

[*FemCities*]

Women in European Cities during the COVID-19 Crisis

Conference Documentation
[*FemCities*] Online Conference 2021



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Karina Aiz. City of Vienne

Nina Heidorn

Welcome to the
[FemCities] Online Conference 2021
THE CONFERENCE WILL START IN 10 MINUTES!
THANK YOU FOR JOINING.

Laura Wimmer

H
Main Controller FemC...

Priska Paschaid

Schöning-Kalender, S...

Bogdan Banjac

Isabelle Wickler

Ursula Bauer, Vienna

Manuela Vollmann/A...

Ildija.baltin-stojkanovi...

Spencer Kirpach

Lenka Cermakova

Manuela Vollmann/A...

<simona Topolinjak, L...

Eden Fuchs

Lilija Henrika

Marina Hanke

Kirsten Plew & Alexander...

Nadja Bergmann (L&B...

Drahomira Zajickova

[PROGRAM

- DATE** Friday the 12th of November 2021
TIME 09:00 – 12:15 (MEZ, UTC+1)
 The conference language is English.
 #femcities #genderequalcities #equaleurope
- 09:00** **Welcome words** – **Marina Hanke**, Local Councillor
Introduction – **Karima Aziz**, City of Vienna, Department for Women's Affairs
- 09:10** **Input 'Women and COVID-19 in the European Union'** –
Zsuzsa Blaskó, Senior Research Fellow, European Commission, Joint Research Centre
- 09:30** **Questions and Discussion**
- 09:40** **Cities' Responses and the Local Level:**
 - **Laura Wimmer**, City of Vienna, Department for Women's Affairs
 - **Kirsten Plew**, Department for Equal Opportunities and Diversity Stuttgart
 - 'Gender Equality on the local level in Serbia during Covid – the perspective of an Equality body', **Bogdan Banjac**, Independent Advisor at the Commissioner for Protection of Equality Belgrade
- 10:10** **Questions and Discussion**
- 10:30** **Coffee Break**
- 10:45** **Interactive Discussions on Cities' Responses on the Topics of:**
 - Gender Equality – **Simona Topolinjak** and **Danči Marož**, The City of Ljubljana
 - Women and the Labour Market – **Isabelle Wickler**, **Patrick Kleinbauer** and **Spencer Kirpach**, Luxembourgish Ministry of Equality between Women and Men
 - Domestic Violence – **Alexander Stotkiewitz**, Department for Equal Opportunities and Diversity Stuttgart
 - Women's Health – **Tuija Mustajärvi**, Participation and Citizen Information Unit, Communication Division, City Executive Office, City of Helsinki
 - Digitalization – **Nadja Bergmann**, L&R Social Research, Vienna
- The interactive discussions were held in the form of break-out sessions.*
- 11:15** **Summary and Discussion in plenary**
- 11:45** **Input 'The EU's Recovery Fund and possible implications for Gender Equality'** –
Katharina Bryan, Head of Cabinet - Cabinet of Mrs Lindström, Member, European Court of Auditors
- 12:00** **Questions and Discussion**
- 12:10** **Closing Remarks**
Moderation: **Karima Aziz**, City of Vienna, Department for Women's Affairs

For further inquiries or questions contact FemCities coordinator Karima Aziz: karima.aziz@wien.gv.at

More information: www.femcities.at

[WELCOME WORDS

MARINA HANKE LOCAL COUNCILLOR



Marina Hanke,
Local Councillor

A very warm welcome to our FemCities conference. I am really sorry, that we cannot welcome you in our City Hall in Vienna due to the pandemic, but I think we all agree that the health of everyone has to come first. Let me convince to you the sincerest welcome greetings from our Deputy Mayor and Executive Councillor for Housing and Women's Affairs, Kathrin Gaál.

Our conference today focuses on women in European Cities in the Covid-19 crisis. The Covid-19 pandemic and its associated economic crisis have further aggravated gender inequalities. While women on the one hand have been overrepresented in the frontline of the pandemic, unequal access to the economy has increased. The high amount of unpaid work has increased. We have seen the double burden for women triple and the triple burden quadruple. Higher unemployment rates put women at high risk of poverty. The pandemic and the social and economic crisis have also exacerbated domestic violence against women, especially in intimate partner violence.

But it is not only Covid-19. We know that we have been far away from gender equality before the pandemic. What we can see now is that we

need truly transformative politics and that we have to make clear, with all we have seen in the past two years, that politics to tackle gender inequality have to be on top of our agenda. We as City representatives are the level of government closest to the people and our actions directly affect the everyday life of citizens. Cities are committed to create a gender equal future. There is a lot of expertise in all of our Cities not only to empower women, but also to initiate transformative processes in society.

On a European level, if we want Cities to be key players in transforming into the future, we also need the support of the national and the European level. It is important for me to also have some remarks on that. Because what we have seen during the pandemic and during the Covid-19 crisis is that Cities have been hit the hardest by the pandemic. State aids and the European aids in many cases fell far short in meeting our needs as Cities. There is still no direct and rapid access to European funding from the Cities and investments in the public sector are often made impossible by the current investment rules. The pandemic and its long term effects really threaten gender equality and if we do not immediately start to tackle - and also give Cities the possibility to tackle - gender inequality, to make investments, we cannot tackle inequality at its roots. European Cities are ready to play their part and this is also why we are having our conference today. I am really looking forward to fruitful discussions with you and a good and fruitful conference. Thank you all for joining and thanks a lot to the team of the women's department of Vienna for organising the conference and managing the FemCities network. Thank you very much for your work and I wish us all a good conference.

[INTRODUCTION

KARIMA AZIZ
CITY OF VIENNA
DEPARTMENT FOR WOMEN'S AFFAIRS

Dear FemCities partners, associate partners and interested parties!

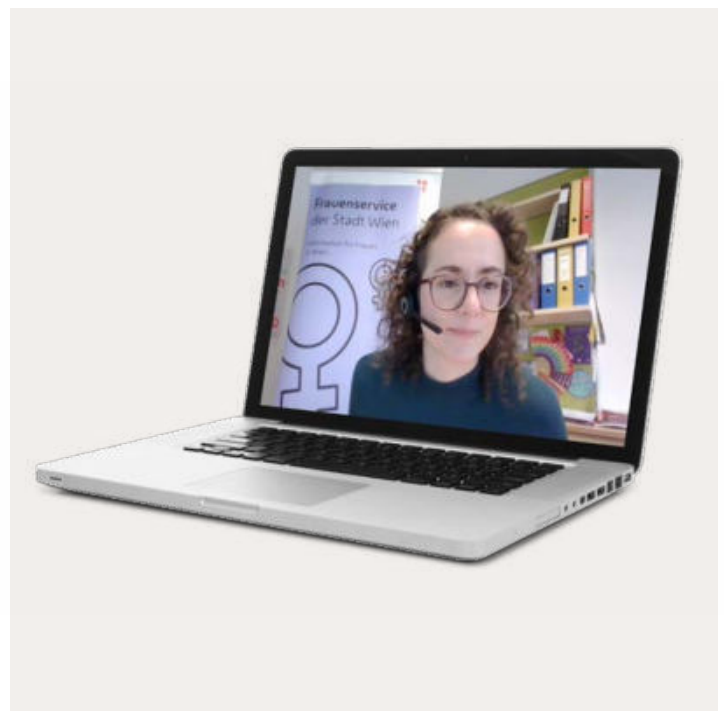
We are very happy to welcome you to this year's FemCities online conference on the topic of 'Women in European Cities during the COVID-19 Crisis'. FemCities is a network promoting gender equality in European cities.

We focus on the objectives of exchange of practical best practices, expert networking on local level, mutual support and the organisation of events and projects in cooperation with other cities and municipalities.

One of our main activities is the implementation of the annual FemCities conferences on different topics in different Cities. Unfortunately, we were not able to hold last year's conference due to the Corona pandemic. Besides this casualty there have been many more setbacks in all aspects of life and moreover especially concerning women and gender equality due to the Corona crisis. So what better and more suitable of a topic for this year's conference than the situation of women during the COVID-19 Crisis.

We have a diverse and worthwhile program prepared for today. We will hear from individual Cities and the local level, examine European perspectives and will have interactive exchanges.

I would like to thank all our speakers and contributors today for their willingness to share their insights and engage in debates! Thank you very much!



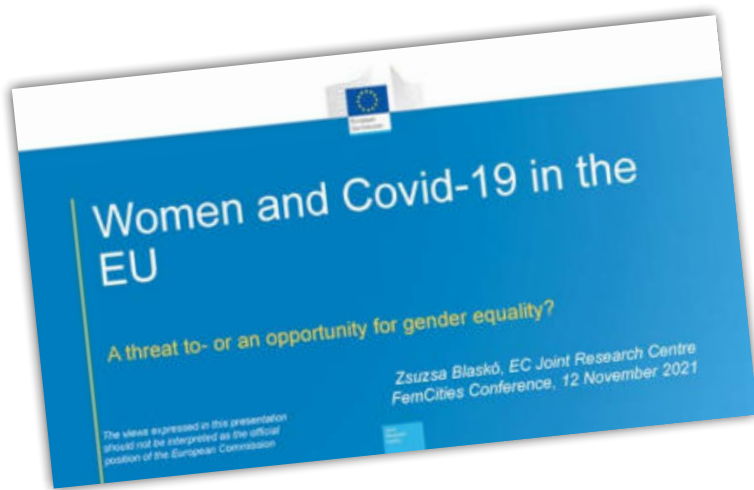
Karima Aziz, City of Vienna, Department for Women's Affairs

[INPUT ,WOMEN AND COVID-19 IN THE EUROPEAN UNION'

**ZSUZSA BLASKÓ, SENIOR RESEARCH FELLOW,
EUROPEAN COMMISSION, JOINT RESEARCH CENTRE**



Zsuzsa Blaskó,
Senior Research Fellow,
European Commission,
Joint Research Centre



Covid-19: A risk to gender equality? A she-session?

Policy Brief
The Impact of COVID-19 on Women
9 APRIL 2020

THESE WORKING PAPER SERIES
THESE WORKING PAPER SERIES
THE IMPACT OF COVID-19 ON WOMEN IN A TRANSFORMING ECONOMY
Zsuzsa Blaskó
Marianne Blaskó
Jana Chmelařová
Marianne Farnik
Working Paper 27000
<http://www.elsa.org/publications/>
NATIONAL INSTITUTE OF ECONOMIC RESEARCH
1056 Budapest, Hungary
E-mail: elsa@elsa.hu
Website: www.elsa.hu

JRC SCIENCE FOR POLICY REPORT
How will the COVID-19 crisis affect existing gender divides in Europe?

