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ΑΝΑΡΤΗΤΕΑ ΣΤΟ ΔΙΑΔΙΚΤΥΟ
Α Π Ο Σ Π Α Σ Μ Α Π Ρ Α Κ Τ Ι Κ Ο Υ

Της από **27/08/2026 Τακτικής Συνεδρίασης του Δημοτικού Συμβουλίου του Δήμου Ρόδου**

Αριθ. Πρακτικού: **27/27-08-2026** Αριθ. Απόφασης: **248/2026**

Στη Ρόδο σήμερα την **27η Αυγούστου** ημέρα **Πέμπτη** και ώρα **17:00 το Δημοτικό Συμβούλιο** συνήλθε σε **Τακτική Συνεδρίαση** με **μικτό τρόπο** (Δια ζώσης στην αίθουσα συνεδριάσεων του Δημοτικού Συμβουλίου και με τηλεδιάσκεψη μέσω της εφαρμογής Zoom), **παρουσία του Δημάρχου Ρόδου κ. Αλέξανδρου Βασιλείου Α. Κολιάδη**.

Το Δημοτικό Συμβούλιο συνεκλήθη με την αρ.πρωτ. **2/55707/21.08.2026** έγγραφη πρόσκληση του Προέδρου κ. Κυριάκου Κασάπη, σύμφωνα με τις διατάξεις των άρθρων 121, 122, 124 και 126 του Ν.5314/2026 (ΦΕΚ Α' 103/2026), η οποία δημοσιεύθηκε και κοινοποιήθηκε νομότυπα σε όλους τους Δημοτικούς Συμβούλους.

ΠΑΡΟΝΤΕΣ:

1. ΒΑΓΙΑΝΑΚΗΣ ΒΑΣΙΛΕΙΟΣ	**21.** ΤΣΟΥΒΑΛΗΣ ΣΤΑΥΡΟΣ - **Αντιδήμαρχος** – **(Συμμετοχή με τηλεδιάσκεψη)**
2. ΒΑΓΙΑΝΟΣ ΣΩΤΗΡΙΟΣ - **(Συμμετοχή με τηλεδιάσκεψη)**	**22.** ΤΣΟΥΛΛΟΣ ΝΙΚΟΛΑΟΣ – **Αντιδήμαρχος** – **(Συμμετοχή με τηλεδιάσκεψη)**
3. ΒΑΡΕΛΗΣ ΓΕΩΡΓΙΟΣ	**23.** ΧΑΛΚΙΑΣ ΚΩΝΣΤΑΝΤΙΝΟΣ – **Αντιδήμαρχος**
4. ΓΙΑΝΝΕΛΗ ΣΤΑΜΑΤΙΑ - **Αντιδήμαρχος**	**24.** ΧΑΤΖΗΚΑΛΗΜΕΡΗΣ ΝΙΚΟΛΑΟΣ
5. ΘΩΜΑΤΟΣ ΜΙΧΑΗΛ - **Αντιδήμαρχος**	**25.** ΚΑΜΠΟΥΡΑΚΗΣ ΑΝΤΩΝΙΟΣ - **Επικεφαλής παράταξης «ΜΕ ΔΥΝΑΜΗ ΓΙΑ ΤΗ ΡΟΔΟ»**
6. ΚΑΡΑΓΙΑΝΝΗ ΑΙΚΑΤΕΡΙΝΗ – **Αντιδήμαρχος** – **(Συμμετοχή με τηλεδιάσκεψη)**	**26.** ΔΡΑΚΟΣ ΣΤΕΦΑΝΟΣ - **(Συμμετοχή με τηλεδιάσκεψη)**
7. ΚΑΡΑΤΖΙΑΣ ΔΗΜΗΤΡΙΟΣ **Αντιδήμαρχος**	**27.** ΚΑΡΙΚΗΣ ΕΥΣΤΡΑΤΙΟΣ - **Αντιπρόεδρος Δ.Σ.** - **(Συμμετοχή με τηλεδιάσκεψη)**
8. ΚΑΣΑΠΗΣ ΚΥΡΙΑΚΟΣ - **Πρόεδρος Δ.Σ.**	**28.** ΚΙΑΧΑΓΙΑ – ΜΑΓΙΟΓΛΟΥ ΤΣΑΜΠΙΚΑ - **(Συμμετοχή με τηλεδιάσκεψη)**
9. ΚΩΣΤΑΣ ΘΩΜΑΣ - **Αντιδήμαρχος** – **(Συμμετοχή με τηλεδιάσκεψη)**	**29.** ΣΠΑΝΟΣ – ΠΑΠΑΓΙΑΝΝΗΣ ΑΝΑΣΤΑΣΙΟΣ - **(Συμμετοχή με τηλεδιάσκεψη)**
10. ΛΑΜΠΗΣ ΧΡΥΣΟΒΑΛΑΝΤΗΣ- **(Συμμετοχή με τηλεδιάσκεψη)**	**30.** ΣΤΑΜΟΣ ΑΘΑΝΑΣΙΟΣ
11. ΜΕΝΕΓΑΚΗΣ ΚΩΝΣΤΑΝΤΙΝΟΣ – **Αντιδήμαρχος**- **(Συμμετοχή με τηλεδιάσκεψη)**	**31.** ΤΣΙΚΚΗΣ ΔΗΜΗΤΡΙΟΣ - **(Συμμετοχή με τηλεδιάσκεψη)**

12. ΜΗΤΣΟΥ ΙΩΑΝΝΗΣ – **Αντιδήμαρχος**	**32.** ΦΛΕΒΑΡΗΣ ΙΩΑΝΝΗΣ - **(Συμμετοχή με τηλεδιάσκεψη)**
13. ΠΑΠΑΓΕΩΡΓΙΟΥ ΣΑΒΒΙΝΑ - **Αντιδήμαρχος**	**33.** ΓΕΡΟΝΙΚΟΛΑΣ ΝΙΚΟΛΑΟΣ - **Επικεφαλής παράταξης «ΑΡΧΗ ΟΡΓΑΝΩΣΗΣ για το νησί μας» - Γραμματέας Δ.Σ.** - **(Συμμετοχή με τηλεδιάσκεψη)**
14. ΠΑΠΑΣΤΕΡΓΗΣ ΣΤΕΡΓΟΣ	**34.** ΑΦΕΝΤΟΥΛΗΣ ΙΩΑΝΝΗΣ - **Ανεξάρτητος Δημοτικός Σύμβουλος**
15. ΠΑΤΤΑΣ ΓΕΩΡΓΙΟΣ - **Αντιδήμαρχος**	**35.** ΖΑΝΕΤΤΟΥΛΗΣ ΔΗΜΗΤΡΙΟΣ - **Ανεξάρτητος Δημοτικός Σύμβουλος**
16. ΠΑΥΛΑΚΙΔΗΣ ΝΙΚΟΛΑΟΣ	**36.** ΚΑΜΠΟΥΡΗΣ ΤΗΛΕΜΑΧΟΣ - **Ανεξάρτητος Δημοτικός Σύμβουλος**
17. ΠΑΥΛΟΥΣ ΓΕΩΡΓΙΟΣ - **Αντιδήμαρχος**	**37.** ΚΑΤΣΟΓΡΙΔΑΚΗΣ ΕΥΑΓΓΕΛΟΣ - **Ανεξάρτητος Δημοτικός Σύμβουλος** – **(Συμμετοχή με τηλεδιάσκεψη)**
18. ΠΛΥΓΚΟΣ ΜΙΧΑΗΛ – ΔΗΜΗΤΡΙΟΣ	**38.** ΚΟΡΔΙΝΑΣ ΜΙΧΑΗΛ - **Ανεξάρτητος Δημοτικός Σύμβουλος**
19. ΣΩΤΡΙΛΛΗΣ ΘΩΜΑΣ - **Αντιδήμαρχος**	**39.** ΣΤΑΓΚΑ ΣΤΕΦΑΝΙΑ – **Ανεξάρτητη Δημοτική Σύμβουλος**
20. ΤΟΠΠΟΣ ΓΕΩΡΓΙΟΣ **Αντιδήμαρχος**	

ΑΠΟΝΤΕΣ:

1. ΜΑΝΟΥΣΑΚΗΣ ΕΥΣΤΑΘΙΟΣ - **Αντιδήμαρχος**	**4.** ΜΑΝΔΡΑΚΟΣ ΕΥΑΓΓΕΛΟΣ- **Ανεξάρτητος Δημοτικός Σύμβουλος**
2. ΠΟΤΣΟΣ ΚΑΛΕΤΟΣ - **Επικεφαλής παράταξης «ΛΑΙΚΗ ΣΥΣΠΕΙΡΩΣΗ ΡΟΔΟΥ»**	**5.** ΣΑΡΙΚΑΣ ΕΜΜΑΝΟΥΗΛ - **Ανεξάρτητος Δημοτικός Σύμβουλος**

Αφού διαπιστώθηκε ότι υπάρχει νόμιμη απαρτία, καθόσον επί σαράντα τριών (43) Δημοτικών Συμβούλων παρίστανται οι **τριάντα εννιά** (**39**), ο Πρόεδρος του Δημοτικού Συμβουλίου κ. Κυριάκος Κασάπης κήρυξε την έναρξη της Συνεδρίασης.

ΘΕΜΑ 4ο: Υπογραφή της αναθεωρημένης έκδοσης (2022) της «Ευρωπαϊκής Χάρτας για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες».

Τέθηκε υπόψη των μελών του σώματος η εισήγηση με α/α 46716/20-08-2026 Διεύθυνσης Προγραμματισμού και Οργάνωσης του Δήμου Ρόδου, η οποία έχει ως εξής:
ΘΕΜΑ: Υπογραφή της αναθεωρημένης έκδοσης (2022) της «Ευρωπαϊκής Χάρτας για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες»

Το **Συμβούλιο των Δήμων και των Περιφερειών της Ευρώπης (CEMR**)[1] κατάρτισε την «**Ευρωπαϊκή Χάρτα για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες**», το 2005-2006, με την υποστήριξη της Ευρωπαϊκής Επιτροπής και σε συνεργασία με πολλούς εταίρους (όπως για παράδειγμα η ΚΕΔΕ). Στη χώρα μας, τη Χάρτα έχουν υπογράψει το σύνολο των Περιφερειών και πάνω από 215 Δήμοι, **συμπεριλαμβανομένου του Δήμου Ρόδου το 2011.**

Το 2022, το CEMR και οι εταίροι του, επικαιροποίησαν την «Ευρωπαϊκή Χάρτα για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες»[2], προσθέτοντας εννέα άρθρα (31–39), ώστε να διασφαλιστεί η συνεχής χρησιμότητα και η συνάφειά της με τις σύγχρονες κοινωνικές, θεσμικές και περιβαλλοντικές προκλήσεις.

Η Χάρτα αποτελεί ένα από τα πιο σημαντικά κανονιστικά κείμενα της Ευρωπαϊκής Ένωσης, που έχει ως βασικές αρχές:

- Την αντιμετώπιση της ισότητας των φύλων ως θεμελιώδες δικαίωμα και πυλώνα δημοκρατίας
- Την ισόρροπη συμμετοχή ανδρών και γυναικών στη λήψη αποφάσεων και την εξάλειψη των έμφυλων στερεοτύπων
- Την ενσωμάτωση της διάστασης του φύλου σε όλες τις πολιτικές και δραστηριότητες των ΟΤΑ (*gender mainstreaming*), την κατάρτιση των Σχεδίων Δράσης για την Έμφυλη Ισότητα (*Gender Action Plans*) και τη διάθεση πόρων για την εφαρμογή τους.
  Η Χάρτα καλύπτει ένα ευρύ φάσμα πολιτικών που αφορά στην ισότιμη πρόσβαση στην αγορά εργασίας, την εκπαίδευση, τις υπηρεσίες δημόσιας διοίκησης, την υγεία, τη στέγαση, την κοινωνική ενσωμάτωση, τον πολιτισμό, τον αθλητισμό, κ.α.

Στη <u>νέα έκδοση</u> προστέθηκαν, μεταξύ άλλων, οι παρακάτω προτεραιότητες:

- η **διαθεματική προσέγγιση** των διακρίσεων (intersectionality), αναγνωρίζοντας ότι οι ανισότητες λόγω φύλου συχνά συνδέονται με άλλους παράγοντες αποκλεισμού/περιθωριοποίησης, όπως η ηλικία, η αναπηρία, η εθνική ή κοινωνική προέλευση και η οικονομική κατάσταση,
- η αντιμετώπιση της έμφυλης βίας και παρενόχλησης στον **ψηφιακό χώρο** (κυβερνοβία, κυβερνοπαρενόχληση), καθώς και η προώθηση της **ψηφιακής συμπερίληψης**,
- η ενσωμάτωση της οπτικής του φύλου στη **διαχείριση κρίσεων**, έκτακτων αναγκών και καταστάσεων κοινωνικής ή ανθρωπιστικής πίεσης,
- η σύνδεση της ισότητας των φύλων με τις πολιτικές για την **κλιματική κρίση**, την πράσινη μετάβαση και τη **βιώσιμη ανάπτυξη**.

