Consequently, the Toolkit is organised into three main packages that covers the following areas:

- **Package 1)** An introduction of the European Charter for equality and the indicators, for further information *in English* please consult <http://indicators.charter-equality.eu/introduction-to-the-toolkit/>.
- **Package 2)** A presentation of the monitoring system and the indicators including an explanation of its use, for further information *in English* please consult <http://indicators.charter-equality.eu/guide-to-monitoring-and-presentation-of-the-indicators/>.
- **Package 3)** A training module including guidelines for ‘trainers’ on how to transfer knowledge about the Charter, its monitoring system and explain its use for local and regional authorities. For further information *in English* please consult <http://indicators.charter-equality.eu/training-module/>.

In this publication, you find a summary of Package 1 and Package 2 of the toolkit, including the technical fiches presenting the indicators. Under each headline you find links to the corresponding sections of the toolkit presented on the Observatory website ([www.charter-equality.eu](http://www.charter-equality.eu))

## *The indicators to monitor and measure implementation of the Charter*

The indicators defined in the framework of this project have been elaborated following a consultative approach with stakeholders working in the area of gender equality at local, regional, national and European level<sup>1</sup>.

The set of indicators is composed of 70 indicators corresponding to the 30 different articles of the Charter. Each of these indicators has been assessed in terms of its suitability and has been divided into Core indicators (*measuring existence of policies or processes*) and Optional indicators (*measuring specific parts of policies or processes*). Additionally, 6 so called Horizontal indicators have been developed to cover cross-cutting issues that are relevant to the implementation of the Charter in general. Moreover, the indicators are divided into three categories:

- **Structural indicators:** reflect the existence of legal instruments, as well as basic institutional and budgetary mechanisms necessary to facilitate the realisation of equality of women and men. These should also cover wider policy frameworks, strategies, decisions and action plans relevant to gender equality.
- **Process indicators:** reflect the efforts made at national and local or regional level to implement the structural provisions. This includes monitoring systems, action programmes, training initiatives, campaigns and other activities aimed at realising equality of women and men.
- **Outcome indicators:** reflect individual and collective attainments in reference to the status of realisation of gender equality, as well as the extent to which women and men have benefited from interventions and programmes of action. These indicators tend to be statistically quantifiable, but can also be measured through qualitative means, if such comparable data is or could be made available.

The overall set of indicators is composed of 76 indicators that are presented in detail in Package 2.

### *Instructions for using the indicators*

Each of them are presented in a “technical fiche” providing the following information:

- **Full indicator title:** Provide the complete name of the indicator.
- **Definition:** Provides additional information on how to interpret the indicator including specific concepts.
- **Relevant Charter articles:** Provides a reference to the relevant article(s) of the European Charter for Equality.
- **Type of indicator:** Provides information on the type of indicator, i.e. outcome, structural or process.
- **Policy context:** Provides information on the relevant policy context for developing the specific indicator.
- **Interesting example:** Provides information on interesting examples from different municipalities and regions in Europe.

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<sup>1</sup> A first survey was sent to signatories to gather information on existing indicators and signatories' experiences on using monitoring systems. Based on the information gathered through the survey a first draft of indicators was developed and tested among a selected number of signatory municipalities and regions from different Member States to ensure their relevance and feasibility.

### ***The added value of monitoring and measuring indicators***

The indicators developed in the framework of this project constitute an additional instrument to support the implementation of gender equality policies at local and regional level. Depending on the **level of involvement** in gender equality work the indicators will help you to:

- (i) *measure the current situation/state of play* of gender equality in your local or regional authority,
- (ii) *monitor the implementation* of your policies and measure the developments.

The results of the monitoring will help you to:

- (iii) *set up objectives* on how to improve the current situation, in this way the indicators will function as a benchmark to identify new areas of intervention,.
- (iv) *ensure* that gender equality is *incorporated* in implemented policies

For more information on the benefits of monitoring and measuring indicators please consult the following link: <http://indicators.charter-equality.eu/guide-to-monitoring-and-presentation-of-the-indicators/>.

### ***Monitoring and measuring in action***

For further information about how to set up a monitoring framework, how to populate and analyse data please consult the following link: <http://indicators.charter-equality.eu/guide-to-monitoring-and-presentation-of-the-indicators/>.

## A toolkit for monitoring the implementation of the European Charter for equality of women and men in Local life

### Package 2: Technical presentation of the indicators

	Number of indicators per article							
	1	2	3	4	5	6	7	8
Horizontal indicators	Horizontal indicator 1	Horizontal indicator 2	Horizontal indicator 2	Horizontal indicator 4	Horizontal indicator 5	Horizontal indicator 6		
Article 1 – Democratic accountability	Indicator 1.1 (Core)	Indicator 1.2. (Core)	Indicator 1.3. (Core)	Indicator 1.4. (Optional)				
Article 2 – The Political Role	Indicator 2.1 (Core)	Indicator 2.2 (Core)	Indicator 2.3 (Core)	Indicator 2.4 (Core)				
Article 3 – Participation in political and Civic Life	Indicator 3.1 (Optional)	Indicator 3.2 (Optional)						
Article 4 – The Public Commitment for Equality	Indicator 4.1 (Core)	Indicator 4.2 (Core)	Indicator 4.3 (Optional)					
Article 5 – Working with partners to promote equality	Indicator 5.1 (Core)	Indicator 5.2 (Core)	Indicator 5.3 (Optional)					
Article 6 – Countering stereotypes	Indicator 6.1 (Core)	Indicator 6.2 (Core)						
Article 7 – Good administration and consultation	Indicator 7.1 (Core)	Indicator 7.2 (Optional)						
Article 8 – General Commitment	Indicator 8.1 (Core)							
Article 9 – Gender Assessment	Indicator 9.1 (Core)	Indicator 9.2 (Core)	Indicator 9.3 (Core)					
Article 10 – Multiple Discrimination and Disadvantage	Indicator 10.1 (Core)	Indicator 10.2 (Core)						
Article 11 – The Employer Role	Indicator 11.1 (Core)	Indicator 11.2 (Core)	Indicator 11.3 (Core)	Indicator 11.4 (Core)	Indicator 11.5 (Core)	Indicator 11.6 (Core)	Indicator 11.7 (Optional)	Indicator 11.8 (Optional)

Article 12 – Public procurement and contracts	Indicator 12.1 (Core)							
Article 13 – The service delivery role	Indicator 13.1 (Optional)							
Article 14 – Health	Indicator 14.1 (Optional)							
Article 15 – Social Care and Services	Indicator 15.1 (Optional)							
Article 16 – Childcare	Indicator 16.1 (Core)	Indicator 16.2 (Optional)	Indicator 16.3 (Optional)					
Article 17 – Care of other Dependants	Indicator 17.1 (Optional)	Indicator 17.2 (Optional)	Indicator 17.3 (Optional)					
Article 18 – Social Inclusion	Indicator 18.1 (Core)	Indicator 18.2 (Optional)						
Article 19 – Housing	Indicator 19.1 (Optional)							
Article 20 – Culture, Sports and Recreation	Indicator 20.1 (Core)	Indicator 20.2 (Optional)	Indicator 20.3 (Optional)					
Article 21 – Safety and Security	Indicator 21.1 (Optional)	Indicator 21.2 (Optional)	Indicator 21.3 (Optional)					
Article 22 – Gender based violence	Indicator 22.1 (Core)	Indicator 22.2 (Core)	Indicator 22.3 (Optional)	Indicator 22.4 (Optional)	Indicator 22.5 (Optional)			
Article 23 – Human Trafficking	Indicator 23.1 (Optional)							
Article 24 – Sustainable Development	Indicator 24.1 (Optional)							
Article 25 – Urban and Local Planning	Indicator 25.1 (Optional)							
Article 26 – Mobility and Transport	Indicator 26.1 (Optional)							

Article 27 – Economic Development	Indicator 27.1 (Core)	Indicator 27.2 (Optional)	Indicator 27.3 (Optional)	Indicator 27.4 (Optional)				
Article 28 – Environment	Indicator 28.1 (Optional)							
Article 29 – The Regulator Role	Indicator 29.1 (Optional)							
Article 30 – Twinning and International Cooperation	Indicator 30.1 (Optional)	Indicator 30.2 (Optional)						

**Note:** Many of the indicators refer to the competences of local and regional authorities. Below follows a definition of what *competence* means.

**Competence:** responsibilities and powers, formally bestowed by law, with which public authorities are entrusted in each field of activity. This may refer to whether a specific level of government is engaged in the role of agenda setting, policy formulation, decision-making, implementation and evaluation or any other intervention in the way in which functions and services are provided.



Full indicator title	<p><b>Horizontal indicator 1</b></p> <p><b>Existence of a formal commitment of the local authority to gender equality, covering the following policy areas:</b></p> <table border="1"> <thead> <tr> <th>Policy area</th><th>Yes</th><th>No</th><th>Do not know</th></tr> </thead> <tbody> <tr> <td>Equal participation of women and men in political and civil life</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td>Public procurement and contracts</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td>Good administration and consultation</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td>Employment</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td>Economic development</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td>Education</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td>Health</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td>Social care and services</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td>Culture, sport and recreation</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td>Safety and security</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </tbody> </table> <p><i>If your local authority does not have a legal mandate/competence in the policy areas listed, please tick "no".</i></p>	Policy area	Yes	No	Do not know	Equal participation of women and men in political and civil life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Public procurement and contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Good administration and consultation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Economic development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Social care and services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Culture, sport and recreation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Safety and security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Safety and security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																										
Definition	<b>Formal commitment:</b> This could, for example, include a specific piece of legislation, a formal decision, an action plan, a policy, etc.																																												
Type of indicator	Structural																																												
Relevant Charter articles	<p>Several articles of the Charter, including:</p> <p>Article 3 – Participation in Political and Civil life,  Article 4 – The Public Commitment for Equality,  Article 7 – Good administration and Consultation,  Article 8 – General Commitment,  Article 11 – The employer role,  Article 12 – Public procurement and contracts,  Article 14 – Health,  Article 15 – Social Care and Services,  Article 20 – Culture, Sports and Recreation,  Article 21 – Safety and Security</p>																																												
Policy context	Having a <b>formal commitment</b> is recognized in the Beijing Platform for Action as an essential condition in order to implement gender mainstreaming since it constitutes an obligation for elected representatives to implement actions to improve gender equality in specific areas. <sup>2</sup>																																												

<sup>2</sup> <http://register.consilium.europa.eu/doc/srv?!=EN&f=ST%2015905%202013%20ADD%201>

Full indicator title	<b>Horizontal indicator 2</b>  <b>Specific actions undertaken by the local authority to ensure that gender-specific needs are integrated at each step of the policy cycle.</b>  <i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i>  <i>The integration of a gender perspective in the different steps of the policy cycle might depend on the policy area. If this is the case, please tick “yes” but identify within your local/regional authority if/how you can transfer these experiences to other policy areas/departments.</i> <table><tr><th>Policy cycle stages</th><th>Yes</th><th>No</th><th>Do not know</th></tr><tr><td>Integration of a gender perspective in the design phase</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Integration of a gender perspective in the planning phase</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Integration of a gender perspective in the implementation phase/delivery of services</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Integration of a gender perspective in the monitoring and evaluation phase</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>				Policy cycle stages	Yes	No	Do not know	Integration of a gender perspective in the design phase	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Integration of a gender perspective in the planning phase	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Integration of a gender perspective in the implementation phase/delivery of services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Integration of a gender perspective in the monitoring and evaluation phase	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Integration of a gender perspective in the monitoring and evaluation phase	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																					
Definition	<b>Gender specific needs:</b> Relates to the fact that women and men often tend to have different preferences and needs that should be considered in the design and implementation of policies and activities. This could for instance be using gender disaggregated statistics or by conducting surveys.																							
Type of indicator	Process																							
Relevant Charter article	Article 9 – Gender Assessment																							
Policy context	<p>Integrating gender specific needs in all policies and programmes is a part of the overall strategy of <b>gender mainstreaming</b>.</p> <p><b>Gender Mainstreaming</b> is an internationally recognized approach to achieve gender equality<sup>3</sup> used by the EU to integrate a gender perspective into all policies and programmes. The EU also recommends gender mainstreaming to be implemented in Member States. In the EU it was first defined by the European Commission in 1996<sup>4</sup> later by the Council of Europe in 1998 as followed; “<i>Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policymaking.</i>”<sup>5</sup></p> <p>In 2013, the Council of the EU emphasised the need to support institutional mechanisms for gender equality. The Council called for national strategies and action plans to support the implementation of gender mainstreaming. Integrating a gender perspective is part of the method of <i>gender mainstreaming</i>.</p>																							

<sup>3</sup> <http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

<sup>4</sup> COM(96)67 final

<sup>5</sup> <http://www.gendermainstreaming-planungstool.at/lccms/downloadarchive/00003/Europarat.pdf>

Full indicator title	<div>Horizontal indicator 3</div> <div>Availability of sex-disaggregated data at local level in all areas covered by the Charter.</div> <div>If you don't have a legal mandate/competence in the policy area listed, please tick "no".</div> <div>If the answer would be "yes, to some extent" please tick "yes" and note this in the space provided for comments.</div> <table><tr><th>Policy area</th><th>Yes</th><th>No</th><th>Do not know</th></tr><tr><td>Equal participation of women and men in political and civil life</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Public procurement and contracts</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Good administration and consultation</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Employment</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Economic development</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Education</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Health</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Social care and services</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Culture, sport and recreation</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Safety and security</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Policy area	Yes	No	Do not know	Equal participation of women and men in political and civil life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Public procurement and contracts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Good administration and consultation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Economic development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Social care and services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Culture, sport and recreation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Safety and security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Definition	<div>'Gender disaggregated statistics' or 'Sex-disaggregated data': data collected and presented separately on men and women.<sup>6</sup></div> <div>Good administration and consultation: Refers to the quality of policies and services provided by the local authority and the importance to provide timely and clear information easy to access for all citizens (both women and men), for further information please consult Article 3 – Equal participation of women and men in political and Civic Life of the European Charter for Equality of women and men in local life (Council of European Municipalities and Regions, 2006)</div>																																												
Type of indicator	Process																																												
Relevant Charter articles	Article 8 – General Commitment Article 9 – Gender Assessment																																												
Policy context	<div>Gender-disaggregated data is used to identify possible differences in the lives of women and men and allows policy-makers to identify potential gaps, formulate and monitor policies and plans.<sup>7</sup></div> <div>Using gender-disaggregated data is an essential method to implement gender mainstreaming, recognized by the EU and at international level. It was formulated as a strategic objective in the Beijing Platform for Action, and as a mean to monitor developments and evaluate policies.<sup>8</sup></div>																																												

<sup>6</sup> Definition by UNESCO :

[http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0CB8QFjAAAhUKEwi3z6eQ5pbGAhXEWiWKhB82AEo&url=http%3A%2F%2Fportal.unesco.org%2Fen%2Ffiles%2F11483%2F10649049699Definitions.doc%2FDefinitions.doc&ei=O3GBVbfGHcS1sQG\\_7YDQBA&usq=AFQjCNG\\_X5iyO4dWs00t2Ji6ZRXX\\_YXz4w&bvm=bv.96041959.d.bGg](http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0CB8QFjAAAhUKEwi3z6eQ5pbGAhXEWiWKhB82AEo&url=http%3A%2F%2Fportal.unesco.org%2Fen%2Ffiles%2F11483%2F10649049699Definitions.doc%2FDefinitions.doc&ei=O3GBVbfGHcS1sQG_7YDQBA&usq=AFQjCNG_X5iyO4dWs00t2Ji6ZRXX_YXz4w&bvm=bv.96041959.d.bGg)

<sup>7</sup> [http://www.unece.org/stats/publications/gender\\_equality.html](http://www.unece.org/stats/publications/gender_equality.html)

<sup>8</sup> Platform for Action and the Beijing Declaration, Chapter 4, UN New York 1996

Full indicator title	<b>Horizontal indicator 4</b>			
	<b>Provision of gender equality training to local authorities, by type of training.</b>			
	<i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i>			
	<b>Type of training</b>	<b>Yes</b>	<b>No</b>	<b>Do not know</b>
	<b>Gender assessment and evaluation tools</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Countering stereotypes</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Gender-based violence (for social and police services)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Definition	<b>Gender equality training</b> is any educational tool with the purpose of making policy-makers and other actors at local, regional, national and EU level more aware of gender equality issues, build their gender competence and enable them to promote gender equality goals in their work at all levels.			
Type of indicator	Process			
Relevant Charter articles	Article 6 – Countering stereotypes Article 8 – General commitment Article 11 – The Employer role			
Policy context	Providing <b>gender equality training</b> is recognized as a precondition for successful implementation of gender mainstreaming and policies on gender equality since it is vital that policy makers and practitioners working on local and regional level have the right expertise and knowledge to fulfil their mandates. <sup>9</sup>			

<sup>9</sup> <http://eige.europa.eu/content/activities/gender-training>

Full indicator title	<b>Horizontal indicator 5</b>  <b>Provision of gender equality training to elected representatives and executives.</b>  <i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i> <table><tr><th>Target group of training</th><th>Yes</th><th>No</th><th>Do not know</th></tr><tr><td><b>Elected representatives</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td><b>Executives</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Target group of training	Yes	No	Do not know	<b>Elected representatives</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Executives</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Target group of training	Yes	No	Do not know										
<b>Elected representatives</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
<b>Executives</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
Definition	<b><i>Elected representatives:</i></b> Elected representatives voted by the citizens and holding mandate in the local or regional authority.  <b><i>Executives:</i></b> With executive we refer to executives that have been elected/nominated by the municipal board.												
Type of indicator	Process												
Relevant Charter articles	Article 6 – Countering stereotypes Article 8 – General commitment Article 11 – Employer role												
Policy context	Providing <b>gender equality training</b> is recognized as a precondition for successful implementation of gender mainstreaming and policies on gender equality since it is vital that policy makers and practitioners working on local and regional level have the right expertise and knowledge to fulfil their mandates. <sup>10</sup>												

<sup>10</sup> <http://eige.europa.eu/content/activities/gender-training>

Full indicator title	<b>Horizontal indicator 6</b>  <b>Existence of awareness raising campaigns on gender equality targeting the general public.</b>  <i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i> <table><tr><th>Target group of awareness raising campaigns</th><th>Yes</th><th>No</th><th>Do not know</th></tr><tr><td><b>Women (general)</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td><b>Men (general)</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td><b>Migrant women</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td><b>Migrant men</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td><b>Young women (below 18 years old)</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>				Target group of awareness raising campaigns	Yes	No	Do not know	<b>Women (general)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Men (general)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Migrant women</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Migrant men</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Young women (below 18 years old)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Target group of awareness raising campaigns	Yes	No	Do not know																									
<b>Women (general)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																									
<b>Men (general)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																									
<b>Migrant women</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																									
<b>Migrant men</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																									
<b>Young women (below 18 years old)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																									
Definition	<p><b>‘Awareness raising campaigns on gender equality’</b> includes different types of campaigns covering different thematic of the Charter such as political participation, gender based violence, employment, parental leave, health etc.</p> <p>The indicator also refers to <b>gender mainstreamed campaigns</b> to raise awareness on issues related to gender equality implemented by the local authority, this could be information on gender-based violence, information on parental leave, information related to health issues etc.</p> <p><b>Awareness raising campaigns</b> (made by the local authority aimed for the public) – are campaigns communicating about a specific topic in order to open opportunities for information exchange to improve mutual understanding and to develop competencies and skills necessary to enable changes in social attitudes and behaviour<sup>11</sup>.</p>																											
Type of indicator	Process																											
Relevant Charter articles	Article 6 – Countering stereotypes Article 8 – General commitment																											
Policy context	Awareness raising policy initiatives are recommended by the European Institute for Gender Equality (EIGE) as an essential mean to prevent and tackle <b>gender stereotypes</b> and to prevent persistent norms and behaviours that sustain gender inequalities. It is important also to inform the general public on existing gender inequalities, to change mind-sets and promote a fairer and more equal distribution of tasks, powers and economic resources. <sup>12</sup>																											

<sup>11</sup> “Principles of awareness-raising: Information literacy, a case study”, Ayers Richard,, UNESCO Bangkok, 2006

<sup>12</sup> “A policy response to gender perceptions”- A policy response to gender perceptions - **Discussion paper**, Prepared by Niall Crowley For the European Institute for Gender Equality (EIGE) 2013