2

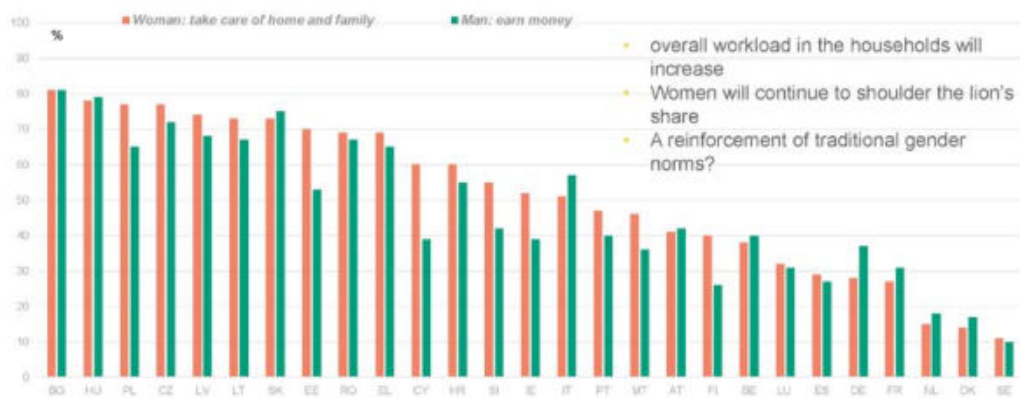
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Major concerns – and some hopes



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Expectations: unpaid work and gender norms



Eurobarometer 2017



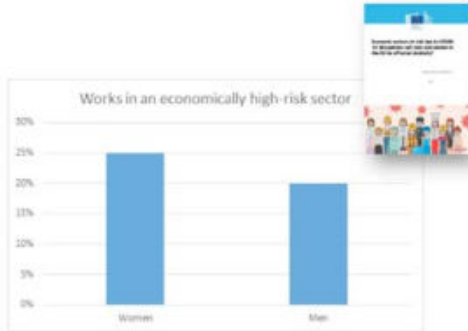
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Expectations – labour market

Demand side

women overrepresented in the sectors and occupations at high economic risk due to the pandemic



Supply side

Women more likely to give up work / reduce working hours due to childcare responsibilities

- both due to increased burden and
- as they tend to be secondary earners in the family

Motherhood penalty (a slower process):

- accumulated disruptions in the form of paid/unpaid leaves and
- reduced productivity ...

... can lead to skill losses which in turn reduces wages and limits career prospects

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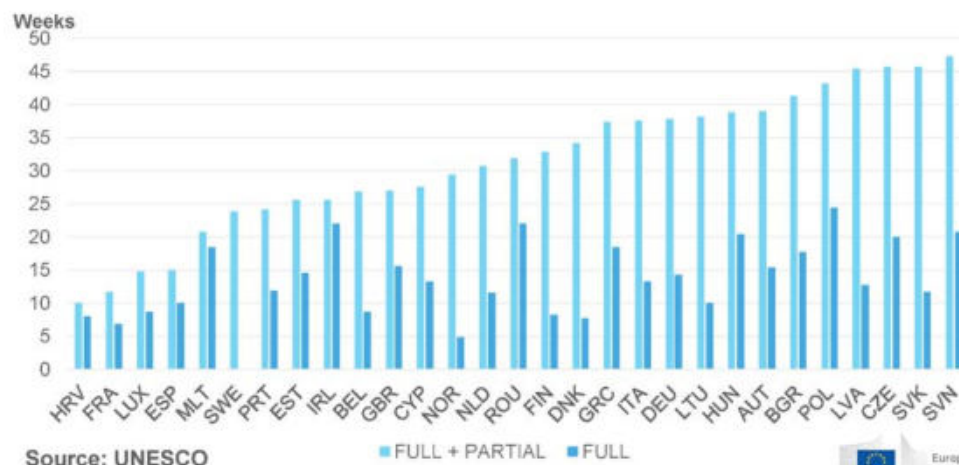
Structural changes



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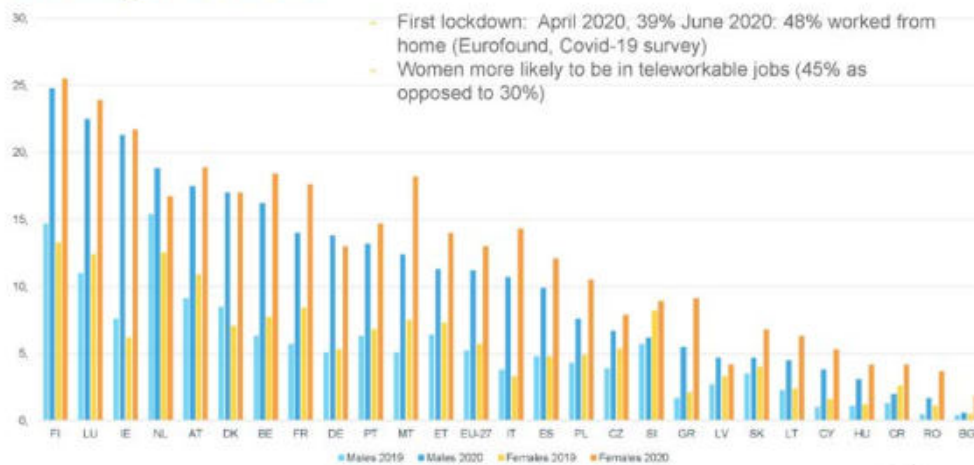
School closures in Europe, March 2020 – July 2021



Source: UNESCO



Switching to telework



Source: Eurostat



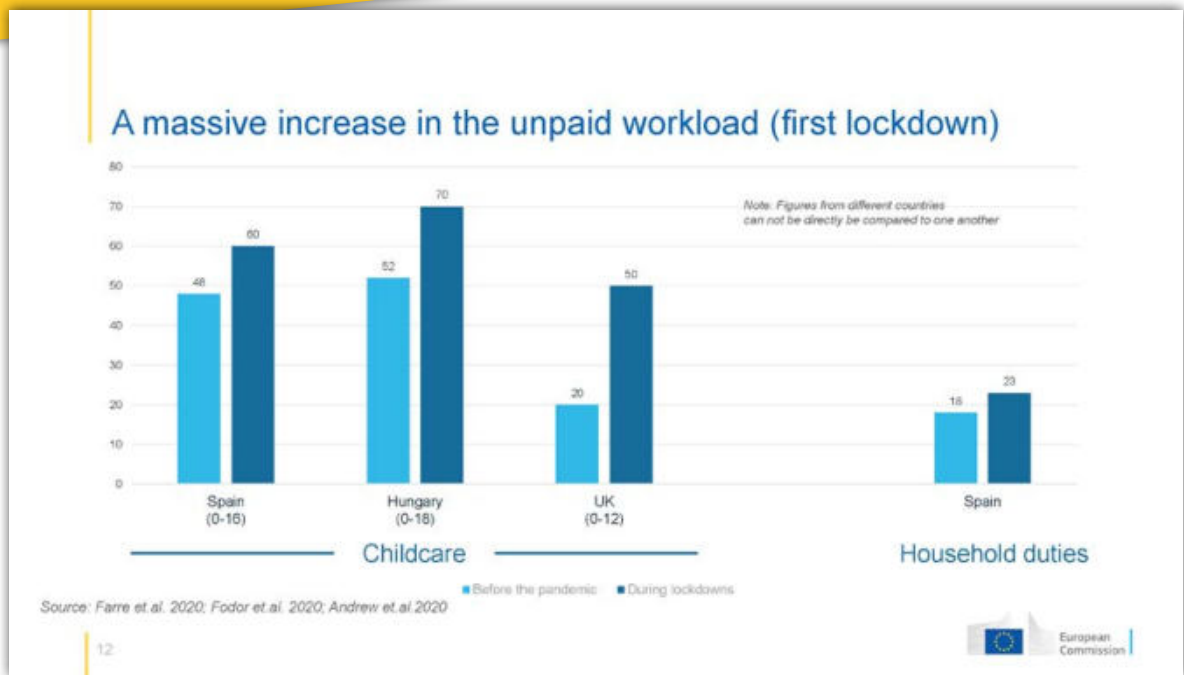
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Consequences vary by household types

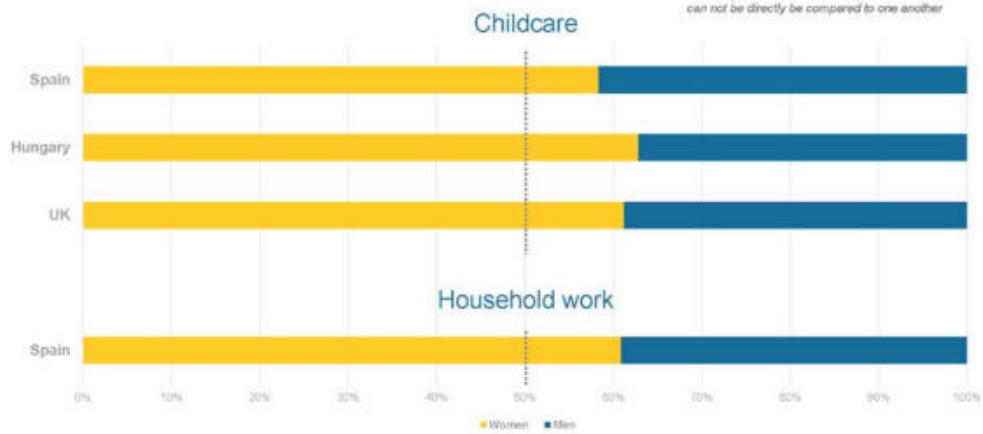
The infographic illustrates eight household types using icons of people and workers. The types are: 1. A couple. 2. A family with two children. 3. A family with one child. 4. A family with one child and a worker. 5. A single worker. 6. A family with one child and a worker. 7. A family with one child. 8. A family with one child and a worker.