Επειδή, ο Δήμος Ρόδου έχει ήδη αναλάβει σχετική θεσμική δέσμευση από το 2011, ενώ την παρούσα περίοδο εκπονείται το Τοπικό Σχέδιο Δράσης για την Ισότητα των Φύλων,
Επειδή, από τις αρχές του τρέχοντος έτους, στη χώρα μας έχει ξεκινήσει η υπογραφή της αναθεωρημένης Χάρτας από τους ΟΤΑ (βλ. κάτωθι εικόνα), προκειμένου να επικαιροποιηθεί και να επιβεβαιωθεί η αυτοδιοικητική προσήλωση στις σύγχρονες αρχές και ευρωπαϊκές πολιτικές ισότητας των φύλων.

[1] CEMR = Council of European Municipalities and Regions
[2] Επίσημη ιστοσελίδα: https://charter-equality.eu/the-charter/lobservatoire-europeen-en.html - Το κείμενο της Χάρτας: https://ccre-cemr.org/wp-content/uploads/2024/03/Charter_2022_EN.pdf

Καλείται το Δημοτικό Συμβούλιο να αποφασίσει:

1. Την έγκριση για την υπογραφή της αναθεωρημένης «Ευρωπαϊκής Χάρτας για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες» (2022)
2. Την παροχή εξουσιοδότησης στον Δήμαρχο Ρόδου για την υπογραφή της αναθεωρημένης «Ευρωπαϊκής Χάρτας για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες».

ΕΠΙΣΥΝΑΠΤΟΝΤΑΙ:

1) Η αναθεωρημένη έκδοση της «Ευρωπαϊκής Χάρτας για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες» όπως αυτή καταρτίστηκε και προωθείται από το *Συμβούλιο των Δήμων και Περιφερειών της Ευρώπης* (CEMR) και τους εταίρους του, μεταξύ των οποίων και η ΚΕΔΕ (στην αγγλική γλώσσα).
2) Τα νέα άρθρα (31-39) της Χάρτας, όπως μεταφράστηκαν στα ελληνικά και συμπεριλήφθηκαν στην αντίστοιχη Απόφαση του Δήμου Αθηναίων (ΑΔΑ: 9ΩΑΧΩ6Μ-Ψ7Τ).

Το Δημοτικό Συμβούλιο αφού έλαβε υπόψη του:

- Την εισήγηση με α/α 46716/20-08-2026 Διεύθυνσης Προγραμματισμού και Οργάνωσης του Δήμου Ρόδου.
- Την αναθεωρημένη έκδοση της «Ευρωπαϊκής Χάρτας για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες» όπως αυτή καταρτίστηκε και προωθείται από το Συμβούλιο των Δήμων και Περιφερειών της Ευρώπης (CEMR) και τους εταίρους του, μεταξύ των οποίων και η ΚΕΔΕ (στην αγγλική γλώσσα).
- Τα νέα άρθρα (31-39) της Χάρτας, όπως μεταφράστηκαν στα ελληνικά και συμπεριλήφθηκαν στην αντίστοιχη Απόφαση του Δήμου Αθηναίων (ΑΔΑ: 9ΩΑΧΩ6Μ-Ψ7Τ),
- Τις διατάξεις των άρθρων 120, 128 και 129 του Ν.5314/2026 (ΦΕΚ Α’ 103/2026),
- Την τοποθέτηση του Δημάρχου Ρόδου κ. Αλέξανδρου Βασιλείου Κολιάδη όπως αναλυτικά περιγράφεται στο απομαγνητοφωνημένο πρακτικό της συνεδρίασης,
- Την τοποθέτηση της Ειδικής Συμβούλου του Δημάρχου Ρόδου κας Πολυξένης Χατζημάρκου όπως αναλυτικά περιγράφεται στο απομαγνητοφωνημένο πρακτικό της συνεδρίασης,
- Την «**ΑΠΟΧΗ**» των Δημοτικών Συμβούλων κ.κ. Δημητρίου Τσίκκη και Ευάγγελου Κατσογριδάκη από την ψηφοφορία των θεμάτων,
- Με απόλυτη πλειοψηφία των παρόντων μελών του Σώματος στο συγκεκριμένο θέμα, ήτοι επί τριάντα επτά **(37)** μελών του Δημοτικού Συμβουλίου, ψήφισαν **«ΥΠΕΡ»** οι τριάντα επτά **(37)**.

ΑΠΟΦΑΣΙΖΕΙ ΟΜΟΦΩΝΑ

1. **Εγκρίνει** την υπογραφή της προσαρτώμενης αναθεωρημένης «Ευρωπαϊκής Χάρτας για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες» (2022).

2. **Εξουσιοδοτεί** το Δήμαρχο Ρόδου για την υπογραφή τη**ς** αναθεωρημένης «Ευρωπαϊκής Χάρτας για την Ισότητα των Φύλων στις Τοπικές Κοινωνίες».

Co-funded by the European Union

European Charter for Equality

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

Council of European Municipalities and Regions (CEMR)

Adopted by the Council of European Municipalities and Regions' Policy Committee in 2006
Amended by the Council of European Municipalities and Regions' Policy Committee in 2022

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

A Charter setting out Europe's local and regional governments' commitment to using their powers and partnerships to achieve greater equality for their populations

INTRODUCTION

The European Charter for Equality of Women and Men in Local Life is addressed to the local and regional governments of Europe, who are invited to sign it, thereby making a formal public commitment to the principle of equality of women and men, and implement the commitments set out therein across their territory.

To set in motion the implementation of these commitments, each signatory authority ("Signatory") undertakes to draw up an Equality Action Plan, laying out its priorities, actions and resources in this regard.

Moreover, each Signatory undertakes to engage with all of the institutions and organisations on its territory in order to promote the achievement of real equality in practice.

The Charter was drawn up as part of a project carried out by the Council of European Municipalities and Regions (CEMR) in 2005-2006, along with its members and partners (see Acknowledgements). The project received support from the European Commission under its 5th Community Action Programme for equality between men and women.

In 2011-2012, thanks to generous assistance provided by the Swedish Government through the Swedish Association of Local Authorities and Regions (SALAR), an online Observatory [1] was set up to help Signatories fulfil their commitments by serving as a repository of information, guidance and examples of good practice on topics addressed by the Charter.

In 2014-2015, an indicator toolkit to assist in monitoring and evaluating the implementation of the Charter was developed and tested under a pilot project supported by the European Commission.

In 2021, the initiative was taken by the CEMR Standing Committee for Equality to review the Charter and to update it if deemed necessary. Following the review, the Committee concluded that there were grounds to propose amendments to the Charter in view of:

- improving the language of the Charter and making changes of an editorial nature;
- elucidating and bolstering the intersectional perspective throughout the Charter while preserving the focus on "always gender, never gender alone" as the guiding principle;
- making a few substantive additions in the form of new articles in a separate section, such as addressing the need to adopt a gender lens in crisis management and civil preparedness and applying a gender perspective to the rapid development of the internet and digitalisation.

A section adding new articles can be found on page 29. Current Charter signatories are invited to adhere to and ratify these Amendments and incorporate their provisions into their implementation of the European Charter for Equality. Starting in 2023, any new Signatories will be committing to both the original Charter text as well as the 2022 amendments as a matter of course.

The 2022 update and amendments were made possible by European Union funds allocated under the Citizenship, Equality, Rights and Values programme.

1 www.charter-equality.eu

BACKGROUND

Equality of women and men constitutes a fundamental right for all and an essential value for every democracy. To achieve this in actuality, it needs not only to be legally recognised, but to be effectively exercised in all aspects of life: political, economic, social and cultural.

Despite numerous instances where formal recognition and progress have been attained, the equality of women and men in daily life is still not a reality. Women and men do not enjoy the same rights in practice. Social, political, economic and cultural inequalities persist – for example, salary disparities and political underrepresentation.

These inequalities are the results of social constructs rooted in numerous stereotypes prevalent in the family, education, culture, the media, the world of work and the organisation of society. There are many areas where it is possible to take action by adopting a new approach and introducing structural changes.

Gender Equality and European Union Governance

Equality between women and men is one of the European Union's and the European Economic Area's founding principles. It can be traced back to 1957 when the principle of equal pay for equal work was enshrined in the Treaty of Rome.

As the spheres of governance closest to the people, local and regional authorities represent the levels best placed to combat the perpetuation and propagation of inequalities and to promote a truly egalitarian society. By virtue of their competences and existing ties of cooperation with the full spectrum of local actors, they can undertake concrete actions promoting equality between women and men.

Moreover, the principle of subsidiarity [2] is of particular importance in relation to the practical implementation of the right to equality of women and men. This principle applies to all levels of governance: European, national, regional and local. Notwithstanding the fact that Europe's local and regional governments exercise a diverse range of responsibilities, all of them can and must play a constructive role in promoting equality in practical ways that positively impact the daily lives of their populations.

Closely linked to the principle of subsidiarity are the principles of local and regional self-government. The Council of Europe's Charter of Local Self-Government of 1985, signed and ratified by the vast majority of European states, emphasises "the right and the ability of local authorities, within the limits of the law, to regulate and manage a substantial share of public affairs under their own responsibility and in the interests of the local population". Implementing and promoting the right to equality must be seen as an integral aspect of this concept of local self-government.

Local and regional democracy must serve as the springboard to the most appropriate choices being taken with respect to the basic concrete aspects of daily life such as housing, security, public transport, the world of work or health.

Furthermore, seeing to it that women are fully involved in the development and implementation of local and regional policies also ensures that their life experiences, know-how and creativity are harnessed rather than squandered.

If we are to achieve a society rooted in equality, it is essential that local and regional governments fully integrate gender considerations into their policies, their organisation and their practices. The genuine equality of women and men is also key

2 As set forth in Article 5 of the Treaty on European Union, it is the principle whereby the EU does not act (except in the areas that fall within its exclusive competence) unless it is more effective than action taken at national, regional and local level.

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to our economic and social success – not just at European or national levels, but also in our regions, towns and local communities – in the world of today and of tomorrow.

CEMR and Local/Regional Gender Equality

The Council of European Municipalities and Regions, along with its Standing Committee for Equality [3], has been actively promoting equality between women and men at the local and regional level since the 1980s. One of the concrete tools for European local and regional authorities resulting from this work was the *Town for Equality*, launched by CEMR in 2005. By highlighting the good practices of different European cities and municipalities, the *Town for Equality* introduced the first methodology for implementing gender equality policies at the local and regional level. The present Charter—updated in 2022—builds on this work.

The first CEMR study delving into women's representation in local governance was published in 1998, with follow-up findings released in a second edition in 2008, which was then updated and expanded to include an examination of all levels of decision-making in 40 European countries in 2019. While the proportion of women politicians and leaders has increased over the years, each successive study has also demonstrated the urgent need to continue advocating for gender balance in political participation, representation and influence.

The role of local and regional governments in promoting gender equality was affirmed in the worldwide Declaration of IULA (the International Union of Local Authorities [4]) on "women in local government" adopted in 1998. The new world organisation, United Cities and Local Governments, continues to uphold the equality of women and men as one of its principal objectives.

3 Formerly called the CEMR Committee of women elected representatives of local and regional authorities.

4 The International Union of Local Authorities and United Towns Organisation ceased to exist after merging in the early 2000s, giving birth to a new organisation: the United Cities and Local Governments.

ABBREVIATIONS

CEDAW: Convention on the Elimination of all Forms of Discrimination Against Women

CEMR: Council of European Municipalities and Regions

CSE: Comprehensive Sexuality Education

EU: European Union

GBV: Gender-Based Violence

ICT: Information and Communications Technology

LRGs: Local and Regional Governments

SDG: Sustainable Development Goals

STEM: Science, Technology, Engineering, and Mathematics

PREAMBLE

The Council of European Municipalities and Regions, representing European local and regional governments, in cooperation with its members and partners:

Recalling that the European Community and Union are founded on fundamental rights and liberties, including the promotion of equality between women and men and non-discrimination, and that European legislation has been the basis for progress achieved in this domain in Europe;

Having regard to the international and European legal frameworks for human rights, equality between women and men and non-discrimination, in particular:

- the Universal Declaration of Human Rights (1948);
- the Convention on the Elimination of all Forms of Discrimination against Women (1979);
- the Beijing Declaration and Platform for Action (1995);
- the EU Council Recommendation on the balanced participation of women and men in the decision-making process (1996);
- the Worldwide Declaration of the International Union of Local Authorities on Women in Local Government (1998);
- the Resolutions adopted at the 23rd Special Session of the General Assembly of 2000 (Beijing +5)
- the UN Security Council Resolution 1325 on Women, Peace and Security (2000);
- the EU Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation;
- the Charter of Fundamental Rights of the European Union (2000);
- the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention – adopted in 2011);
- the UN Sustainable Development Goals, particularly Goal 5 (2015);
- the European Pillar of Social Rights (enacted in 2017);
- the Generation Equality Global Acceleration Plan (2021).