Full indicator title	<p><b>Indicator 1.1 (Core)</b></p> <p><b>Setting of specific gender objectives and goals to promote gender equality.</b></p> <p><i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This relates to the existence of objectives and goals, set by the local authority, concerning gender equality in one or more areas of policy. For example, an objective could be to increase the participation of women in local elections and/or public consultations.</i></p> <p><b>Specific gender objectives:</b> An objective could for instance be to increase the participation of women in local elections and/or public consultations.</p>
Type of indicator	Process
Relevant Charter article	Article 1 – Democratic accountability
Policy context	Having a <b>formal commitment</b> is recognized in the Beijing Platform for Action as an essential condition in order to implement gender mainstreaming since it constitutes an obligation for elected representatives to implement actions to improve gender equality in specific areas. <sup>13</sup>

<sup>13</sup> <http://register.consilium.europa.eu/doc/srv?l=EN&f=ST%2015905%202013%20ADD%201>

Full indicator title	<p><b>Indicator 1.2. (Core)</b></p> <p><b>Existence of a dedicated body within the local authority specifically in charge of gender equality policies.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Do not know </p> <p><i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i></p>
Definition	<p><i>This indicator examines whether, within the local authority, there is a dedicated body (an individual, a unit, department, or other administrative agency with a clear mandate.) which has specific and cross-policy responsibilities for gender equality.</i></p> <p>In most cases this indicator refer to a person or department in charge of gender equality or women’s rights issues. However, in some cases this responsibility can be allocated to another type of unit such as planning services or different types of units. This indicator refers to the responsibility of having a cross-sectorial approach adopted.</p>
Type of indicator	Process
Relevant Charter article	Article 1 – Democratic accountability
Policy context	<p>Having a <b>dedicated body</b> (an individual, unit, department or other) with a cross-sectorial responsibility within the local authority to coordinate the work on gender equality is important in order to ensure an efficient implementation of gender equality policies.</p> <p>Having a dedicated body in charge of gender equality issues can be seen as a part of creating <b>institutional mechanisms</b> for achieving gender equality in the local community and in the local bodies.</p> <p>A condition to establish local mechanisms in charge of gender equality is that the dedicated body is an integral part of the structure of the local power. This is important in order to enable the body to directly participate in the decision-making processes and directly in the implementation.<sup>14</sup></p>

<sup>14</sup> Mechanisms for achieving gender equality at the local level – Organization for Security and Cooperation in Europe (OSCE) Mission Serbia - <http://www.osce.org/serbia/81308?download=true>



Full indicator title	<p><b>Indicator 1.3. (Core)</b></p> <p><b>Existence of a specific budget line for gender equality.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Do not know </p> <p><i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i></p> <p><i>In case your local authority is implementing <b>gender budgeting</b>, please tick “yes”.</i></p>
Definition	<p><b>Specific budget line:</b> This relates to any <b>financial allocations</b> specifically set aside by the local authority and could include internal allocations (e.g. to departments) and or allocations to fund programmes, projects, activities, etc.</p> <p><i>Having a <b>specific budget line</b> dedicated for gender equality policies should not be mixed up with the implementation of <b>gender budgeting</b>. However, in this question the existence of any of these two is considered as “yes”.</i></p> <p><i>“<b>Gender budgeting</b> is an application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.”<sup>15</sup></i></p>
Type of indicator	Process
Relevant Charter article	Article 1 – Democratic accountability
Policy context	<p>Having a <b>specific budget line</b> designated to gender equality issues is a way to secure adequate funding for gender equality work and activities in the local authority recommended by a number of international institutions such as the UN.</p> <p>Securing financial resources, monitoring and publishing information on targeted allocations to gender equality activities are indicators of the political commitment to implement gender equality and can be considered as significant factors influencing a long term sustainable financing.<sup>16</sup></p>

<sup>15</sup> Definition Council of Europe – Gender budgeting practical implementation Handbook – Council of Europe, 2009, Sheila - [https://www.coe.int/t/dghl/standardsetting/equality/03themes/gender-mainstreaming/CDEG\(2008\)15\\_en.pdf](https://www.coe.int/t/dghl/standardsetting/equality/03themes/gender-mainstreaming/CDEG(2008)15_en.pdf)

<sup>16</sup> [http://www.un.org/en/ecosoc/newfunct/pdf/vpd\\_summary.pdf](http://www.un.org/en/ecosoc/newfunct/pdf/vpd_summary.pdf)

Full indicator title	<p><b>Indicator 1.4. (Optional)</b> <b>Existence of a specific contact person responsible for the promotion of gender equality in relation to the delivery of services in one or more of the following policy areas:</b></p> <table><tr><th>Policy area</th><th>Yes</th><th>No</th><th>Do not know</th></tr><tr><td>Education and life-long learning</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Healthcare</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Social care</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Childcare</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Care of other dependents</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Social inclusion</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Housing</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Culture</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Sports and recreation</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Public safety</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Mobility and transport</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Urban and local planning</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Sustainable development</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Environment</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table> <p><i>Respondents have the options to answer “yes, no, do not know” according to the different policy areas.</i></p>	Policy area	Yes	No	Do not know	Education and life-long learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Healthcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Social care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Childcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Care of other dependents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Social inclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Culture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sports and recreation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Public safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mobility and transport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Urban and local planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sustainable development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policy area	Yes	No	Do not know																																																										
Education and life-long learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																										
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Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																										
Definition	<p><i>This indicator refers to if there are <b>persons in charge of promoting gender equality</b> within different departments with specific responsibilities in the above-mentioned areas.</i></p> <p><i>Common is that the body in charge of gender equality liaises with these contact persons to oversee the implementation of gender equality policies in different fields.</i></p>																																																												
Type of indicator	Process																																																												
Relevant Charter article	Article 1 – Democratic accountability																																																												
Policy context	Having a <b>specific contact person</b> in charge of providing certain information regarding gender equality can significantly facilitate the coordination of planning, implementation and monitoring of gender equality work.																																																												

Full indicator title	<p><b>Indicator 2.1 (Core)</b>  <b>Existence of quota or any other similar system/measure to increase the number of the underrepresented sex in appointed or elected positions in the local authority.</b></p> <p><i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i></p> <table border="1"> <thead> <tr> <th></th><th>Yes</th><th>No</th><th>Do not know</th></tr> </thead> <tbody> <tr> <td><b>Appointed positions</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr> <td><b>Elected positions</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </tbody> </table>		Yes	No	Do not know	<b>Appointed positions</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Elected positions</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	Do not know										
<b>Appointed positions</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
<b>Elected positions</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
Definition	<p><i>This relates to the use of quota, or other special measures such as positive action (i.e. zipping system of candidates to electoral lists, appointing a person of the underrepresented sex if there are final candidates with the same level of expertise), preferential treatment, targeted appointments, numerical goals connected with timeframes, which serve to achieve a balanced representation of women and men in appointed (nominated) or elected positions in the local authority. Please tick ‘Yes’ only if such system / measure has been specifically introduced at the local level and does not derive from another level obligation (e.g national law).</i></p> <p><b>Quota</b> is a fixed number or percentage of minority group members (women or men depending on the gender distribution) needed to meet the requirements of affirmative action<sup>17</sup></p> <p><b>Ziping system:</b> alternating women and men on the electoral list<sup>18</sup></p>												
Type of indicator	Process												
Relevant Charter article	Article 2 – Political representation												
Policy context	<p>Across the EU, women are underrepresented in decision-making positions and processes, in particular at the highest levels, despite the fact that they make up nearly half the workforce and more than half of new university graduates in the EU<sup>19</sup>.</p> <p>In order to support the slow progresses experienced across Europe in this area, the Commission defined a set of key action to be implemented in this area in the Strategy for Equality between Women and Men 2010-2015. The European Pact for gender equality (2011-2020) also recommends measures to promote the equal participation of women and men in decision-making at all levels and in all fields. Furthermore, achieving equal participation of women and men in political and public decision-making is a key strategic objective in the Gender Equality Strategy (2014-2017) of the Council of Europe.<sup>20</sup></p> <p>Equal participation of women and men in power and decision-making is also promoted at international level in the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), in the Beijing Platform for Action of 1995.<sup>21</sup></p>												

<sup>17</sup> Merriam Webster Dictionary

<sup>18</sup> Council of Europe – Gender Equality Commission 18 Feb 2014

<sup>19</sup> European Commission (2010), Communication from the Commission to the European Parliament and the Council, the European Economic and Social Committee and the Committee of the Regions (COM(2010) 491 final) Strategy for equality between women and men 2010–15, Brussels. Available at :

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:en:PDF>

<sup>20</sup> [https://www.coe.int/t/dghl/standardsetting/equality/02\\_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf](https://www.coe.int/t/dghl/standardsetting/equality/02_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf)

<sup>21</sup> Report on women in political decision-making – quality and equality

Full indicator title	<div>Indicator 2.2 (Core)</div> <div>Existence of specific actions to encourage women to participate in local elections</div> <table><tr><th>Actions</th><th>Yes</th><th>No</th><th>Do not know</th></tr><tr><td>Awareness raising campaign</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Training sessions targeting local political parties</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Inclusion of gender dimensions within civic education classes in public schools</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Other</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table> <div>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</div>	Actions	Yes	No	Do not know	Awareness raising campaign	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Training sessions targeting local political parties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Inclusion of gender dimensions within civic education classes in public schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Actions	Yes	No	Do not know																		
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Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		
Definition	<div>This relates to specific actions that have been launched by the local authority during the course of the previous 12 months in order to encourage women to participate in local elections. These might include awareness-raising activities targeting the general public, training sessions on gender equality targeting local political parties, inclusion of gender dimensions within civic education classes in public schools, etc.</div>																				
Type of indicator	<div>Process</div>																				
Relevant Charter article	<div>Article 2 – Political representation</div>																				
Policy context	<div>Across the EU, women are underrepresented in decision-making positions and processes, in particular at the highest levels, despite the fact that they make up nearly half the workforce and more than half of new university graduates in the EU<sup>22</sup>.</div> <div>In order to support the slow progresses experienced across Europe in this area, the Commission defined a set of key action to be implemented in this area in the Strategy for Equality between Women and Men 2010-2015. The European Pact for gender equality (2011-2020) also recommends measures to promote the equal participation of women and men in decision-making at all levels and in all fields. Furthermore, achieving equal participation of women and men in political and public decision-making is a key strategic objective in the Gender Equality Strategy (2014-2017) of the Council of Europe.<sup>23</sup></div> <div>Equal participation of women and men in power and decision-making is also promoted at international level in the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), in the Beijing Platform for Action of 1995<sup>24</sup></div>																				

(2011/2295(INI)) Committee on Women's Rights and Gender Equality <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A7-2012-0029+0+DOC+PDF+V0//EN>

<sup>22</sup> European Commission (2010), Communication from the Commission to the European Parliament and the Council, the European Economic and Social Committee and the Committee of the Regions (COM(2010) 491 final) Strategy for equality between women and men 2010–15, Brussels. Available at :

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<sup>23</sup> [https://www.coe.int/t/dghl/standardsetting/equality/02\\_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf](https://www.coe.int/t/dghl/standardsetting/equality/02_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf)

<sup>24</sup> Report on women in political decision-making – quality and equality

(2011/2295(INI)) Committee on Women's Rights and Gender Equality <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A7-2012-0029+0+DOC+PDF+V0//EN>

Full indicator title	<p><b>Indicator 2.3 (Core)</b></p> <p><b>Share of women and men in elected positions in the local authority</b></p> <p>Respondent have the options to answer by providing data/figures or absolute numbers of the number of women and men in elected positions in the local authority.</p> <table border="1"> <tr> <td></td><td><b>Year X</b></td></tr> <tr> <td><b>% Women/N° Women</b></td><td></td></tr> <tr> <td><b>% Men/N° Men</b></td><td></td></tr> </table>		<b>Year X</b>	<b>% Women/N° Women</b>		<b>% Men/N° Men</b>	
	<b>Year X</b>						
<b>% Women/N° Women</b>							
<b>% Men/N° Men</b>							
Definition	<p><i>This refers to the share of women and men in elected positions in the local authority (e.g. in the local council). The share should be calculated as the percentage of elected positions held by women and men out of the total number of positions following the most recent local (council) elections.</i></p>						
Type of indicator	Outcome						
Relevant Charter article	Article 2 – Political representation						
Policy context	<p>Across the EU, women are underrepresented in decision-making positions and processes, in particular at the highest levels, despite the fact that they make up nearly half the workforce and more than half of new university graduates in the EU<sup>25</sup>.</p> <p>In order to support the slow progresses experienced across Europe in this area, the Commission defined a set of key action to be implemented in this area in the Strategy for Equality between Women and Men 2010-2015. The European Pact for gender equality (2011-2020) also recommends measures to promote the equal participation of women and men in decision-making at all levels and in all fields. Furthermore, achieving equal participation of women and men in political and public decision-making is a key strategic objective in the Gender Equality Strategy (2014-2017) of the Council of Europe.<sup>26</sup></p> <p>Equal participation of women and men in power and decision-making is also promoted at international level in the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), in the Beijing Platform for Action of 1995.<sup>27</sup></p>						

<sup>25</sup> European Commission (2010), Communication from the Commission to the European Parliament and the Council, the European Economic and Social Committee and the Committee of the Regions (COM(2010) 491 final) Strategy for equality between women and men 2010–15, Brussels. Available at :

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:en:PDF>

<sup>26</sup> [https://www.coe.int/t/dghl/standardsetting/equality/02\\_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf](https://www.coe.int/t/dghl/standardsetting/equality/02_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf)

<sup>27</sup> Report on women in political decision-making – quality and equality (2011/2295(INI)) Committee on Women's Rights and Gender Equality <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A7-2012-0029+0+DOC+PDF+V0//EN>

Full indicator title	<p><b>Indicator 2.4 (Core)</b></p> <p><b>Share of women and men in appointed (political) positions in the local authority</b></p> <p>Respondent have the options to answer by providing data/figures or absolute numbers of the number of women and men in elected positions in the local or regional authority.</p> <table border="1"> <tr> <td></td><td><b>Year X</b></td></tr> <tr> <td><b>% Women/N° Women</b></td><td></td></tr> <tr> <td><b>% Men/N° Men</b></td><td></td></tr> </table>		<b>Year X</b>	<b>% Women/N° Women</b>		<b>% Men/N° Men</b>	
	<b>Year X</b>						
<b>% Women/N° Women</b>							
<b>% Men/N° Men</b>							
Definition	<p><i>This refers to the share of women and men in appointed positions in the local authority (e.g. as heads of department, heads of agencies or heads of specific councils or committees).</i></p> <p><i>Please only consider appointed positions, as opposed to positions for which open recruitment procedures are launched. If these positions are not politically appointed please consider other similar politically appointed positions such as municipal companies etc.</i></p>						
Type of indicator	Outcome						
Relevant Charter article	Article 2 – Political representation						
Policy context	<p>Across the EU, women are underrepresented in decision-making positions and processes, in particular at the highest levels, despite the fact that they make up nearly half the workforce and more than half of new university graduates in the EU<sup>28</sup>.</p> <p>In order to support the slow progresses experienced across Europe in this area, the Commission defined a set of key action to be implemented in this area in the Strategy for Equality between Women and Men 2010-2015. The European Pact for gender equality (2011-2020) also recommends measures to promote the equal participation of women and men in decision-making at all levels and in all fields. Furthermore, achieving equal participation of women and men in political and public decision-making is a key strategic objective in the Gender Equality Strategy (2014-2017) of the Council of Europe.<sup>29</sup></p> <p>Equal participation of women and men in power and decision-making is also promoted at international level in the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), in the Beijing Platform for Action of 1995.<sup>30</sup></p>						

<sup>28</sup> European Commission (2010), Communication from the Commission to the European Parliament and the Council, the European Economic and Social Committee and the Committee of the Regions (COM(2010) 491 final) Strategy for equality between women and men 2010–15, Brussels. Available at :

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:en:PDF>

<sup>29</sup> [https://www.coe.int/t/dghl/standardsetting/equality/02\\_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf](https://www.coe.int/t/dghl/standardsetting/equality/02_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf)

<sup>30</sup> Report on women in political decision-making – quality and equality (2011/2295(INI)) Committee on Women's Rights and Gender Equality <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A7-2012-0029+0+DOC+PDF+V0//EN>

Full indicator title	<p><b>Indicator 3.1 (Optional)</b></p> <p><b>Existence of a formal commitment to ensure gender balance in the composition of advisory bodies set up by the local authority.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Do not know </p> <p><i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i></p>
Definition	<p><i>This could, for example, include a specific piece of legislation, a formal decision, a measure detailed in an action plan, a policy, etc.</i></p> <p><i>“<b>Gender balance</b> means that the representation of either women or men should not fall below 40%.”<sup>31</sup></i></p> <p><i><b>Advisory Body</b> is a select group of independent people who provide advice and support to an organisation. They provide non-binding but informed guidance and serve as a tremendous ally in the quest for superior corporate governance<sup>32</sup>.</i></p> <p><i>“<b>Citizen Advisory Boards</b> are a local government entity which consists of volunteer citizens from the community they represent. Citizen Advisory Boards add to the deliberative quality of a democracy by involving everyday citizens in political processes that help shape the policies of a local government.”<sup>33</sup></i></p>
Type of indicator	Structural
Relevant Charter article	Article 3 – Participation in political and civil life
Policy context	<p>The existence of a formal commitment to ensure gender balance in advisory bodies illustrates the ambition of the local or regional authority to ensure gender balance of representatives not only in elected positions but also in advisory bodies set up by the local authority.</p> <p>Having a <b>formal commitment</b> is recognized in the Beijing Platform for Action as an essential condition in order to implement gender mainstreaming since it constitutes an obligation for elected representatives to implement actions to improve gender equality in specific areas.<sup>34</sup></p> <p>Across the EU, women are underrepresented in decision-making positions and processes, in particular at the highest levels, despite the fact that they make up nearly half the workforce and more than half of new university graduates in the EU<sup>35</sup>.</p> <p>In order to support the slow progresses experienced across Europe in this area, the Commission defined a set of key action to be implemented in this area in the Strategy for Equality between Women and Men 2010-2015.</p>

<sup>31</sup> Council of Europe, Gender Equality Strategy 2014-2017:

[https://www.coe.int/t/dghl/standardsetting/equality/02\\_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf](https://www.coe.int/t/dghl/standardsetting/equality/02_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf)

<sup>32</sup> <http://iveybusinessjournal.com/publication/the-role-and-value-of-an-effective-advisory-board/>

<sup>33</sup> <http://participedia.net/en/methods/citizen-advisory-board>

<sup>34</sup> <http://register.consilium.europa.eu/doc/srv?l=EN&f=ST%2015905%202013%20ADD%201>

<sup>35</sup> European Commission (2010), Communication from the Commission to the European Parliament and the Council, the European Economic and Social Committee and the Committee of the Regions (COM(2010) 491 final) Strategy for equality between women and men 2010–15, Brussels. Available at :

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:en:PDF>

	<p>The European Pact for gender equality (2011-2020) also recommends measures to promote the equal participation of women and men in decision-making at all levels and in all fields. Furthermore, achieving equal participation of women and men in political and public decision-making is a key strategic objective in the Gender Equality Strategy (2014-2017) of the Council of Europe.<sup>36</sup></p> <p>Equal participation of women and men in power and decision-making is also promoted at international level in the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), in the Beijing Platform for Action of 1995.<sup>37</sup></p>
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<sup>36</sup> [https://www.coe.int/t/dghl/standardsetting/equality/02\\_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf](https://www.coe.int/t/dghl/standardsetting/equality/02_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf)

<sup>37</sup> Report on women in political decision-making – quality and equality (2011/2295(INI)) Committee on Women's Rights and Gender Equality <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A7-2012-0029+0+DOC+PDF+V0//EN>