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Changes in the households



Increased workload shouldered mostly by women (first lockdown)



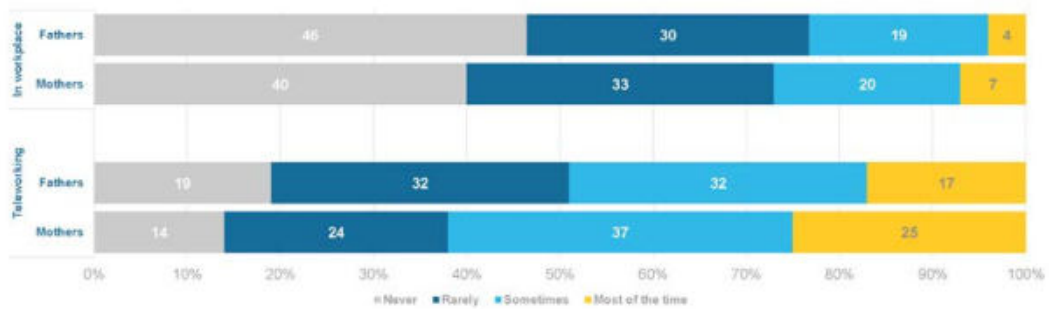
Source: Farre et al. 2020; Fodor et al. 2020; Andrew et al. 2020

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Work-life conflicts

"Not enough time for work, because of family"



Source: Eurofound, 1st Covid survey

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Work-life conflicts prolonged

Table 2: Proportion of parents declaring they are too tired after work to do household jobs, EU27 (%)

			Summer 2020	Spring 2021
Men	No children under 12	Worked from employer's premises	25	26
		Worked only from home	23	23
	Children under 12	Worked from employer's premises	27	20
		Worked only from home	24	24
Women	No children under 12	Worked from employer's premises	30	36
		Worked only from home	30	30
	Children under 12	Worked from employer's premises	38	44
		Worked only from home	31	39

Notes: Green = lowest value, red = highest value.

Source: Eurofound [Living, working and COVID-19 \(Update April 2021\): Mental health and trust decline across EU as pandemic enters another year](#) (europa.eu)

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But: a substantial increase also in males' involvement

- Fathers on average increased their participation by 5-7, or even 18 hours per week.
- The relative gender gap in care remained largely unchanged



- in the UK 15% of mothers worked in a critical job and had a partner staying at home either teleworking or without a job
- in Germany in 30% of two-parent households had the father more flexible working arrangements than the mother
- Evidence on reversed gender roles:
 - 10% of NL fathers reported doing much more caregiving / housework than their partners;
 - 20% of fathers main providers in the UK;
 - childcare was provided exclusively by the father in 4-6% of two-parent families in DE

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A shift towards more egalitarian gender norms?

Exposure to more involvement can lead to changes in attitudes / behaviour

- paternal leave can lead to higher involvement of males in the longer run
- Reichelt et.al. 2021: pandemic study in DE, USA and Singapore – men who lost their jobs were more open towards an egalitarian sharing of responsibilities
- Higher exposure also in other groups – see teleworking fathers

Decision makers – including managers and employers – also among the more exposed fathers

More involved fathers can become role-models

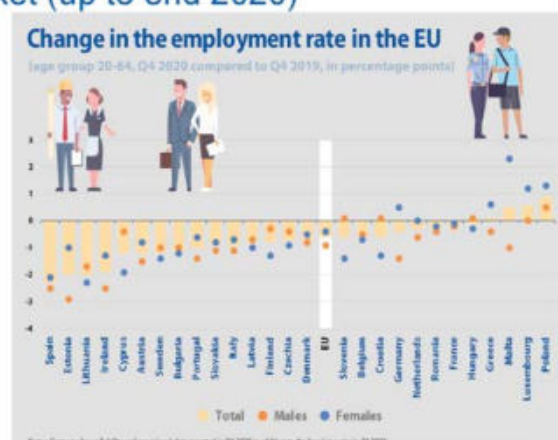


Changes in the labour market

Evidence from the labour market (up to end 2020)

- An initial shock of similar size for both men and women during the first half of 2020
- A slower recovery for women
- A greater decrease in employment for men than for women in 2020: a reduction in gender employment gap – with variations across countries (see graph)
- No notable increase in the unemployment gap / decrease in the inactivity gap

But more detailed analyses still missing



ec.europa.eu/eurostat



A motherhood penalty?

No evidence in Europe so far

- UK studies find no significant difference between labour market consequences for women with and without children (Sevilla et al., Andrew et al.)
- After the first wave a German study even finds a faster recovery for mothers than for fathers (Knize et al. 2021)
- Possible explanations:
 - Working mothers have particularly strong attachment to the labour market?
 - Labour market institutions in Europe offered enough flexibility

Long-term effects still to be seen

- reduced quality of working time (Andrew et al.): Fathers spent 70% of their working time focusing solely on their paid work, while mothers only spent 53%
- decreased productivity of females e.g. in academia (Squazzoni et al. 2021)
- mental burden can take a toll in the longer run

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Concluding remarks

- The situation still evolving and we still know little about the effects of the pandemic;
- Early concerns were not without a basis
- There is a need for research and monitoring

We need gender-sensitive recovery policies. For example:

- Prioritise on keeping schools and childcare institutions open
- Support evolving tendencies for a more balanced division of unpaid work by fighting gender stereotypes
- Target sensitive groups such as lone parents
- Continue offering telework options, but:
 - also offer flexible working arrangements
 - encourage telework uptake of men
 - remove discriminatory work place practices against teleworking colleagues
- Acknowledge fathers' responsibilities
- ...

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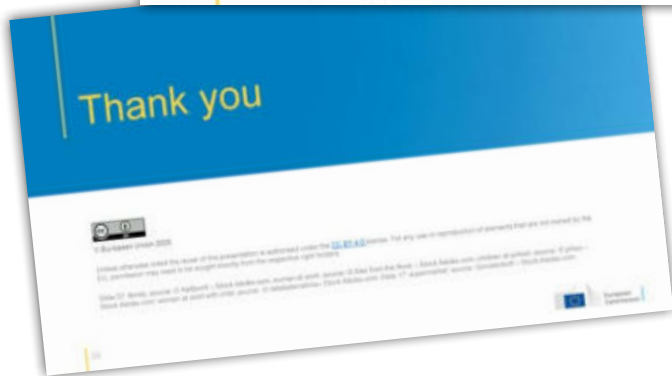
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Chat

Thank you for the presentation! I agree to possible positive effects, but in terms of long-term effects, I would see a real down-turn for female careers.

I think it was very interesting, that the EU average with regard to change in employment was quite modest and the situation of men slightly worse than that of women. However, this highlights also the challenges in relying on averages as the variation between different countries was striking. So thank you for very interesting information overall :)

To: Everyone ▼
⋮

Type message here...

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[CITIES' RESPONSES AND THE LOCAL LEVEL

,WOMEN AND THE COVID-19 CRISIS-CITY OF VIENNA' LAURA WIMMER, CITY OF VIENNA, DEPARTMENT FOR WOMEN'S AFFAIRS



Laura Wimmer,
City of Vienna, Department
for Women's Affairs



Working towards Gender Equality in the Municipality of Vienna

- Deputy Mayor and Executive City Councillor for Women and Housing Kathrin Gaál
- **Municipal Department 57 for women's affairs**
- Municipal Directorate Gender Mainstreaming
- Municipal Directorate Gender Sensitive City Planning
- Municipal Department 24 Women's Health
- Municipal Department 5 Financial Affairs
- Equal Opportunities advisors, commission and contact persons

Department for women ' s affairs

The City of Vienna has had its own municipal department for women **since 1991**

Target groups:

All girls and women living in Vienna, also working inside the city administration

Strategic objectives:

- Empowering women and girls
- Combatting gender-specific violence
- Overcoming gender-specific role stereotypes
- Equal opportunities for women and men in their private and working lives
- Equal pay for women and men
- Secure funding for women-oriented projects and organisations

Funding of women ' s organisations in Vienna

Department for women ' s affairs

- 4 women's shelters for women who have fled from (domestic) violence - full financing (with 2022 5 shelters)
- 28 Women NGO ' s- partially financed for 1 or 3 year/s
 - Services e.g. counselling, workshops, support
 - Target groups e.g. girls, female refugees, sex workers
- Small- Scale projects initiating innovative and/or new ideas - once max. 5.000 EUR-- -with annual themes like "Feminism in your local area", "Empowerment"
 - Different organisations for women and girls in Vienna are important partners for us in working towards gender equality

'WOMEN AND THE COVID-19 CRISIS-CITY OF VIENNA'

Projects for empowering girls and women

Department for women's affairs



- Empowering workshops for girls
- Awareness raising campaigns (e.g. equal pay, care work)
- Campaigns like "I am your safety anchor" for safe public spaces for women and girls
- Studies and research (for example on the situation of women with disabilities)
- Gender equality monitoring
 - Published periodically every 3 to 5 years
 - Makes the degree of equality between women and men measurable and visible
 - Is based on (periodically) available empirical data from more than 20 data suppliers (or sources)
 - Next Gender equality monitoring is currently in work



Services of the department for women's affairs

- **Combatting gender specific violence: 24-hours emergency hotline**
 - part of our department
 - 24 hours a day (365 days a year)
 - immediate help and support for women and girls from the age of 14 who experience violence
- **Women's service center**
 - part of our department
 - anonymous and free legal and social counselling is provided
 - clearance and transfer point to other counselling centres for women in Vienna
 - 2020 an increased number on questions about custody issues during lockdowns, psychological and financial concerns have been asked

Study „Women in Vienna and Covid 19“

- Qualitative study with interviews with women with children (different family settings, different age and jobs) over time during the first 2020 lockdowns
- Findings:
 - Overload due to the many diverse roles
 - Work life balance as challenge
 - Coordination and organisation and home schooling were done by women
 - Single parent households- special overload also due to the loss of social networks
 - Strained relationships in families
 - Housing situations: women made compromises possible- new organisations of rooms
 - Phases of recovery were planned by women in regard of the well-being of other family members

Women and Covid-19 crisis

The pandemic has reinforced many issues especially for women and raised new topics concerning gender equality:

- Work-life balance pressures have increased for women
- Inequality in care work and paid work between women and men
- Value of systemically relevant jobs
- Severe job losses in women-dominated professions
- Gender based violence
- Participation in digitalization processes
- Gender- based stereotypes
- Loss of young women in public space- „reclaiming“ public space from a gender perspective
- Psychological issues (anxiety, concerns, depression) and issues of access to the health system (concerning reproductive rights) for example: 68% of the callers of the free corona hotline of the psychological occupational union in Austria were women

,WOMEN AND THE COVID-19 CRISIS-CITY OF VIENNA'

Women and Covid-19 crisis

- Variety of studies show the same effects in different areas- **backlash in gender equality**
- To ensure women becoming not long term losing party due to the crisis:
 - City of Vienna starts a broad study (quantitative/representative with participation parts) to ask all women and girls about their current situation in light of the crisis and their wishes for the future.
 - The findings will ensure that measures are taken to further support women and to directly address the issues

Supporting measures during Covid-19

- All measures of the city (our direct services) were constantly available
- Network of NGO's offering support and counsel made their measures available (for example online, via phone, smaller meetings outdoor and so on)
- Covid trouble hotline (installed by the psychological services of the city of Vienna)
- Studies and publications about the situation during the crisis from gender mainstreaming perspective

Thank you very much!