Emphasising the essential contribution of the Council of Europe in promoting human rights, equality of women and men and local self-government;

Considering that equality of women and men implies the will to take action on the three complementary aspects, namely: the elimination of direct inequalities, the eradication of indirect inequalities and the development of egalitarian and democratic political, legal and social structures;

Deploring the continuing discrepancy between the *de jure* recognition of the right to equality and its real and effective application;

Considering that in Europe, local and regional governments play—and must fulfil—a crucial role on behalf of their citizens and inhabitants in guaranteeing the fundamental right to equality—without discrimination—for all women and men, in all areas for which they are responsible;

Considering that the equal participation, representation and influence of women and men in decision-making and leadership positions is essential for democracy, economic development and sustainable development;

has drafted this European Charter for Equality of Women and Men in Local Life, and hereby invites the local and regional governments of Europe to sign and implement its provisions.

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PART I

Principles

The Signatories of this Charter for equality of women and men in local life recognise the following as fundamental principles driving their actions:

1. **Equality of women and men constitutes a fundamental right**

This right must be implemented by local and regional governments in all areas falling within their responsibilities, and also entails an obligation to eliminate all forms of discrimination, irrespective of whether they are direct or indirect.

2. **To ensure the equality of women and men, multiple and intersecting forms of discrimination and disadvantage must be addressed**

To attain equality between women and men, gender equality efforts must take into account and address – from a comprehensive, systemic and structural perspective – how gender interacts with other factors such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.[5]

3. **The balanced participation and representation of women and men in decision-making is a precondition of a democratic society**

The right to equality of women and men requires that local and regional authorities take all appropriate measures and adopt suitable strategies to promote balanced representation and participation of women and men in all spheres of decision-making.

4. **The elimination of gender stereotypes is fundamental to achieving equality of women and men**

Local and regional authorities must promote and work to eliminate the stereotypes and impediments that are the wellspring of the inequalities in status and condition of women and that have also engendered the unequal evaluation of women's and men's roles in political, economic, social and cultural terms.

5. **The integration of the gender perspective into all local and regional government activity is indispensable to advancing equality of women and men**

The gender perspective must be taken into account when drafting policies, methods and instruments that affect the daily life of the local population – by employing, for example, "gender assessments"[6], "gender audits"[7], "gender

5 Article 21 of the Charter of Fundamental Rights of the European Union.

6 **Gender assessment:** "Policy tool for the screening of a given policy proposal, in order to detect and assess its differential impact or effects on women and men, so that these imbalances can be redressed before the proposal is endorsed." (Source: Council of Europe [2011]. Convention on Preventing and Combating Violence against Women and Domestic Violence and its Explanatory Memorandum. Council of Europe Treaty Series No 210.)

7 **Gender audit:** "Assessment of the extent to which gender equality is effectively institutionalised in policies, programmes, organisational structures and proceedings (including decision-making processes), and in the corresponding budgets." (Source: Council of Europe – Directorate General of Human Rights and Legal Affairs [2009]. Gender Budgeting: Practical Implementation. Handbook prepared by Sheila Quinn.)

mainstreaming"[8] and "gender-responsive budgeting"[9] techniques. To this end, the wide-ranging experiences in local life of different groups of women, including their living and working conditions, must be analysed and taken into consideration.

6. **Properly conceived and funded action plans and programmes are essential tools in advancing equality of women and men**

Local and regional governments must draw up Equality Action Plans and programmes, with the adequate financial and human resources necessary for their implementation.

Taken together, these principles constitute the foundation of the Articles set forth in Part III below.

8 **Gender mainstreaming:** "Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality." (Source: European Institute for Gender Equality Gender Equality Glossary & Thesaurus)

9 **Gender-responsive budgeting:** "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." (Source: Council of Europe, 2009)

PART II

Implementation of the Charter and its Commitments

The Signatory hereby undertakes to implement the provisions of this Charter by carrying out the following specific steps:

(1) Each Signatory to this Charter shall, within a reasonable timescale following the date of its signature (not to exceed two years), develop and adopt an Equality Action Plan, to be implemented thereafter.

(2) The Equality Action Plan shall lay out the Signatory's objectives and priorities, any measures it plans to take and the resources to be allocated to bring the Charter and its commitments into effect. The Plan shall also specify the proposed timescales for implementation. In the event that a Signatory already has an Equality Action Plan, the Plan shall be reviewed to ensure that it addresses the pertinent issues covered by this Charter, including those included in articles 31-39 which were added in 2022.

(3) Each Signatory shall consult widely with relevant stakeholders before adopting its Equality Action Plan and shall then disseminate it widely once it has done so. It shall also release regular public progress reports regarding the Plan's implementation.

(4) Each Signatory shall revise its Equality Action Plan as circumstances require and shall draw up a further Plan for each subsequent period.

(5) Each Signatory undertakes in principle to assist in the monitoring of the Charter's implementation progress by cooperating under a system of evaluation that uses the indicators developed for this purpose[10], and to promote peer learning among local and regional governments across Europe on effective means of achieving gender equality across their territories. Signatories shall make their Equality Action Plans and other relevant public materials available to this end.

(6) Each Signatory shall inform the Council of European Municipalities and Regions in writing of the fact that it has signed the Charter, indicating the date thereof, along with a contact point for future cooperation relating to the Charter and its implementation.

10 https://bit.ly/IndicatorToolEN

PART III

Democratic Accountability

Article 1 –Political Commitment

(1) The Signatory recognises that the right to equality of women and men is a fundamental prerequisite of democracy, and that a democratic society cannot afford to ignore the skills, knowledge, experience and creativity of women in all their diversity. Accordingly, it must ensure, on a basis of equality, the inclusion, representation and involvement of women from different backgrounds and of different age groups in all spheres of political and public decision-making.

(2) The Signatory, as the democratically elected body responsible for promoting the well-being of its population and area, therefore commits to promoting and advancing the practical application of this right in all its spheres of activity – part and parcel of its role as democratic leader of the local community, provider and commissioner of services, planner and regulator, and as employer.

Political Role

Article 2 – Political Representation

(1) The Signatory recognises the equal rights of women and men to vote, to stand for election and to hold elected office.

(2) The Signatory recognises the equal rights of women and men to participate in the formulation and implementation of policy, to hold public office and to perform all public functions at all levels of government.

(3) The Signatory recognises the principle of balanced representation in any and all elected and public decision-making bodies.

(4) The Signatory undertakes to take all reasonable measures to uphold the above rights and principles, including:

- encouraging women to register to vote, to exercise their individual voting rights and to be a candidate for public office;
- encouraging the political parties and groups to adopt and implement the principle of balanced representation of women and men;
- to this end, encouraging the political parties and groups to take all lawful steps, including the adoption of quotas, where deemed appropriate, to increase the number of women selected as candidates and thus possibly elected thereafter;
- self-regulating its own procedures and standards of conduct to ensure that potential candidates and elected representatives are not discouraged by unwanted behaviour and language, or by harassment;
- adopting measures that enable elected representatives to reconcile their private, work and public life; for

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example, by ensuring that timetables, working methods and availability of dependent care allow all elected representatives to participate fully;

(5) The Signatory commits to promoting and applying the principle of balanced representation to its own decision-making and consultative bodies, and to any appointments to external bodies.

However, in seeking to obtain a balanced representation of women and men, the Signatory shall implement the foregoing on a basis no less favourable to the minority gender than the existing gender balance.

(6) The Signatory further undertakes to ensure that all public and political posts, irrespective of whether they are appointed or duly elected, are in no way – in principle or in practice – restricted to or seen as being reserved for one gender alone as a result of stereotypical attitudes.

Article 3 – Participation in Political and Civic Life

(1) The Signatory recognises that the right of citizens to participate in the conduct of public affairs is a fundamental democratic principle, and that women and men have the right to participate equally in the governance and public life of their region, municipality, and local community.

(2) In respect of the different forms of public participation available for engaging in community affairs, e.g. advisory committees, neighbourhood councils, e-participation or participatory planning exercises, the Signatory commits to ensuring that they allow women and men to participate equally in practice.

In cases where the existing means of participation do not afford such equality, it undertakes to develop and test new methods.

(3) The Signatory undertakes to promote the active participation of women and men from all sections of the community, particularly from minority groups who may otherwise be excluded, in its political and civic life.

Article 4 –Public Commitment to Equality

(1) The Signatory shall, as the democratic leader and representative of its community and territory, make a formal public commitment to the principle of equality of women and men in local life, including:

- an announcement on the signing of the present Charter by the Signatory, following a debate and adoption of the text by its highest representative body;
- a pledge to fulfil its commitments under the present Charter, and to report publicly, on a regular basis, on the progress in implementing its Equality Action Plan using, if suitable, the Charter's indicator toolkit developed to this end;
- a pledge that the Signatory, and its elected members, shall adhere to and uphold good standards of behaviour with respect to gender equality;

(2) The Signatory shall utilise its democratic mandate to encourage other political and public institutions as well as private bodies and civil society organisations to adopt courses of action that ensure, in practice, the right to equality of women and men.

Article 5 – Working with Partners to Promote Equality

(1) The Signatory undertakes to cooperate with all of its partners – from the public and private sectors, particularly its social partners, as well as civil society organisations, including women's organisations, and other levels of government – to promote greater equality between women and men in all aspects of life within its orbit.

(2) The Signatory, in developing and reviewing its Equality Action Plans or other major issues relating to equality, will consult with its partner bodies and organisations, including its social partners.

Article 6 – Countering Stereotypes

(1) The Signatory commits to countering and, insofar as possible, precluding prejudices, practices and the use of language and images that are predicated on the idea of the superiority or inferiority of either of the sexes, or on gender stereotypes .

(2) To this end, the Signatory shall ensure that its own public and internal communications are fully in accordance with this commitment and that they promote positive gender images and examples.

(3) The Signatory shall also engage its staff, through training and other means, to help in the identification and elimination of unconscious bias, stereotypical attitudes and behaviour, and shall also regulate standards of behaviour in this respect.

(4) The Signatory shall conduct activities and campaigns to raise awareness of the detrimental impact gender norms and stereotypes can have on achieving equality between women and men.

Article 7 – Good Administration and Consultation

(1) The Signatory recognises the right of women and men to have their affairs handled equally, impartially, fairly and within a reasonable time, including:

- The right to be heard before any individual decision which might affect them adversely is taken;
- The duty of the authority to provide grounds for its decisions;
- The right to relevant information on matters affecting them.

(2) The Signatory recognises that, in the exercise of its full range of competences, the quality of its policies and decision-making are likely to be enhanced if all those who may be affected have the opportunity, at a formative stage, to be consulted, and that it is essential that women and men are given equal access in practice to relevant information as well as equal opportunities to respond.

(3) The Signatory therefore commits to taking the following steps as may be required:

- Ensuring that any system to provide information takes into account the needs of different groups of women and men, including any differing degrees of access to information and communication technologies;
- Ensuring that, in the event of consultations, those whose views would otherwise be least likely to be heard are able to participate equally in the consultation process, including by taking lawful positive actions to achieve this;
- Conducting, where appropriate, separate consultation activities for women.

General Framework for Equality

Article 8 – General Commitment

(1) The Signatory shall, in the exercise of all its competences, recognise, respect and promote the relevant rights and principles of equality of women and men in all their diversity as well as combat disadvantage and discrimination related to gender.

(2) The commitments set forth in this Charter apply to a Signatory only insofar as they, or relevant aspects thereof, fall within the scope of its legal powers.

Article 9 – Gender Assessment

(1) The Signatory undertakes, in respect of each of its areas of competence, to undertake gender assessments, as set forth in this Article

(2) To this end, the Signatory undertakes to draw up, in accordance with its own priorities, resources and timescales, a programme for the implementation of its gender assessments, which is to be included or taken into account in its Equality Action Plan.

(3) Gender assessments shall include, where applicable, the following steps:

- Reviewing existing policies, procedures, practices and patterns and volumes of usage in order to assess whether they disclose any discrimination or injustice, whether they are based on gender stereotypes and whether they adequately take into account the specific needs of women and men in all their diversity;
- Reviewing the allocation of resources, financial and other, for the above purposes;
- Identifying the priorities and, where required, targets in order to tackle the relevant issues uncovered by these reviews, and to bring about discernible improvements in service delivery;
- Undertaking an assessment early on of all significant proposals for new or amended policies, procedures and changes in resource allocation to assess their potential impact on women and men, with any final decisions being taken in light of this assessment;

- Taking into account the needs and interests of those experiencing multiple and intersecting forms of discrimination or disadvantage.