Full indicator title	<p><b>Indicator 3.2 (Optional)</b></p> <p><b>Share of women and men in advisory bodies set up by the local authority.</b></p> <p>Respondent have the options to answer by providing data/figures or absolute numbers of the number of women and men in elected positions in the local or regional authority.</p> <table border="1"> <tr> <td></td><td><b>Year X</b></td></tr> <tr> <td><b>% Women/N° Women</b></td><td></td></tr> <tr> <td><b>% Men/N° Men</b></td><td></td></tr> </table>		<b>Year X</b>	<b>% Women/N° Women</b>		<b>% Men/N° Men</b>	
	<b>Year X</b>						
<b>% Women/N° Women</b>							
<b>% Men/N° Men</b>							
Definition	<p><i>This refers to the share of women and men out of the total number of persons represented in all of the existing advisory bodies set up by the local authority.</i></p> <p><b>Advisory Body</b> is a select group of independent people who provide advice and support to an organisation. They provide non-binding but informed guidance and serve as a tremendous ally in the quest for superior corporate governance<sup>38</sup>.</p> <p><b>“Citizen Advisory Boards</b> are a local government entity which consists of volunteer citizens from the community they represent. Citizen Advisory Boards add to the deliberative quality of a democracy by involving everyday citizens in political processes that help shape the policies of a local government.”<sup>39</sup></p>						
Type of indicator	Outcome						
Relevant Charter article	Article 3 – Participation in political and civil life						
Policy context	<p>Across the EU, women are underrepresented in decision-making positions and processes, in particular at the highest levels, despite the fact that they make up nearly half the workforce and more than half of new university graduates in the EU<sup>40</sup>.</p> <p>In order to support the slow progresses experienced across Europe in this area, the Commission defined a set of key action to be implemented in this area in the Strategy for Equality between Women and Men 2010-2015. The European Pact for gender equality (2011-2020) also recommends measures to promote the equal participation of women and men in decision-making at all levels and in all fields. Furthermore, achieving equal participation of women and men in political and public decision-making is a key strategic objective in the Gender Equality Strategy (2014-2017) of the Council of Europe.<sup>41</sup></p> <p>Equal participation of women and men in power and decision-making is also promoted at international level in the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), in the Beijing Platform for Action of 1995.<sup>42</sup></p>						
Full indicator title	<b>Indicator 4.1 (Core)</b>						

<sup>38</sup> <http://iveybusinessjournal.com/publication/the-role-and-value-of-an-effective-advisory-board/>

<sup>39</sup> <http://participedia.net/en/methods/citizen-advisory-board>

<sup>40</sup> European Commission (2010), Communication from the Commission to the European Parliament and the Council, the European Economic and Social Committee and the Committee of the Regions (COM(2010) 491 final) Strategy for equality between women and men 2010–15, Brussels. Available at :

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0491:FIN:en:PDF>

<sup>41</sup> [https://www.coe.int/t/dghl/standardsetting/equality/02\\_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf](https://www.coe.int/t/dghl/standardsetting/equality/02_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf)

<sup>42</sup> Report on women in political decision-making – quality and equality (2011/2295(INI)) Committee on Women's Rights and Gender Equality <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A7-2012-0029+0+DOC+PDF+V0/EN>

	<p><b>Existence of a published version of the local authority's action plan for gender equality and/or for the implementation of the European Charter for equality of women and men in local life.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Not application  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This examines whether the local authority has published its Action Plan for wider dissemination.</i></p> <p><i>This indicator also covers the publications of the general strategy or policy of the municipality that includes gender equality or with a gender mainstreaming perspective.</i></p> <p><b>Published version:</b> <i>This refers to a printed hard-copy or online version disseminated and available for the public.</i></p>
Type of indicator	Process
Relevant Charter article	Article 4 – The Public commitment for equality
Policy context	<p><b>Elaborating an Action Plan</b> is important in order to set out the objectives, priorities and the recourses (human, technical and financial) needed to achieve the goals. A timeline for the implementation period should also be presented in the action plan.</p> <p>The European Charter for Equality also recommends to publicly disseminating the action plan as well as developments of the implementation of the action plan for citizens.<sup>43</sup></p>

<sup>43</sup> European Charter for Equality of women and men in local life, Council of European Municipalities and Regions (2006)

Full indicator title	<p><b>Indicator 4.2 (Core)</b></p> <p><b>Existence of a communication strategy around the implementation of the Charter or the local authority's commitment to gender equality in general.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Not applicable  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This examines whether the local authority has integrated gender equality into its communication efforts, either by including a gender dimension in its wider communication strategy or by having developed a separate communication strategy dedicated to the local authority's gender equality work.</i></p> <p><b>'Communication strategy'</b> (at local and regional level) is the tool that helps support the organisation's strategy for their target audience, i.e. citizens. An effective strategy clarifies the message, audience, means, feedback mechanisms and measurements required<sup>44</sup>.</p>
Type of indicator	Structural
Relevant Charter article	Article 4 – The Public commitment for equality
Policy context	<p>Integrating gender in the wider communication strategy of the local authority or having a dedicated communication strategy focusing on gender equality is a mean to implement <b>gender mainstreaming, raising awareness</b> on gender equality and preventing <b>gender stereotypes</b>.</p> <p><b>Gender Mainstreaming</b> is an internationally recognized approach to achieve gender equality<sup>45</sup> used by the EU to integrate a gender perspective into all policies and programmes. The EU also recommends gender mainstreaming to be implemented in Member States. In the EU it was first defined by the European Commission in 1996<sup>46</sup> later by the Council of Europe in 1998 as followed; "<i>Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policymaking.</i>"<sup>47</sup></p> <p>In 2013, the Council of the EU emphasised the need to support institutional mechanisms for gender equality. The Council called for national strategies and action plans to support the implementation of gender mainstreaming. Integrating a gender perspective is part of the method of <i>gender mainstreaming</i>.</p>

<sup>44</sup> <http://www.oneclearmessage.co.za/communications-strategy-defined/>

<sup>45</sup> <http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

<sup>46</sup> COM(96)67 final

<sup>47</sup> <http://www.gendermainstreaming-planungstool.at/lccms/downloadarchive/00003/Europarat.pdf>

Full indicator title	<p><b>Indicator 4.3 (Optional)</b></p> <p><b>Existence of guidelines for the use of inclusive language in all documents produced and published by the local authority.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Not applicable  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This examines whether the local authority has published its Action Plan for wider dissemination.</i></p> <p><b>‘Inclusive language’ or ‘gender-inclusive language’</b> refers to the use of a language that includes both genders equally. This means trying to avoid using “the male” as the norm, which is commonly the practise. This can be corrected by explicitly mentioning women and men, girls and boys in texts and also to change professional titles when appropriate or conjugate verbs.</p>
Type of indicator	Structural
Relevant Charter article	Article 4 – The Public commitment for equality
Policy context	<p>The European Parliament published a brochure in 2008 including recommendation on the use of gender-neutral and non-sexist language in parliamentary text. The booklet states the following: <i>“The purpose of using gender-neutral language is to avoid word choices which may be interpreted as biased, discriminatory or demeaning by implying that one sex is superior to the other, since in most contexts a person’s sex is – or should be – irrelevant.”</i><sup>48</sup></p> <p>Using “inclusive language” in the wider communication strategy of the local authority is a mean to implement <b>gender mainstreaming, raising awareness</b> on gender equality and preventing <b>gender stereotypes</b>.</p>

<sup>48</sup> [http://www.europarl.europa.eu/RegData/publications/2009/0001/P6\\_PUB\(2009\)0001\\_EN.pdf](http://www.europarl.europa.eu/RegData/publications/2009/0001/P6_PUB(2009)0001_EN.pdf)

Full indicator title	<p><b>Indicator 5.1 (Core)</b></p> <p><b>Existence of a formal commitment to cooperate and consult with partner bodies and organisations on equality issues.</b></p> <p><i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Do not know </p>
Definition	<p><b>Formal commitment:</b> This could, for example, include a specific piece of legislation, a formal decision, an action plan, a policy, etc.</p>
Type of indicator	Structural
Relevant Charter article	Article 5 - Working with partners
Policy context	<p>A <b>formal commitment</b> to cooperate and consult on equality issues with partners shows the efforts taken by local authorities to actively engage with relevant partners in order to address and achieve gender equality issues.</p> <p>Having a <b>formal commitment</b> is recognized in the Beijing Platform for Action as an essential condition in order to implement gender mainstreaming since it constitutes an obligation for elected representatives to implement actions to improve gender equality in specific areas.<sup>49</sup></p> <p>In the “<i>Strategy for equality between women and men 2010-2015</i>”, adopted by the European Commission in 2010, it is recognised that strengthening cooperation with the various stakeholders active in the field of gender equality including social partner organisations, organisations representing civil society, etc. is crucial to ensure progress of gender equality.<sup>50</sup></p> <p>Moreover, in a “<i>Manual for gender mainstreaming</i>”, published by the European Commission in 2008, it is stated that encouraging participation from organisations and partners requires a proactive policy, commitment and mechanisms. Formal consultation processes and cooperation with women’s organisations and the wider civil society can have a positive impact into the full policy-cycle, from when a policy is designed to when it is implemented, evaluated and revised.<sup>51</sup></p> <p>Furthermore, a publication from UN Habitat “<i>Gender Mainstreaming in Local Authorities – Best practices</i>” (2008) highlights ‘Stakeholder Participation’ as one of the most efficient practices in gender mainstreaming at local level and underlines the importance of involving civil society and women’s organisations in order to put gender equality on top of the political agenda.<sup>52</sup></p>

<sup>49</sup> <http://register.consilium.europa.eu/doc/srv?l=EN&f=ST%2015905%202013%20ADD%201>

<sup>50</sup> [http://ec.europa.eu/justice/gender-equality/files/strategy\\_equality\\_women\\_men\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/strategy_equality_women_men_en.pdf)

<sup>51</sup> <http://ec.europa.eu/social/BlobServlet?docId=2045&langId=en>

<sup>52</sup> [http://www.un.org/womenwatch/ianwge/member\\_publications/gender\\_mainstreaming\\_in\\_local\\_authorities.pdf](http://www.un.org/womenwatch/ianwge/member_publications/gender_mainstreaming_in_local_authorities.pdf)

Full indicator title	<b>Indicator 5.2 (Core)</b>  <b>Extent of cooperation with partners on gender equality</b>  <input type="checkbox"/> Always <input type="checkbox"/> Regularly <input type="checkbox"/> Occasionally <input type="checkbox"/> Never consults with its partners on gender equality issues <input type="checkbox"/> Do not know
Definition	<i>This concerns the extent to which the local authority's consults and cooperates with partners from the public and private sector, including also civil society organisations, employer organisations, trade unions, chamber of commerce, equality bodies, on issues relevant to gender equality).</i>
Type of indicator	Outcome
Relevant Charter article	Article 5 - Working with partners
Policy context	<p>In the “<i>Strategy for equality between women and men 2010-2015</i>”, adopted by the European Commission in 2010, it is recognised that strengthening cooperation with the various stakeholders active in the field of gender equality including social partner organisations, organisations representing civil society, etc. is crucial to ensure progress of gender equality.<sup>53</sup></p> <p>Moreover, in a “<i>Manual for gender mainstreaming</i>”, published by the European Commission in 2008, it is stated that encouraging participation from organisations and partners requires a proactive policy, commitment and mechanisms. Formal consultation processes and cooperation with women's organisations and the wider civil society can have a positive impact into the full policy-cycle, from when a policy is designed to when it is implemented, evaluated and revised.<sup>54</sup></p> <p>Furthermore, a publication from <i>UN Habitat “Gender Mainstreaming in Local Authorities – Best practices” (2008)</i> highlights ‘<i>Stakeholder Participation</i>’ as one of the most efficient practices in gender mainstreaming at local level and underlines the importance of involving civil society and women's organisations in order to put gender equality on top of the political agenda.<sup>55</sup></p>

<sup>53</sup> [http://ec.europa.eu/justice/gender-equality/files/strategy\\_equality\\_women\\_men\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/strategy_equality_women_men_en.pdf)

<sup>54</sup> <http://ec.europa.eu/social/BlobServlet?docId=2045&langId=en>

<sup>55</sup> [http://www.un.org/womenwatch/ianwge/member\\_publications/gender\\_mainstreaming\\_in\\_local\\_authorities.pdf](http://www.un.org/womenwatch/ianwge/member_publications/gender_mainstreaming_in_local_authorities.pdf)

Full indicator title	<b>Indicator 5.3 (Optional)</b>  <b>Type of the specific support provided to organisations promoting gender equality:</b> <table><tr><td>Type of support</td><td>Yes</td><td>No</td><td>Do not know</td></tr><tr><td>Technical support</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Financial support</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Logistical support</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Other type of support</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>	Type of support	Yes	No	Do not know	Technical support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Financial support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Logistical support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Other type of support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Type of support	Yes	No	Do not know																		
Technical support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		
Financial support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		
Logistical support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		
Other type of support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		
Definition	<p><i>This indicator verifies whether the local authority subsidises women support organisations (for instance organisations supporting victims of gender-based violence, women’s entrepreneurship, empowerment of women etc.) and organisations promoting gender equality (networks supporting fathers, associations for men promoting gender equality etc.).</i></p> <p><b>Technical support:</b> User-friendly assistance for individuals having technical problems with electronic devices.<sup>56</sup></p> <p><b>Financial support:</b> Financial resources provided to make some project possible (such as subsidies)<sup>57</sup></p> <p><b>Logistical support:</b> Procurement and distribution of equipment, facilities, spares, technical information, and trained personnel, essential to the proper operation of a campaign, plan, or project<sup>58</sup>.</p>																				
Type of indicator	Process																				
Relevant Charter article	Article 5 - Working with partners																				
Policy context	<p>Providing support (technical, financial, logistical or any other type of support) to women’s organisations and/or associations promoting gender equality is a way for the local authority to ensure sustainability of targeted actions focusing on promoting gender equality.</p> <p>In a report published by the European Women’s Lobby in 2012 “<i>The Price of austerity – The impact on women’s rights and gender equality in Europe</i>” figures show that recent austerity measures and cutbacks due to the economic crisis had led to cuts in funding for women’s organisations and NGOs working with gender equality which in a long-term perspective will “...undermine women’s civic and political participation and make women’s voices even less heard in society.”<sup>59</sup></p> <p>The European Union provides different kinds of support to organisations and associations working to promote women’s rights and gender equality for instance in the new programme, “<i>Rights, Equality and Citizenship Programme 2014-2020</i>”, which provides funding to key stakeholders in promoting equality between women and men, progress gender mainstreaming and to prevent and combat all forms of violence against children, young people and women.<sup>60</sup></p>																				

<sup>56</sup> <http://www.businessdictionary.com/definition/technical-support.html#ixzz3eeTPrfDA>

<sup>57</sup> <http://www.thefreedictionary.com/financial+support>

<sup>58</sup> <http://www.businessdictionary.com/definition/logistics-support.html>

<sup>59</sup> "*The Price of austerity – The impact on womens rights and gender equality in Europe*" - European Womens Lobby (2012)

<sup>60</sup> [http://ec.europa.eu/justice/grants1/programmes-2014-2020/rec/index\\_en.htm](http://ec.europa.eu/justice/grants1/programmes-2014-2020/rec/index_en.htm)

Full indicator title	<p><b>Indicator 6.1 (Core)</b></p> <p><b>Share of women and men in the following gender-segregated professions: police, public healthcare and childcare.</b></p> <p><i>Respondents should provide data/figures in percentage or in absolute numbers of women and men by respective professional category.</i></p> <table><tr><td></td><td></td><td><b>Year X</b></td></tr><tr><td rowspan="2"><b>Police</b></td><td><b>%/N° Women</b></td><td></td></tr><tr><td><b>%/N° Men</b></td><td></td></tr><tr><td rowspan="2"><b>Public healthcare</b></td><td><b>%/N° Women</b></td><td></td></tr><tr><td><b>%/N° Men</b></td><td></td></tr><tr><td rowspan="2"><b>Childcare below mandatory school age</b></td><td><b>%/N° Women</b></td><td></td></tr><tr><td><b>%/N° Men</b></td><td></td></tr></table>			<b>Year X</b>	<b>Police</b>	<b>%/N° Women</b>		<b>%/N° Men</b>		<b>Public healthcare</b>	<b>%/N° Women</b>		<b>%/N° Men</b>		<b>Childcare below mandatory school age</b>	<b>%/N° Women</b>		<b>%/N° Men</b>	
		<b>Year X</b>																	
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	<b>%/N° Men</b>																		
Definition	<p><i>This indicator relates to the share of women and men employed in three functions in the local authority which are usually dominated by the other sex: police, public healthcare and childcare.</i></p> <p>This indicator is referring to <i>qualified</i> staff working in professions such as police officers, doctors, nurses, assistant nurses, pre-school teachers or similar, it is not referring to <i>all staff employed</i> in the different functions.</p>																		
Type of indicator	Outcome																		
Relevant Charter article	Article 6 – Countering stereotypes																		
Policy context	<p><b>Gender segregation on the labour market</b> refers to the tendencies that women and men often are over-represented in different kind of professional occupations. This is due to different preferences but also a result of existing cultural norms in society based on gender stereotypes where some professional tasks traditionally are seen as “women’s or men’s work”.</p> <p>In terms of gender equality, the segregation on the labour market can be problematic since it can affect the quality of jobs, working conditions and have an impact on wages, which therefore indirectly has an impact on the general economic and social situation of women and men. <sup>61</sup></p>																		

<sup>61</sup> European Commission in 2009 on the Gender Segregation in the labor market “*Root causes, implications and policy responses in the EU*”, [http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0CDIQFjAB&url=http%3A%2F%2Fec.europa.eu%2Fsocial%2FblobServlet%3FdocId%3D4028%26langId%3Den&ei=7OqTVdj1BIHRsgGI8IDQBQ&usq=AFQjCNGqDDnnc\\_zg94G2icxxcLSp4-c3Fg](http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0CDIQFjAB&url=http%3A%2F%2Fec.europa.eu%2Fsocial%2FblobServlet%3FdocId%3D4028%26langId%3Den&ei=7OqTVdj1BIHRsgGI8IDQBQ&usq=AFQjCNGqDDnnc_zg94G2icxxcLSp4-c3Fg)



Full indicator title	<p><b>Indicator 6.2 (Core)</b></p> <p><b>Existence of policies to reach parity between women and men in functions traditionally dominated by the other sex.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This indicator relates to policies such as positive discrimination of the underrepresented sex when recruiting, awareness raising campaigns or other types of measures to improve gender balance in professions traditionally dominated by women or men.</i></p>
Type of indicator	Process
Relevant Charter article	Article 6 – Countering stereotypes
Policy context	<p><b>Gender segregation on the labour market</b> refers to the tendencies that women and men often are over-represented in different kind of professional occupations. This is due to different preferences but also a result of existing cultural norms in society based on gender stereotypes where some professional tasks traditionally are seen as “women’s or men’s work”.</p> <p>In terms of gender equality, the segregation on the labour market can be problematic since it can affect the quality of jobs, working conditions and have an impact on wages, which therefore indirectly has an impact on the general economic and social situation of women and men. <sup>62</sup></p>

<sup>62</sup> European Commission in 2009 on the Gender Segregation in the labor market “Root causes, implications and policy responses in the EU”, [http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0CDIQFjAB&url=http%3A%2F%2Fec.europa.eu%2Fsocial%2FblobServlet%3FdocId%3D4028%26langId%3Den&ei=7OqTVdj1BIHRsgGI8IDQBQ&usq=AFQjCNGqDDnnc\\_zg94G2icxxcLSp4-c3Fg](http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0CDIQFjAB&url=http%3A%2F%2Fec.europa.eu%2Fsocial%2FblobServlet%3FdocId%3D4028%26langId%3Den&ei=7OqTVdj1BIHRsgGI8IDQBQ&usq=AFQjCNGqDDnnc_zg94G2icxxcLSp4-c3Fg)

Full indicator title	<p><b>Indicator 7.1 (Core)</b></p> <p><b>Existence of a formal commitment to increase gender balance in consultation processes.</b></p> <p><i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This could, for example, include a specific piece of legislation, a formal decision, an action plan, a policy, etc.</i></p> <p><b>Public consultation</b>, or simply <b>consultation</b>, is a regulatory process by which the public's input on matters affecting them is sought. Its main goals are in improving the efficiency, transparency and public involvement in large-scale projects or laws and policies. It usually involves <i>notification</i> (to publicize the matter to be consulted on), <i>consultation</i> (a two-way flow of information and opinion exchange) as well as <i>participation</i> (involving interest groups in the drafting of policy or legislation).<sup>63</sup></p> <p><i>“Gender balance in decision-making positions means that the representation of either women or men should not fall below 40% according to the standards set by the Council of Europe.”<sup>64</sup></i></p>
Type of indicator	Structural
Relevant Charter article	Article 7 – Good administration and consultation
Policy context	<p>The same way as women tend to be under-represented in political decision-making positions, case studies from several municipalities show that women tend to remain underrepresented in public consultations and public hearing processes. This means that women's opinions, needs and preferences in general are less taken into consideration in public policies which generate a quality-deficit. (Different examples published on the Observatory website <a href="http://www.charter-equality.eu">www.charter-equality.eu</a>)</p> <p>To acknowledge this tendency it is recommended to map the gender distribution of the citizens that tend to participate in public consultations and hearings and secondly, if the local authority perceive a deficit in the participation of for instance women, implement targeted actions to encourage more women to take part.</p> <p>The measures can vary, but local authorities could, for instance try to organise public hearings in new places or by involving specific groups representing the interest of citizens.</p>