Laura Wimmer, MA

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[CITIES' RESPONSES AND THE LOCAL LEVEL

**,CHALLENGES FOR WOMEN* - STUTTGART
IN TIMES OF COVID'**

KIRSTEN PLEW, DEPARTMENT FOR
EQUAL OPPORTUNITIES AND
DIVERSITY STUTTGART



Kirsten Plew, Department
for Equal Opportunities and
Diversity Stuttgart



Problem areas of women in times of Covid

- ◆ Women at work
- ◆ Women in the care sector
- ◆ Women and their social environment

Women and work

- ◆ Digitalisation - home office as a double burden - especially for single parents and women
- ◆ Lack of equipment and cramped living conditions
- ◆ Economic worries due to short-time work and lower family income

FemCities conference 12.11.2021

Abteilung für individuelle Chancengleichheit von Frauen und Männern

Women with care responsibilities

- ◆ More responsibility for childcare - home schooling
- ◆ More responsibility for parents in need of care - failure of service providers
- ◆ More responsibility for addressing mental health problems in the family environment
- ◆ More responsibility for self-care

FemCities conference 12.11.2021

Abteilung für individuelle Chancengleichheit von Frauen und Männern

Women and their social environment

- ◆ Refugee women - isolation - lack of personal care - violence
- ◆ Integration offers fail (jobcentre - social enterprise - German course)
- ◆ Equipment for digitalisation -Online consulting
- ◆ Domestic violence is generally on the rise

STUTTGART | 



Thank you for your attention

Landeshauptstadt Stuttgart
Abteilung für individuelle Chancengleichheit
von Frauen und Männern

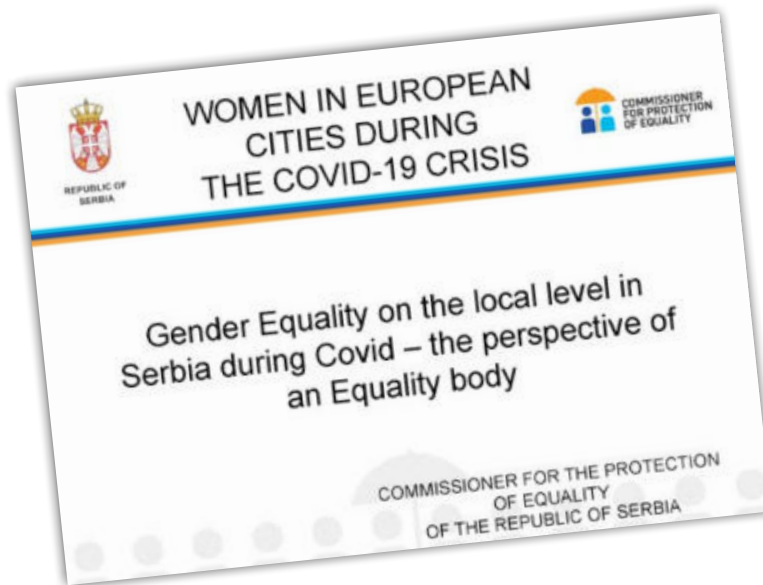
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[CITIES' RESPONSES AND THE LOCAL LEVEL

,GENDER EQUALITY ON THE LOCAL LEVEL IN SERBIA DURING COVID – THE PERSPECTIVE OF AN EQUALITY BODY' BOGDAN BANJAC, INDEPENDENT ADVISOR AT THE COMMISSIONER FOR PROTECTION OF EQUALITY BELGRADE



Bogdan Banjac,
Independent Advisor at
the Commissioner for
Protection of Equality
Belgrade





ABOUT US

- † Independent, autonomous and specialized central state authority for suppressing discrimination, established on the basis of the Law on Prohibition of Discrimination (2009).
- † Accountable only to the National Parliament
- † Prevention of all forms and cases of discrimination
- † Protection of equality of natural persons and legal entities in all spheres of social relations
- † Oversight of enforcement of antidiscrimination regulations and protection of equality

OVERVIEW



- ↑ Due to the “first wave” of COVID, State of Emergency has been initiated in Serbia and lasted from 15 March 2020 until 06 May 2020. Throughout the State of Emergency
- ↑ The Government has imposed a total curfew on senior citizens (the age threshold is 65 in populated areas with more than 5.000 inhabitants, and 70 in populated areas with fewer than 5.000 inhabitants), except for a window on Sundays between 3 a.m. and 7 a.m.
- ↑ There were various forms of curfews sometimes for days

CONSEQUENCES



- ↑ Economic consequences
- ↑ The amount of unpaid work
- ↑ Health consequences
- ↑ Increase of domestic violence

,GENDER EQUALITY ON THE LOCAL LEVEL IN SERBIA DURING COVID – THE PERSPECTIVE OF AN EQUALITY BODY'

ISSUES



- ↑ In Serbia, as well as in the world, the biggest burden of the pandemic was borne by the professions where women make up the majority, namely health (79%) and social protection (93%), trade, education (73%), media and others.
- ↑ According to UNICEF, children under the age of six were predominantly cared for by mothers (81% of cases), grandparents in 10% and fathers in 8% of cases.

ISSUES



- ↑ 43% more people using SOS lines for the first time to help victims of domestic violence (Vranje Human Rights Committee);
- ↑ Difficult access to safe houses;
- ↑ Difficult access to health service

ISSUES ON THE LOCAL LEVEL



Difficulty of providing Social welfare services

- ↑ Home assistance and care
- ↑ Daycare
- ↑ Personal companion
- ↑ Psychological support
- ↑ Other forms of support

ISSUES ON THE LOCAL LEVEL



Lack of participation in decision making processes

- ↑ Just 18.6% of cities and municipalities consulted their Gender Equality Mechanism
- ↑ 13,8 % women mayors, 21,8 deputy mayors
- ↑ 23% of women in the local emergency headquarters

'GENDER EQUALITY ON THE LOCAL LEVEL IN SERBIA DURING COVID – THE PERSPECTIVE OF AN EQUALITY BODY'

RECOMMENDATIONS OF MEASURES ISSUED TO CITIES AND MUNICIPALITIES



- ✦ During the state of emergency caused by the Covid-19 pandemic, the Commissioner addressed 312 recommended measures and 12 initiatives to public authorities, in order to review the situation and act to improve the position of certain groups of the population that are particularly vulnerable in a pandemic. The following are some examples of these acts.
- ✦ Ensure regular provision of home care services to all users who exercised this right before proclamation of the state of emergency;
- ✦ Take measures within their competences in order to ensure the necessary permits movement of persons who provide home care services.

RECOMMENDATIONS OF MEASURES ISSUED TO CITIES AND MUNICIPALITIES



- ✦ the Commissioner, among other things, issued a recommended measures to all local self-government units to include in the social welfare services and aid programmes all persons from their territory who were in need, without omitting the persons belonging to the group of so called legally invisible persons or persons who do not have regulated legal status

RECOMMENDATIONS OF MEASURES ISSUED TO THE GOVERNMENT



- ↑ Recommendation of measures to pay special attention to the capacities of safe houses and to provide support to all persons who need this type of accommodation due to the pronounced tendency of increased rate of violence
- ↑ an exception to the measure of prohibition or restriction of movement, and which would allow victims of domestic and partner violence to leave the apartment, room and facility, housing in residential buildings and the household (yard) at the time they are exposed to violence

RECOMMENDATIONS OF MEASURES ISSUED TO THE GOVERNMENT



- ↑ recommendation of measures by which the Commissioner recommends an analysis of the negative effects that the pandemic had on families with several children, families with a child with a disability or a child with a rare disease, families in which one or both parents are not employed and the like, as well as to consider the possibilities to increase the amount of funds in the name of the right to child allowance and other benefits for the poorest families with children.
- ↑ In addition, it was recommended that when prescribing measures to be determined by the National Employment Action Plan for 2021, a possibility of increasing the amount of funds for existing active employment and self-employment measures, as well as measures to facilitate the transition from informal to regular work and create special affirmative measures that would mitigate the negative effects that the COVID-19 pandemic had on unemployed citizens, and especially on unemployed women and Roma, should be considered

'GENDER EQUALITY ON THE LOCAL LEVEL IN SERBIA DURING COVID – THE PERSPECTIVE OF AN EQUALITY BODY'

Examples of good practice



✦ Accommodation for the homeless persons, which until the introduction of the state of emergency worked only at night, was open 24 hours for everyone who needed this kind of help, especially for people over the age of 65, who were completely forbidden to move and had nowhere to stay. providing permits for movement and for informal caregivers;

✦ In cooperation with the Local emergency headquarters a new channel of communication was opened via Viber, where informal caregivers have applied for passes and the documentation has also submitted in the form of photos through this application.

Examples of good practice



- An innovative practice within the service of a personal companion of a child was represented by a unique Info center, through which families could be informed about the general situation, as well as to receive psychological and counseling support
- The Emergency Situations Headquarters of the City of Sabac has decided that for 670 users of the national kitchen program distribute packages once a week food (ready meals, vegetables, soup, bread) in an amount that is sufficient for the whole week. Half of the total number of users is in rural or suburban areas.
- The mobile team for Roma inclusion of the City of Loznica made an urgent plan to distribute hygiene packages



REPUBLIC OF
SERBIA



COMMISSIONER
FOR PROTECTION
OF EQUALITY

THANK YOU!