Article 10 – Multiple and Intersecting Forms of Discrimination or Disadvantage

(1) The Signatory recognises that discrimination on any grounds such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation is prohibited.

(2) The Signatory further recognises that despite this prohibition, many women and men experience multiple and intersecting forms of discrimination or disadvantage, including socio-economic disadvantage, which has a direct impact on their ability to exercise the other rights laid out and referred to in this Charter.

(3) The Signatory commits to taking all reasonable actions, in the exercise of any of its competences, to combat the effects of multiple and intersecting forms of discrimination or disadvantage, namely by:

- ensuring that the issues of multiple and intersecting forms of discrimination or disadvantage are addressed in its Equality Action Plan and gender assessments;
- ensuring that issues stemming from multiple and intersecting forms of discrimination or disadvantage are taken into account when actions or measures are undertaken in connection with the other articles in this Charter;
- carrying out public information campaigns to combat stereotypes and promote equal treatment for women and men who may be subject to multiple and intersecting forms of discrimination or disadvantage;
- enacting specific measures to address the particular needs of migrant women and men.

Role as Employer

Article 11 – Gender Equality in the Workplace

(1) The Signatory, in its role as employer, recognises the right to equality of women and men with regard to all aspects of employment, including work organisation and working conditions.

(2) The Signatory recognises the right to reconciliation of professional, social and private life and the right to dignity and security in the workplace.

(3) The Signatory commits to taking all reasonable measures, including positive action falling within the scope of its legal powers, in support of the above rights.

(4) Possible measures referred to in (3) include the following:

(a) A review of relevant policies and procedures relating to employment within its organisation, and the development and implementation of the employment section of its Equality Action Plan to address inequalities within a reasonable period of time, and covering *inter alia*:

- Equal pay, including equal pay for work of equal value
- Provisions for reviewing pay, remuneration, payroll systems and pensions
- Measures that ensure fair and transparent promotion and career development opportunities
- Measures that ensure a balanced representation of women and men at all levels and, in particular, address any imbalances at senior management levels
- Measures that tackle any sex-based job segregation and encourage employees to take on non-traditional employment
- Measures that ensure fair and unbiased recruitment
- Measures that ensure appropriate, healthy and safe working conditions

(b) Employee consultation procedures, including their trade unions, that ensure a balanced participation of women and men on any consultation or negotiating body.

(c) Clear opposition to any form of abuse, sexual harassment or violence in the workplace – including online while teleworking – by stating unambiguously that such behaviour is unacceptable as well as by raising awareness, supporting victims and introducing and implementing transparent policies,

(d) A shift towards a workforce that reflects the social, economic and cultural diversity of the local population at every level of the organisation

(e) Support for the reconciliation of professional, social and private life by:

- introducing policies that agree to, as and when appropriate, adjustments to working hours and arrangements for dependant care for employees;
- encouraging men to take their entitlement to leave to care for dependants, including parental leave.

Public Procurement and Contracts

Article 12 – Public Procurement and Contracts

(1) The Signatory recognises that, in carrying out tasks and obligations involving public procurement, including contracts for the supply of products, the provision of services, or the execution of works, it has a responsibility to strategically promote equality of women and men.

(2) The Signatory recognises that this responsibility is of particular importance in instances where the provision of an essential service to the public, for which the Signatory remains statutorily responsible, is contracted out to another legal entity. In such cases, the Signatory shall ensure that the legal entity awarded the contract (regardless of type of ownership) accepts the same responsibility to ensure or promote gender equality as if the Signatory were providing the service directly.

(3) The Signatory further undertakes to implement, wherever it deems appropriate, the following steps:

(a) prior to entering into any significant contract, it shall consider the relevant gender implications as well as prospective opportunities to promote equality lawfully;

(b) to ensure that the prospective contract's gender equality objectives are taken into account in the contractual specifications;

(c) to ensure that the prospective contract's terms and conditions also take into account and reflect those objectives;

(d) to use the power conferred under European Union public procurement legislation [11] to lay out performance conditions with respect to social considerations;

(e) to ensure that staff or advisers responsible for public procurement tasks and the letting of contracts receive all pertinent information, including through training, on gender-responsive public procurement (GRPP) and the gender equality dimension of their work

(f) to ensure that the terms of the principal contract include the requirement that all subcontractors also need to comply with all applicable obligations to promote gender equality.

11 Directive 2014/24/EU of the European Parliament and of the Council of 26 February 2014 on public procurement and repealing Directive 2004/18/EC Text with EEA relevance.

Service Delivery Role

Article 13 – Education and Lifelong Learning

(1) The Signatory recognises the right to education for everyone and further recognises the right for all to have access to vocational and continuing training. The Signatory recognises the vital role of formal and non-formal education at all stages of life in delivering true equality of opportunity, providing essential life and employment skills, and opening up new possibilities for professional and vocational development.

(2) The Signatory undertakes, within the scope of its competences, to secure or promote equal access to education and vocational and continuing training for women and men of all ages and in all their diversity.

(3) The Signatory recognises the need to eliminate gender stereotyping regarding the roles of women and men in all forms of education. To achieve this, it undertakes to carry out or promote, as appropriate and within the scope of its competences and responsibilities, the following measures:

- The revision of educational materials, school curricula and other educational programmes and teaching methods to ensure that they combat stereotypical attitudes and practices;
- The undertaking of specific actions to encourage non-traditional career choices;
- The specific inclusion of components that emphasise the importance of the equal participation of women and men in democratic processes in courses of civic and citizenship education.

(4) The Signatory recognises that authority figures in schools and other educational establishments represent influential early models for children and young people. It therefore undertakes to promote the balanced representation of women and men at all levels of school management and governance.

Article 14 – Health

(1) The Signatory recognises the right of everyone to the enjoyment of a high standard of physical and mental health and affirms that access to good quality health care, medical treatment and preventative health care for women and men in all their diversity is essential for the realisation of this right.

(2) The Signatory recognises that, in seeking to secure equal opportunities for women and men to enjoy high health standards, medical and health services must not overlook their distinct needs. It further recognises that these discrepancies stem not only from biological differences, but also from disparities in living and working conditions and from gender stereotyping and assumptions.

(3) (he Signatory commits to taking all reasonable actions, in accordance with the scope of its competences and responsibilities, to promote and secure the highest levels of good health for all its citizens. To this end, the Signatory undertakes to carry out or promote, as appropriate, the following measures:

- Incorporating a gender-responsive approach into the planning, resourcing, and delivery of health and medical services;
- Ensuring that health promotion activities, including those espousing a healthy diet and the importance of exercise, acknowledge that the needs and attitudes of women and men may differ;
- Ensuring that health workers, including those involved in health promotion, recognise the ways in which gender can have a bearing upon medical and health care, and also realise that women and men can experience that care differently;
- Ensuring that women and men have access to evidence-based and scientific health information;

Article 15 – Social Care and Services

(1) The Signatory recognises that everyone has the right to essential social services and to have recourse to social assistance if needed.

(2) The Signatory recognises that women and men may have distinct needs that may stem from differences in their social and economic conditions – and other factors – as well as experiences involving intersecting forms of discrimination and inequality. Consequently, to ensure that women and men have equal access to social care and social services, the Signatory will take all reasonable measures to:

- Incorporate a gender-based and intersectional approach into the planning (including data collection), resourcing and delivery of social care and social services;
- Ensure that those involved in the delivery of social care and social services recognise and understand the ways in which gender can impact those services, taking into account the different ways in which women and men can experience that care;

Article 16 – Childcare

(1) The Signatory recognises the essential role that accessible, high quality, and affordable childcare, available to all parents and carers regardless of their financial situation, plays in promoting true equality between women and men, and in enabling them to reconcile their work, public and private lives. The Signatory also fully appreciates the contribution that such childcare makes to the economic and social life and fabric of the local community and society at large.

(2) The Signatory commits to making the provision and promotion of such childcare, directly or through other providers, one of its priorities. It further undertakes to encourage the provision of such childcare by others, including the provision of, or support for, childcare by local employers.

(3) The Signatory further recognises that the upbringing of children requires a sharing of the responsibility between men and women and society as a whole and undertakes to challenge the gender stereotypes according to which childcare is seen as being mainly the task or onus of women.

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Article 17 – Care of Other Dependants

(1) The Signatory recognises that women and men may have responsibilities to care for dependants other than children and that such obligations may impact their ability to play a full role in economic and social life.

(2) The Signatory further recognises that these caring responsibilities fall disproportionately on women and therefore present a barrier to gender equality.

(3) The Signatory commits to countering this inequality by undertaking the following, as appropriate:

- Making the provision and promotion of accessible, high quality, affordable care for dependants, directly or through other providers, one of its priorities;
- Providing support and promoting opportunities for those experiencing social isolation as a result of their caring responsibilities;
- Conducting campaigns to combat the stereotype that assumes that the onus of caring for dependants lies primarily with women.

Article 18 – Social Inclusion

(1) The Signatory recognises that everyone has the right to protection against poverty and social exclusion and, furthermore, that women are generally more likely to experience social exclusion than men on account of their unequal access to resources, goods, services and opportunities.

(2) The Signatory therefore undertakes to take measures as part of an overall coordinated approach cutting across the full range of its services and activities, and working with social partners, to:

- Promote the effective access to employment, housing, training, education, culture, information and communication technologies (ICT), social and medical assistance for all who live or risk living in a situation of social exclusion or poverty, both in rural and urban areas;
- Recognise the particular needs and situation of women experiencing social exclusion, taking particular notice of any intersecting characteristics;
- Promote the integration of migrant women and men, taking into account their specific needs.

Article 19 – Housing

(1) The Signatory recognises the right to housing and affirms that access to good quality housing represents one of the most essential human needs, vital to the health and well-being of the individual and families.

(2) The Signatory further recognises that women and men often have specific and distinct needs with regard to housing that must be fully taken into account, including the fact that:

(a) On average, income and resources are harder to come by for women than for men and they therefore require housing that is more in line with what they can afford;

(b) The heads of household in most single-parent families are women, leaving them consequently in greater need of access to social housing or housing assistance;

(c) Vulnerable men are often disproportionately represented amongst homeless people;

(3) The Signatory therefore undertakes, as appropriate:

(a) To provide or promote access to quality housing of an adequate size and standard (including energy efficiency) for all in a suitable living environment with essential services available;

(b) To take steps to prevent homelessness, and in particular to provide assistance to the homeless according to criteria of need, vulnerability and the principle of non-discrimination;

(c) To assist, in a way commensurate with their powers, in making the price of housing accessible to those without adequate resources;

(4) The Signatory also undertakes to ensure or to promote the equal right of women and men to be the tenant, owner or other form of property holder of their home and, to that end, to use its powers or influence to also ensure that women have equal access to mortgages and other forms of financial assistance and credit to secure housing.

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Article 20 – Culture, Sport and Recreation

(1) The Signatory recognises the right of everyone to take part in cultural life and to enjoy the arts.

(2) The Signatory further recognises the role that sport plays in contributing to the life of the community and in actualising the rights to health, as outlined in Article 14. It also recognises that different groups of women and men have the right to equal access to cultural, recreational and sporting activities and facilities.

(3) The Signatory recognises that women and men may have different experiences and interests in relation to culture, sport and recreation and that these may be the result of gender-based stereotypes, attitudes, norms and actions, and thus commits to carrying out or promoting countermeasures, as appropriate, including:

- Ensuring that women and men, boys and girls have an equal level of provision and access to sporting, recreation and cultural facilities and activities;
- Encouraging women and men, boys and girls to take part equally in all types of sport and cultural activities, including those traditionally seen as predominantly "female" or "male";
- Encouraging artists and cultural and sporting associations to promote cultural and sporting activities that challenge gender stereotyping of women and men;
- Encouraging public library services to challenge gender stereotypes in their book selections, catalogue and other materials, as well as in their promotional activities.

Article 21 – Safety and Security

(1) The Signatory recognises the right of each woman and man to security of the person and to liberty of movement and is cognisant that these rights cannot be freely or equally exercised if women or men are – or perceive themselves to be – unsafe or insecure, whether in the private or public domain.

(2) The Signatory further recognises that women and men, owing in part to different obligations or lifestyles, often face dissimilar problems of safety and security that need to be addressed.

(3) The Signatory therefore undertakes:

(a) to adopt a gender perspective when analysing statistics on the volume and patterns of incidents (including serious crimes against the individual) that have a bearing on the security or safety of women and men, and to measure the level and nature of fear of crime or other sources of insecurity;

(b) to develop and implement strategies, policies and actions that enhance the practical security and safety of women and men, such as upgrading the state or design of the local environment (e.g. transport interchanges, car parks, street lighting), or fine-tuning policing and related services, thereby seeking to improve the differing but shared perceptions of lack of safety and security.

Article 22 – Gender-Based Violence

(a) The Signatory recognises that gender-based violence disproportionately affects women and girls, constitutes a violation of fundamental human rights, and is an offence to the dignity and to the physical and emotional integrity of human beings.