<sup>63</sup> [https://en.wikipedia.org/wiki/Public\\_consultation](https://en.wikipedia.org/wiki/Public_consultation)

<sup>64</sup> Council of Europe - <http://www.coe.int/t/dghl/standardsetting/equality/01ataglance/standards-mechanisms/Fachsheets%20Key%20standards.pdf>

Full indicator title	<p><b>Indicator 7.2 (Optional)</b></p> <p><b>Use of specific measures to increase gender balance in formal consultation processes.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Not applicable  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This could, for example, include organisation of consultations at times when both men and women can participate; disseminating information about the consultations in places where women and men can be found; organising awareness raising activities on the value of gender balanced consultations etc.</i></p> <p><b>Public consultation</b>, or simply <b>consultation</b>, is a regulatory process by which the public's input on matters affecting them is sought. Its main goals are in improving the efficiency, transparency and public involvement in large-scale projects or laws and policies. It usually involves <i>notification</i> (to publicize the matter to be consulted on), <i>consultation</i> (a two-way flow of information and opinion exchange) as well as <i>participation</i> (involving interest groups in the drafting of policy or legislation).<sup>65</sup></p> <p><i>“Gender balance in decision-making positions means that the representation of either women or men should not fall below 40% according to the standards set by the Council of Europe.”<sup>66</sup></i></p>
Type of indicator	Process
Relevant Charter article	Article 7 – Good administration and consultation
Policy context	<p>The same way as women tend to be under-represented in political decision-making positions, case studies from several municipalities' show that women tend to remain underrepresented in public consultations and public hearing processes. This means that women's opinions, needs and preferences in general are less taken into consideration in public policies which generate a quality-deficit. (Different examples published on the Observatory website <a href="http://www.charter-equality.eu">www.charter-equality.eu</a>)</p> <p>To acknowledge this tendency it is therefore recommended first to map the gender distribution of the citizens that tend to participate in public consultations and hearings.</p> <p>Secondly, if the local authority perceives a deficit in the participation of for instance women, specific measures should be taken to improve the situation. These measures can vary, but local authorities could, for instance try to organise public hearings in new places or by involving specific groups representing the interest of citizens.</p>

<sup>65</sup> [https://en.wikipedia.org/wiki/Public\\_consultation](https://en.wikipedia.org/wiki/Public_consultation)

<sup>66</sup> Council of Europe - <http://www.coe.int/t/dghl/standardsetting/equality/01ataglance/standards-mechanisms/Fachsheets%20Key%20standards.pdf>

Full indicator title	<p><b>Indicator 8.1 (Core)</b></p> <p><b>Existence of a system to monitor progress on the action plan or to monitor progress on objectives on gender equality.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Not applicable  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This explores whether the implementation of the Action Plan / the achievement of the gender objectives is being monitored, i.e. relevant information to measure positive changes/progress is being collected, stored and analysed.</i></p> <p><i>This indicator also refers to any other type of steering document or policy objectives that include gender equality, i.e. municipalities or regions working with gender mainstreaming.</i></p> <p><b>‘Monitoring system’</b> Monitoring is the regular observation and recording of activities taking place in a project or programme. It is a process of routinely gathering information on all aspects of the project. It also involves giving feedback about the progress of the project to the donors, implementers and beneficiaries of the project.<sup>67</sup></p>
Type of indicator	Process
Relevant Charter article	Article 8 – General commitment to gender equality
Policy context	<p>Monitoring progress of policies and using a monitoring system is internationally recognized as a mean for efficient implementation of gender equality activities. Monitoring and evaluating gender equality policies is a way to conduct <b>gender impact assessment</b> and also a part of implementing <b>gender mainstreaming</b> (see Horizontal indicators 1-6).</p> <p>Having a monitoring system is essential in order to follow the development of the policies and activities and also to measure results on their impacts and evaluate their outcomes.</p> <p><b>“Gender mainstreaming</b> is the integration of the gender perspective into every stage of policy processes - design, implementation, monitoring and evaluation - with a view to promoting equality between women and men. It means assessing how policies impact on the life and position of both women and men - and taking responsibility to re-address them if necessary.”<sup>68</sup></p> <p><b>“Gender impact assessment</b> means to compare and assess, according to gender relevant criteria, the current situation and trend with the expected development resulting from the introduction of the proposed policy.”<sup>69</sup></p>

<sup>67</sup> <http://cec.vcn.bc.ca/cmp/modules/mon-wht.htm>

<sup>68</sup> [http://ec.europa.eu/justice/gender-equality/tools/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/tools/index_en.htm)

<sup>69</sup> A guide to gender impact assessment – European Commission – DG Employment, Social Affairs and Inclusion (1998)

Full indicator title	<p><b>Indicator 9.1 (Core)</b></p> <p><b>Use of gender impact assessments to assess the different impacts that proposed or on-going policies and programmes might have on women and men</b></p> <p> <input type="checkbox"/> Always  <input type="checkbox"/> Regularly  <input type="checkbox"/> Occasionally  <input type="checkbox"/> Never use gender impact analysis </p>
Definition	<p><i>This relates to the extent to which the local authority undertakes assessments whether the introduction of certain policies may have a differential impact on women and men (including unintended effects).</i></p> <p><b>‘Gender impact assessments’</b> refers to ex-ante assessment to determine whether a certain activity or policy have different impacts on women and men. The assessment is done in order to identify possible impacts and readjust policies and programmes according to specific needs of women and men.</p> <p><i>“Gender impact assessment means to compare and assess, according to gender relevant criteria, the current situation and trend with the expected development resulting from the introduction of the proposed policy.”<sup>70</sup></i></p>
Type of indicator	Process
Relevant Charter article	Article 9 – General assessment
Policy context	<p><b>Gender impact assessment</b> is recognised as a mean to implement <b>gender mainstreaming</b>.</p> <p><b>Gender Mainstreaming</b> is an internationally recognized approach to achieve gender equality<sup>71</sup> used by the EU to integrate a gender perspective into all policies and programmes. The EU also recommends gender mainstreaming to be implemented in Member States. In the EU it was first defined by the European Commission in 1996<sup>72</sup> later by the Council of Europe in 1998 as followed; <i>“Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policymaking.”<sup>73</sup></i></p> <p>In 2013, the Council of the EU emphasised the need to support institutional mechanisms for gender equality. The Council called for national strategies and action plans to support the implementation of gender mainstreaming.</p>

<sup>70</sup> A guide to gender impact assessment – European Commission – DG Employment, Social Affairs and Inclusion (1998)

<sup>71</sup> <http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

<sup>72</sup> COM(96)67 final

<sup>73</sup> <http://www.gendermainstreaming-planungstool.at/lccms/downloadarchive/00003/Europarat.pdf>

Full indicator title	<b>Indicator 9.2 (Core)</b>  <b>Use of gender budgeting.</b>  <input type="checkbox"/> Always <input type="checkbox"/> Regularly <input type="checkbox"/> Occasionally <input type="checkbox"/> Never use gender budgeting
Definition	<p><i>This relates to the extent to which the local authority uses gender budgeting as part of its policy and decision-making.</i></p> <p><b>“Gender budgeting or ‘gender sensitive budgeting’ is an application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.”<sup>74</sup></b></p>
Type of indicator	Process
Relevant Charter article	Article 9 – General assessment
Policy context	<p><b>Gender budgeting</b> is internationally recognised as a mean to implement gender mainstreaming in the budgetary process. Gender budgeting means conducting gender assessment of budgets, incorporating a <i>“gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality”</i>.<sup>75</sup></p> <p><i>“Gender budgeting not only highlights how much money is to be spent on men and women, but also shows how it has been spent. This has to be carried out openly and fairly. Gender budgeting thus enhances accountability for and transparency of revenue and expenditure.” (OECD, 2002)</i><sup>76</sup></p>

<sup>74</sup> Definition Council of Europe – Gender budgeting practical implementation Handbook – Council of Europe, 2009, Sheila - [https://www.coe.int/t/dghl/standardsetting/equality/03themes/gender-mainstreaming/CDEG\(2008\)15\\_en.pdf](https://www.coe.int/t/dghl/standardsetting/equality/03themes/gender-mainstreaming/CDEG(2008)15_en.pdf)

<sup>75</sup> <http://www.europarl.europa.eu/document/activities/cont/201201/20120123ATT36024/20120123ATT36024EN.pdf>

<sup>76</sup> <http://www.oecd.org/social/gender-development/1896544.pdf>

Full indicator title	<p><b>Indicator 9.3 (Core)</b></p> <p><b>Integration of a gender perspective in ex-post evaluations of policies and programmes</b></p> <p> <input type="checkbox"/> Always  <input type="checkbox"/> Regularly  <input type="checkbox"/> Occasionally  <input type="checkbox"/> Never integrate a gender perspective in ex-post evaluation of policies and programmes </p>
Definition	<p><i>This relates to the extent to which a gender perspective is integrated in ex-post evaluations of policies and programmes.</i></p> <p><b>Ex post evaluation:</b> Impact evaluation enabling evaluators to attribute cause and effect between interventions and outcomes, using <b>retrospective (ex post)</b> evaluation design and usually conducted after the implementation phase and may exploit existing survey data, although the best evaluations will collect data as close to baseline as possible, to ensure comparability.<sup>77</sup></p> <p>Integrating a gender perspective in ex-post evaluation means <i>analysing/assessing</i> whether a certain activity or policy have different impacts on women and men.</p>
Type of indicator	Process
Relevant Charter article	Article 9 – General assessment
Policy context	<p><b>Gender impact assessment</b> or <b>including a gender perspective in ex-post evaluations</b> is recognised as a mean to implement <b>gender mainstreaming</b>.</p> <p><b>Gender Mainstreaming</b> is an internationally recognized approach to achieve gender equality<sup>78</sup> used by the EU to integrate a gender perspective into all policies and programmes. The EU also recommends gender mainstreaming to be implemented in Member States. In the EU it was first defined by the European Commission in 1996<sup>79</sup> later by the Council of Europe in 1998 as followed; “<i>Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policymaking.</i>”<sup>80</sup></p> <p>In 2013, the Council of the EU emphasised the need to support institutional mechanisms for gender equality. The Council called for national strategies and action plans to support the implementation of gender mainstreaming.</p> <p>Integrating a gender perspective is part of the method of <i>gender mainstreaming</i>.</p>

<sup>77</sup> <http://www.investopedia.com/terms/e/expost.asp>

<sup>78</sup> <http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

<sup>79</sup> COM(96)67 final

<sup>80</sup> <http://www.gendermainstreaming-planungstool.at/lccms/downloadarchive/00003/Europarat.pdf>

Full indicator title	<p><b>Indicator 10.1 (Core)</b></p> <p><b>Extent to which multiple disadvantages are integrated into gender equality policy (based on sex, race, ethnic or social origin, genetic features, language, religion or belief, political or other opinion, membership of a national minority, property, birth, disability, age or sexual orientation)</b></p> <p><i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “never”.</i></p> <p> <input type="checkbox"/> Always  <input type="checkbox"/> Regularly  <input type="checkbox"/> Occasionally  <input type="checkbox"/> Never  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This is to verify whether the local authority takes multiple forms of discrimination into account its gender equality policy and measures. This could include specific references in the action plan or other formal commitment.</i></p> <p><b>‘Multiple discrimination’</b> is a term used as an overarching, neutral notion for all instances of discrimination on several of the discrimination grounds contained in Article 13 EC and in other instruments. The term ‘multiple discrimination of women’ is used to refer to any discrimination against a woman which does not only involve gender.”<sup>81</sup></p>
Type of indicator	Structural
Relevant Charter article	Article 10 – Multiple discrimination or disadvantages
Policy context	<p>The EU has several Directives concerning anti-discrimination on several grounds. <i>“The original Treaty establishing the European Community (1957) contained a provision prohibiting discrimination on the ground of sex in the field of employment. Recent examples of legislation that have added additional grounds of discrimination, and have further developed the ground of discrimination in relation to sex, include:</i></p> <p><b>Directive 2000/43/EC – implementing the principle of equal treatment between persons irrespective of racial or ethnic origin:</b> <i>establishes a framework against discrimination based on racial or ethnic origin inside and outside the labour market;</i></p> <p><b>Directive 2000/78/EC – establishing a general framework for equal treatment in employment and occupation:</b> <i>establishes a framework for equal treatment in employment and occupation, and in Article 1 lays down a general framework for combating discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation;</i></p> <p><b>Directive 2004/113/EC – implementing the principle of equal treatment between men and women in the access to and supply of goods and services and</b></p> <p><b>Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast):</b> <i>establishes a framework for equal</i></p>

<sup>81</sup> [http://ec.europa.eu/justice/gender-equality/files/multiplerediscriminationfinal7september2009\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/multiplerediscriminationfinal7september2009_en.pdf)



	<p><i>treatment between men and women in access to and supply of goods and services.</i> <sup>82</sup></p> <p>In a survey conducted by the Fundamental Rights Agency (FRA) in 2010 every fourth persons from an ethnic minority or immigrant background interviewed indicated they had felt discriminated against on at least two of the following grounds in the last 12 months: ethnic or immigrant origin, gender, sexual orientation, age, religion or belief, disability, or for 'other' reasons. <sup>83</sup></p>
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<sup>82</sup> [http://fra.europa.eu/sites/default/files/fra\\_uploads/1454-EU\\_MIDIS\\_DiF5-multiple-discrimination\\_EN.pdf](http://fra.europa.eu/sites/default/files/fra_uploads/1454-EU_MIDIS_DiF5-multiple-discrimination_EN.pdf)

<sup>83</sup> [http://fra.europa.eu/sites/default/files/fra\\_uploads/1454-EU\\_MIDIS\\_DiF5-multiple-discrimination\\_EN.pdf](http://fra.europa.eu/sites/default/files/fra_uploads/1454-EU_MIDIS_DiF5-multiple-discrimination_EN.pdf)

Full indicator title	<p><b>Indicator 10.2 (Core)</b></p> <p><b>Existence of specific measures to promote and support gender equality among residents from any group victim of multiple disadvantages.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<i>This may include campaigns, projects, research, etc.</i>
Type of indicator	Process
Relevant Charter article	Article 10 – Multiple discrimination or disadvantages
Policy context	<p>The EU has several Directives concerning anti-discrimination on several grounds. <i>“The original Treaty establishing the European Community (1957) contained a provision prohibiting discrimination on the ground of sex in the field of employment. Recent examples of legislation that have added additional grounds of discrimination, and have further developed the ground of discrimination in relation to sex, include:</i></p> <p><b>Directive 2000/43/EC – implementing the principle of equal treatment between persons irrespective of racial or ethnic origin:</b> <i>establishes a framework against discrimination based on racial or ethnic origin inside and outside the labour market;</i></p> <p><b>Directive 2000/78/EC – establishing a general framework for equal treatment in employment and occupation:</b> <i>establishes a framework for equal treatment in employment and occupation, and in Article 1 lays down a general framework for combating discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation;</i></p> <p><b>Directive 2004/113/EC – implementing the principle of equal treatment between men and women in the access to and supply of goods and services</b> <i>and</i></p> <p><b>Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast):</b> <i>establishes a framework for equal treatment between men and women in access to and supply of goods and services.</i><sup>84</sup></p> <p>In a survey conducted by the Fundamental Rights Agency (FRA) in 2010 every fourth persons from a ethnic minority or immigrant background interviewed indicated they had felt discriminated against on at least two of the following grounds in the last 12 months: ethnic or immigrant origin, gender, sexual orientation, age, religion or belief, disability, or for ‘other’ reasons.<sup>85</sup></p>

<sup>84</sup> [http://fra.europa.eu/sites/default/files/fra\\_uploads/1454-EU\\_MIDIS\\_DiF5-multiple-discrimination\\_EN.pdf](http://fra.europa.eu/sites/default/files/fra_uploads/1454-EU_MIDIS_DiF5-multiple-discrimination_EN.pdf)

<sup>85</sup> [http://fra.europa.eu/sites/default/files/fra\\_uploads/1454-EU\\_MIDIS\\_DiF5-multiple-discrimination\\_EN.pdf](http://fra.europa.eu/sites/default/files/fra_uploads/1454-EU_MIDIS_DiF5-multiple-discrimination_EN.pdf)

Full indicator title	<p><b>Indicator 11.1 (Core)</b></p> <p><b>Existence of a formal commitment to ensure gender equality in personal management in the local authority</b></p> <p><i>In case your local authority does not have a legal mandate/competence in the policy areas listed, please tick “no”.</i></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Do not know         </p>
Definition	<i>This could, for example, include a specific piece of legislation, a formal decision, an action plan, a policy, etc.</i>
Type of indicator	Structural
Relevant Charter article	Article 11 – Employer Role
Policy context	<p>The EU has several Directives concerning anti-discrimination in employment. <i>“The original Treaty establishing the European Community (1957) contained a provision prohibiting discrimination on the ground of sex in the field of employment. Recent examples of legislation that have added additional grounds of discrimination, and have further developed the ground of discrimination in relation to sex, include: <b>Directive 2000/78/Ec – Employment Equality Directive</b>: establishes a framework for equal treatment in employment and occupation, and in Article 1 lays down a general framework for combating discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation;”</i><sup>86</sup></p> <p>According to targets of the European Union, 75% of the population aged 20-64 should be employed by 2020 in order to stabilise the decreasing workforce and increase economic growth.<sup>87</sup> In 2013, the employment rate for persons aged 15-64 stood at 64,1 % , men ‘s employment rate stood at 69.4 % in the EU-28, as compared with 58.8 % for women.<sup>88</sup></p> <p>According to a study on the <i>Public administration</i> sector made by Eurofound public administration employs slightly more men 54%) than women (46%) (Figures Eurostat, 2013).<sup>89</sup></p>

<sup>86</sup> [http://fra.europa.eu/sites/default/files/fra\\_uploads/1454-EU\\_MIDIS\\_DiF5-multiple-discrimination\\_EN.pdf](http://fra.europa.eu/sites/default/files/fra_uploads/1454-EU_MIDIS_DiF5-multiple-discrimination_EN.pdf)

<sup>87</sup> [http://ec.europa.eu/europe2020/targets/eu-targets/index\\_en.htm](http://ec.europa.eu/europe2020/targets/eu-targets/index_en.htm)

<sup>88</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment\\_statistics](http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_statistics)

<sup>89</sup> [http://www.eurofound.europa.eu/sites/default/files/ef\\_files/pubdocs/2013/8422/en/1/EF138422EN.pdf](http://www.eurofound.europa.eu/sites/default/files/ef_files/pubdocs/2013/8422/en/1/EF138422EN.pdf)

Full indicator title	<p><b>Indicator 11.2 (Core)</b></p> <p><b>Existence of guidelines to promote gender equality in recruitment, promotion and maintenance in employment in the local authority</b></p> <table><tr><td></td><td><b>Yes</b></td><td><b>No</b></td><td><b>Do not know</b></td></tr><tr><td><b>Recruitment</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td><b>Promotion</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td><b>Maintenance in employment</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>		<b>Yes</b>	<b>No</b>	<b>Do not know</b>	<b>Recruitment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Promotion</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Maintenance in employment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Yes</b>	<b>No</b>	<b>Do not know</b>														
<b>Recruitment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>														
<b>Promotion</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>														
<b>Maintenance in employment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>														
Definition	<p><i>This relates to recruiting new people, making sure that they advance in their career and keeping them in employment.</i></p> <p><b>Recruitment:</b> The process of finding and hiring the best-qualified candidate (from within or outside of an organisation) for a job opening, in a timely and cost effective manner. The recruitment process includes analysing the requirements of a job, attracting employees to that job, screening and selecting applicants, hiring, and integrating the new employee to the organisation.<sup>90</sup></p> <p><b>Promotion:</b> In terms of a career, a promotion refers to the advancement of an employee's rank or position in a hierarchical structure.<sup>91</sup></p> <p><b>Maintenance in employment:</b> The act of remaining in a state of being employed irrespective of external circumstances.</p>																
Type of indicator	Process																
Relevant Charter article	Article 11 – Employer Role																
Policy context	<p>The EU has several Directives concerning anti-discrimination in employment. <i>“The original Treaty establishing the European Community (1957) contained a provision prohibiting discrimination on the ground of sex in the field of employment. Recent examples of legislation that have added additional grounds of discrimination, and have further developed the ground of discrimination in relation to sex, include: <b>Directive 2000/78/EC – Employment Equality Directive:</b> establishes a framework for equal treatment in employment and occupation, and in Article 1 lays down a general framework for combating discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation;”<sup>92</sup></i></p> <p>According to targets of the European Union, 75% of the population aged 20-64 should be employed by 2020 in order to stabilise the decreasing workforce and increase economic growth.<sup>93</sup> In 2013, the employment rate for persons aged 15-64 stood at 64,1 % , men ‘s employment rate stood at 69.4 % in the EU-28, as compared with 58.8 % for women.<sup>94</sup></p> <p>According to a study on the <i>Public administration</i> sector made by Eurofound public administration employs slightly more men 54%) than women (46%) (Figures Eurostat, 2013).<sup>95</sup></p>																

