



GENDER EQUALITY AT LOCAL LEVEL: CHALLENGES AND OPPORTUNITIES IN UKRAINE

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The experience of the Italian Municipalities and ANCI in the field of equal opportunities between women and men

The National Association of Italian Municipalities is grateful for the opportunity to present its experience and that of the Municipalities on the subject of equal opportunities for men and women. Equality between women and men is a fundamental right, a common value of the European Union and a necessary condition for the achievement of the Community's objectives of growth, employment and social cohesion.

The Italian Municipalities have carried out a pioneering action on the issue of equal opportunities: about 30 years ago they represented the first public institutions to pursue welfare experiences, through the creation of nursery schools and to support anti-violence centers. Today in Italy we have almost 160 anti-violence centers distributed throughout Italy. Experiences started and implemented on the territories, in local realities, even before at the government level. Experiences that the Municipalities have contributed in a fundamental way to make real national policies, which have changed the face of the country for the better.

On the occasion of the celebration of the 70th anniversary of the first vote of women in the local elections, the Association convened for the first time on April 21st 2016 the General States of the Administrators and since then it has become an annual appointment. The goal of the appointment is to highlight the many proposals, projects and concrete solutions activated by the Municipalities, in the name of the leading role of women mayors and assessors and many municipal councilors.

For the first time in its history, the Association has decided to dedicate an appointment to women to give prominence in the public eye to the contribution of women for the democratic growth of our country. Finally today in the Italian municipalities one councilor out of three is a woman. The presence of women in Parliament is certainly wider than it was 15 years ago.

WOMEN ADMINISTRATORS IN ITALY: THE GENDER REPRESENTATION IN MUNICIPAL ADMINISTRATION

ANCI annually reworks the data of the Ministry of the Interior on women administrators. The total number of women administrators in Italy as of 31 December 2017 is 33.426.

Carica	Women		Men		Total
	v.a.	%	v.a.	%	
Sindaco	1.094	14,0	6.704	86,0	7.798
Vicesindaco	1.606	26,7	4.410	73,3	6.016
Assessore	7.915	42,1	10.900	57,9	18.815
Presidente del consiglio	288	25,7	832	74,3	1.120
Consigliere	22.523	30,1	52.235	69,9	74.758
Totale	33.426	30,8	75.081	69,2	108.507

The category where the female incidence within the single office is higher is that of women Councilor (42.1%, up from 39.5% reached last year). The representation of women among the city councilors is 30.1% instead (an increase of almost two percentage points compared to the previous year).

ANCI has created some “Notes” dedicated to important topics, such as:

1. Gender Report and equal opportunities
2. Combating violence against women
3. The reconciliation of time of life and work

With those Notes, ANCI has been eager to offer a tool to administrators in order to promote the role of women in public life and fully support equal opportunities policies.

GENDER REPORT

Gender Report is a powerful gender mainstreaming tool that allows analysis and contribution to reduce gender inequalities in all sectorial policies and thus foster the full promotion of individual rights and equal opportunities. In recent years, Italy has

regulated the delay regarding the normative front compared to most other European countries in terms of gender budgeting.

Priority reference for the Gender Report is the Report to the European Parliament on gender budgeting presented in June 2003. In Italy relevant in this regard is the Directive of 23 May 2007 of the Department for Equal Opportunities of the Presidency of the Council of Ministers, on the implementation of equal opportunities for women and men in public administrations. It states that public administrations must promote budgetary analysis that highlight how much and which items of the budget of an administration are (directly or indirectly) addressed to women, how much to men and how much to both, to in order to allocate resources on services according to the different needs of women and men in the area of interest. The positive action carried out in Italy by local authorities positively characterizes our country's commitment to gender equality.

ACTION OF THE CITIES

Among the positive models promoted by the Italian municipalities there is the experience of the **Municipality of Modena**, which reclassified the type of resources of the institution according to their destination (resources for programs or projects aimed at equal opportunities, resources for programs or projects not characterized by gender, resources and programs considered neutral). Subsequently, the functions of the Municipality were reorganized and regenerated on the basis of the opportunities to be developed in the various municipal sectors (from access to education to personal care). **The province of Milan and municipalities of the metropolitan area** have instead adopted models such as the Strategic Impact Assessment of Equal Opportunities for the gender analysis of the budget, starting from the analysis of the needs and supply of services.

The Municipality of Siena has created its Gender Report starting from a participatory approach aimed, on the one hand, to an internal evaluation of the body, on the other, to the active participation of the stakeholders, with the aim of effectively guiding the planning with a view to gender.

COMBATING VIOLENCE AGAINST WOMEN

According to ISTAT (National Institute of Italian Statistics), violence against women is a widespread phenomenon: 6 million 788 thousand women have suffered

in the course of their lives some form of physical or sexual violence, equal to 31.5% of women between 16 and 70 years.

This is a predominantly submerged phenomenon: only 11.8% of the physical or sexual violence suffered are reported. The Italian legislation on the fight against violence against women is very recent, while there is still no framework law that deals with the matter in an organic way, defining a system of overall governance of the phenomenon and of the principles valid throughout the national territory. Although at national level the situation appears to be still very fragmented, most of the Regions have adopted their own law on preventing and combating violence against women.

It is within the regional legislation that the competences of the Municipalities with regard to preventing and combating violence against women are defined. Municipalities are entrusted with a central role because, according to the constitutional principle of subsidiarity, the urban levels are responsible for the management and coordination of local initiatives to create an integrated system of social services, in collaboration with other local authorities, health structures and the bodies of the private social sector. In particular the Municipalities, single or associated, are responsible for the activation and functioning of the Anti-violence Centers, intervene at the level of prevention, especially cultural, of the phenomenon of violence against women, offer solutions, even temporary, to problems related to the housing, economic and working condition of women who are victims of violence.