Commissioner for Protection of Equality

Address: Bulevar kralja Aleksandra 84, 11000 Belgrade, Republic of Serbia

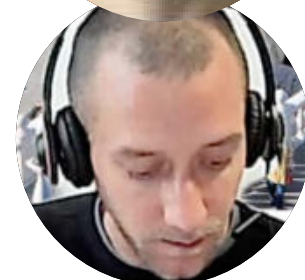
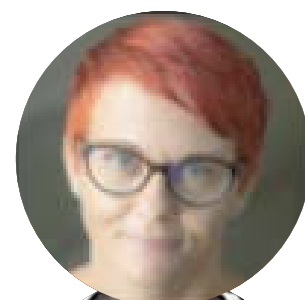
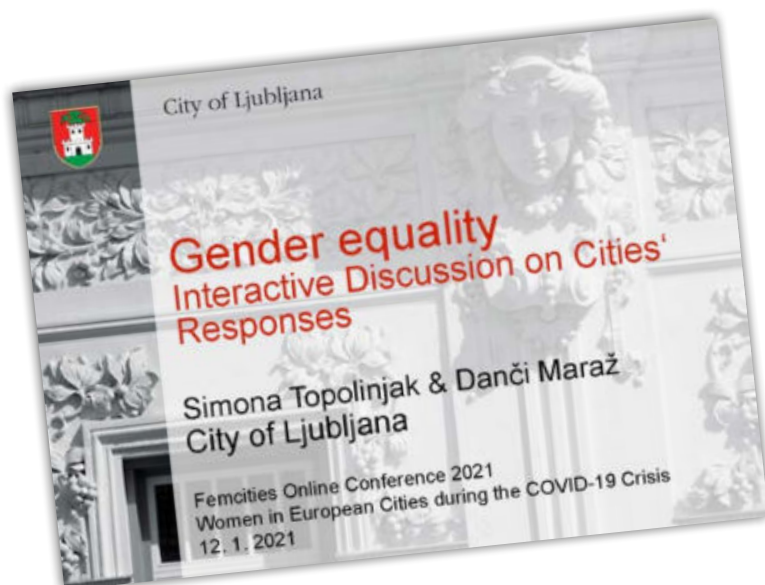
E.-mail: poverenik@ravnopravnost.gov.rs

Web: www.ravnopravnost.gov.rs



[INTERACTIVE DISCUSSIONS ON CITIES' RESPONSES ON THE TOPICS OF:

GENDER EQUALITY
SIMONA TOPOLINJAK AND
DANČI MARAŽ, CITY OF LJUBLJANA



Simona Topolinjak and
Danči Maraž,
City of Ljubljana



Role of municipality

- to encourage and create equal opportunities
- to establish a coordinator for equal opportunities

2nd Action plan for gender equality 2019-2022

Booklet [For gender equality in Ljubljana](#) (2018)





Facts

- women employed in the most exposed areas: healthcare, social care, shops
- care at home mostly fall's on women
- Increased domestic violence



City measures

Cancelation of public transport

- ❖ urgent non-scheduled transport
- ❖ acommodation in Hostel Celica for the staff of University Medical Centre
- ❖ Portable beds for employees in retirement homes
- ❖ abolition of paid public parking





City measures

Closure of schools and kindergartens

- ❖ child care volunteers
- ❖ home food delivery
- ❖ emergency care in kindergartens



Photo: Archive MDL



City measures

Restriction / closure of services for the elderly

- ❖ free of charge telephone number
- ❖ service „family assistance at home“ for users without relatives





City measures

Domestic violence

- ❖ awareness raising activities



Photo: Arhiv MCL

Mental health

- ❖ Psychosocial support during the epidemic



Photo: Arhiv MCL

Contact: Simona Topolinjak, Danči Maraz
 City of Ljubljana, Department for Health and Social care
 E-mail: simona.topolinjak@ljubljana.si; danci.maraz@ljubljana.si

Summary of the interactive discussion:

- During the pandemic a lot of burden fell on workplaces in the field of health and social care. Mostly women work in these workplaces.
- In Ljubljana domestic violence went up during the lockdowns. In other Cities this was not noticed yet.
- Mental Health distresses went up during the pandemic.
- Some Cities introduced the following measures: free transportation, free food delivery for vulnerable children, strong cooperation with NGOs, free-of-charge mental health hotline.
- The City of Zagreb adopted an Action Plan on gender equality and are open for networking with other Cities.

The interactive discussions were held in the form of break-out sessions.

[INTERACTIVE DISCUSSIONS ON CITIES' RESPONSES ON THE TOPICS OF:

WOMEN AND THE LABOUR MARKET ,HOW LOCAL AUTHORITIES CAN PROMOTE GENDER EQUALITY'

ISABELLE WICKLER, PATRICK KLEINBAUER
AND SPENCER KIRPACH, LUXEMBOURGISH
MINISTRY OF EQUALITY BETWEEN WOMEN
AND MEN

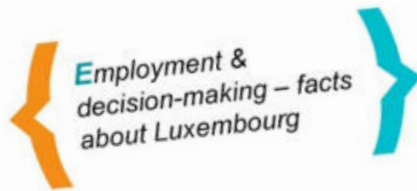


Isabelle Wickler and
Spencer Kirpach,
Luxembourgish Ministry of
Equality between Women
and Men



List of contents

- Employment and decision making - some facts about Luxembourg*
- National program for gender equality*
- Municipalities – local key-actors for gender*
- Established methods improving gender equality on the labour market*
- Case study: the municipality of Contem (L)*
- Interactive discussions*



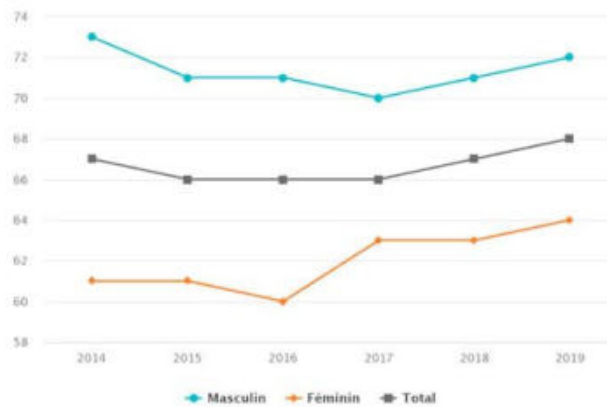
Employment in Luxembourg

- Total of national employment: 488 616 workplaces
 - Whereof national residents: 282 368
 - Whereof cross-border commuters: 206 248
- Unemployment rate: 5,5%

Source: Statec Luxembourg, September 2021

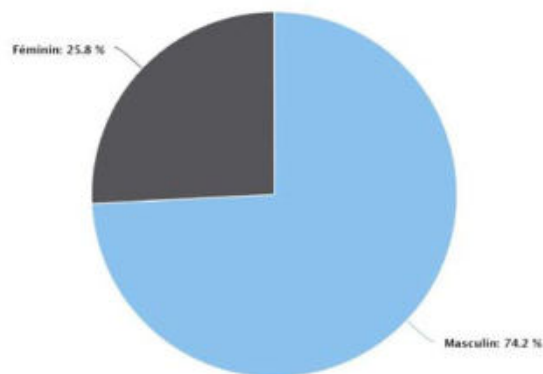


Employment in Luxembourg



WOMEN AND THE LABOUR MARKET ,HOW LOCAL AUTHORITIES CAN PROMOTE GENDER EQUALITY'

Employment in Luxembourg



↳ 1

POLITICAL REPRESENTATION IN LUXEMBOURG'S MUNICIPALITIES

Women in local politics

- 274 local representatives are women, which are 24,7% (of 1.111 elected representatives)
- 13 women are mayors, which are 12,7% (of 102 mandates)
- 41 women are aldermen, which are 18,3% (of 224 mandates)
- 220 women are advisors, which are 28% (of 785 mandates)

Source : Ministry of Home affairs

↳ 1



National plan
for gender equality



POLITICAL COMMITMENT

In its programme 2018-2023, the Luxembourgish government emphasizes the important role of a committed local policy in promoting equality between women and men. Municipalities are privileged stakeholders of central government in achieving gender equality.

At the level of workforce and decision-making positions, local authorities may ensure a gender based approach when hiring people. At the same time, they could have a positive influence on private companies on their territory.

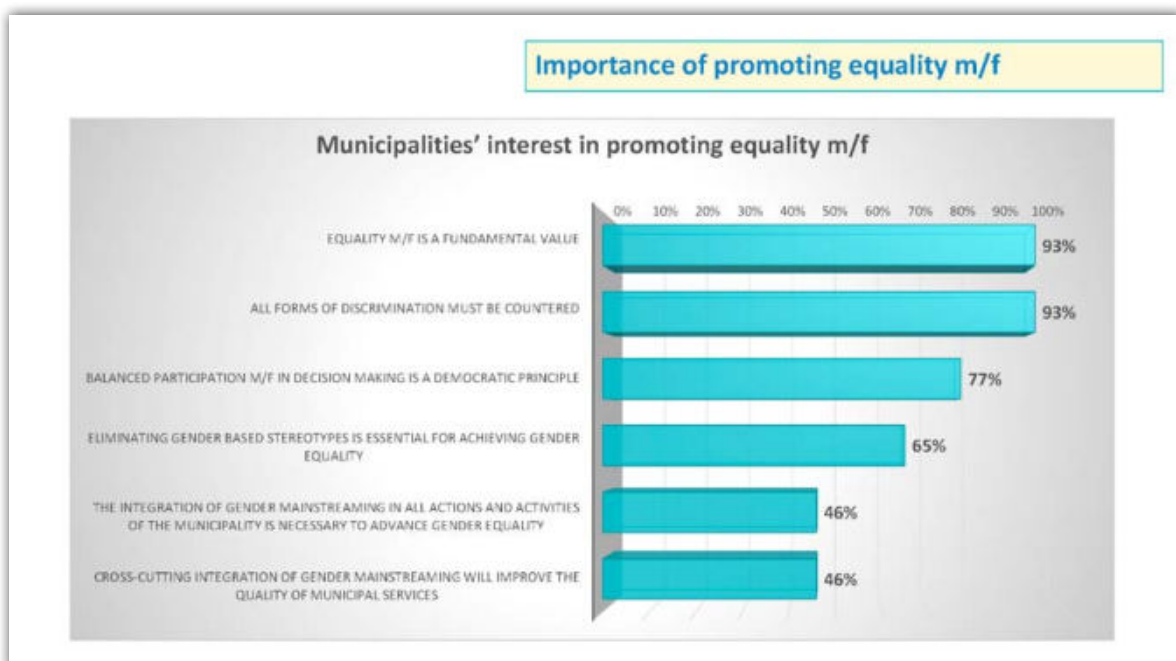
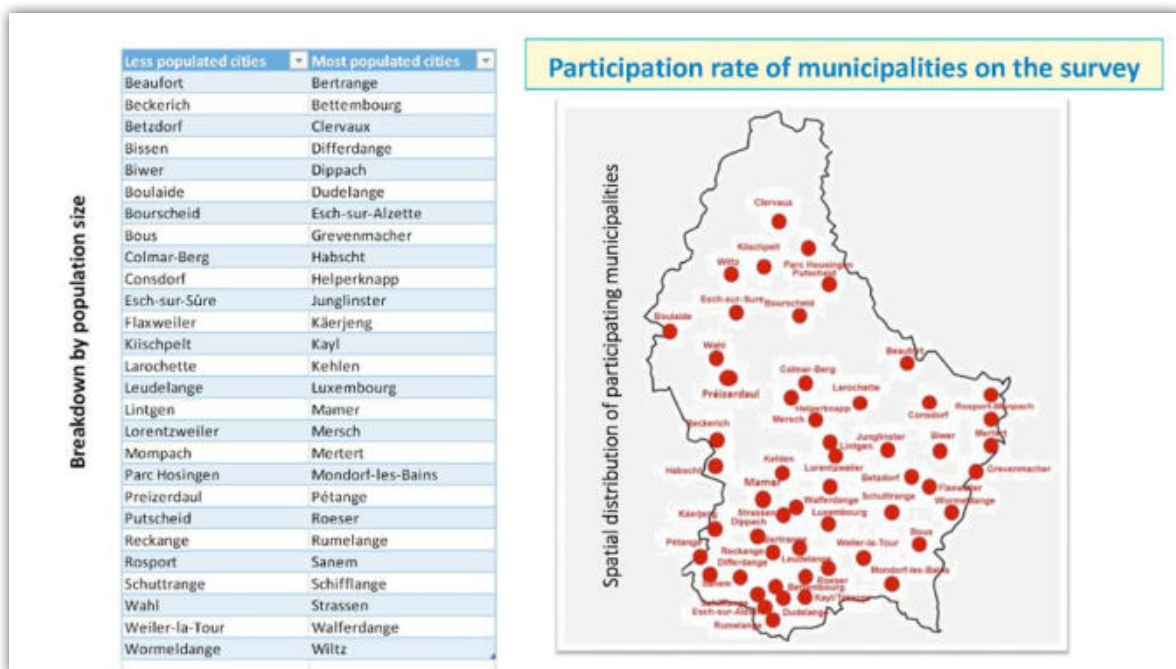