<sup>90</sup> <http://www.businessdictionary.com/definition/recruitment.html>

<sup>91</sup> <http://www.investopedia.com/terms/p/promotion.asp>

<sup>92</sup> [http://fra.europa.eu/sites/default/files/fra\\_uploads/1454-EU\\_MIDIS\\_DiF5-multiple-discrimination\\_EN.pdf](http://fra.europa.eu/sites/default/files/fra_uploads/1454-EU_MIDIS_DiF5-multiple-discrimination_EN.pdf)

<sup>93</sup> [http://ec.europa.eu/europe2020/targets/eu-targets/index\\_en.htm](http://ec.europa.eu/europe2020/targets/eu-targets/index_en.htm)

<sup>94</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment\\_statistics](http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_statistics)

<sup>95</sup> [http://www.eurofound.europa.eu/sites/default/files/ef\\_files/pubdocs/2013/8422/en/1/EF138422EN.pdf](http://www.eurofound.europa.eu/sites/default/files/ef_files/pubdocs/2013/8422/en/1/EF138422EN.pdf)

Full indicator title	<p><b>Indicator 11.3 (Core)</b></p> <p><b>Share of women and men employed as Level 1 administrators in the local authority</b></p> <p><i>Respondent have the options to answer by providing data/figures or absolute numbers of the number of women and men.</i></p> <table border="1"> <tr> <td></td><td><b>Year X</b></td></tr> <tr> <td><b>% / N° Women</b></td><td></td></tr> <tr> <td><b>% / N° Men</b></td><td></td></tr> </table>		<b>Year X</b>	<b>% / N° Women</b>		<b>% / N° Men</b>	
	<b>Year X</b>						
<b>% / N° Women</b>							
<b>% / N° Men</b>							
Definition	<i>Level 1 administrators are highest level of administrative (non-political) positions within each local/regional authority.</i>						
Type of indicator	Outcome						
Relevant Charter article	Article 11 – Employer Role						
Policy context	<p>The EU has several Directives concerning anti-discrimination in employment. “<i>The original Treaty establishing the European Community (1957) contained a provision prohibiting discrimination on the ground of sex in the field of employment. Recent examples of legislation that have added additional grounds of discrimination, and have further developed the ground of discrimination in relation to sex, include: <b>Directive 2000/78/EC – Employment Equality Directive</b>: establishes a framework for equal treatment in employment and occupation, and in Article 1 lays down a general framework for combating discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation;</i>”<sup>96</sup></p> <p>According to targets of the European Union, 75% of the population aged 20-64 should be employed by 2020 in order to stabilise the decreasing workforce and increase economic growth.<sup>97</sup> In 2013, the employment rate for persons aged 15-64 stood at 64,1 % , men ‘s employment rate stood at 69.4 % in the EU-28, as compared with 58.8 % for women.<sup>98</sup></p> <p>According to a study on the <i>Public administration</i> sector made by Eurofound, public administration employs slightly more men 54%) than women (46%) (Figures Eurostat, 2013).<sup>99</sup></p>						

<sup>96</sup> [http://fra.europa.eu/sites/default/files/fra\\_uploads/1454-EU\\_MIDIS\\_DiF5-multiple-discrimination\\_EN.pdf](http://fra.europa.eu/sites/default/files/fra_uploads/1454-EU_MIDIS_DiF5-multiple-discrimination_EN.pdf)

<sup>97</sup> [http://ec.europa.eu/europe2020/targets/eu-targets/index\\_en.htm](http://ec.europa.eu/europe2020/targets/eu-targets/index_en.htm)

<sup>98</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment\\_statistics](http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_statistics)

<sup>99</sup> [http://www.eurofound.europa.eu/sites/default/files/ef\\_files/pubdocs/2013/8422/en/1/EF138422EN.pdf](http://www.eurofound.europa.eu/sites/default/files/ef_files/pubdocs/2013/8422/en/1/EF138422EN.pdf)

Full indicator title	<p><b>Indicator 11.4 (Core)</b></p> <p><b>Share of women and men employed as administrators (all levels) across the local authority</b></p> <p><i>Respondent have the options to answer by providing data/figures or absolute numbers of the number of women and men.</i></p> <table border="1"> <tr> <td></td><td><b>Year X</b></td></tr> <tr> <td><b>% / N° Women</b></td><td></td></tr> <tr> <td><b>% / N° Men</b></td><td></td></tr> </table>		<b>Year X</b>	<b>% / N° Women</b>		<b>% / N° Men</b>	
	<b>Year X</b>						
<b>% / N° Women</b>							
<b>% / N° Men</b>							
Definition	<i>Administrators (all levels) refers to all persons working in administrative (non-political) positions within the local authority.</i>						
Type of indicator	Outcome						
Relevant Charter article	Article 11 – Employer Role						
Policy context	<p>The EU has several Directives concerning anti-discrimination in employment. “<i>The original Treaty establishing the European Community (1957) contained a provision prohibiting discrimination on the ground of sex in the field of employment. Recent examples of legislation that have added additional grounds of discrimination, and have further developed the ground of discrimination in relation to sex, include: <b>Directive 2000/78/EC – Employment Equality Directive</b>: establishes a framework for equal treatment in employment and occupation, and in Article 1 lays down a general framework for combating discrimination on the grounds of religion or belief, disability, age or sexual orientation as regards employment and occupation;</i>”<sup>100</sup></p> <p>According to targets of the European Union, 75% of the population aged 20-64 should be employed by 2020 in order to stabilise the decreasing workforce and increase economic growth.<sup>101</sup> In 2013, the employment rate for persons aged 15-64 stood at 64,1 % , men ‘s employment rate stood at 69.4 % in the EU-28, as compared with 58.8 % for women.<sup>102</sup></p> <p>According to a study on the <i>Public administration</i> sector made by Eurofound, public administration employs slightly more men 54%) than women (46%) (Figures Eurostat, 2013).<sup>103</sup></p>						

<sup>100</sup> [http://fra.europa.eu/sites/default/files/fra\\_uploads/1454-EU\\_MIDIS\\_DiF5-multiple-discrimination\\_EN.pdf](http://fra.europa.eu/sites/default/files/fra_uploads/1454-EU_MIDIS_DiF5-multiple-discrimination_EN.pdf)

<sup>101</sup> [http://ec.europa.eu/europe2020/targets/eu-targets/index\\_en.htm](http://ec.europa.eu/europe2020/targets/eu-targets/index_en.htm)

<sup>102</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment\\_statistics](http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_statistics)

<sup>103</sup> [http://www.eurofound.europa.eu/sites/default/files/ef\\_files/pubdocs/2013/8422/en/1/EF138422EN.pdf](http://www.eurofound.europa.eu/sites/default/files/ef_files/pubdocs/2013/8422/en/1/EF138422EN.pdf)

Full indicator title	<p><b>Indicator 11.5 (Core)</b></p> <p><b>Existence of measures to determine the gender pay gap among employees in the local authority.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Do not know </p>
Definition	<p><i>These measures can include calculation of the gender pay gap in your organisation (directly or with LOGIB), pay audit, producing gender disaggregated pay statistics and gender wage survey. LOGIB is a web-based tool that allows companies to calculate, analyse and explain their gender pay inequalities (<a href="http://ec.europa.eu/justice/gender-equality/gender-pay-gap/national-action/measuring-gpg/index_en.htm">http://ec.europa.eu/justice/gender-equality/gender-pay-gap/national-action/measuring-gpg/index_en.htm</a>)</i></p> <p>The <b>gender pay gap</b> (also known as gender wage gap, male–female income difference, gender gap in earnings, gender earnings gap; gender income difference) is the difference between male and female earnings expressed as a percentage of male earnings.<sup>104</sup></p>
Type of indicator	Outcome
Relevant Charter article	Article 11 – Employer Role
Policy context	<p>On average, women in the EU earn around 16 % less per hour than men. The gender pay gap also varies across countries in Europe.<sup>105</sup></p> <p>The European Commission has set tackling the gender pay gap as one of the priorities in the EU (2010-2015) Strategy on Gender Equality. The principle of equal pay for equal work or work of equal value has been enshrined in Treaties of the European Union since 1957 and is incorporated in the Directive 2006/54/EC (Recast Directive) <i>On Equal Pay for Work of Equal Value</i>.<sup>106</sup></p>

<sup>104</sup> <http://www.oecd.org/gender/data/genderwagegap.htm>

<sup>105</sup> [http://ec.europa.eu/justice/gender-equality/files/gender\\_pay\\_gap/140319\\_gpg\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/140319_gpg_en.pdf)

<sup>106</sup> [http://ec.europa.eu/justice/gender-equality/files/gender\\_pay\\_gap/140319\\_gpg\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/140319_gpg_en.pdf)

Full indicator title	<b>Indicator 11.6 (Core)</b>  <b>Existence of a policy against sexual harassment.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Do not know
Definition	<i>This is to verify whether the local authority has developed an anti-harassment policy. This could include specific references in the action plan or other formal commitment.</i>
Type of indicator	Structural
Relevant Charter article	Article 11 – Employer Role
Policy context	<p>According figures from EU survey published in 2014 every second women (55%) in the EU has experienced <b>sexual harassment</b> at least once since the age of 15 and one of five women (21%) in the 12 months before the survey.<sup>107</sup></p> <p>At European level, the EU Directive 2006/54/EC of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast) include the concepts of harassment related to sex and sexual harassment and states that they are forms of discrimination in violation of the equal treatment principle.<sup>108</sup></p>

<sup>107</sup> [http://fra.europa.eu/sites/default/files/fra-2014-vaw-survey-main-results-apr14\\_en.pdf](http://fra.europa.eu/sites/default/files/fra-2014-vaw-survey-main-results-apr14_en.pdf)

<sup>108</sup> [http://www.stopvaw.org/1976\\_equal\\_treatment\\_directive\\_and\\_2002\\_sexual\\_harassment\\_amendment](http://www.stopvaw.org/1976_equal_treatment_directive_and_2002_sexual_harassment_amendment)



Full indicator title	<p><b>Indicator 11.7 (Optional)</b></p> <p><b>Existence of policy or measures additional to national statutory provisions to support / promote conciliation of social, private and working life among the employees of the local authority.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Do not know </p>
Definition	<p><i>Measures additional to national statutory provisions can include: additional days of leave; additional payment for employees who are on leave; more flexible conditions for the take up of statutory measures; flexible working time arrangement for employees with caring responsibilities; promotion of existing measures to men; babysitter or care service for elderly people when needed; information point and/or support on reconciliation issues; shopping; laundry services.</i></p>
Type of indicator	Process
Relevant Charter article	Article 11 – Employer Role
Policy context	<p>Measures to improve <b>work-life balance</b> or <b>conciliation of social, private and working life</b> are stated in a number of international conventions and outlined in EU Directives and national laws. Many analysts believe that improved reconciliation policies significantly can contribute to achieving general EU2020 policy objectives such as achieving quality care for children, reaching 75% level of employment, encouraging participation of older women and men in the workforce and stimulate birth rates.<sup>109</sup></p>

<sup>109</sup> [http://www.europarl.europa.eu/RegData/bibliotheque/briefing/2013/130549/LDM\\_BRI\(2013\)130549\\_REV1\\_EN.pdf](http://www.europarl.europa.eu/RegData/bibliotheque/briefing/2013/130549/LDM_BRI(2013)130549_REV1_EN.pdf)

Full indicator title	<div>Indicator 11.8 (Optional)</div> <div>Share of women and men employees in the local authority benefiting from: parental leave; using a flexible working scheme; working part-time.</div> <div>Respondents have the options to reply giving percentages/figures or the absolute number of women and men in the local authority benefiting from different measures aiming to promote work-life balance.</div> <table><tr><td></td><td></td><td>Year X</td></tr><tr><td rowspan="2">Parental leave</td><td>% / N° Women</td><td></td></tr><tr><td>% / N° Men</td><td></td></tr><tr><td rowspan="2">Flexible working scheme</td><td>% / N° Women</td><td></td></tr><tr><td>%/ N° Men</td><td></td></tr><tr><td rowspan="2">Part-time</td><td>% / N° Women</td><td></td></tr><tr><td>% / N° Men</td><td></td></tr></table>			Year X	Parental leave	% / N° Women		% / N° Men		Flexible working scheme	% / N° Women		%/ N° Men		Part-time	% / N° Women		% / N° Men	
		Year X																	
Parental leave	% / N° Women																		
	% / N° Men																		
Flexible working scheme	% / N° Women																		
	%/ N° Men																		
Part-time	% / N° Women																		
	% / N° Men																		
Definition	<div>This is to verify the extent to which women and men make use of measures to facilitate reconciliation between work and private life.</div> <div><b>‘Part-time employees’</b> are persons whose usual hours of work are less than the normal working hours, where normal working hours are considered to be the number of hours in a full-time working week in the Member State or the sector of the unit or the unit itself. This definition encompasses all forms of part-time work (e.g. half-day work, work for one, two or three days a week, etc.). This number may be established at the national, regional, industrial or unit level. It should be noted that whereas the "full-time employee" category is relatively homogeneous, the same cannot be said of the "part-time employee" category since this can cover anything between 20% or even less and 80% or more of the normal working hours of the employing unit. It is impossible to establish an exact distinction between part-time and full-time work due to variation in working practices between Member States and industries. Part-time employees (duration of work less than the norm) and intermittent/seasonal employees (who may work full time but for a fixed short period, e.g. temporary workers) should not be confused.</div> <div><b>Parental leave or family leave</b> is a benefit for employees that provides paid time off work to care for a child or make arrangements for the child's welfare. The terms "parental leave" and "family leave" include maternity, paternity, and adoption leave. Often, the minimum benefits are stipulated by law.<sup>110</sup></div> <div>A <b>‘flexible working scheme’</b> provides flexibility in the organisation of working time. It can take different forms including working time accounts/banking, compressed week, staggered working hours, flexitime and teleworking.</div>																		
Type of indicator	Outcome																		
Relevant Charter article	Article 11 – Employer Role																		
Policy context	Parental leave, using a flexible working scheme or working part-time are all measures that can be implemented to improve reconciliation of professional and family life. Improving citizen’s conditions to combine their professional career with family obligations is essential in order to improve gender equality. Studies show that measures that facilitates work-life-balance can help to increase employment levels and reduce stress related health problems.																		

<sup>110</sup> [https://en.wikipedia.org/wiki/Parental\\_leave](https://en.wikipedia.org/wiki/Parental_leave)

	<p>Measures to improve <b>work-life balance</b> are stated in a number of international conventions and outlined in EU Directives and national laws. Many analysts believe that improved reconciliation policies significantly can contribute to achieving general EU2020 policy objectives such as achieving quality care for children, reaching 75% level of employment, encouraging participation of older women and men in the workforce and stimulate birth rates.<sup>111</sup></p>
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<sup>111</sup> [http://www.europarl.europa.eu/RegData/bibliotheque/briefing/2013/130549/LDM\\_BRI\(2013\)130549\\_REV1\\_EN.pdf](http://www.europarl.europa.eu/RegData/bibliotheque/briefing/2013/130549/LDM_BRI(2013)130549_REV1_EN.pdf)

Full indicator title	<p><b>Indicator 12.1 (Core)</b></p> <p><b>Insertion of gender equality clauses in contracts / funding agreements signed</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> Not applicable  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This is to check whether the local authority takes practical measures to ensure that gender equality considerations are integrated in procurement and contracting procedures.</i></p> <p><b>Public procurement</b> is the acquisition/purchase of goods, services or works by a public authority or body. It is favourable that the goods, services or works are appropriate and that they are procured at the best possible cost to meet the needs of the acquirer in terms of quality and quantity, time, and location.<sup>112</sup></p>
Type of indicator	Process
Relevant Charter article	Article 12 - Public procurement and contracts
Policy context	<p>This indicator aims at identifying whether the local authority is implementing specific gender equality clauses in contracts and funding agreements with partners.</p> <p>Public procurement can be by local authorities and a mean to support fight against discrimination, promote gender equality and social inclusion.<sup>113</sup></p> <p>This is supported by the <b>EU Directive 2014/24/EU on public procurement and repealing Directive 2004/18/EU</b>, recital 98 of the Directive states that “<i>Contract performance conditions might also be intended to favour the implementation of measures for the promotion of equality of women and men at work, the increased participation of women in the labour market and the reconciliation of work and private life...</i>”<sup>114</sup></p>

<sup>112</sup> <https://en.wikipedia.org/wiki/Procurement>

<sup>113</sup> Nielsen Ruth (2005), *Discrimination and equality in public procurement*, Law Department, Copenhagen Business School.

Available at: <http://arbetsratt.juridicum.su.se/Filer/PDF/klaw46/discrimination.procurement.pdf>

<sup>114</sup> <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:32014L0024>

Full indicator title	<p><b>Indicator 13.1 (Optional)</b></p> <p><b>Existence of specific measures to eliminate gender stereotypes in all forms of education.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This can include revision of educational material, action to encourage non-traditional career choice.</i></p> <p><b>‘All forms of education’</b> refers to all forms of education for children, young people as well as in professional development training for staff within the municipal administration.</p> <p><b>‘Gender stereotypes’:</b> Stereotypes and perceptions on masculinity and femininity are deeply rooted in our societies and consciousness. They have their origins in historical, cultural and social models and norms.<sup>115</sup></p>
Type of indicator	Process
Relevant Charter article	Article 13 - Education and lifelong learning
Policy context	<p>According to a study from the European Institute for Gender Equality (EIGE) on gender perceptions, gender stereotypes can be problematic since over-generalizations can lead to gender discrimination and that people are treated unjustly by the society. To identify such gender discrimination when it occurs, and in order to prevent it, it is important to be aware of gender stereotypes, their content, their origins and mechanisms in which they influence.<sup>116</sup></p> <p>The perceptions and developments of gender stereotypical behaviour starts already at a very early age and can have significant impacts on girls and boys, women’s and men’s behaviour and choices during their whole life’s. Teacher’s perception of what is considered as typically “male” and “female” also tend to determine their relations with students. Gender stereotypes can also be reinforced in school material. In order to promote diversity and encourage children to develop an interest for different areas it is recommended to take measures aiming at preventing gender stereotypes in education such as training or revising educational material.<sup>117</sup></p>

<sup>115</sup> <http://eige.europa.eu/sites/default/files/EIGE-study-on-collected-narratives-on-gender-perceptions-MH3112337ENC.pdf>

<sup>116</sup> <http://eige.europa.eu/sites/default/files/EIGE-study-on-collected-narratives-on-gender-perceptions-MH3112337ENC.pdf>

<sup>117</sup> [http://eacea.ec.europa.eu/education/eurydice/documents/thematic\\_reports/120EN.pdf](http://eacea.ec.europa.eu/education/eurydice/documents/thematic_reports/120EN.pdf)

Full indicator title	<p><b>Indicator 14.1 (Optional)</b></p> <p><b>Existence of specific measures to ensure the highest level of good health for women and men in the local authority.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This can include <b>awareness raising campaigns</b> on women and men specific illnesses.</i></p> <p><i>This also include specific measures to better adapt health care services to the specific needs of women and men. This can be done through using <b>gender-disaggregated statistics</b> to identify specific needs.</i></p> <p><b>Awareness raising campaigns</b> (made by the local authority aimed for the public) – are campaigns communicating about a specific topic in order to open opportunities for information exchange to improve mutual understanding and to develop competencies and skills necessary to enable changes in social attitudes and behaviour<sup>118</sup>.</p> <p><b>‘Gender disaggregated statistics’ or ‘Sex-disaggregated data’</b>: data collected and presented separately on men and women.<sup>119</sup></p>
Type of indicator	Process
Relevant Charter article	Article 14 - Health
Policy context	<p>Due to physical differences and different habits of lifestyle, women and men have different health risks, health records and access to health. In order to provide good quality health care services these differences should be considering in the planning and delivery.<sup>120</sup></p> <p>The EU Health strategy recommends Member States to take into account the gender dimension of health policy and stresses the need to tackle health inequalities between social groups.<sup>121</sup></p>

<sup>118</sup> “Principles of awareness-raising: Information literacy, a case study”, Ayers Richard., UNESCO Bangkok, 2006