(b) The Signatory recognises that gender-based violence is a manifestation of the idea, on the part of the perpetrator, of one sex's superiority over the other amidst a context of asymmetrical power relationships rooted in longstanding social constructions.

(c) The Signatory therefore commits to establishing and strengthening policies and actions repudiating gender-based violence, within and according to its competences, namely by:

- Providing or assisting specific support structures for victims;
- Providing accessible public information, in each of the local languages most commonly used, on assistance available in the area
- Ensuring that professional staff have the training needed to identify and support victims;
- Ensuring effective coordination exists between relevant services, such as the police, health and housing authorities;
- Promoting awareness-raising campaigns and educational programmes aimed at potential and actual victims and/or perpetrators.

Article 23 – Trafficking in Human Beings

(1) The Signatory recognises that the crime of trafficking in human beings, which disproportionately affects girls and women, constitutes a violation of fundamental human rights and an offence to the dignity and to the physical and emotional integrity of human beings.

(2) The Signatory undertakes to establish and strengthen policies and actions to prevent human trafficking, including as appropriate:

- Information and awareness-raising campaigns;
- Training programmes for professional staff responsible for identifying and supporting victims;
- Measures to discourage demand;
- Suitable measures to assist victims, including access to medical treatment, adequate and secure housing and language assistance.

ΑΔΑ: ΡΕΤΞΩ1Ρ-Γ2Η

Planning and Sustainable Development

Article 24 – Sustainable Development

(1) The Signatory recognises that planning and developing strategies for the future of its territory need to fully abide by the principles of sustainable development, namely the balanced integration of the economic, social, environmental and cultural dimensions and, in particular, the need to promote and achieve equality of women and men.

(2) The Signatory therefore commits to taking into account the principle of equality of women and men as a fundamental dimension in all its planning and strategy development for the sustainable development of its territory.

Article 25 – Urban and Local Planning

(1) The Signatory recognises the importance of its spatial, transport, economic development and land use policies and planning in establishing the conditions under which the right to equality of women and men in local life may be more fully achieved.

(2) The Signatory commits to ensuring that, in designing, adopting and implementing such policies and plans:

- the need to promote effective equality in all aspects of local life is fully taken into account;
- the specific needs of women and men in all their diversity – determined according to relevant and recent local data, including the Signatory's own gender assessments – are properly taken into account with respect to employment, access to services and cultural life, education and family responsibilities;
- high-quality design solutions are adopted that take into account the specific needs of different groups of women and men.

ΑΔΑ: ΡΕΤΞΩ1Ρ-Γ2Η

Article 26 – Mobility and Transport

(1) The Signatory recognises that mobility, access thereto and safety and security in public transport are fundamental preconditions enabling women and men to exercise many of their rights, tasks and activities, including access to work, education, culture and essential services. It also appreciates that the sustainability and success of a municipality or region depends to a significant degree on the development of an effective, sustainable and high-quality transport infrastructure and public transport service.

(2) The Signatory further recognises that women and men often have different needs and patterns of usage in their everyday life in terms of mobility and transport as a result of different factors such as income, care responsibilities or work hours and that, consequently, it is women who frequently undertake multi-purpose and multi-destination trips and who thus constitute the majority of public transport users.

(3) The Signatory therefore commits:

(a) to taking into account the relevant mobility needs and the transport usage patterns of women and men in all their diversity, including those from urban and rural communities;

(b) to ensuring that the public transport services available to citizens contribute to meeting the specific as well as shared needs of women and men and play a role in achieving real gender equality in local life;

(4) The Signatory further commits to supporting progressive improvements of its territory's public transport services, including intermodal connections, in order to fulfil the specific and shared needs of women and men for reliable, affordable, safe and accessible public transport, while also contributing to the area's sustainable development.

ΑΔΑ: ΡΕΤΞΩ1Ρ-Γ2Η

Article 27 – Economic Development

(1) The Signatory recognises that the achievement of balanced and sustainable economic development is a vital component of a successful municipality or region and that its activities and services in this field can contribute significantly to the advancement of gender equality.

(2) The Signatory recognises the need to step up the rate and quality of employment of women and further acknowledges that the risk of poverty ensuing from long-term unemployment or unpaid work is particularly high for women.

(3) The Signatory undertakes, within the scope of its competences, activities and services in the field of economic development, to fully take into account the needs and interests of different groups of women and men, and to consider opportunities to advance equality between them, taking appropriate actions to this end. Such actions may include:

- Assisting women entrepreneurs
- Ensuring that financial and other support provided to enterprises promotes gender equality;
- Encouraging women trainees to learn skills and achieve qualifications for jobs traditionally seen as "male" and vice versa
- Encouraging employers to recruit women apprentices and trainees, looking beyond gender stereotypes when considering skills, qualifications and positions traditionally seen as "male" and vice versa.

Article 28 – Environment

(1) The Signatory recognises its responsibility to work towards achieving a high level of protection and improving the quality of its territory's environment, notably through its policies concerning waste, noise, air quality, biodiversity and the impact of climate change. It further recognises the equal right of women and men to benefit from its services and policies relating to the environment.

(2) The Signatory recognises that the lifestyles of women and men differ in many places, and that women's and men's usage of local services and public or open spaces may be dissimilar, resulting in their facing different environmental problems.

(3) The Signatory accordingly undertakes, in developing its environmental policies and services, to have full and equal regard to the specific needs and lifestyles of women and men, as well as to the principle of solidarity between the generations.

ΑΔΑ: ΡΕΤΞΩ1Ρ-Γ2Η

Role as Regulator

Article 29 – Local Government as Regulator

(1) The Signatory, in executing its tasks and functions as regulator of relevant activities falling within its competences, recognises the important role that effective regulation and consumer protection play in ensuring the safety and well-being of its local population and that women and men may be differentially affected by the relevant regulated activities.

(2) The Signatory commits, in carrying out its regulatory tasks, to taking into account the specific needs, interests and circumstances of women and men in all their diversity.

Twinning and International Cooperation

Article 30 – Gender Equality in Decentralised Cooperation

(1) The Signatory recognises the value of municipal cooperation, twinning and decentralised cooperation; as carried out by European and international local and regional governments for sustainable development, in bringing citizens closer together and in promoting mutual learning and understanding across national borders.

(2) The Signatory undertakes, in its activities in the areas of twinning and decentralised cooperation:

- to involve women and men, from diverse backgrounds, in these activities on an equal basis;
- to use its twinning relationships and European and international partnerships as a platform for exchange of experience and mutual learning on issues relating to the equality of women and men
- to integrate a gender equality dimension into its decentralised cooperation actions.

INTRODUCTION OF NEW ARTICLES

Foreword

In the fifteen years since the Charter was first published, there have been monumental shifts in how we interact, govern, move, work and play. We are increasingly aware of the fragility of our planet and the mushrooming and myriad challenges that must be conscientiously addressed by all levels of government, institutions and civil society—challenges that cannot be withstood sustainably without taking into account their gender dimensions and impacts.

The European Charter for Equality of Women and Men in Local Life is the product of many years of experience, expertise and negotiation. Conceived to be a solid and enduring document, CEMR and its member associations seek to offer, through these new articles, expanded guidance for Europe's municipalities and regions as they utilise the European Charter for Equality of Women and Men in Local Life to achieve greater equality for their populations.

Recent crises such as the COVID-19 pandemic and the war in Ukraine point to the need for civil preparedness and crisis management that is high-functioning and gender-responsive. Increasingly, we have seen how advances in ICT and digitalisation are not gender-neutral. It is vital to be mindful of how women's and men's identities, needs and priorities are integrated into new tools and processes if they are to *enhance* gender equality and not perpetuate the biases and inequalities that have persisted in our societies for centuries.

To achieve a society based on equality, it is essential that local and regional governments understand the gender dimension inherent in their daily work and take action to challenge unequal gender relations and discriminatory norms and practices, not only in in their policies and procedures but in their organisations. Furthermore, it is crucial that boys and men be involved in this process both as agents of change and as beneficiaries of gender equality work.

The Charter's provisions along with the new articles are intended to embrace all people who are subjected to the consequences of the traditional gender norms that structure our societies and shape our perceptions. The people who make up our communities represent a diverse and sprawling range of identities. The Charter is a declaration on the part of local and regional governments stating their desire to work towards the common goal of achieving gender equality in our societies that is of importance and applicable to all citizens.

The expanded articles of the European Charter for Equality of Women and Men in Local Life were prepared by the Council of European Municipalities and Regions and its member associations, in collaboration with members of the CEMR Expert Group on Gender Equality and the CEMR Standing Committee for Equality. They were formally adopted by the CEMR Policy Committee on 6 December 2022, and hence their date of entry into force.

Existing signatories of the Charter are invited to adhere to and ratify the new articles and to incorporate their provisions in their work to implement the European Charter for Equality. Signatories from 2023 onwards will be committing to both the original Charter text as well as the expanded articles of 2022.

Local and regional governments' situations vary according to their national contexts and their competences and responsibilities are likewise wide-ranging and diverse. Signatories may therefore – based on their available capacities and resources –determine their priority areas for each action plan accordingly.

New articles

The new articles focus on themes and challenges that either did not exist 15 years ago or have substantially evolved, and which today greatly impact the achievement of gender equality.

The new articles introduced to the Charter cover nine **macro themes** which local and regional governments must take into consideration in their promotion of gender equality:

1. First, it is critical to embrace the mutually supportive pillars of **sustainable development**: social equity, economic growth, and environmental protection.
2. Despite offering new possibilities for learning, making connections and participating in activities, the online world brings with it particular challenges for girls and women—especially in terms of harassment and **cyber violence**.
3. The targeting of **women elected representatives**, public figures and staff with violence and abuse represents a grave threat to democratic governance.
4. **Intersectionality** is a concept and approach that local and regional governments can use to ensure greater gender inclusivity, particularly regarding girls and women who experience multiple and intersecting forms of discrimination.
5. Modern digital technologies have made it possible for many professional groups to enjoy a more **flexible working** life. Many people, although by no means all, can now work from home to a greater degree, which brings both opportunities and risks for gender equality.
6. **Digital inclusion** of all girls and women is essential for the development of a society that aims to ensure a better future for all. Advances in ICT and digitalisation, however, have not been gender neutral. It is therefore crucial to develop and use new tools and processes that enhance rather than undermine equality between women and men.
7. Girls and women can only live, lead and thrive freely and equally when their **sexual and reproductive health rights** are upheld.
8. **Climate change** is a threat multiplier that escalates social, political and economic tensions and has a disproportionate impact on girls and women.
9. Gender equality and the active involvement of girls and women cannot be cast aside in moments of crisis but must be viewed as an effective component for successful **civil preparedness and emergency response**.

ΑΔΑ: ΡΕΤΞΩ1Ρ-Γ2Η

Article 31 – Sustainable Development for a Sustainable Future

(1) The Signatory recognises that gender equality represents a driver of sustainable development and all its interlinked dimensions, from ending poverty and hunger and promoting prosperity and inclusive growth to building peaceful, just and inclusive societies and securing the protection of the planet and its natural resources.

(2) The Signatory further recognises that the ambitions of the 2030 Agenda for Sustainable Development and the post-2030 sustainability agenda are global, whereas their implementation is local. All 17 Sustainable Development Goals have targets that tie in directly with the responsibilities of LRGs, and gender equality is a cross-cutting thread interwoven throughout, underpinning their successful realisation. In particular, the Signatory appreciates that the Charter's commitments are in harmony with Goal 5.

Article 32 – Cyber Violence

(1) The Signatory recognises that gender-based violence includes cyber violence in all its forms. Acts of cyber violence can consist of different types of harassment, threats, violation of privacy, sexual abuse and sexual exploitation, as well as bias-related offences or hate crimes against social groups, communities or individuals. The Signatory acknowledges that such acts impact women and girls disproportionally.

(2) To counteract this violence, the Signatory undertakes, in accordance with its responsibilities, to:

- Implement, as an employer, measures to prohibit abuse, harassment and violence in all its forms in the workplace, including third-party violence and cyber violence.
- Be alert to prevent and stop any type of harassment and violence appearing within their services, especially in schools.
- Educate children and young people, as well as advise their parents, on cyber violence and its gender-based aspects and how it can be prevented and stopped.
- Engage with boys and men as agents of change and beneficiaries of greater gender equality and prevent radicalisation in online communities that promote hatred of women.

ΑΔΑ: ΡΕΤΞΩ1Ρ-Γ2Η

Article 33 – Violence Against Elected Women and Staff

(1) The Signatory recognises that online and physical threats and violence against women standing as candidates, serving in elected or other public office, are often gender-related and may hinder women's societal and political participation, thereby undermining the principle of democracy.