ACTION OF THE CITIES

Among the most significant experiences carried out at local level there is the collaboration between the City of **Milan**, Airbnb and the Home of Accoglienza Donne Maltrattate for the free reception of the relatives of the residents of the care institutions in Milan and for the victims of violence. In **Pescara**, on the other hand, the focus was on strengthening the actions to prevent and combat gender-based violence transferred to the rest of the Abruzzo provinces with training paths for operators, a shared data collection system and the development of integrated project responses.

THE RECONCILIATION OF TIME OF LIFE AND WORK

Reconciliation between work and life is today a central area of policies both at European, national and regional level, with the aim of promoting equal opportunities between women and men and of supporting the participation of women in the field of work, which is still much lower than that of men. The family, work and welfare systems continue to

be structured according to the traditional model, with responsibility for care still mainly for women: 72% of the hours of care for the couple with children is carried out by mothers. **The Municipalities are the protagonists of a series of actions in favor of reconciliation of life time.**

ACTIONS OF CITIES

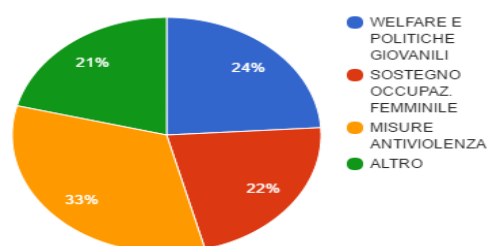
Among the best experiences carried out within the Italian Municipalities there are the projects "Oasi Possibili" of the Municipality of Genoa and "Moms in Municipality" of the Municipality of Alessandria, which facilitated reorganization and flexibility in hours with particular attention, in the case of Alessandria, to women in the pre / post maternity phase, also implementing psychosocial support actions.

PROMOTING GENDER EQUALITY BEST PRACTICES OF THE MUNICIPALITIES

ANCI has also created a CATALOG through the collection, analysis and cataloging of a hundred practices and experiences, among the most significant that the Municipalities have reported. The experiences were traced to the following areas of activity:

- Welfare and youth policies;
- Support for female employment;
- Anti-violence plan;
- Other

RIPARTIZIONE TEMATICA DELLE BUONE PRATICHE COMUNALI



It is in the context of the **Anti-violence Plans** (33%) that the highest number of experiences is highlighted. Almost all the Municipalities reported actions that led to the creation and the development of anti-violence centers with reception and psychological counseling activities addressed to women in difficulty and to their children (**Naples**); in

some cases examples of structuring of inter-institutional networks (**Parma, Pavia**) or laboratories and cultural paths have been reported, with the dual function of generating awareness on the topic and at the same time of carrying out self-empowerment activities of the women involved.

The 24% of the experiences concern **Welfare and youth policies**. Among the good practices analyzed, we highlight the case of **Carpi**, where a communication path was launched in the fight against gender violence that involves students in the role of facilitators.

Among the actions to support female employment (22%) we have the cases of **Brescia** and **Verona**. Brescia has started the project "Returning to work is never too late". A series of meetings to define one's own competences, draft curricula, assessment of expectations and aspirations for unemployed women over forty-aged. A research was carried out on the professional figures required by the local job market. The "GENERA-LAB" project was developed by the Municipality of Verona focused on social inclusion and co-working with migrant women.

The promotion of gender equality, however, presents a cross-cutting feature to individual policies and for this reason there are also numerous experiences that are not related to the three areas of action identified and that have been cataloged as "**other**" (**21%**). Among those, we can find initiatives such as theatrical performances, cultural initiatives and information that, although they have a more "extemporaneous" and less structural feature, contribute significantly to generate awareness and information on the topic, an element that is a pre-condition for the creation of effective policies.

ACTIVITIES OF ANCI

- ❖ **ANCI** then worked on the definition of the National Strategic Plan on male violence against women 2017-2020 of the Italian Government. The Plan's strategy is set on the areas of intervention proposed by the Istanbul Convention and in particular 1) Prevention Axis 2) Protection and Support Axis 3) Pursuing and Punishing 4) Assistance Axis e. The Plan then contains two in-depth boxes: box 1 Male violence against women in workplaces and boxes 2 Migrant women, refugees and asylum seekers.
- ❖ **ANCI promotes the "Viral campaign of new behaviors "#stopviolenzadonne" from 2015 on the occasion of "25 November - International Day against Violence against Women"**, inviting all administrators to express public words to

combat femicide and, more generally, to the phenomenon of violence against women. Over the last few editions, over 2000 municipalities have joined and the initiatives have been organized at a territorial level to raise awareness on the issue.

- ❖ ANCI has signed a Protocol with **D.I.RE (Women on the Network against violence)** to promote and develop actions, projects or initiatives aimed at preventing and combating male violence against women, by implementing awareness and information actions on gender violence.
- ❖ **Last but not least, it is very important the Protocol that ANCI signed with the IAP (Advertising Self-Regulation Institute)** aimed at tackling sexist advertising in local advertising billboards. The ANCI / IAP Protocol therefore intends to encourage advertisers who use local billboards to adopt models of commercial communication that do not contain images or representations of violence against women; that protect the dignity of women in respect of the principle of equal opportunities, and that propose a gender representation coherent with the evolution of roles in society avoiding the use of offensive gender stereotypes.