<sup>119</sup> Definition by UNESCO :

[http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0CB8QFjAAAhUKEwj3z6eQ5pbGAhXEWiwKHb82AEo&url=http%3A%2F%2Fportal.unesco.org%2Fen%2Ffiles%2F11483%2F10649049699Definitions.doc%2FDefinitions.doc&ei=O3GBVbfGHcS1sQG\\_7YDQBA&usq=AFQjCNG\\_X5iyO4dWs00t2Jj6ZRXX\\_YXz4w&bvm=bv.96041959.d.bGg](http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0CB8QFjAAAhUKEwj3z6eQ5pbGAhXEWiwKHb82AEo&url=http%3A%2F%2Fportal.unesco.org%2Fen%2Ffiles%2F11483%2F10649049699Definitions.doc%2FDefinitions.doc&ei=O3GBVbfGHcS1sQG_7YDQBA&usq=AFQjCNG_X5iyO4dWs00t2Jj6ZRXX_YXz4w&bvm=bv.96041959.d.bGg)

<sup>120</sup> [http://ec.europa.eu/health/population\\_groups/gender/index\\_en.htm](http://ec.europa.eu/health/population_groups/gender/index_en.htm)

<sup>121</sup> [http://ec.europa.eu/health/strategy/policy/index\\_en.htm](http://ec.europa.eu/health/strategy/policy/index_en.htm)

Full indicator title	<p><b>Indicator 15.1 (Optional)</b></p> <p><b>Existence of specific measures that incorporate gender concerns in the planning and delivery of social care and services</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This can include (ex-ante) assessment of the needs of women and men in while planning social care and services and (ex post) evaluation of the impact that they have to them.</i></p> <p><i>If specific measures that incorporate gender concerns are used in some areas or to a certain extent in the planning and delivery of social care and services, please answer 'yes' and identify if these methods can be transferred to other services.</i></p>
Type of indicator	Process
Relevant Charter article	Article 15 – Social care and services
Policy context	<p>Gender is a significantly important factor influencing the preferences and needs of social care and services. Due to a number of factors, including the fact that women are overrepresented in the group of people in risk-of-poverty in most EU Member States, women tend in general, to use social care and services to a larger extent than men. Other contributing factors are the greater likelihood among women to have shorter and/or interrupted careers and, on average, lower earnings than men. Access to good quality social care and services is essential in order to promote <b>employment</b> (see <i>Indicator 11.1 - 11.8</i>) and <b>work-life-balance</b> (see indicator 11.7) among citizens.<sup>122</sup></p> <p>Moreover, social care and services should <b>gender mainstreamed</b> (see <i>Horizontal indicators 1-6</i>) and take into consideration the different needs and preferences of women and men.</p>

<sup>122</sup> *Gender mainstreaming active inclusion policies*, European Commission, DG Employment, Social Affairs and Equal Opportunities, (2009)

Full indicator title	<div>Indicator 16.1 (Core)</div> <div>Percentage of children cared for in formal arrangements by age group and by weekly time spent in care.</div> <table><tr><td></td><td></td><td>Year X</td></tr><tr><td rowspan="2">Under 3 year olds</td><td>From 1 to 29 hours</td><td></td></tr><tr><td>30 hours or over</td><td></td></tr><tr><td rowspan="2">3 year olds to mandatory school age</td><td>From 1 to 29 hours</td><td></td></tr><tr><td>30 hours or over</td><td></td></tr></table>			Year X	Under 3 year olds	From 1 to 29 hours		30 hours or over		3 year olds to mandatory school age	From 1 to 29 hours		30 hours or over	
		Year X												
Under 3 year olds	From 1 to 29 hours													
	30 hours or over													
3 year olds to mandatory school age	From 1 to 29 hours													
	30 hours or over													
Definition	<p><i>This should present, first, the percentage of children under the age of 3 cared for in formal childcare structures out of the total population of children in this age group by weekly time spent in care in 2013 (1-29 hours, or more than 30 hours).</i></p> <p><i>Second, it should present the percentage of children between the age of 3 and the mandatory school age cared for in formal childcare structures out of the total population of children in this age group by weekly time spent in care in 2013 (1-29 hours, or more than 30 hours).</i></p> <p><i>Four types of childcare and education would be considered in this indicator: Education at pre-school, Education at compulsory school, Childcare at centre-based services outside school hours (before/after) and Childcare at day-care centre.</i></p> <p><i>Therefore, formal arrangements include all kind of care organised/controlled by a structure (public, private). Care provided by child-minders without any structure between the carer and the parents (direct arrangements) would be excluded from the definition of "formal care" in order to take into account only childcare recognised as fulfilling certain quality patterns.</i></p>													
Type of indicator	Outcome													
Relevant Charter article	Article 16 – Childcare													
Policy context	<p>Statistics show that women tend to take larger responsibilities for unpaid care work at home resulting in interruptions of careers or reduced working hours (part-time work), which in turn have negative impacts on women's economic situation. Providing affordable childcare services of good quality could support women and men in reconciling work- and family life and thereby have positive effects on gender equality.<sup>123</sup></p> <p>Indicator 16.1 has been defined following the 'Barcelona targets' set up by the European Council in 2002. These objectives state that “<i>Member States should remove disincentives to female labour force participation, taking into account the demand for childcare facilities and in line with national patterns of provision, to provide childcare by 2010 to at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age.</i>”<sup>124</sup></p>													

<sup>123</sup> European Commission (2013), The Impact of the economic crisis on the situation of women and men and on gender equality policies — Synthesis report, Publications Office of the European Union, Luxembourg. Available at [http://ec.europa.eu/justice/gender-equality/files/documents/130410\\_crisis\\_report\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/130410_crisis_report_en.pdf).

<sup>124</sup> [http://ec.europa.eu/justice/gender-equality/files/documents/130531\\_barcelona\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/130531_barcelona_en.pdf)



Full indicator title	<p><b>Indicator 16.2 (Optional)</b></p> <p><b>Opening hours of childcare services disaggregated by age group (Year X - Year Y)</b></p> <table border="1" data-bbox="485 349 1238 483"> <tr> <td></td><td><b>Opening hours in Year X</b></td></tr> <tr> <td><b>Under 3 year olds</b></td><td></td></tr> <tr> <td><b>3 year olds to mandatory school age</b></td><td></td></tr> </table>		<b>Opening hours in Year X</b>	<b>Under 3 year olds</b>		<b>3 year olds to mandatory school age</b>	
	<b>Opening hours in Year X</b>						
<b>Under 3 year olds</b>							
<b>3 year olds to mandatory school age</b>							
	<p><i>This indicator examines the opening hours (e.g. from 7 AM to 6.30 PM) of childcare services for children under the age of 3 and between the age of 3 and the mandatory school age. If opening hours vary by type of childcare centre, the average opening hours should be presented.</i></p>						
Type of indicator	Process						
Relevant Charter article	Article 16 - Childcare						
Policy context	<p>Statistics show that women tend to take larger responsibilities for unpaid care work at home resulting in interruptions of careers or reduced working hours (part-time work), which in turn have negative impacts on women's economic situation. Providing affordable childcare services of good quality could support women and men in reconciling work- and family life and thereby have positive effects on gender equality.<sup>125</sup></p>						

<sup>125</sup> European Commission (2013), The Impact of the economic crisis on the situation of women and men and on gender equality policies — Synthesis report, Publications Office of the European Union, Luxembourg. Available at [http://ec.europa.eu/justice/gender-equality/files/documents/130410\\_crisis\\_report\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/130410_crisis_report_en.pdf).

Full indicator title	<b>Indicator 16.3 (Optional)</b>  <b>Existence of publicly run out-of-school services in the local authority</b>
Definition	<i>This can include a number of educational and/or recreational activities such as stay-and-play, music, language or sports.</i>
Type of indicator	Process
Relevant Charter article	Article 16 - Childcare
Policy context	Statistics show that women tend to take larger responsibilities for unpaid care work at home resulting in interruptions of careers or reduced working hours (part-time work), which in turn have negative impacts on women's economic situation. Providing affordable childcare services of good quality could support women and men in reconciling work- and family life and thereby have positive effects on gender equality. <sup>126</sup>

<sup>126</sup> European Commission (2013), The Impact of the economic crisis on the situation of women and men and on gender equality policies — Synthesis report, Publications Office of the European Union, Luxembourg. Available at [http://ec.europa.eu/justice/gender-equality/files/documents/130410\\_crisis\\_report\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/130410_crisis_report_en.pdf)

Full indicator title	<b>Indicator 17.1 (Optional)</b>  <b>Provision of institutional care (i.e. hospital, nursing and residential care facilities) for dependent people, by the local authority</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	<i>The services in question may include any formal structures organised directly by the signatory body for the purpose of providing care to dependents other than children.</i>
Type of indicator	Process
Relevant Charter article	Article 17 - Care of other dependents
Policy context	<p>Studies show that 'Care of other dependents' significantly is characterized by gender norms. Besides caring for children, women often tend to take larger responsibilities in the care of other dependents such as elderly parents, adults or children with a disability, etc. Caring responsibilities is also one of the main reasons to why women (and in smaller proportions men as well) decide not to engage in economically generating activities.</p> <p>Caring responsibilities especially limit women's employment and social opportunities and local authorities should therefore try to reduce their impact by offering public services in care of elderly and other people in need.<sup>127</sup></p>

<sup>127</sup> Janta B. (2014), *Caring for Children in Europe, How childcare, parental leave and flexible working arrangements interact in Europe*, Rand Europe.

Full indicator title	<b>Indicator 17.2 (Optional)</b>  <b>Existence of support mechanisms for full-time and part-time carers to help them in assuming caring responsibilities</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	<p><i>This can include:</i></p> <ul style="list-style-type: none"> <li><i>(i) a community care assessment for the adult the carer is looking after if they are disabled, frail because of age, or have a long-term illness;</i></li> <li><i>(ii) Assessments for children, which can be done for a child who is disabled or who can be described as a child in need;</i></li> <li><i>(iii) a carer's assessment, which is an assessment of the needs of the carer him/herself;</i></li> <li><i>(iv) other personalised forms of support depending on the outcome of the assessments.</i></li> </ul>
Type of indicator	Process
Relevant Charter article	Article 17 - Care of other dependents
Policy context	<p>Studies show that 'Care of other dependents' significantly is characterized by gender norms. Besides caring for children, women often tend to take larger responsibilities in the care of other dependents such as elderly parents, adults or children with a disability, etc. Caring responsibilities is also one of the main reasons to why women (and in smaller proportions men as well) decide not to engage in economically generating activities.</p> <p>Caring responsibilities especially limit women's employment and social opportunities and local authorities should therefore try to reduce their impact by offering public services in care of elderly and other people in need.<sup>128</sup></p>

<sup>128</sup> Janta B. (2014), *Caring for Children in Europe, How childcare, parental leave and flexible working arrangements interact in Europe*, Rand Europe.

Full indicator title	<p><b>Indicator 17.3 (Optional)</b></p> <p><b>Existence of awareness-raising campaign against stereotypes on caring responsibilities (e.g. to encourage men to take caring responsibilities)</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This indicator examines if the signatory has taken measures to challenge stereotypes on caring responsibilities, including actions to encourage men to take caring responsibilities.</i></p> <p><b>‘Gender stereotypes’:</b> Stereotypes and perceptions on masculinity and femininity are deeply rooted in our societies and consciousness. They have their origins in historical, cultural and social models and norms. According to a report from the European Institute for Gender Equality (EIGE) on gender perceptions “<i>A number of theorists believe that perceived gender roles originate from the bases for the development of gender identity.</i>”<sup>129</sup></p>
Type of indicator	Process
Relevant Charter article	Article 17 - Care of other dependents
Policy context	<p>Studies show that ‘Care of other dependents’ significantly is characterized by gender norms. Besides caring for children, women often tend to take larger responsibilities in the care of other dependents such as elderly parents, adults or children with a disability, etc. Caring responsibilities is also one of the main reasons to why women (and in smaller proportions men as well) decide not to engage in economically generating activities.</p> <p>Caring responsibilities especially limit women’s employment and social opportunities and local authorities should therefore try to reduce their impact by offering public services in care of elderly and other people in need.<sup>130</sup></p>

<sup>129</sup> <http://eige.europa.eu/sites/default/files/EIGE-study-on-collected-narratives-on-gender-perceptions-MH3112337ENC.pdf>

<sup>130</sup> Janta B. (2014), *Caring for Children in Europe, How childcare, parental leave and flexible working arrangements interact in Europe*, Rand Europe.

Full indicator title	<p><b>Indicator 18.1 (Core)</b></p> <p><b>Share of women and men benefiting from programmes managed by the local authority aimed at protecting against poverty and social exclusion.</b></p> <p><i>Respondent have the options to answer by providing data/figures or absolute numbers of the number of women and men.</i></p> <table border="1"> <tr> <td></td><td><b>Year X</b></td></tr> <tr> <td><b>% / N° Women</b></td><td></td></tr> <tr> <td><b>% / N° Men</b></td><td></td></tr> </table> <p>: = not available; nc = no competence in this area</p>		<b>Year X</b>	<b>% / N° Women</b>		<b>% / N° Men</b>	
	<b>Year X</b>						
<b>% / N° Women</b>							
<b>% / N° Men</b>							
Definition	<p><i>'Programmes managed by the local authority aimed at protecting against poverty and social exclusion' refers to any type of financial allowances, offices providing legal advice or social care services provided for individuals or households with low income.</i></p> <p><i>These type of programmes depends a lot of the situation in each local authority and could be targeted programmes for specific groups of citizens such as unemployed, single-parental families, refugees or programs targeting socio-economic less developed neighbourhoods for instance.</i></p> <p><i>The World Bank defines <b>social inclusion</b> as the process of improving the terms for individuals and groups to take part in society. Social inclusion aims to empower poor and marginalized people to take advantage of burgeoning global opportunities. It ensures that people have a voice in decisions, which affect their lives, and that they enjoy equal access to markets, services and political, social and physical spaces.<sup>131</sup></i></p>						
Type of indicator	Outcome						
Relevant Charter article	Article 18 - Social inclusion						
Policy context	<p>Gender is a significantly important factor influencing the preferences and needs of social care and services. Due to a number of factors, including the fact that women are overrepresented in the group of people in risk-of-poverty in most EU Member States, women tend in general, to use social care and services to a larger extent than men. Other contributing factors is the greater likelihood among women to have shorter and/or interrupted careers and, on average, lower earnings than men. Access to good quality social care and services is essential in order to promote <b>employment</b> (see <i>Indicator 11.1 - 11.8</i>) and <b>work-life-balance</b> (see indicator 11.7) among citizens.<sup>132</sup></p> <p>Since 2006, the proportion of people at risk of poverty in the EU has increased, with some convergence between women and men. However, women have still a slightly higher risk of poverty overall in the EU than men. Older women (due to their lower lifetime earnings and limited social security contributions) and single mothers (due to their obligations to combine childcare with employment) are two groups at special risk of poverty.<sup>133</sup></p>						

<sup>131</sup> <http://www.worldbank.org/en/topic/socialdevelopment/brief/social-inclusion>

<sup>132</sup> *Gender mainstreaming active inclusion policies*, European Commission, DG Employment, Social Affairs and Equal Opportunities, (2009)

<sup>133</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe\\_2020\\_indicators\\_-\\_poverty\\_and\\_social\\_exclusion](http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe_2020_indicators_-_poverty_and_social_exclusion)

Full indicator title	<p><b>Indicator 18.2 (Optional)</b></p> <p><b>Existence of specific programmes focusing on the specific needs of women and men from socio-economically disadvantaged groups (e.g. migrants; minorities; isolated elderly)</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<i>This can include the implementation of out-of-poverty programmes targeting women and men from socioeconomically disadvantaged groups.</i>
Type of indicator	Process
Relevant Charter article	Article 18 - Social inclusion
Policy context	<p>Gender is a significantly important factor influencing the preferences and needs of social care and services. Due to a number of factors, including the fact that women are overrepresented in the group of people in risk-of-poverty in most EU Member States, women tend in general, to use social care and services to a larger extent than men. Other contributing factors is the greater likelihood among women to have shorter and/or interrupted careers and, on average, lower earnings than men. Access to good quality social care and services is essential in order to promote <b>employment</b> (see <i>Indicator 11.1 - 11.8</i>) and <b>work-life-balance</b> (see indicator 11.7) among citizens.<sup>134</sup></p> <p>Since 2006, the proportion of people at risk of poverty in the EU has increased, with some convergence between women and men. However, women have still a slightly higher risk of poverty overall in the EU than men. Older women (due to their lower lifetime earnings and limited social security contributions) and single mothers (due to their obligations to combine childcare with employment) are two groups at special risk of poverty.<sup>135</sup></p>

<sup>134</sup> *Gender mainstreaming active inclusion policies*, European Commission, DG Employment, Social Affairs and Equal Opportunities, (2009)

<sup>135</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe\\_2020\\_indicators\\_-\\_poverty\\_and\\_social\\_exclusion](http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe_2020_indicators_-_poverty_and_social_exclusion)

Full indicator title	<p><b>Indicator 19.1 (Optional)</b></p> <p><b>Existence of gender-related measures to improve the allocation of social housing [e.g. priority to single parents; elderly people...]</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><b>Note:</b> <i>This examines if the local authority has taken gender-specific measures to prioritize vulnerable women and men in the allocation of social housing. In this context vulnerable women and men could be single parents, elderly people and persons with disabilities among others.</i></p> <p><b>Social housing:</b> <i>Definitions of what social housing constitutes vary greatly from one country to another. Some countries consider that it includes housing produced by non-profit private companies while others think that it also consists of parts of the public housing stock.</i><sup>136</sup></p>
Type of indicator	Process
Relevant Charter article	Article 19 - Housing
Policy context	<p>Gender is a significantly important factor influencing the preferences and needs of social care and services. Due to a number of factors, including the fact that women are overrepresented in the group of people in risk-of-poverty in most EU Member States, women tend in general, to use social care and services to a larger extent than men. Other contributing factors is the greater likelihood among women to have shorter and/or interrupted careers and, on average, lower earnings than men. Access to good quality social care and services is essential in order to promote <b>employment</b> (see <i>Indicator 11.1 - 11.8</i>) and <b>work-life-balance</b> (see indicator 11.7) among citizens.<sup>137</sup></p> <p>Since 2006, the proportion of people at risk of poverty in the EU has increased, with some convergence between women and men. However, women have still a slightly higher risk of poverty overall in the EU than men. Older women (due to their lower lifetime earnings and limited social security contributions) and single mothers (due to their obligations to combine childcare with employment) are two groups at special risk of poverty.<sup>138</sup></p>

<sup>136</sup> <http://www.urbancentre.utoronto.ca/pdfs/elibrary/UNHabitatRentalHousing.pdf>

<sup>137</sup> *Gender mainstreaming active inclusion policies*, European Commission, DG Employment, Social Affairs and Equal Opportunities, (2009)

<sup>138</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe\\_2020\\_indicators\\_-\\_poverty\\_and\\_social\\_exclusion](http://ec.europa.eu/eurostat/statistics-explained/index.php/Europe_2020_indicators_-_poverty_and_social_exclusion)



Full indicator title	<b>Indicator 20.1 (Core)</b>  <b>Existence of awareness-raising campaigns and actions to target gender stereotypes in sports and culture:</b> <table><tr><td></td><td>Yes</td><td>No</td><td>No competence in this area</td><td>Do not know</td></tr><tr><td><b>Sports</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td><b>Culture</b></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>		Yes	No	No competence in this area	Do not know	<b>Sports</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Culture</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	No competence in this area	Do not know												
<b>Sports</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												
<b>Culture</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												
Definition	<p><b>‘Awareness-raising campaigns’</b> in this question refers to campaigns or events organised to raise awareness on gender stereotypes in sports and culture, this could for instance be events organised at the municipal library to highlight the role of women authors in literature or a campaign to encourage more women to start playing football or more young boys to read books.</p> <p><b>‘Gender stereotypes’:</b> Stereotypes and perceptions on masculinity and femininity are deeply rooted in our societies and consciousness. They have their origins in historical, cultural and social models and norms.</p>															
Type of indicator	Process															
Relevant Charter article	Article 20 – Culture, sports and recreation															
Policy context	<p>Studies show that gender is a significant factor that influences preference in leisure activities. Gender based stereotypes may have negative impact on children’s and adults attitudes towards culture and sports. For instance, studies show that boys and men tend to read books to a less extent than girls and women.<sup>139</sup> On the other hand, women and girls have in general less access to sport facilities and their participation rates are lower.<sup>140</sup></p> <p>The Council of the European Union had adopted Conclusions on gender equality in sport on 21 May 2014<sup>141</sup>.</p>															