(2) The Signatory recognises the necessity of having a safe place to engage in politics. To this end, the Signatory commits, in accordance with its responsibilities, to developing processes and support structures to guide and assist elected women and employees in contending with hate speech.

(3) The Signatory commits to preventing, reducing and mitigating any third-party violence and harassment that their elected representatives and employees may be subject to in the exercise of their duties, and which impacts women in particular.

Article 34 – Intersectionality and Diversity

(1) The Signatory recognises that the identities and lived experiences of people are not merely additive but are intersecting and complex.

(2) The Signatory recognises the necessity of reaching out to include the voices and experiences of girls and women vulnerable to multiple and intersecting forms of discrimination in respect of the development, implementation and monitoring of policies and programmes that affect them. To this end, the Signatory can introduce measures to:

- Take into account the specific needs of girls and women protected under EU law[12] and promote their integration and inclusion by taking all reasonable measures, including positive actions, within the scope of its legal powers;
- Encourage the challenging of gender stereotypes in educational activities and promote a wide range of role models from diverse backgrounds, including in public libraries' book catalogues and other materials as well as in their promotional activities;

12 Charter of Fundamental Rights of the European Union, Article 21: "sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation".

ΑΔΑ: ΡΕΤΞΩ1Ρ-Γ2Η

Article 35 – Workplace flexibility

(1) The Signatory recognises the opportunities that workplace flexibility, including teleworking, can offer both men and women in facilitating the reconciliation of professional, social and private life. The Signatory also recognises the risks and disadvantages that new ways of working can bring to women, including diminished mental health, reduction in income or employment as well as the increased burden of care and unpaid domestic work that often falls disproportionally on their shoulders.

(2) The Signatory commits to promoting workplace flexibility in respect of its activities and services to facilitate the reconciliation of professional, social and private life for both men and women.

(3) The Signatory, as an employer, commits to being alert to the risk of teleworking increasing the unpaid care work performed by women.

Article 36 – Digitalisation and Digital Inclusion

(1) The Signatory recognises that new digital communication tools have changed the way citizens, authorities, private companies, civil society and other organisations communicate, disseminate and gather information. Digital technology offers great opportunities to develop and improve local and regional government services.

(2) The Signatory recognises the key role that digital learning solutions can play in advancing equality between girls, boys, women and men in education, especially in reaching those who are lagging behind in their schooling. It further recognises that women can be adversely impacted by the existing digital gender divide in the access to and use of online and digital technology, as well as in its technological development and governance. It therefore commits to supporting women's and girls' access to digital learning solutions by promoting gender-responsive digital teaching and learning and by supporting STEM education and digital skills development for girls and women.

Article 37 – Sexual and Reproductive Health Rights

(1) Local and regional governments play a crucial role in promoting and securing sexual and reproductive health among their citizens. In this respect, the Signatory undertakes to carry out or promote, as appropriate and within the scope of its competences and responsibilities, the following measures:

(a) Promoting and encouraging programmes aimed at boys, girls, men and women in all their diversity that offer comprehensive sexuality education, addressing topics such as social norms and the stigma and discrimination surrounding menstruation, in order to nurture greater understanding as well as increased protection and advocacy for girls' and women's health, well-being and dignity;

(b) Taking into account the needs of women and girls belonging to vulnerable groups and ensuring they have equal access to health care, an integral part of their sexual and reproductive health rights.

(2) The Signatory recognises that health equity includes the right to reproductive and sexual health, and further recognises the causes and consequences of its violation.

(3) The Signatory recognises the right of women to have control over and decide freely on matters related to their sexuality, including family planning, contraception, safe and legal abortion services and prenatal and maternal care services.

Article 38 – Climate Change and the Right to a Healthy Environment

(1) Global warming, loss of biodiversity and pollution all pose a serious risk to the enjoyment of basic human rights, including the right to life, health, and family. The Signatory recognises the right to a healthy environment as a fundamental human right that must take account of women and girls' needs.

(2) The Signatory acknowledges the critical role of local and regional governments in responding to environmental and climate change challenges, especially in urban areas, in accordance with human rights principles and gender-responsive policies. The Signatory therefore undertakes to:

- Improve awareness-raising on the need for climate change measures to be integrated into their local policies and to adopt sustainable models of development that take into consideration gender-responsive solutions.
- Include women's perspectives and experiences when designing and implementing environmental policies and plans, with the ultimate aim of attaining gender-balanced participation in all the phases and processes of policy development.

Article 39 – Crisis Management and Civil Preparedness

(1) The Signatory recognises that crises and their causes are multiple and interconnected and often affect women and men differently.

(2) The Signatory recognises the key role that local and regional governments can play in times of crisis in identifying community preferences and the needs of women and men, girls and boys in all their diversity.

(3) The Signatory understands the need to ensure adequate representation and agency of women in decision-making during times of crisis and in *ex ante* civil preparedness planning in view of shaping and implementing gender-responsive actions and recovery strategies, while simultaneously building up resilience for future crises and shocks.

(4) The Signatory undertakes, both in preparedness planning and crisis management, to:

- Reinforce women's participation in politics, public institutions and leadership positions to ensure gender-responsive emergency preparedness and crisis management;
- Support community-based civil society, which plays a key role in underscoring the gender dimensions of crises and in monitoring and supporting the delivery of social protection and services;
- Strengthen the collection of sex and age-disaggregated data, statistics and findings substantiating differentiated gender impacts so as to effectively counteract the gender-related effects of emergencies and improve crisis management.

(5) The Signatory commits to enacting special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, in situations of armed conflict.

ΑΔΑ: ΡΕΤΞΩ1Ρ-Γ2Η

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- Members of the CEMR Expert Group on Gender Equality
- Members of the CEMR Standing Committee for Equality of Women and Men in Local Life
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- National Association of Municipalities in the Republic of Bulgaria (NAMRB)
- Union of Cyprus Municipalities (UCM)
- Union of Towns and Communities of the Czech Republic (SMO CR)
- Association of Finnish Local and Regional Authorities (AFLRA)
- French Section of CEMR (AFCCRE)
- German Section of CEMR (RGRE)
- Central Union of Municipalities and Communities of Greece (KEDKE)
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- Italian Section of CEMR (AICCRE)
- Association of Luxembourg Towns and Municipalities (SYVICOL)
- Association of Polish Cities (ZMP)
- Spanish Federation of Municipalities and Provinces (FEMP)
- Basque Association of Municipalities (EUDEL)
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- City of Saint Jean de la Ruelle (France)
- City of Frankfurt am Main (Germany)
- City of Cartagena (Spain)
- City of Valencia (Spain)
- House of Time and Mobility, Municipality of Belfort-Montbéliard (France)
- Standing Committee for the Euro-Mediterranean Partnership of the Local and Regional Authorities (COPPEM)

About CEMR

The Council of European Municipalities and Regions (CEMR) has the broadest membership of local and regional governments in Europe of any organisation. Its members consist of more than 60 national associations of municipalities and regions from 40 European countries. Together, these associations represent some 100 000 local and regional governments.

CEMR's objectives are twofold: to influence European legislation on behalf of local and regional governments and to provide a platform for exchange between its member associations and their elected officials and experts.

On the international stage, CEMR is the European Section of United Cities and Local Governments (UCLG), the worldwide organisation of local government.

www.cemr.eu

About the Observatory

CEMR launched the Observatory of the European Charter for Equality in 2012 to support Charter signatories in their efforts to implement the Charter and advance gender equality. The online platform showcases good practices and examples of successful local gender equality policies and facilitates peer-learning amongst signatories. It also includes guidance on how to elaborate an equality action plan and features a database (the "Atlas"), which provides contact information and links to signatories' gender equality action plans.

The work of the Observatory is coordinated by the CEMR Secretariat, in collaboration with the CEMR Standing Committee for Equality and an expert group composed of national coordinators/gender focal points from CEMR member associations.

www.charter-equality.eu

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

A Charter setting out Europe's local and regional governments' commitment to using their powers and partnerships to achieve greater equality for their populations

I, the undersigned, ... *(name of signatory)*

holding the office of .....

in ..... *(name of local / regional government)*

By my signature, confirm that the above-mentioned authority has formally agreed to adhere to the European Charter for Equality of Women and Men in Local Life, to comply with its provisions, and that I am duly authorised to act on its behalf in this matter.

Signed .....

Dated .....

I agree to send a signed and completed copy of this form to the Council of European Municipalities and Regions, creator and steward of the Charter, at the following address:

The Secretary General
Council of European Municipalities and Regions
Square de Meeûs,
B-1000 Brussels
Belgium
charter@ccre-cemr.org

ΑΔΑ: ΡΕΤΞΩ1Ρ-Γ2Η

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ΕΥΡΩΠΑΙΚΗ ΧΑΡΤΑ ΓΙΑ ΤΗΝ ΙΣΟΤΗΤΑ ΓΥΝΑΙΚΩΝ ΚΑΙ ΑΝΔΡΩΝ ΣΤΙΣ ΤΟΠΙΚΕΣ ΚΟΙΝΩΝΙΕΣ

ΕΙΣΑΓΩΓΗ ΝΕΩΝ ΑΡΘΡΩΝ

Πρόλογος

Στα δεκαπέντε χρόνια που μεσολάβησαν από την πρώτη έκδοση της Χάρτας, σημειώθηκαν μνημειώδεις αλλαγές στον τρόπο με τον οποίο αλληλοεπιδρούμε, κυβερνούμε, μετακινούμαστε, εργαζόμαστε και ψυχαγωγούμαστε. Αντιλαμβανόμαστε ολοένα και περισσότερο την ευθραυστότητα του πλανήτη μας και τις αυξανόμενες, πολυάριθμες προκλήσεις που πρέπει να αντιμετωπιστούν με ευσυνειδησία από όλα τα επίπεδα διακυβέρνησης, τους θεσμούς και την κοινωνία των πολιτών — προκλήσεις που δεν μπορούν να αντιμετωπιστούν βιώσιμα, χωρίς να ληφθούν υπόψη οι έμφυλες διαστάσεις και επιπτώσεις τους.

Η Ευρωπαϊκή Χάρτα για την Ισότητα Γυναικών και Ανδρών στις Τοπικές Κοινωνίες είναι προϊόν πολυετούς εμπειρίας, τεχνογνωσίας και διαπραγμάτευσης. Σχεδιασμένη ως ένα στέρεο και διαχρονικό έγγραφο, το CEMR (Συμβούλιο των Δήμων και Περιφερειών της Ευρώπης) και οι ενώσεις - μέλη του επιδιώκουν να προσφέρουν, μέσω αυτών των νέων άρθρων, διευρυμένη καθοδήγηση στους δήμους και τις περιφέρειες της Ευρώπης, καθώς χρησιμοποιούν τη Χάρτα για την επίτευξη μεγαλύτερης ισότητας για τους πληθυσμούς τους.

Πρόσφατες κρίσεις, όπως η πανδημία COVID-19 και ο πόλεμος στην Ουκρανία, καταδεικνύουν την ανάγκη για μια πολιτική ετοιμότητα και διαχείριση κρίσεων που θα είναι υψηλής λειτουργικότητας και θα ανταποκρίνεται στη διάσταση του φύλου. Ομοίως, βλέπουμε ολοένα και περισσότερο πώς οι πρόοδοι στις Τεχνολογίες Πληροφορικής και Επικοινωνιών (ΤΠΕ) και ο ψηφιακός μετασχηματισμός δεν είναι ουδέτερα ως προς το φύλο. Είναι ζωτικής σημασίας να λαμβάνουμε υπόψη πώς οι ταυτότητες, οι ανάγκες και οι προτεραιότητες γυναικών και ανδρών ενσωματώνονται σε νέα εργαλεία και διαδικασίες, ώστε αυτά να ενισχύουν την ισότητα των φύλων και να μην διαιωνίζουν τις προκαταλήψεις και τις ανισότητες που επιμένουν στις κοινωνίες μας για αιώνες.

Για να επιτευχθεί μια κοινωνία βασισμένη στην ισότητα, είναι απαραίτητο οι τοπικές και περιφερειακές αρχές να κατανοήσουν την έμφυλη διάσταση που ενυπάρχει στην καθημερινή τους εργασία και να αναλάβουν δράση, για να αμφισβητήσουν τις άνισες έμφυλες σχέσεις και τα πρότυπα που εισάγουν διακρίσεις, όχι μόνο στις πολιτικές και στις διαδικασίες τους, αλλά και στους ίδιους τους οργανισμούς τους. Επιπλέον, είναι κρίσιμο τα αγόρια και οι άνδρες να συμμετέχουν σε αυτή τη διαδικασία τόσο ως φορείς αλλαγής όσο και ως ωφελούμενοι από το έργο για την ισότητα των φύλων.