A NEW MINISTERIAL DEPARTMENT TO PROMOTE EQUALITY AT LOCAL LEVEL

5 major priorities at local level, incorporated in the ministry's multi-year plan:

1. Drawing up of a national inventory about local policies in terms of equality
2. Setting up a single platform for advice, support and best practices to be shared with municipalities
3. Increase the number of local action plans for equality between women and men
4. Promote local actors responsible for gender equality
5. Increase the percentage of women in local politics

WOMEN AND THE LABOUR MARKET ,HOW LOCAL AUTHORITIES CAN PROMOTE GENDER EQUALITY'





Key role of municipalities in promoting gender equality

Close to inhabitants, local authorities are able to identify their expectations and problems in everyday life. If problems occur, municipalities are first to intervene.



A municipality provides many services to its inhabitants

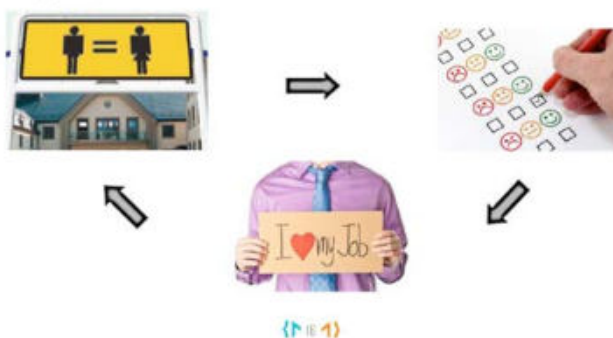
As such, and in order to offer **optimal services** to its inhabitants, a municipality must take into account the **realities of life + different needs** for women and men!



WOMEN AND THE LABOUR MARKET ,HOW LOCAL AUTHORITIES CAN PROMOTE GENDER EQUALITY'

A municipality is responsible for its staff

It ensures **well-being** in the workplace, that everyone has **equal** opportunities for **career advancement**, **equal access to training**, and the **best conditions** for reconciling professional and private life.



INTERACTIVE MAP OF THE COUNTRY

The screenshot shows an interactive map of Luxembourg. The map displays the country's regions, with one region highlighted in orange. A legend on the right lists various regions and their corresponding colors. The interface includes a header with the logo and navigation options, and a footer with the logo.

ESTABLISHED METHODS IMPROVING GENDER EQUALITY IN EMPLOYMENT



As an employer, a municipality can take an **active role** in the **equal recruitment** of its staff, in the appointment of both sexes to positions of responsibility, in the motivation/recruitment of employees to fill positions considered as **atypical** for their sex.



ESTABLISHED METHODS IMPROVING GENDER EQUALITY IN EMPLOYMENT

A municipality must also be committed to finding the optimal **balance** between **private and professional life** for its staff. For example, it could open a **day nursery** for children of the municipal staff, introduce **flexible working hours**, promote (if possible) a **mix of office and home working**, ensure that a position of responsibility may also be occupied by a part-time employee, and generally **promote parental leave** for women and men.

WOMEN AND THE LABOUR MARKET ,HOW LOCAL AUTHORITIES CAN PROMOTE GENDER EQUALITY'

CASE STUDY: THE MUNICIPALITY OF CONTERN (L)

Population: 3 968 inhabitants(01.01.2021)



- Female Mayor
- Gender parity: 18 employees – 9 women and 9 men
- Many employees in atypical functions (gender-based):
 - 1 man at the reception (traditionally occupied by women)
 - 2 women at the financial department (traditionally occupied by men)
 - 1 female head of the technical department (directing 3 male employees)
 - 1 female mechatronics technician



CASE STUDY: THE MUNICIPALITY OF CONTERN (L)

Population: 3 968 (01.01.2021)



- Gender equality in local companies
 - Promoting a company that participated in the positive action plan of our ministry
 - Promoting start up company initiated by a woman on local level



CASE STUDY: THE MUNICIPALITY OF CONTERN (L)

Population: 3 968 (01.01.2021)



- European Charta for gender equality in local life :
 - Governance through gender equality
 - Enhancing public participation
 - Combating gender stereotypes in employment
 - Promoting economic local development



CASE STUDY: THE MUNICIPALITY OF CONTERN (L)

Statement of the (female) mayor:

"We do not differentiate between men and women. We recruit according to the skills required and the ability to integrate into our team. With equal qualifications, we support the under-represented gender in the recruitment of our employees. This is how we have achieved parity between women and men. Moreover, we are convinced that this composition of our staff not only makes our employees more efficient, but also more satisfied at work.

WOMEN AND THE LABOUR MARKET ,HOW LOCAL AUTHORITIES CAN PROMOTE GENDER EQUALITY'

PLATFORM FOR THE EXCHANGE OF GOOD PRACTICE

Best practices

www.megacommunes.lu

Thank you for your attention!



@luxembourgmega

Summary of the interactive discussion:

- Case study: Municipality of 4.000 inhabitants with 18 employees. Parity reached with 9 women and 9 men and working in so-called atypical position for their sex. Positive discrimination was used during recruitment and staff is being exchanged to work in atypical positions.
- The ministry is financing the inquiries at the local level and gives out awards for gender equality on the local level. The ministry offers assistance and financial support for local authorities, if they have precise measures to implement.

The interactive discussions were held in the form of break-out sessions.

Department for Local Equality

In May 2019, the Ministry for equality between women and men created a new department within its structure, a department that was meant to focus on the implementation of gender equality on municipal level.

Whereas this was always a topic of some importance for the ministry, it nevertheless warranted founding a specialized department, overlooking and actively cooperating in the implementation of gender equality policies on local level.

Together, Isabelle Wickler, Spencer Kirpach and Patrick Kleinbauer were to define what the main points of interests and strategies to be put into place were to be, to make this cooperation between the 102 municipalities in Luxembourg and the ministry most efficient.

[INTERACTIVE DISCUSSIONS ON CITIES' RESPONSES ON THE TOPICS OF:

DOMESTIC VIOLENCE ,STOP STUTTGART'S COALITION AGAINST DOMESTIC VIOLENCE' ALEXANDER STOTKIEWITZ, DEPARTMENT FOR EQUAL OPPORTUNITIES AND DIVERSITY STUTTGART



Alexander Stotkiewitz,
Department for Equal
Opportunities and Diversity
Stuttgart



Intervention process STOP
Stuttgart's Coalition against Domestic Violence

What is domestic violence?

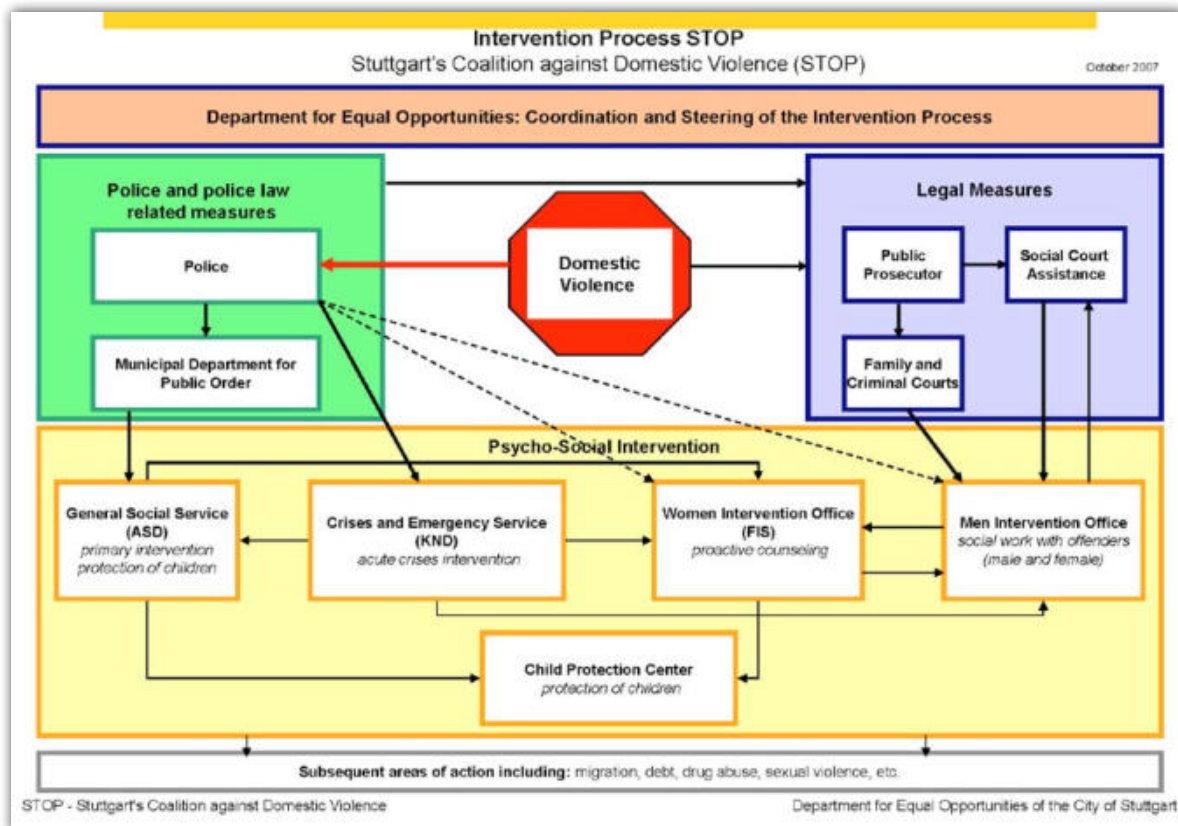
Domestic violence includes all forms of violence between adults who are/ had been in a close relationship. These adults are mostly people in a marriage, a partnership, but also in other family relationships.