<sup>139</sup> <http://www.innovade.eu/index.php/projects/item/390-supporting-boys-reading-habits-boys-reading>

<sup>140</sup> [http://ec.europa.eu/sport/events/2013/documents/20131203-gender/final-proposal-1802\\_en.pdf](http://ec.europa.eu/sport/events/2013/documents/20131203-gender/final-proposal-1802_en.pdf)

<sup>141</sup> [http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52014XG0614\(09\)](http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52014XG0614(09)), Council Conclusions of 21 May 2014 on Gender Equality in Sport. See also: [http://ec.europa.eu/sport/news/2014/gender\\_equality\\_sport\\_en.htm](http://ec.europa.eu/sport/news/2014/gender_equality_sport_en.htm)

Full indicator title	<b>Indicator 20.2 (Optional)</b>  <b>Share of women and men with managerial functions in the two largest cultural and sports associations managed by the local authority</b>  <i>Answer in percentages/figures or absolute numbers of women and men in 2 selected cultural organisations and 2 selected sports organisations.</i> <table><tr><td></td><td></td><td><b>Year X</b></td></tr><tr><td rowspan="2"><b>Cultural association 1</b></td><td><b>% / N° Women</b></td><td></td></tr><tr><td><b>% / N° Men</b></td><td></td></tr><tr><td rowspan="2"><b>Cultural association 2</b></td><td><b>% / N° Women</b></td><td></td></tr><tr><td><b>% / N° Men</b></td><td></td></tr><tr><td rowspan="2"><b>Sports association 1</b></td><td><b>% / N° Women</b></td><td></td></tr><tr><td><b>% / N° Men</b></td><td></td></tr><tr><td rowspan="2"><b>Sports association 2</b></td><td><b>% / N° Women</b></td><td></td></tr><tr><td><b>% / N° Men</b></td><td></td></tr></table>					<b>Year X</b>	<b>Cultural association 1</b>	<b>% / N° Women</b>		<b>% / N° Men</b>		<b>Cultural association 2</b>	<b>% / N° Women</b>		<b>% / N° Men</b>		<b>Sports association 1</b>	<b>% / N° Women</b>		<b>% / N° Men</b>		<b>Sports association 2</b>	<b>% / N° Women</b>		<b>% / N° Men</b>	
		<b>Year X</b>																								
<b>Cultural association 1</b>	<b>% / N° Women</b>																									
	<b>% / N° Men</b>																									
<b>Cultural association 2</b>	<b>% / N° Women</b>																									
	<b>% / N° Men</b>																									
<b>Sports association 1</b>	<b>% / N° Women</b>																									
	<b>% / N° Men</b>																									
<b>Sports association 2</b>	<b>% / N° Women</b>																									
	<b>% / N° Men</b>																									
Definition	<i>This question is referring either to data on the two largest associations or on the ones for which data are available (even if they are not the largest/most important) in the local authority in the area of cultural associations and in the area of sports associations.</i>																									
Type of indicator	Outcome																									
Relevant Charter article	Article 20 – Culture, sports and recreation																									
Policy context	Studies show that despite the distribution of users of cultural and sports activities, women tend to be under-represented in managerial positions in cultural and sports associations. To improve this uneven power distribution it is therefore necessary to monitor the situation on gender balance. <sup>142</sup>																									

<sup>142</sup> [http://ec.europa.eu/sport/events/2013/documents/20131203-gender/final-proposal-1802\\_en.pdf](http://ec.europa.eu/sport/events/2013/documents/20131203-gender/final-proposal-1802_en.pdf)

Full indicator title	<p><b>Indicator 20.3 (Optional)</b></p> <p><b>Existence of an assessment of the use of recreational facilities by women and men, by type of activity.</b></p> <table><tr><td></td><td>Yes</td><td>No</td><td>Not applicable</td><td>Do not know</td><td>No competence in this area</td></tr><tr><td>Public swimming pool</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Public library</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Public stadium</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr><tr><td>Public multi-sports equipment</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr></table>		Yes	No	Not applicable	Do not know	No competence in this area	Public swimming pool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Public library	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Public stadium	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Public multi-sports equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No	Not applicable	Do not know	No competence in this area																										
Public swimming pool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																										
Public library	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																										
Public stadium	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																										
Public multi-sports equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																										
Definition	<p><i>This indicator measures if the local authority assesses the use of sport and recreational facilities (managed by the authority) by women and men.</i></p> <p><b>Recreational facilities</b> mean “indoor or outdoor parks, buildings, sites, or other facilities which are dedicated to recreation purposes and administered by public or private non-profit agencies to serve the recreation needs of community residents. Emphasis shall be on public facilities readily accessible to residential neighbourhoods, including multiple-use community centres which have recreation as one of their primary purposes, but excluding major sports arenas, exhibition areas, and conference halls used primarily for commercial sports, spectator, or display activities.”<sup>143</sup></p> <p><b>Public multi-sports equipment</b> refers to outdoor or publicly available exercise equipment for recreational use, such as exercise machines, playground equipment's, sports equipment in parks etc.</p>																														
Type of indicator	Process																														
Relevant Charter article	Article 20 – Culture, sports and recreation																														
Policy context	<p>Studies show that gender has a significant impact on the choice and preferences of leisure activities. Provision of leisure activities also implies different costs for local authorities. For instance, a Euro barometer survey from 2010 showed that significantly fewer women than men include sport among their leisure pursuits, “43% of men say that they engage in sport at least once a week compared to only 37% of women. These results are borne out at national level although there are major variations from one country to another.”<sup>144</sup></p> <p>Recommendations provided by the Council of Europe in the handbook “Access for Girls and Women to Sports Practices” (2011) includes encouraging “local and national authorities to conduct quantitative surveys on the participation of girls and women in sports and outside school activities...”<sup>145</sup></p> <p>Making <b>gender assessment</b> of the number of visitors of certain leisure activities may provide important information for the local authority on the needs, preferences and habits of citizens. Having access to these figures may help the local authority when developing new recreational services or improving existing ones.</p>																														

<sup>143</sup> <http://definitions.uslegal.com/r/recreational-areas-and-facilities/>

<sup>144</sup> [http://www.coe.int/t/DG4/EPAS/Publications/Handbook\\_2%20Gender\\_equality\\_in\\_sport.pdf](http://www.coe.int/t/DG4/EPAS/Publications/Handbook_2%20Gender_equality_in_sport.pdf)

<sup>145</sup> [http://www.coe.int/t/DG4/EPAS/Publications/Handbook\\_2%20Gender\\_equality\\_in\\_sport.pdf](http://www.coe.int/t/DG4/EPAS/Publications/Handbook_2%20Gender_equality_in_sport.pdf)

Full indicator title	<b>Indicator 21.1 (Optional)</b>  <b>Share of women and men victims of crime, disaggregated by type of crime (Year X)</b>  <i>Answer in percentage/figures or in absolute number of women and men according to each category.</i>		
			Year X
Total crime recorded	% / N° Women		
	% / N° Men		
Intentional homicide	% / N° Women		
	% / N° Men		
Rape	% / N° Women		
	% / N° Men		
Other sexual assault or injurious acts of sexual nature	% / N° Women		
	% / N° Men		
Drug use/supply	% / N° Women		
	% / N° Men		
Other	% / N° Women		
	% / N° Men		
Definition	<i>This indicator measures the share of women and men victims of four different types of crime (intentional homicide, rape, other sexual assault or injurious acts of sexual nature and drug use/supply). The category “rape” includes: Rape with force, Rape without force, Statutory rape and other rape.</i>  <i>The category “other sexual assault or injurious acts of sexual nature” includes: Physical and non-physical sexual assault, Other sexual assault not amounting to rape, Sexual exploitation of adults, Sexual exploitation of children, Child pornography, Child prostitution, Sexual grooming of children, Other sexual exploitation of children, Other acts of sexual exploitation, Other injurious acts of a sexual nature.</i>		
Type of indicator	Outcome		
Relevant Charter article	Article 21 - Safety and security		
Policy context	To better adapt safety and security in the local authority it is necessary to have knowledge on the number of victims of crime but also if women or men tend to be more affected by certain type of crimes. <sup>146</sup>		

<sup>146</sup> <http://www.unodc.org/documents/justice-and-prison-reform/crimeprevention/E-book.pdf>

Full indicator title	<b>Indicator 21.2 (Optional)</b>  <b>Existence of gender-related actions to improve the safety of women and men in public transport.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	This could, for example, include the use flexible bus stops at night, improvement of the lighting at bus stops etc.
Type of indicator	Process
Relevant Charter article	Article 21 - Safety and security
Policy context	Studies show that the feeling of unsafety when travelling with public transport at night might prevent citizens from using public transport. Women especially tend to feel unsafe when using public transport late at night. <sup>147</sup>

<sup>147</sup> <http://www.endvawnow.org/en/articles/252-safe-public-transit-for-women-and-girls-.html>

Full indicator title	<b>Indicator 21.3 (Optional)</b>  <b>Existence of gender-related actions to improve the safety of women and men in public spaces.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	<i>This could include improvements to lighting in public spaces and making architectural adaptations to avoid isolated spaces such as parks at night.</i>
Type of indicator	Process
Relevant Charter article	Article 21 - Safety and security
Policy context	Studies show that women tend to feel less safe in public spaces. For instance, lack of public lighting can especially influence women's feeling of safety when walking through public spaces at night. <sup>148</sup>

<sup>148</sup> <http://www.endvawnow.org/en/articles/251-safe-public-spaces-for-women-and-girls.html>

Full indicator title	<p><b>Indicator 22.1 (Core)</b></p> <p><b>Existence of a formal commitment to fight gender-based violence against women (that includes domestic violence against women, rape, sexual harassment, trafficking in women).</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This could, for example, include a specific piece of legislation, a formal decision, an action plan, a policy, etc.</i></p> <p><b>Gender-based violence</b> is violence that is directed against a person on the basis of gender. It constitutes a breach of the fundamental right to life, liberty, security, dignity, equality between women and men, non-discrimination and physical and mental integrity.<sup>149</sup></p>
Type of indicator	Structural
Relevant Charter article	Article 22 - Gender-based violence
Policy context	<p>The EU has set combatting gender based violence as one of the main priorities in their policies on gender equality and is actively working on this issue in a number of ways, through legislation protecting the rights of victims, by supporting awareness raising campaigns, data gathering and projects on preventing and combatting gender based violence.<sup>150</sup></p> <p>According to a report launched by the Fundamental Rights Agency (FRA) in 2014 one of three women in the EU has experienced some form of physical or sexual violence since the age of 15.<sup>151</sup></p>

<sup>149</sup> <http://eige.europa.eu/content/what-is-gender-based-violence>

<sup>150</sup> [http://ec.europa.eu/justice/gender-equality/gender-violence/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-violence/index_en.htm)

<sup>151</sup> <http://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-results-glance>

Full indicator title	<p><b>Indicator 22.2 (Core)</b></p> <p><b>Existence of specific support structures for women who are victims of gender-based violence (including victims of human trafficking).</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This could, for example, include shelters, counselling services for victims of gender-based violence, etc.</i></p> <p><i>It could also include legal advice services, women's helplines, emergency services, and publicly available guides on how to seek support; specialised staff to support victims of violence, official guidance on website, trainings for victims to help them to re-enter the labour market etc.</i><sup>152</sup></p> <p><b>Gender-based violence</b> is violence that is directed against a person on the basis of gender. It constitutes a breach of the fundamental right to life, liberty, security, dignity, equality between women and men, non-discrimination and physical and mental integrity.<sup>153</sup></p> <p><b>Human trafficking:</b> Trafficking of persons as the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs. Source: United Nations Office on Drugs and Crime (UNODC).<sup>154</sup></p>
Type of indicator	Process
Relevant Charter article	Article 22 - Gender-based violence
Policy context	<p>The EU has set combatting gender based violence as one of the main priorities in their policies on gender equality and is actively working on this issue in a number of ways, through legislation protecting the rights of victims and on preventing and combating trafficking in human beings and protecting its victims (Directive 2011/36/EU), by supporting awareness raising campaigns, data gathering and projects on preventing and combatting gender based violence.<sup>155</sup></p> <p>According to a report launched by the Fundamental Rights Agency (FRA) in 2014 one of three women in the EU has experienced some sort of physical or sexual violence since the age of 15.<sup>156</sup></p> <p>The European Institute for Gender Equality (EIGE) has in a report '<i>Preventing domestic violence – Good practices</i>' (2015) identified awareness raising, training, support services (support to victims of violence such as legal advice, help-lines, shelter, counselling, protection) as efficient methods to combat gender based violence<sup>157</sup></p>

<sup>152</sup> <http://eige.europa.eu/sites/default/files/Support%20for%20women%20victims%20of%20intimate%20partner%20violence.pdf>

<sup>153</sup> <http://eige.europa.eu/content/what-is-gender-based-violence>

<sup>154</sup> [http://www.unodc.org/unodc/en/human-trafficking/what-is-human-trafficking.html#What\\_is\\_Human\\_Trafficking](http://www.unodc.org/unodc/en/human-trafficking/what-is-human-trafficking.html#What_is_Human_Trafficking)

<sup>155</sup> [http://ec.europa.eu/justice/gender-equality/gender-violence/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-violence/index_en.htm)

<sup>156</sup> <http://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-results-glance>

<sup>157</sup> [http://eige.europa.eu/sites/default/files/MH0114678ENN\\_WEB.PDF](http://eige.europa.eu/sites/default/files/MH0114678ENN_WEB.PDF)



Full indicator title	<p><b>Indicator 22.3 (Optional)</b></p> <p><b>Existence of budget line allocated to the fight against gender-based violence in the local authority.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This could be a specific programme to finance shelter-homes for women victims of violence, helplines for women victims of violence, providing a unit with specialized staff that can support victims of violence etc.</i></p> <p><b>Gender-based violence</b> is violence that is directed against a person on the basis of gender. It constitutes a breach of the fundamental right to life, liberty, security, dignity, equality between women and men, non-discrimination and physical and mental integrity.<sup>158</sup></p>
Type of indicator	Process
Relevant Charter article	Article 22 - Gender-based violence
Policy context	<p>The EU has set combatting gender based violence as one of the main priorities in their policies on gender equality and is actively working on this issue in a number of ways, through legislation protecting the rights of victims, by supporting awareness raising campaigns, data gathering and projects on preventing and combatting gender based violence.<sup>159</sup></p> <p>According to a report launched by the Fundamental Rights Agency (FRA) in 2014 one of three women in the EU has experienced some sort of physical or sexual violence since the age of 15.<sup>160</sup></p> <p>The European Institute for Gender Equality (EIGE) has in a report '<i>Preventing domestic violence – Good practices</i>' (2015) identified awareness raising, training, support services (support to victims of violence such as legal advice, help-lines, shelter, counselling, protection) as efficient methods to combat gender based violence<sup>161</sup> These type of services needs secured long-term funding in order to ensure the sustainability of activities despite the economic situation.</p>

<sup>158</sup> <http://eige.europa.eu/content/what-is-gender-based-violence>

<sup>159</sup> [http://ec.europa.eu/justice/gender-equality/gender-violence/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-violence/index_en.htm)

<sup>160</sup> <http://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-results-glance>

<sup>161</sup> [http://eige.europa.eu/sites/default/files/MH0114678ENN\\_WEB.PDF](http://eige.europa.eu/sites/default/files/MH0114678ENN_WEB.PDF)

Full indicator title	<p><b>Indicator 22.4 (Optional)</b></p> <p><b>Existence of a coordination agreement between the different actors involved in the fight against gender-based violence.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This could, for example, be a coordinated programme between the local authority and one or more of the following actors: police, social and healthcare services providers, associations</i></p> <p><b>Gender-based violence</b> is violence that is directed against a person on the basis of gender. It constitutes a breach of the fundamental right to life, liberty, security, dignity, equality between women and men, non-discrimination and physical and mental integrity.<sup>162</sup></p>
Type of indicator	Structural
Relevant Charter article	Article 22 - Gender-based violence
Policy context	<p>The EU has set combatting gender based violence as one of the main priorities in their policies on gender equality and is actively working on this issue in a number of ways, through legislation protecting the rights of victims, by supporting awareness raising campaigns, data gathering and projects on preventing and combatting gender based violence.<sup>163</sup></p> <p>According to a report launched by the Fundamental Rights Agency (FRA) in 2014 one of three women in the EU has experienced some sort of physical or sexual violence since the age of 15.<sup>164</sup></p> <p>The European Institute for Gender Equality (EIGE) has in a report '<i>Preventing domestic violence – Good practices</i>' (2015) identified <b>multi-level and multi-sectors methods</b> involving a wide range of stakeholders, local groups and governmental institutions as an effective method to prevent and combat gender based violence.<sup>165</sup></p>

<sup>162</sup> <http://eige.europa.eu/content/what-is-gender-based-violence>

<sup>163</sup> [http://ec.europa.eu/justice/gender-equality/gender-violence/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-violence/index_en.htm)

<sup>164</sup> <http://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-results-glance>

<sup>165</sup> [http://eige.europa.eu/sites/default/files/MH0114678ENN\\_WEB.PDF](http://eige.europa.eu/sites/default/files/MH0114678ENN_WEB.PDF)

Full indicator title	<b>Indicator 22.5 (Optional)</b>  <b>Existence of specific actions aimed at preventing gender-based violence.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	<p><i>This could, for example, include awareness-raising programmes, workshops, training, etc.</i></p> <p><b>Awareness raising campaigns</b> (made by the local authority aimed for the public) – are campaigns communicating about a specific topic in order to open opportunities for information exchange to improve mutual understanding and to develop competencies and skills necessary to enable changes in social attitudes and behaviour<sup>166</sup>.</p> <p><b>Gender-based violence</b> is violence that is directed against a person on the basis of gender. It constitutes a breach of the fundamental right to life, liberty, security, dignity, equality between women and men, non-discrimination and physical and mental integrity.<sup>167</sup></p>
Type of indicator	Process
Relevant Charter article	Article 22 - Gender-based violence
Policy context	<p>The EU has set combatting gender based violence as one of the main priorities in their policies on gender equality and is actively working on this issue in a number of ways, through legislation protecting the rights of victims, by supporting awareness raising campaigns, data gathering and projects on preventing and combatting gender based violence.<sup>168</sup></p> <p>According to a report launched by the Fundamental Rights Agency (FRA) in 2014 one of three women in the EU has experienced some sort of physical or sexual violence since the age of 15.<sup>169</sup></p>

<sup>166</sup> "Principles of awareness-raising: Information literacy, a case study", Ayers Richard., UNESCO Bangkok, 2006

<sup>167</sup> <http://eige.europa.eu/content/what-is-gender-based-violence>

<sup>168</sup> [http://ec.europa.eu/justice/gender-equality/gender-violence/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-violence/index_en.htm)

<sup>169</sup> <http://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-results-glance>

Full indicator title	<p><b>Indicator 23.1 (Optional)</b></p> <p><b>Existence of specific actions aimed at preventing trafficking in women and girl.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This could, for example, include awareness-raising programmes, workshops and tailored actions to reduce demand.</i></p> <p><b>Human trafficking:</b> Trafficking in Persons as the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.<sup>170</sup></p>
Type of indicator	Process
Relevant Charter article	Article 23 - Human trafficking
Policy context	<p>The EU recognizes human trafficking as a serious crime and violation of human rights. The <i>EU Strategy towards Eradication of Trafficking in Human Beings</i> was adopted in 2012 covering standards and procedures for combating and preventing trafficking of human beings.<sup>171</sup></p> <p>The EU adopted a new Directive on preventing and combating trafficking in human beings and protecting its victims in 2011. This directive clearly recognises the gender dimension of trafficking, it calls on Member States to cooperate with civil society organisations, "...in particular in policy-making initiatives, information and awareness-raising campaigns, research and education programmes and in training, as well as in monitoring and evaluating the impact of anti-trafficking measures." The Directive also calls on Member States to implement assistance and support measures should be provided to victims on a consensual and informed basis.<sup>172</sup></p> <p>Women and girls constitute the majority of trafficking victims both in and outside the EU. According to a Eurostat statistical working paper on trafficking in human beings (2015), 80% of the registered victims of trafficking in 2010-2012 were women and girls and 69% of all victims are trafficked for sexual exploitation.<sup>173</sup></p>

<sup>170</sup> [http://www.unodc.org/unodc/en/human-trafficking/what-is-human-trafficking.html#What\\_is\\_Human\\_Trafficking](http://www.unodc.org/unodc/en/human-trafficking/what-is-human-trafficking.html#What_is_Human_Trafficking)

<sup>171</sup> [http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/organized-crime-and-human-trafficking/trafficking-in-human-beings/index\\_en.htm](http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/organized-crime-and-human-trafficking/trafficking-in-human-beings/index_en.htm)

<sup>172</sup> <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2011:101:0001:0011:EN:PDF>

<sup>173</sup> <http://www.europarl.europa.eu/news/en/news-room/content/20141203STO82703/html/Human-trafficking-80-of-victims-in-the-EU-are-women-and-girls>

Full indicator title	<p><b>Indicator 24.1 (Optional)</b></p> <p><b>Existence of specific measures to integrate a gender perspective in programmes for sustainable development.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><i>This could, for example, include (ex-ante) assessment of the needs of women and men in while planning sustainable development programmes and (ex post) evaluation of the impact that they have to them.</i></p> <p><b>Programmes for sustainable development:</b> Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It contains within it two key concepts: the concept of needs, in particular the essential needs of the world's poor, to which overriding priority should be given; and the idea of limitations imposed by the state of technology and social organization on the environment's ability to meet present and future needs.<sup>174</sup></p>
Type of indicator	Process
Relevant Charter article	Article 24 - Sustainable development
Policy context	<p>The linkages between <b>gender and sustainable development</b> is recognized at global level and stated in a number of international agreements such as in the Beijing Declaration and Platform for Action (1995).<sup>175</sup></p> <p>Women have a vital role to play in shaping the policy agenda on sustainable development. Moreover, women tend to be underrepresented among scientists working on environmental issues and less present in public consultations, which might have an impact on the concept of how policies are shaped.<sup>176</sup></p> <p>Conversely, studies show that women are more likely to adopt sustainable and environmental friendly habits.<sup>177</sup> It is therefore important to consider the gender dimension in the planning of environmental services.</p> <p>Moreover, in a report from EIGE in 2012 "<i>Review of the Implementation in the EU of area K of the Beijing Platform for Action: Women and the Environment Gender Equality and Climate Change</i>" show that women in the EU remains under-represented in decision-making positions related to climate change and environment. In 2011, women occupied around 25 % (average figure for environmental and transport sectors) of the climate change decision making positions.</p>

<sup>174</sup> *Our Common Future*, also known as the Brundtland Report - World Commission on Environment and Development (WCED) - Oxford University Press, 1987 p. 43.