Οι διατάξεις της Χάρτας, μαζί με τα νέα άρθρα, αποσκοπούν στο να περιλάβουν όλα τα άτομα που υφίστανται τις συνέπειες των παραδοσιακών έμφυλων προτύπων που δομούν τις κοινωνίες μας και διαμορφώνουν τις αντιλήψεις μας. Τα άτομα που απαρτίζουν τις κοινότητές μας αντιπροσωπεύουν ένα ποικίλο και ευρύ φάσμα ταυτοτήτων. Η Χάρτα αποτελεί μια δήλωση εκ μέρους των τοπικών και περιφερειακών αρχών, που εκφράζει την επιθυμία τους να εργαστούν προς τον κοινό στόχο της επίτευξης της ισότητας των φύλων, η οποία είναι σημαντική και εφαρμόσιμη για όλους τους πολίτες.

Τα διευρυμένα άρθρα της Ευρωπαϊκής Χάρτας προετοιμάστηκαν από το CEMR σε συνεργασία με την Ομάδα Εμπειρογνωμόνων για την Ισότητα των Φύλων και τη Μόνιμη Επιτροπή για την Ισότητα του CEMR. Υιοθετήθηκαν επίσημα από την Επιτροπή Πολιτικής του CEMR στις 6 Δεκεμβρίου 2022, ημερομηνία κατά την οποία τέθηκαν σε ισχύ.

Οι αρχές που έχουν ήδη υπογράψει τη Χάρτα καλούνται να προσχωρήσουν και να επικυρώσουν τα νέα άρθρα, ενσωματώνοντας τις διατάξεις τους στο έργο τους. Οι

Υπογράφουσες Αρχές από το 2023 και μετά θα δεσμεύονται τόσο για το αρχικό κείμενο της Χάρτας όσο και για τα διευρυμένα άρθρα του 2022.
Καθώς οι καταστάσεις των τοπικών και περιφερειακών αρχών ποικίλλουν ανάλογα με το εθνικό τους πλαίσιο και τις αρμοδιότητές τους, οι Υπογράφουσες Αρχές μπορούν - με βάση τις διαθέσιμες ικανότητες και πόρους τους - να καθορίσουν ανάλογα τους τομείς προτεραιότητας για κάθε σχέδιο δράσης τους.

Νέα Άρθρα

Τα νέα άρθρα επικεντρώνονται σε θεματικές και προκλήσεις που είτε δεν υπήρχαν πριν από 15 χρόνια είτε έχουν εξελιχθεί ουσιαστικά, και οι οποίες σήμερα επηρεάζουν σε μεγάλο βαθμό την επίτευξη της ισότητας των φύλων.
Τα νέα άρθρα που εισάγονται στη Χάρτα καλύπτουν εννέα μακρο-θεματικές, τις οποίες οι τοπικές και περιφερειακές αρχές οφείλουν να λαμβάνουν υπόψη κατά την προώθηση της ισότητας των φύλων:

1. Πρώτον, είναι κρίσιμο να υιοθετηθούν οι αμοιβαία υποστηριζόμενοι πυλώνες της **βιώσιμης ανάπτυξης**: κοινωνική δικαιοσύνη, οικονομική ανάπτυξη και περιβαλλοντική προστασία.

2. Παρά το γεγονός ότι προσφέρει νέες δυνατότητες για μάθηση, δικτύωση και συμμετοχή σε δραστηριότητες, ο διαδικτυακός κόσμος φέρνει μαζί του ιδιαίτερες προκλήσεις για τα κορίτσια και τις γυναίκες - ιδιαίτερα όσον αφορά την παρενόχληση και τη **βία στον κυβερνοχώρο**.

3. Η βία και η κακοποίηση κατά των **γυναικών αιρετών εκπροσώπων**, δημόσιων προσώπων και διοικητικών στελεχών αποτελεί σοβαρή απειλή για τη δημοκρατική διακυβέρνηση.

4. Η **διαθεματικότητα** αφορά μια έννοια και προσέγγιση που μπορούν να χρησιμοποιήσουν οι τοπικές και περιφερειακές αρχές για να διασφαλίσουν μεγαλύτερη έμφυλη συμπερίληψη, ιδιαίτερα όσον αφορά τα κορίτσια και τις γυναίκες που βιώνουν πολλαπλές και διαθεματικές διακρίσεις.

5. Οι σύγχρονες ψηφιακές τεχνολογίες έχουν επιτρέψει σε πολλές επαγγελματικές ομάδες να απολαμβάνουν μια πιο **ευέλικτη εργασιακή ζωή**. Πολλοί άνθρωποι μπορούν πλέον να εργάζονται από το σπίτι σε μεγαλύτερο βαθμό, γεγονός που φέρνει τόσο ευκαιρίες όσο και κινδύνους για την ισότητα των φύλων.

6. Η **ψηφιακή συμπερίληψη** όλων των κοριτσιών και των γυναικών είναι απαραίτητη για την ανάπτυξη μιας κοινωνίας που στοχεύει στη διασφάλιση ενός καλύτερου μέλλοντος για όλες και όλους. Οι πρόοδοι στις ΤΠΕ και ο ψηφιακός μετασχηματισμός, ωστόσο, δεν υπήρξαν ουδέτεροι ως προς το φύλο. Για το λόγο αυτό, είναι ζωτικής σημασίας να αναπτυχθούν και να χρησιμοποιηθούν νέα εργαλεία και διαδικασίες που ενισχύουν - και δεν υπονομεύουν - την ισότητα μεταξύ γυναικών και ανδρών.

7. Τα κορίτσια και οι γυναίκες μπορούν να ζήσουν, να ηγηθούν και να ευημερήσουν ελεύθερα και ισότιμα μόνο όταν τα **σεξουαλικά και αναπαραγωγικά τους δικαιώματα** γίνονται σεβαστά.

8. Η **κλιματική αλλαγή** λειτουργεί ως πολλαπλασιαστής απειλών που κλιμακώνει τις κοινωνικές, πολιτικές και οικονομικές εντάσεις και έχει δυσανάλογο αντίκτυπο στα κορίτσια και τις γυναίκες.

9. Η ισότητα των φύλων και η ενεργός συμμετοχή των κοριτσιών και των γυναικών δεν μπορούν να παραβλέπονται σε στιγμές κρίσης, αλλά πρέπει να αντιμετωπίζονται ως αποτελεσματικό συστατικό για την επιτυχή **πολιτική ετοιμότητα και την αντιμετώπιση καταστάσεων έκτακτης ανάγκης.**

Άρθρο 31 – Βιώσιμη Ανάπτυξη για ένα Βιώσιμο Μέλλον

(1) Η Υπογράφουσα Αρχή αναγνωρίζει ότι η ισότητα των φύλων αποτελεί κινητήριο δύναμη για τη βιώσιμη ανάπτυξη και όλες τις αλληλένδετες διαστάσεις της: από τον τερματισμό της φτώχειας και της πείνας και την προώθηση της ευημερίας και της ανάπτυξης χωρίς αποκλεισμούς, έως την οικοδόμηση ειρηνικών, δίκαιων κοινωνιών χωρίς αποκλεισμούς και τη διασφάλιση της προστασίας του πλανήτη και των φυσικών του πόρων.

(2) Η Υπογράφουσα Αρχή αναγνωρίζει επιπλέον ότι οι φιλοδοξίες της Ατζέντας 2030 για τη Βιώσιμη Ανάπτυξη και της ατζέντας βιωσιμότητας μετά το 2030 είναι παγκόσμιες, ενώ η εφαρμογή τους είναι τοπική. Και οι 17 Στόχοι Βιώσιμης Ανάπτυξης συνδέονται άμεσα με τις αρμοδιότητες των τοπικών και περιφερειακών αρχών και η ισότητα των φύλων αποτελεί μια οριζόντια συνεκτική γραμμή που διατρέχει όλους τους στόχους, υποστηρίζοντας την επιτυχή υλοποίησή τους. Ειδικότερα, η Υπογράφουσα Αρχή εκτιμά ότι οι δεσμεύσεις της Χάρτας εναρμονίζονται με τον 5ο Στόχο Βιώσιμης Ανάπτυξης.

Άρθρο 32 – Βία στον Κυβερνοχώρο

(1) Η Υπογράφουσα Αρχή αναγνωρίζει ότι η έμφυλη βία περιλαμβάνει τη βία στον κυβερνοχώρο σε όλες τις μορφές της. Οι πράξεις βίας στον κυβερνοχώρο μπορεί να συνίστανται σε διάφορους τύπους παρενόχλησης, απειλών, παραβίασης της ιδιωτικής ζωής, σεξουαλικής κακοποίησης και σεξουαλικής εκμετάλλευσης, καθώς και σε αδικήματα που σχετίζονται με προκαταλήψεις ή εγκλήματα μίσους κατά κοινωνικών ομάδων, κοινοτήτων ή ατόμων. Η Υπογράφουσα Αρχή αναγνωρίζει ότι τέτοιες πράξεις επηρεάζουν δυσανάλογα τις γυναίκες και τα κορίτσια.
(2)Για την αντιμετώπιση αυτής της βίας, η Υπογράφουσα Αρχή δεσμεύεται, σύμφωνα με τις αρμοδιότητές της, να:
- Εφαρμόζει, ως εργοδότης, μέτρα για την απαγόρευση της κακοποίησης, της παρενόχλησης και της βίας σε όλες τις μορφές της στον χώρο εργασίας, συμπεριλαμβανομένης της βίας από τρίτους και της βίας στον κυβερνοχώρο.
- Βρίσκεται σε εγρήγορση για την πρόληψη και τη διακοπή κάθε είδους παρενόχλησης και βίας που εμφανίζεται στο πλαίσιο των υπηρεσιών της, ιδιαίτερα στα σχολεία.
- Εκπαιδεύει τα παιδιά και τις/τους νέες/νέους, καθώς και να συμβουλεύει τους γονείς τους, σχετικά με τη βία στον κυβερνοχώρο, τις έμφυλες διαστάσεις της και τον τρόπο με τον οποίο μπορεί να προληφθεί και να σταματήσει.
- Συνεργάζεται με αγόρια και άνδρες ως φορείς αλλαγής και ωφελούμενους από τη μεγαλύτερη ισότητα των φύλων και να προλαμβάνει τη ριζοσπαστικοποίηση σε διαδικτυακές κοινότητες που προωθούν το μίσος κατά των γυναικών.

Άρθρο 33 – Βία κατά Εκλεγμένων Γυναικών και Διοικητικών Στελεχών

(1) Η Υπογράφουσα Αρχή αναγνωρίζει ότι οι διαδικτυακές και φυσικές απειλές, καθώς και η βία κατά γυναικών που είναι υποψήφιες ή υπηρετούν σε αιρετά ή άλλα δημόσια αξιώματα, είναι συχνά έμφυλης φύσης και ενδέχεται να εμποδίσουν την κοινωνική και πολιτική συμμετοχή των γυναικών, υπονομεύοντας έτσι την αρχή της δημοκρατίας.
(2)Η Υπογράφουσα Αρχή αναγνωρίζει την ανάγκη ύπαρξης ενός ασφαλούς χώρου για την ενασχόληση με την πολιτική. Για το σκοπό αυτό, η Υπογράφουσα Αρχή δεσμεύεται, σύμφωνα με τις αρμοδιότητές της, να αναπτύξει διαδικασίες και δομές υποστήριξης για την καθοδήγηση και τη βοήθεια των εκλεγμένων γυναικών και των διοικητικών στελεχών στην αντιμετώπιση της ρητορικής μίσους.
(3) Η Υπογράφουσα Αρχή δεσμεύεται να προλαμβάνει, να μειώνει και να μετριάζει κάθε μορφή βίας και παρενόχλησης από τρίτους, στην οποία ενδέχεται να υποβληθούν οι αιρετές/οί εκπρόσωποί της και τα διοικητικά στελέχη της κατά την άσκηση των καθηκόντων τους, και η οποία πλήττει ιδιαίτερα τις γυναίκες.

Άρθρο 34 – Διαθεματικότητα και Διαφορετικότητα

(1) Η Υπογράφουσα Αρχή αναγνωρίζει ότι οι ταυτότητες και οι βιωμένες εμπειρίες των ανθρώπων δεν είναι απλώς αθροιστικές, αλλά διαθεματικές και σύνθετες.
(2) Η Υπογράφουσα Αρχή αναγνωρίζει την ανάγκη προσέγγισης και συμπερίληψης των φωνών και των εμπειριών των κοριτσιών και των γυναικών που είναι ευάλωτες σε πολλαπλές και διαθεματικές μορφές διακρίσεων, όσον αφορά τον σχεδιασμό, την εφαρμογή και την παρακολούθηση πολιτικών και προγραμμάτων που τις επηρεάζουν. Για το σκοπό αυτό, η Υπογράφουσα Αρχή μπορεί να εισαγάγει μέτρα, για να:

- Λαμβάνει υπόψη τις ειδικές ανάγκες των κοριτσιών και των γυναικών που προστατεύονται από το δίκαιο της ΕΕ[3] και να προωθεί την ένταξη και τη συμπερίληψή τους, λαμβάνοντας όλα τα απαραίτητα μέτρα, συμπεριλαμβανομένων των θετικών δράσεων, εντός του πεδίου των νόμιμων αρμοδιοτήτων της.
- Ενθαρρύνει την αμφισβήτηση των έμφυλων στερεοτύπων στις εκπαιδευτικές δραστηριότητες και να προωθεί ένα ευρύ φάσμα προτύπων από διαφορετικά υπόβαθρα, συμπεριλαμβανομένων των καταλόγων βιβλίων των δημόσιων βιβλιοθηκών και άλλου υλικού, καθώς και στις δράσεις της επικοινωνίας.