Forms of domestic violence:

- Physical
- Psychological
- Sexual
- Social
- Economic
- Digital

STOP - Stuttgart's Coalition against Domestic Violence

Department for Equal Opportunities of the City of Stuttgart



Intervention process STOP
Stuttgart Coalition against Domestic Violence

Success factors of STOP

- **Coordination meetings with all participants (4 times a year)**
Representatives of both the leadership level and the level of operation participate. As a result, interface problems are quickly identified and resolved.
- **Child protection**
Specific support programs for children who witnessed domestic violence or have become victimized themselves
Child Protection Center: Simultaneous counseling meetings, therapeutical offers
City's Women's Refuge: Working with clay – an art therapeutical offer for children three years of age and older
Independent Women's Refuge: Girl groups for preschool and school age

STOP - Stuttgart's Coalition against Domestic Violence Department for Equal Opportunities of the City of Stuttgart

DOMESTIC VIOLENCE ,STOP STUTTGART'S COALITION AGAINST DOMESTIC VIOLENCE'

Intervention process STOP
Stuttgart Partnership against Domestic Violence

Success factors of STOP

- **Two-stage offender program**
 - 1st stage: primary counseling and five subsequent meetings
 - 2nd stage: violence awareness training (group therapy)
 - prevents recurrences very successfully
- **Development of new programs based on the analyses of demands**
 - Fair-Argument Trainings
 - Counseling and refuge for male victims
 - High Risk Cooperation Process
- **Annual conference (once a year)**
 - Key topics are addressed in annual conferences for the employees of the participating institutions in the STOP intervention process.
 - Previous topics: Protection against violence legislation; Migration; Children, Addiction; Prevention

STOP - Stuttgart's Coalition against Domestic Violence

Department for Equal Opportunities of the City of Stuttgart



Summary of the interactive discussion:

- Access to victims:
Violence happens at home and behind doors, it often cannot be seen. Some solutions were public relations initiatives, for example in supermarkets in Vienna providing the numbers of hotlines against violence on receipts. Cyberviolence also provides a challenge, Vienna has implemented a competence centre against cyberviolence.
- Rise in violence during the pandemic:
Different experiences in different Cities and countries. In some places the rise was significant, in others the calls on domestic violence went down. The pandemic made it harder to access victims and for victims to access help. Some places adjusted quickly and provided services online.
- Importance of networking:
Different actors are important in cases of violence and in working against it, therefore networking is crucial. The Istanbul Convention is an important tool to progress. Stuttgart is for example developing a high risk procedure.

The interactive discussions were held in the form of break-out sessions.

[INTERACTIVE DISCUSSIONS ON CITIES' RESPONSES ON THE TOPICS OF:

WOMEN'S HEALTH

TUIJA MUSTAJÄRVI, PARTICIPATION AND CITIZEN INFORMATION UNIT, COMMUNICATION DIVISION, CITY EXECUTIVE OFFICE, CITY OF HELSINKI



Helsinki in numbers

- 657 000 residents, of which 52.5 % women
- Median age of residents: 39 (women) / 37 (men)
- Life expectancy: 84.5 years (women) / 78.4 years (men)



Covid-19 in Helsinki

Registered covid-19 cases in Helsinki (by October 2021)

Year	Number of all cases	Women	Men
2020	10,715 / 100 %	5,619 / 52.5 %	5,094 / 47.5 %
2021	26,563 / 100 %	13,059 / 49.2 %	13,493 / 50.8 %

Registered covid-19 deaths in Helsinki (by October 2021)

Year	Number of all deaths	Women	Men
2020	230 / 100 %	125 / 54.3 %	105 / 45.7 %
2021	192 / 100 %	98 / 51 %	94 / 49 %

Helsinki

3

Some health impacts of covid and covid-related restrictions

	% of women	% of men
consumption of alcohol increased	6	10
consumption of alcohol decreased	20	17
daily exercise increased	21	18
daily exercise decreased	47	44
sleep problems and nightmares increased	22	13
feeling of loneliness increased	55	43
hopefulness about the future decreased	45	32

Statistics based on a survey carried out in spring 2021 with 4,800 respondents from Helsinki

Helsinki

4

Koronan takia jätetty käyttämättä 3 000 neuvola-aikaa Helsingissä - osaa tukea tarvitsevista pienten lasten perheistä ei tavoiteta nyt lainkaan

Headline in a local Helsinki newspaper on 17.5.2020

'3000 appointments at maternity and child health clinics skipped due to covid – some families with small children and in need of support are currently totally out of reach'

Helsinki

5

Discussion points

- What kind of effect has the covid-19 pandemic had on maternity and early childhood health care services in European cities?
- What kind of responses are needed from the cities to address the so-called "health debt" or "wellbeing debt" that has been accumulating during the pandemic?

Helsinki

6

Summary of the interactive discussion:

- Service deficit due to cancellations of health care appointments, which affected some health issues negatively. This also affected the maternity health care - expected accumulation of health needs postpandemic.
- Maternity and reproductive rights – restrictions on hospital visits causes uncertainty to pregnant women. This causes a difficult balance between protection from Covid-19 and the psychological safety of pregnant women.
- Increased mental health issues have been shown in studies to be one of the effects of the pandemic. This is more pronounced for women and younger girls. Also before the pandemic the mental health care situation was not ideal, which has further been aggravated. The risk of eating disorders has also heightened due to the increased use of social media and examples of meal and workout plans.

The interactive discussions were held in the form of break-out sessions.

[INTERACTIVE DISCUSSIONS ON CITIES' RESPONSES ON THE TOPICS OF:

DIGITALIZATION AND GENDER EQUALITY

NADJA BERGMANN, L&R SOCIAL RESEARCH, VIENNA



Nadja Bergmann, L&R Social Research, Vienna



Digitalisation – Women and their potential in shaping the digital future

L&R Socialresearch conducted the Viennese „Frauenbarometer“ (survey amongst women) in 2020 on behalf of the Municipal Department 57, City of Vienna Women's Affairs

The focus was: „Digitalisation – Women and their potential in shaping the digital future“*

- Quantitative study made up of the target group of Viennese female residents** (646.000 aged from 16 to 64 years of age)
- 1.055 Viennese female residents were interviewed from September to October 2020 – already during Covid-19-impressions

* Bergmann, Nadja, Aufhauser, Katharina & Wetzel, Petra (2021): Frauen - Digitalisierung – Gestaltungspotenziale. Wien; <https://www.digital.wienbibliothek.at/id/3144429>

** In the following slides referred to as „Viennese“

Four Determined Characteristic Profiles

- Analog Viennese 5%
- Selective Users 40%
- Comprehensive Users 41%
- Digital Pioneers 14%



Quelle: Bergmann et al (2021); L&R Datalle „Frauenbarometer Wien“, 2020; gewichtete Stichprobe, Interviews n=1.055; Illustration: © Victoria Bogensperger / COUENCE GmbH

Digital Pioneers

Broad digital equipment and strong digital competences

Ø 33 years old, completed tertiary degree



Often work in technical and/or digital orientated jobs

Strong and active social media use

DIGITALIZATION AND GENDER EQUALITY

Comprehensive Users



Above-average digital equipment, digital competences above basic level

Often employed in academic professions (seldom in technology)


Ø 37 years old, higher education

High use of digital communication media (messenger services & social media)

Quelle: Bergmann et al (2021); L&R Datafile „Frauenbarometer Wien“, 2020; gewichtete Stichprobe, Interviews n=1.065, Illustration: © Victoria Bogensperger / COQUENCE GmbH

L&R Sozialforschung 5

Selective Users



Below-average digital equipment, basic digital competencies

Mostly employed in service or sales sectors, unskilled jobs

Ø 43 years old, completed middle school or apprenticeship

Highly sceptical when confronted with digital technology

Quelle: Bergmann et al (2021); L&R Datafile „Frauenbarometer Wien“, 2020; gewichtete Stichprobe, Interviews n=1.065, Illustration: © Victoria Bogensperger / COQUENCE GmbH

L&R Sozialforschung 6

Analog Viennese

Minimal digital equipment, very low digital competences

Ø 56 years old, limited formal education, often already retired



Social media plays hardly a role, some limited use of messenger services

Feel they can no longer „keep up“ in the digital world



L&R Sozialforschung

Quelle: L&R Datafile „Frauenbarometer Wien“, 2020; gewichtete Stichprobe; Interviews n=1.065; Illustration: © Victoria Begenpinger / COJENCE GmbH

7

Covid-19-conditional digitalisation boost

- Contact restrictions to combat the pandemic have led to a “digitalisation boost” in some areas - among other things, home office and distance learning should be mentioned here
- Home office was especially an option for the more highly qualified in digitisation-affine sectors
- People without higher education and/or advanced digital skills have had few opportunities here
- Digital skills also influenced the question of whether it was possible to take part in distance learning
- Given that some changes are here to stay and some are beneficial, it is even more important to support as many people as possible in building digital literacy and access to the necessary devices.



L&R Sozialforschung

8

DIGITALIZATION AND GENDER EQUALITY

Ideas of how to achieve a more gender-equal digitalisation



Possible Points to Discuss



- How can „digital savvy“ women be better supported so that they can contribute to and participate more in an effective manner?
- How can negative aspects (e.g. online stalking, trolling etc.) be limited?
- How can digitally-disadvantaged women be better reached and supported in improving competencies – especially against the background that digital skills gain more and more importance to stay connected?
- What is the role of cities in this regard?

Thank you for your active contribution!

More information via www.LRsocialresearch.at

For further questions:

Nadja Bergmann: bergmann@LRsocialresearch.at or 01/595 40 40

Summary of the interactive discussion:

- Digitalization: access to equipment and access to competences. Staying connected during the pandemic is very important.
- Study conducted on women and digitalisation in Vienna.
- For digitalization and participation it is important to look at different groups of women and how to access them: for example older women with less access to digitalization (for example access via retirement homes) or women with lower educational background or migrant background, where there is a need to raise competences. Access to mothers is also crucial, for example through the education systems of their children.
- Raising awareness for gender bias in digitalisation is important.