<sup>175</sup> [http://www.un.org/womenwatch/feature/climate\\_change/](http://www.un.org/womenwatch/feature/climate_change/)

<sup>176</sup> [http://ec.europa.eu/justice/gender-equality/files/statistics\\_indicators/120614\\_council\\_conclusions\\_climate\\_change\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/statistics_indicators/120614_council_conclusions_climate_change_en.pdf)

<sup>177</sup> [http://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM\\_NT\(2012\)462453\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM_NT(2012)462453_EN.pdf)

Full indicator title	<b>Indicator 25.1 (Optional)</b>  <b>Existence of commitment to include the specific needs of women and men in urban planning and in designing access to public services.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	<p><i>This could, for example, include a specific piece of legislation, a formal decision, an action plan, a policy, etc.</i></p> <p><b>Urban planning:</b> can be described as a technical and political process concerned with the welfare of people, control of the use of land, design of the urban environment including transportation and communication networks, and protection and enhancement of the natural environment.<sup>178</sup></p>
Type of indicator	Structural
Relevant Charter article	Article 25 - Urban and local planning
Policy context	<p>Studies show that gender is a significant factor influencing the habits, needs and preferences of citizens in urban planning and public services. For instance, lack of public lightening can especially influence women's feeling of safety when walking through public spaces at night. Studies also show that women and men tend to have different habits and preferences of mobility and outdoor activities, which should be considered in urban planning and shaping of public services.<sup>179</sup></p>

<sup>178</sup> <https://mcgill.ca/urbanplanning/planning>

<sup>179</sup> <http://www.endvawnow.org/en/articles/251-safe-public-spaces-for-women-and-girls.html>

Full indicator title	<b>Indicator 26.1 (Optional)</b>  <b>Existence of a mapping or an assessment of the use of private transport as well as public transport habits, by women and men.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	n/a
Type of indicator	Outcome
Relevant Charter article	Article 26 - Mobility and transport
Policy context	<p>Studies show that gender is a significant factor influencing mobility needs and travel habits. Women tend in general to travel shorter distances, to use public transport and to travel outside rush hours. Furthermore women are more likely to adopt sustainable travel behaviours. Since mobility is an important factor influencing citizen's independence it is therefore vital to take into consideration differences in travel habits and needs but also issues such as safety and accessibility when planning public transportation.<sup>180</sup></p> <p>Moreover, the European Economic and Social Committee published on the 1<sup>st</sup> of July 2015 an opinion on Women and Transport. This report states that women remain underrepresented in the transport sector and that transport policy as a result is male oriented. The report recommends among other things to focus actions to better integrate women in the transport sector, collect data to identify and deconstruct barriers for women to enter the transport sector and proactively promote the role of women in business.<sup>181</sup></p>

<sup>180</sup> [http://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM\\_NT\(2012\)462453\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM_NT(2012)462453_EN.pdf)

<sup>181</sup> <http://www.eesc.europa.eu/?i=portal.en.ten-opinions.35338>

Full indicator title	<p><b>Indicator 27.1 (Core)</b></p> <p><b>Share of women and men entrepreneurs out of the total registered entrepreneurs</b></p> <p><i>The respondent has the options to answer by providing data/figures or absolute numbers.</i></p> <table border="1"> <tr> <td></td><td><b>Year X</b></td></tr> <tr> <td><b>% /N° Women</b></td><td></td></tr> <tr> <td><b>% /N° Men</b></td><td></td></tr> </table>		<b>Year X</b>	<b>% /N° Women</b>		<b>% /N° Men</b>	
	<b>Year X</b>						
<b>% /N° Women</b>							
<b>% /N° Men</b>							
Definition	<p><b>“Entrepreneurship</b> is an individual’s ability to turn ideas into action. It includes creativity, innovation, risk taking, ability to plan and manage projects in order to achieve objectives.”<sup>182</sup></p>						
Type of indicator	Outcome						
Relevant Charter article	Article 27 - Economic development						
Policy context	<p>Statistics from 2012 show that, women made up only 31% of self-employed European citizens, and only 10% of women that are working are self-employed. This figure also varies significantly from country to country.<sup>183</sup> Moreover, studies show that women tend to face numbers of challenges in order to enter self-employment such as lack of access to finance, lack of information and lack of support to work-life-balance.</p> <p>The lack of women in entrepreneurship is both an under-exploited potential for growth but also a factor that significantly could contribute to women’s own empowerment and economic situation.</p> <p>The European Commission supports women’s entrepreneurship through “<i>Small business act</i>” and “<i>Entrepreneurship 2020 Action plan</i>” that outlines how EU can support entrepreneurs and self-employed<sup>184</sup> and by mean of concrete actions and tools such as an e-platform helping women become entrepreneurs and run successful businesses<sup>185</sup>. Moreover, the guide “<i>How to use Structural Funds for SME &amp; Entrepreneurship Policy</i>” mentions that women entrepreneurship is promoted in the ESF-funds.<sup>186</sup></p>						

<sup>182</sup> [http://ec.europa.eu/growth/smes/promoting-entrepreneurship/index\\_en.htm](http://ec.europa.eu/growth/smes/promoting-entrepreneurship/index_en.htm)

<sup>183</sup> Statistical Data on Women Entrepreneurs in Europe – European Commission, September 2014, -

<http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0CCoQFjABahUKEwiB0eyxyP3GAhUDzxQKHUYiBh0&url=http%3A%2F%2Fec.europa.eu%2FDocsRoom%2Fdocuments%2F7481%2Fattachments%2F1%2Ftranslations%2Fen%2Frenditions%2Fnative&ei=eVK3VcGwMYOeU4XFmOgB&usq=AFQjCNHe2ieZDV88dE5xtGrNMedeuALs8A>

<sup>184</sup> [http://ec.europa.eu/growth/smes/promoting-entrepreneurship/we-work-for/women/index\\_en.htm](http://ec.europa.eu/growth/smes/promoting-entrepreneurship/we-work-for/women/index_en.htm)

<sup>185</sup> [http://ec.europa.eu/growth/smes/promoting-entrepreneurship/we-work-for/women/index\\_en.htm](http://ec.europa.eu/growth/smes/promoting-entrepreneurship/we-work-for/women/index_en.htm)

<sup>186</sup> [http://ec.europa.eu/enterprise/policies/sme/regional-sme-policies/documents/no.6\\_cookbook\\_en.pdf](http://ec.europa.eu/enterprise/policies/sme/regional-sme-policies/documents/no.6_cookbook_en.pdf)



Full indicator title	<b>Indicator 27.2 (Optional)</b>  <b>Existence of programmes promoted by the local authority to encourage employers to recruit women and men in jobs traditionally dominated (e.g. police, public healthcare and childcare) by the opposite sex.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	n/a
Type of indicator	Process
Relevant Charter article	Article 27 - Economic development
Policy context	<p><b><i>Gender segregation on the labour market</i></b> refers to the tendencies that women and men often are over-represented in different kind of professional occupations. This is due to different preferences but also a result of existing cultural norms in society based on gender stereotypes where some professional tasks traditionally are seen as “women’s or men’s work”.</p> <p>In terms of gender equality, the segregation on the labour market can be problematic since it can affect the quality of jobs, working conditions and have an impact on wages, which therefore indirectly has an impact on the general economic and social situation of women and men.<sup>187</sup></p>

<sup>187</sup> European Commission in 2009 on the Gender Segregation in the labor market “*Root causes, implications and policy responses in the EU*”, [http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0CDIQFjAB&url=http%3A%2F%2Fec.europa.eu%2Fsocial%2FblobServlet%3FdocId%3D4028%26langId%3Den&ei=7OqTVdj1BIHRsgGI8IDQBQ&usq=AFQjCNGqDDnnc\\_zg94G2icxxcLSp4-c3Fg](http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0CDIQFjAB&url=http%3A%2F%2Fec.europa.eu%2Fsocial%2FblobServlet%3FdocId%3D4028%26langId%3Den&ei=7OqTVdj1BIHRsgGI8IDQBQ&usq=AFQjCNGqDDnnc_zg94G2icxxcLSp4-c3Fg)

Full indicator title	<b>Indicator 27.3 (Optional)</b>  <b>Existence of training programmes to encourage women and men to gain skills and qualifications to enter sectors of the labour market traditionally dominated by the opposite sex.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	<i>This could, for example, include lifelong training programmes organised or funded by the local authority etc.</i>
Type of indicator	Process
Relevant Charter article	Article 27 - Economic development
Policy context	<p><b>Gender segregation on the labour market</b> refers to the tendencies that women and men often are over-represented in different kind of professional occupations. This is due to different preferences but also a result of existing cultural norms in society based on gender stereotypes where some professional tasks traditionally are seen as “women’s or men’s work”.</p> <p>In terms of gender equality, the segregation on the labour market can be problematic since it can affect the quality of jobs, working conditions, policies and have an impact on wages, which therefore indirectly has an impact on the general economic and social situation of women and men.<sup>188</sup></p>

<sup>188</sup> European Commission in 2009 on the Gender Segregation in the labour market “*Root causes, implications and policy responses in the EU*”, [http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0CDIQFjAB&url=http%3A%2F%2Fec.europa.eu%2Fsocial%2FblobServlet%3FdocId%3D4028%26langId%3Den&ei=7OqTVdj1BIHRsgGI8IDQBQ&usq=AFQjCNGqDDnnc\\_zg94G2icxxcLSp4-c3Fg](http://www.google.be/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0CDIQFjAB&url=http%3A%2F%2Fec.europa.eu%2Fsocial%2FblobServlet%3FdocId%3D4028%26langId%3Den&ei=7OqTVdj1BIHRsgGI8IDQBQ&usq=AFQjCNGqDDnnc_zg94G2icxxcLSp4-c3Fg)

Full indicator title	<b>Indicator 27.4 (Optional)</b>  <b>Existence of programmes to promote women employment and self-employment.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	<i>This could, for example, include guidance for entrepreneurship programmes, skills training programmes etc.</i>
Type of indicator	Process
Relevant Charter article	Article 27 - Economic development
Policy context	<p>Employment rates in the EU are generally lower among women than men. In 2013, the employment rate for men stood at 69.4 % in the EU-28, as compared with 58.8 % for women.<sup>189</sup> Furthermore, women constitute around one third of the total number of entrepreneurs and self-employed in the EU28. Moreover, women are overrepresented in part-time jobs and jobs in sectors that are generally low paid.</p> <p>A number of factors have been identified preventing women from entering the labour market. Many of these, relate to the fact that women in general tend to take a larger responsibility of household tasks and larger share of caring of children and other dependents. To successfully promote women's participation in the labour force there is a need for targeted actions aiming to support and promote women to enter, re-enter and remain on the labour market.<sup>190</sup></p>

<sup>189</sup> [http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment\\_statistics](http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_statistics)

<sup>190</sup> [http://europa.eu/rapid/press-release\\_IP-07-295\\_en.htm?locale=en](http://europa.eu/rapid/press-release_IP-07-295_en.htm?locale=en)

Full indicator title	<b>Indicator 28.1 (Optional)</b>  <b>Provision of environmental services adapted to the specific needs and lifestyles of women and men residing the territory and respecting the principle of solidarity between generations.</b>  <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> No competence in this area <input type="checkbox"/> Do not know
Definition	<b>'Environmental services'</b> refers to local policies in relation to waste, noise, air quality, bio-diversity and policies to prevent climate change. Women and men have equal rights to benefit from these kind of services but since their lifestyles, needs and preferences may be different, environmental policies should be better adapted to meet the gender specific needs.
Type of indicator	Outcome
Relevant Charter article	Article 28 - Environment
Policy context	<p>The linkages between gender equality and sustainable development are recognized at global level in a number of international agreements such as the Beijing Declaration and Platform for Action (1995).<sup>191</sup></p> <p>Studies show that gender has a significant impact on habits, preferences and needs. For instance, studies show that women in general have more sustainable lifestyles and are more likely to adopt sustainable habits.<sup>192</sup> Moreover, women tend to be underrepresented among scientists working on environmental issues, which might have an impact on the concept of how policies are shaped.<sup>193</sup></p>

<sup>191</sup> [http://www.un.org/womenwatch/feature/climate\\_change/](http://www.un.org/womenwatch/feature/climate_change/)

<sup>192</sup> [http://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM\\_NT\(2012\)462453\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM_NT(2012)462453_EN.pdf)

<sup>193</sup> [http://ec.europa.eu/justice/gender-equality/files/statistics\\_indicators/120614\\_council\\_conclusions\\_climate\\_change\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/statistics_indicators/120614_council_conclusions_climate_change_en.pdf)

Full indicator title	<p><b>Indicator 29.1 (Optional)</b></p> <p><b>Use of gender impact assessments to assess the different impact that proposed or on-going legislation at local level has on women and men</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p>This relates to the extent to which the local authority undertakes assessments whether the enforcement of certain <b>laws produced by the local authority</b> may have a differential impact on women and men (including unintended effects).</p> <p>Unlike Indicator 9.1 that focuses on gender impact assessments of policies and programmes.</p>
Type of indicator	Process
Relevant Charter article	Article 29 - Local government as regulator
Policy context	<p>Conducting <b>gender assessment</b> or <b>gender impact analysis</b> is a method part of the gender mainstreaming strategy.</p> <p><b>Gender Mainstreaming</b> is an internationally recognized approach to achieve gender equality<sup>194</sup> used by the EU to integrate a gender perspective into all policies and programmes. The EU also recommends gender mainstreaming to be implemented in Member States. In the EU it was first defined by the European Commission in 1996 later by the Council of Europe in 1998 as followed; “<i>Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policymaking.</i>”<sup>195</sup></p>

<sup>194</sup> <http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

<sup>195</sup> <http://eige.europa.eu/content/activities/gender-mainstreaming-methods-and-tools>

Full indicator title	<p><b>Indicator 30.1 (Optional)</b></p> <p><b>Existence of a requirement to include gender equality clauses in all Twinning and International Cooperation projects/programmes introduced by the local authority.</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p><b><i>Twinning projects:</i></b> In ‘<i>Twinning projects</i>’ municipalities are linked to each other through a formal town twinning agreement. Such partnership aims at encouraging cooperation between the towns and mutual understanding between their citizens: it encourages exchanges of experiences on a variety of issues of common interest, thereby raising awareness on the advantages of finding concrete solutions at European level. It also provides unique opportunities to learn about the daily lives of citizens in other European countries, to talk to them and very often to develop friendships with them.<sup>196</sup></p> <p><b><i>International decentralised cooperation:</i></b> are development cooperation’s between local and regional authorities with partner countries often socio-economically less developed countries outside the EU.</p>
Source	Structural
Relevant Charter article	Article 30 - Twinning and International Cooperation
Policy context	<p><b>Clauses on gender equality</b> in twinning and international programmes helps promote gender equality in international cooperation projects and contributes to transferring knowledge and experiences to partner countries around the world.</p> <p>The EU has set up many initiatives on how to include gender equality and women’s empowerment in development cooperation. The most recent EU’s “Plan of action on gender equality and women’s empowerment in development” sets out objectives on how the EU and Member States should support women’s rights and empowerment.<sup>197</sup></p> <p>The European Commission published in 2008 “<i>Local Authorities, Actors for Development</i>” a publication underlining the added value that local authorities can bring to development cooperation. The Committee of the Regions also recognizes local and regional authorities important role in providing support and aids closely adapted to the needs of partner local authorities that could contribute to strengthening capacity and foster social and economic development.<sup>198</sup></p>

<sup>196</sup> [http://eacea.ec.europa.eu/citizenship/programme/action1\\_measure1\\_en.php](http://eacea.ec.europa.eu/citizenship/programme/action1_measure1_en.php)

<sup>197</sup> <https://europa.eu/eyd2015/en/eu-european-parliament/posts/economic-and-political-discrimination-undermines-womens-opportunity>

<sup>198</sup> <http://cor.europa.eu/en/activities/networks/Pages/atlas.aspx>

Full indicator title	<p><b>Indicator 30.2 (Optional)</b></p> <p><b>Existence of Twinning and International Cooperation projects addressing gender issues as a priority</b></p> <p> <input type="checkbox"/> Yes  <input type="checkbox"/> No  <input type="checkbox"/> No competence in this area  <input type="checkbox"/> Do not know </p>
Definition	<p>This indicator related to:</p> <p>a) Twinning and International Cooperation projects focusing on gender equality or women's rights issues, such as programmes to empower women in decision-making, to strengthen women's entrepreneurship, to prevent gender based violence etc.</p> <p>b) Twinning and International Cooperation projects that are gender mainstreamed addressing women's rights issues as a priority</p> <p><b>Twinning projects:</b> In 'Twinning projects' municipalities are linked to each other through a formal town twinning agreement. Such partnership aims at encouraging cooperation between the towns and mutual understanding between their citizens: it encourages exchanges of experiences on a variety of issues of common interest, thereby raising awareness on the advantages of finding concrete solutions at European level. It also provides unique opportunities to learn about the daily lives of citizens in other European countries, to talk to them and very often to develop friendships with them.<sup>199</sup></p> <p><b>International decentralised cooperation:</b> are development cooperation's between local and regional authorities with partner countries often socio-economically less developed countries outside the EU.</p>
Type of indicator	Outcome
Relevant Charter article	Article 30 - Twinning and International Cooperation
Policy context	<p>Addressing <b>gender equality issues</b> as a priority in twinning and international projects contributes to transferring knowledge and experiences to partner countries around the world.</p> <p>The EU has set up many initiatives on how to include gender equality and women's empowerment in development cooperation. The most recent EU's "Plan of action on gender equality and women's empowerment in development" sets out objectives on how the EU and Member States should support women's rights and empowerment.<sup>200</sup></p> <p>The European Commission published in 2008 "<i>Local Authorities, Actors for Development</i>" a publication underlining the added value that local authorities can bring to development cooperation. The Committee of the Regions also recognizes local and regional authorities important role in providing support and aids closely adapted to the needs of partner local authorities that could contribute to strengthening capacity and foster social and economic development.<sup>201</sup></p>

<sup>199</sup> [http://eacea.ec.europa.eu/citizenship/programme/action1\\_measure1\\_en.php](http://eacea.ec.europa.eu/citizenship/programme/action1_measure1_en.php)

<sup>200</sup> <https://europa.eu/eyd2015/en/eu-european-parliament/posts/economic-and-political-discrimination-undermines-womens-opportunity>

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