Άρθρο 35 – Ευελιξία στον Χώρο Εργασίας

(1)Η Υπογράφουσα Αρχή αναγνωρίζει τις ευκαιρίες που η ευελιξία στον χώρο εργασίας, συμπεριλαμβανομένης της τηλεργασίας, μπορεί να προσφέρει τόσο σε άνδρες όσο και σε γυναίκες, διευκολύνοντας τη συμφιλίωση επαγγελματικής, κοινωνικής και ιδιωτικής ζωής. Η Υπογράφουσα Αρχή αναγνωρίζει επίσης τους κινδύνους και τα μειονεκτήματα που μπορεί να επιφέρουν οι νέοι τρόποι εργασίας στις γυναίκες, συμπεριλαμβανομένης της επιδείνωσης της ψυχικής υγείας, της μείωσης του εισοδήματος ή της απασχόλησης, καθώς και του αυξημένου βάρους της φροντίδας και της μη αμειβόμενης οικιακής εργασίας, με την οποία επιφορτίζεται δυσανάλογα.
(2) Η Υπογράφουσα Αρχή δεσμεύεται να προωθεί την ευελιξία στον χώρο εργασίας σε σχέση με τις δραστηριότητες και τις υπηρεσίες της, ώστε να διευκολύνεται η συμφιλίωση επαγγελματικής, κοινωνικής και ιδιωτικής ζωής τόσο για τους άνδρες όσο και για τις γυναίκες.
(3) Η Υπογράφουσα Αρχή, ως εργοδότης, δεσμεύεται να βρίσκεται σε εγρήγορση για τον κίνδυνο η τηλεργασία να αυξήσει τη μη αμειβόμενη εργασία φροντίδας που παρέχεται από τις γυναίκες.

Άρθρο 36 – Ψηφιακός Μετασχηματισμός και Ψηφιακή Συμπερίληψη

(1) Η Υπογράφουσα Αρχή αναγνωρίζει ότι τα νέα ψηφιακά εργαλεία επικοινωνίας έχουν αλλάξει τον τρόπο με τον οποίο οι πολίτες, οι αρχές, οι ιδιωτικές εταιρείες, η κοινωνία των πολιτών και άλλοι οργανισμοί επικοινωνούν, διαδίδουν και συλλέγουν πληροφορίες. Η ψηφιακή τεχνολογία προσφέρει μεγάλες ευκαιρίες για την ανάπτυξη και τη βελτίωση των υπηρεσιών της τοπικής και περιφερειακής διακυβέρνησης.
(2) Η Υπογράφουσα Αρχή αναγνωρίζει τον βασικό ρόλο που μπορούν να διαδραματίσουν οι λύσεις ψηφιακής μάθησης στην προώθηση της ισότητας μεταξύ κοριτσιών, αγοριών, γυναικών και ανδρών στην εκπαίδευση, ειδικά για την προσέγγιση εκείνων που υστερούν στη σχολική τους φοίτηση. Αναγνωρίζει περαιτέρω ότι οι γυναίκες μπορεί να επηρεαστούν αρνητικά από το υφιστάμενο ψηφιακό έμφυλο χάσμα στην πρόσβαση και τη χρήση της διαδικτυακής και ψηφιακής τεχνολογίας, καθώς και στην τεχνολογική της ανάπτυξη και διακυβέρνηση. Για το σκοπό αυτό, δεσμεύεται να

[3] Χάρτης των Θεμελιωδών Δικαιωμάτων της Ευρωπαϊκής Ένωσης, Άρθρο 21: «φύλο, φυλή, χρώμα, εθνοτική καταγωγή ή κοινωνική προέλευση, γενετικά χαρακτηριστικά, γλώσσα, θρησκεία ή πεποιθήσεις, πολιτικά φρονήματα ή κάθε άλλη γνώμη, ιδιότητα μέλους εθνικής μειονότητας, περιουσία, γέννηση, αναπηρία, ηλικία ή γενετήσιος προσανατολισμός».

υποστηρίξει την πρόσβαση των γυναικών και των κοριτσιών σε λύσεις ψηφιακής μάθησης, προωθώντας την ψηφιακή διδασκαλία και μάθηση με ευαισθησία ως προς το φύλο και υποστηρίζοντας την εκπαίδευση STEM και την ανάπτυξη ψηφιακών δεξιοτήτων για κορίτσια και γυναίκες.

Άρθρο 37 – Σεξουαλικά Δικαιώματα και Δικαιώματα Αναπαραγωγικής Υγείας

(1) Οι τοπικές και περιφερειακές αρχές διαδραματίζουν καθοριστικό ρόλο στην προώθηση και διασφάλιση της σεξουαλικής και αναπαραγωγικής υγείας των πολιτών τους. Από την άποψη αυτή, η Υπογράφουσα Αρχή αναλαμβάνει να εφαρμόσει ή να προωθήσει, ανάλογα με την περίπτωση και εντός του πεδίου των αρμοδιοτήτων και ευθυνών της, τα ακόλουθα μέτρα:

(α) Προώθηση και ενθάρρυνση προγραμμάτων που απευθύνονται σε αγόρια, κορίτσια, άνδρες και γυναίκες σε όλη τους τη διαφορετικότητα, τα οποία προσφέρουν ολοκληρωμένη σεξουαλική εκπαίδευση, εξετάζοντας θέματα όπως τα κοινωνικά πρότυπα, το στίγμα και οι διακρίσεις γύρω από την έμμηνο ρύση, προκειμένου να καλλιεργηθεί μεγαλύτερη κατανόηση καθώς και αυξημένη προστασία και υπεράσπιση της υγείας, της ευημερίας και της αξιοπρέπειας των κοριτσιών και των γυναικών.

(β) Ανταπόκριση στις ανάγκες των γυναικών και των κοριτσιών που ανήκουν σε ευάλωτες ομάδες και διασφάλιση της ισότιμης πρόσβασής τους στην υγειονομική περίθαλψη, η οποία αποτελεί αναπόσπαστο μέρος των σεξουαλικών και αναπαραγωγικών τους δικαιωμάτων.

(2) Η Υπογράφουσα Αρχή αναγνωρίζει ότι η ισότητα στην υγεία περιλαμβάνει το δικαίωμα στην αναπαραγωγική και σεξουαλική υγεία, και αναγνωρίζει περαιτέρω τις αιτίες και τις συνέπειες της παραβίασής του.
(3) Η Υπογράφουσα Αρχή αναγνωρίζει το δικαίωμα των γυναικών να έχουν τον έλεγχο και να αποφασίζουν ελεύθερα για θέματα που σχετίζονται με τη σεξουαλικότητά τους, συμπεριλαμβανομένου του οικογενειακού προγραμματισμού, της αντισύλληψης, των υπηρεσιών ασφαλούς και νόμιμης τεχνητής διακοπής της κύησης, καθώς και των υπηρεσιών προγεννητικής και μητρικής φροντίδας.

Άρθρο 38 – Κλιματική Αλλαγή και το Δικαίωμα σε ένα Υγιές Περιβάλλον

(1) Η υπερθέρμανση του πλανήτη, η απώλεια της βιοποικιλότητας και η ρύπανση αποτελούν σοβαρό κίνδυνο για την απόλαυση των βασικών ανθρωπίνων δικαιωμάτων, συμπεριλαμβανομένου του δικαιώματος στη ζωή, την υγεία και την οικογένεια. Η Υπογράφουσα Αρχή αναγνωρίζει το δικαίωμα σε ένα υγιές περιβάλλον ως θεμελιώδες ανθρώπινο δικαίωμα που πρέπει να λαμβάνει υπόψη τις ανάγκες των γυναικών και των κοριτσιών.
(2) Η Υπογράφουσα Αρχή αναγνωρίζει τον κρίσιμο ρόλο των τοπικών και περιφερειακών αρχών στην ανταπόκριση στις προκλήσεις του περιβάλλοντος και της κλιματικής αλλαγής, ιδιαίτερα στις αστικές περιοχές, σύμφωνα με τις αρχές των ανθρωπίνων δικαιωμάτων και τις πολιτικές που ενσωματώνουν τη διάσταση του φύλου. Για το σκοπό αυτό, η Υπογράφουσα Αρχή αναλαμβάνει να:
• Βελτιώνει την ευαισθητοποίηση σχετικά με την ανάγκη λήψης μέτρων για την κλιματική αλλαγή στο πλαίσιο των τοπικών πολιτικών και να υιοθετήσει βιώσιμα μοντέλα ανάπτυξης που ενσωματώνουν τη διάσταση του φύλου.
• Συμπεριλαμβάνει τις προοπτικές και τις εμπειρίες των γυναικών κατά τον σχεδιασμό και την εφαρμογή περιβαλλοντικών πολιτικών και σχεδίων, με απώτερο στόχο την επίτευξη ισόρροπης συμμετοχής των φύλων σε όλες τις φάσεις και διαδικασίες ανάπτυξης πολιτικών.

Άρθρο 39 – Διαχείριση Κρίσεων και Πολιτική Ετοιμότητα

(1)Η Υπογράφουσα Αρχή αναγνωρίζει ότι οι κρίσεις και τα αίτιά τους είναι πολλαπλά και αλληλένδετα και συχνά επηρεάζουν τις γυναίκες και τους άνδρες με διαφορετικό τρόπο.
(2) Η Υπογράφουσα Αρχή αναγνωρίζει τον βασικό ρόλο που μπορούν να διαδραματίσουν οι τοπικές και περιφερειακές αρχές σε περιόδους κρίσης για τον προσδιορισμό των επιλογών της κοινότητας και των αναγκών των γυναικών και των ανδρών, των κοριτσιών και των αγοριών σε όλη τους τη διαφορετικότητα.
(3) Η Υπογράφουσα Αρχή κατανοεί την ανάγκη διασφάλισης επαρκούς εκπροσώπησης και ενεργού συμμετοχής των γυναικών στη λήψη αποφάσεων κατά τη διάρκεια κρίσεων και στον εκ των προτέρων σχεδιασμό πολιτικής ετοιμότητας, με σκοπό τη διαμόρφωση και εφαρμογή δράσεων και στρατηγικών ανάκαμψης που ενσωματώνουν τη διάσταση του φύλου, ενισχύοντας ταυτόχρονα την ανθεκτικότητα για μελλοντικές κρίσεις και αναταραχές.
(4) Η Υπογράφουσα Αρχή αναλαμβάνει, τόσο στον σχεδιασμό ετοιμότητας όσο και στη διαχείριση κρίσεων, να:

- Ενισχύει τη συμμετοχή των γυναικών στην πολιτική, στους δημόσιους θεσμούς και σε ηγετικές θέσεις, ώστε να διασφαλιστεί η ετοιμότητα διαχείρισης έκτακτων αναγκών και κρίσεων, ενσωματώνοντας τη διάσταση του φύλου.
- Υποστηρίζει την κοινωνία των πολιτών σε τοπικό επίπεδο, η οποία διαδραματίζει βασικό ρόλο στην ανάδειξη των έμφυλων διαστάσεων των κρίσεων και στην παρακολούθηση και υποστήριξη της παροχής κοινωνικής προστασίας και υπηρεσιών.
- Ενισχύει τη συλλογή δεδομένων, στατιστικών και στοιχείων διαχωρισμένων ανά φύλο και ηλικία, που τεκμηριώνουν τις διαφοροποιημένες έμφυλες επιπτώσεις των κρίσεων, ώστε να αντιμετωπίζονται αποτελεσματικά και να βελτιώνεται η διαχείρισή τους.

(5) Η Υπογράφουσα Αρχή δεσμεύεται να θεσπίσει ειδικά μέτρα για την προστασία των γυναικών και των κοριτσιών από την έμφυλη βία, ιδιαίτερα από τον βιασμό και άλλες μορφές σεξουαλικής κακοποίησης, σε καταστάσεις ένοπλων συγκρούσεων.

ΑΚΡΙΒΕΣ ΑΠΟΣΠΑΣΜΑ

Ο ΓΡΑΜΜΑΤΕΑΣ

ΝΙΚΟΛΑΟΣ Ι. ΓΕΡΟΝΙΚΟΛΑΣ

Ο ΠΡΟΕΔΡΟΣ

ΚΥΡΙΑΚΟΣ Β. ΚΑΣΑΠΗΣ