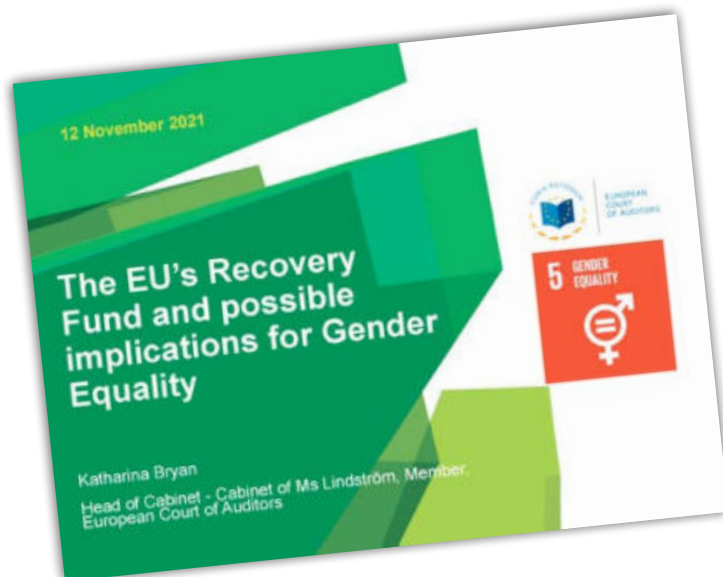
The interactive discussions were held in the form of break-out sessions.

INPUT 'THE EU'S RECOVERY FUND AND POSSIBLE IMPLICATIONS FOR GENDER EQUALITY'

KATHARINA BRYAN, HEAD OF CABINET - CABINET OF MRS LINDSTRÖM, MEMBER OF THE EUROPEAN COURT OF AUDITORS



Katharina Bryan, Head of Cabinet - Cabinet of Mrs Lindström, Member, European Court of Auditors



The European Court of Auditors?

- The EU's external auditor
- Mission:
 - Improve EU financial management
 - Advocate for accountability and transparency
 - Act as an independent guardian of the economic interests of EU citizens
- Audits EU revenue and expenditure
- 27 members, Luxembourg



Next Generation EU

- The largest stimulus package yet - €750 billion
- Green, digital, resilient
- Recovery and Resilience Facility (RRF) €672.5 billion
 - €360 billion in loans and €312.5 billion in grants



Next Generation EU: Framework

- National recovery plans
- Performance-based

A minimum of

20% to foster the digital transition

37% for climate investments and reforms



Gender Mainstreaming in the EU budget Time to turn words into action



"Actively promoting equality between women and men at all stages and in all areas of policy-making and implementation"



Gender Mainstreaming and Covid-19 recovery

A double pandemic

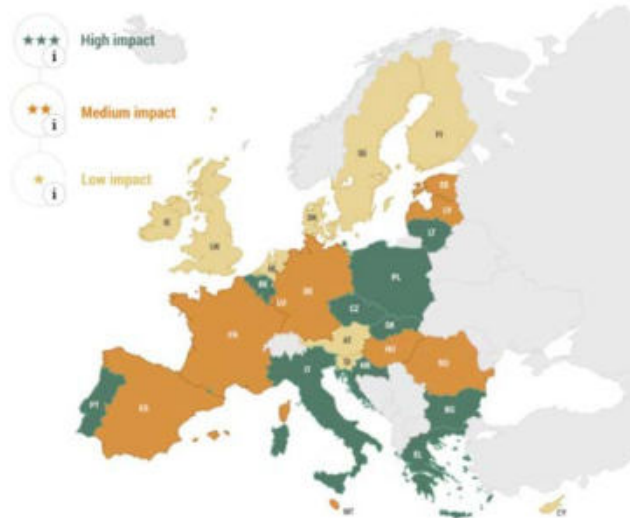
Gendered impact of the pandemic



Gendered solutions to the recovery



Impact of improving gender equality on the GDP of EU Member States in 2050



Slide 7

Key elements in Gender Mainstreaming



Slide 8

Findings

Mainstreaming not yet applied across the EU budget

Commission has not yet lived up to its commitments

- Limited attention paid to analysis
- Limited use of sex-disaggregated data
- Few gender related objectives and indicators
- No tracking
- Limited information on overall impact
- No common indicators to follow up the RRF (EU-Recovery Fund)



Recommendations

- Strengthen the institutional framework including the role of DG BUDG
- Carry out gender analyses
- Collect, analyse and report on sex-disaggregated data
- Use gender-related objectives and indicators
- Develop a system for tracking and report
- Assess and report on gender equality in National Recovery Plans



Future challenges

- National recovery plans
- "Performance-based" approach
- Extent of mainstreaming
- Available data
- Lack of common indicators
- Difficulties to monitor & audit



Slide 1

The role of auditors



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More info:

[Special Report: Gender mainstreaming in the EU budget](#)

[Next Generation EU](#)



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[SHORT BIOGRAPHIES

Bogdan Banjac is a graduate of the University of Belgrade Faculty of Law and of MA Programme for Human Rights and democratization at Yerevan State University and the Tbilisi State University. He is currently employed at the professional service of the Commissioner for Protection of Equality. In addition, he is the moderator of the Working Group for research and data collection of the European Network of Equality Bodies – EQUINET.

Nadja Bergmann studied sociology and political science at the University of Vienna, Austria. For more than 20 years she has been working as senior researcher at the independent research institute L&R Social Research, Vienna, Austria, since 2021 also as managing partner. Her main research topic is gender equality, with a strong focus on labour market issues and digitalisation. www.LRsocialresearch.at

Zsuzsa Blaskó, PhD is a social scientist doing research in various forms of social inequalities, including educational inequalities and gender. Her work has been extensively published in academic journals as well as in policy reports.

Katharina Bryan is working as the Head of the Private Office of Eva Lindström, Member of the European Court of Auditors (ECA) in Luxembourg. She is responsible for strategy and audit work of the Member and has specialised in areas of sustainability and climate change. Before joining ECA, she was Head of a Structural Funds' Managing Authority in Austria. She lectured for several years on university programmes on the EU and now enjoys providing training audit institutions. Katharina has a Phd in Economic and Social Sciences (EU external relations), and Masters in International Business Relations and European Law.

Spencer Kirpach has a master's degree in political science. Having studied at the 'Johann Wolfgang Goethe' University in Frankfurt/Main, he received his academic degree with secondary branches in law, sociology, contemporary history and French language. After his studies, he worked for the Luxembourg Presidency of the European Council in the Visa and Consular Relations

Group. Afterwards, he worked for 12 years in the humanitarian aid sector, as a public relations officer and fundraiser for UNICEF-Luxembourg, raising funds for the organization's emergency programmes and aid in more than 190 countries worldwide. Since 2019, he is part of the 'Gender equality in the municipalities' department of the Ministry of Equality between Women and Men, which is committed to supporting and promoting equality in Luxembourg's municipalities.

Patrick Kleinbauer After working in the private sector in Luxembourg for more than 8 years, he integrated the public service as a member of the worker's pension office for another eight years, before joining the ranks of the ministry of equal opportunity, as it was then called. At first, he was part of the communications team of the ministry, alongside Isabelle Wickler, before being asked to integrate the newly formed team in charge of reinforcing the cooperation between the ministry of equality between women and men and the municipalities.

Danči Maraj works as a senior advisor in the Department for Health and Social Care. In the past he organized numerous conferences and events, such as a study course 'Empowering young disabled to Become Future Leaders of Independent Living Movement', conference with the title 'Accessibility of built environment, information and services for people with disabilities'. He executed the application for the VI. phase of the European Healthy Cities Network, which operates under the World Health Organization. Currently he is covering the areas of mental health, illegal drugs and other addictions for the city administration and is a deputy coordinator for equal opportunities in the COL.

Tuija Mustajärvi works as a Planning Officer at the Participation and Citizen Information Unit at the City Executive Office in Helsinki. She is responsible for promoting and coordinating gender equality in services at City level. Over the past 15 years, she has worked with a wide range of issues related to citizen participation, equality and non-discrimination in different NGOs and local administration.

Kirsten Plew has been working for the City of Stuttgart since 2014. Initially in the field of employment promotion. Herein the focus lay on the ‚Regional ESF-Working Group Pact S‘ and the European Union. Since 2016 she is the managing director of the Equality Advisory Council in the Department for Equal Opportunities and Diversity. Key topics are ‚disadvantaged women‘, ‚poverty among female seniors‘, compatibility, family and work, networking. She is a PR-consultant and journalist and a member of the network of professional communicators and PR-Professionals ‚Deutsche Public Relations Gesellschaft e. V. (DPRG)‘.

Alexander Stotkiewitz is a member of staff in the field of domestic violence in the Department for Equal Opportunities and Diversity of the City of Stuttgart. Previously, he acted as a Violence Protection Coordinator in a refugee accomodation center in Stuttgart and now leads the departments efforts for the protection of people with a refugee history. Furthermore, he conducts the development of a new high risk cooperation procedure on the basis of article 51 of the Istanbul Convention.

Simona Topolinjak, PhD is Undersecretary in the Department for Health and Social Care and is coordinator for equal opportunities in COL. Simona Topolinjak has worked as a researcher at the University of Ljubljana at the Faculty of social sciences and has PhD in political sciences. In the COL she is responsible for the preparation of new Strategy for the development of social care, she coordinates activities within Action plan for gender equality, she coordinates the city project LGBT friendly Certificate. She is representative of COL in the Rainbow Cities Network and member of the working group for the preparation of the national social care program.

Isabelle Wickler has two university degrees in Communication. She received her first degree at the Free University of Brussels in 1985 and in 2010 completed a trinational master’s degree at the University of Saarbrücken, Metz and Luxemburg. Having worked in the private sector in marketing communication for some years, she became a civil servant and since 1999 has been working with the

Ministry of Equality between women and men in Luxemburg. She is currently leading a small team working on local Equality measures. Since 2011, she is busy with compulsory gender training for civil servants and since 2021 for civil servants on local level.

Laura Wimmer is deputy department head of the department for women’s affairs of the City of Vienna. After graduating in Vienna in political science and completing her master’s degree in London, she started working in the City of Vienna in 2011 being responsible for the topic of women in the office of the former executive councillor. She works in the department for women’s affairs since 2018.

[HERSTORY OF [FEMCITIES]

In 1997, Milena was established upon the initiative of the City of Vienna as a forerunner network to what is now FemCities. The network at the time extended across cities in Central and Eastern Europe, enabling the Department for Women's Affairs in Vienna to cooperate with institutions and organisations in neighbouring regions and cities in Hungary, the Czech Republic and the Slovak Republic.

The purpose was to promote communication between city administrations, experts from universities and NGOs, as well as businesses on women's and gender issues and good practice models.

Meanwhile, in 2005 all of the above mentioned countries became EU members themselves. At that time the network's objectives and structures were revised and what was formerly Milena now became the city network FemCities.

The Department for Women's Affairs at the Vienna City Administration is still responsible for

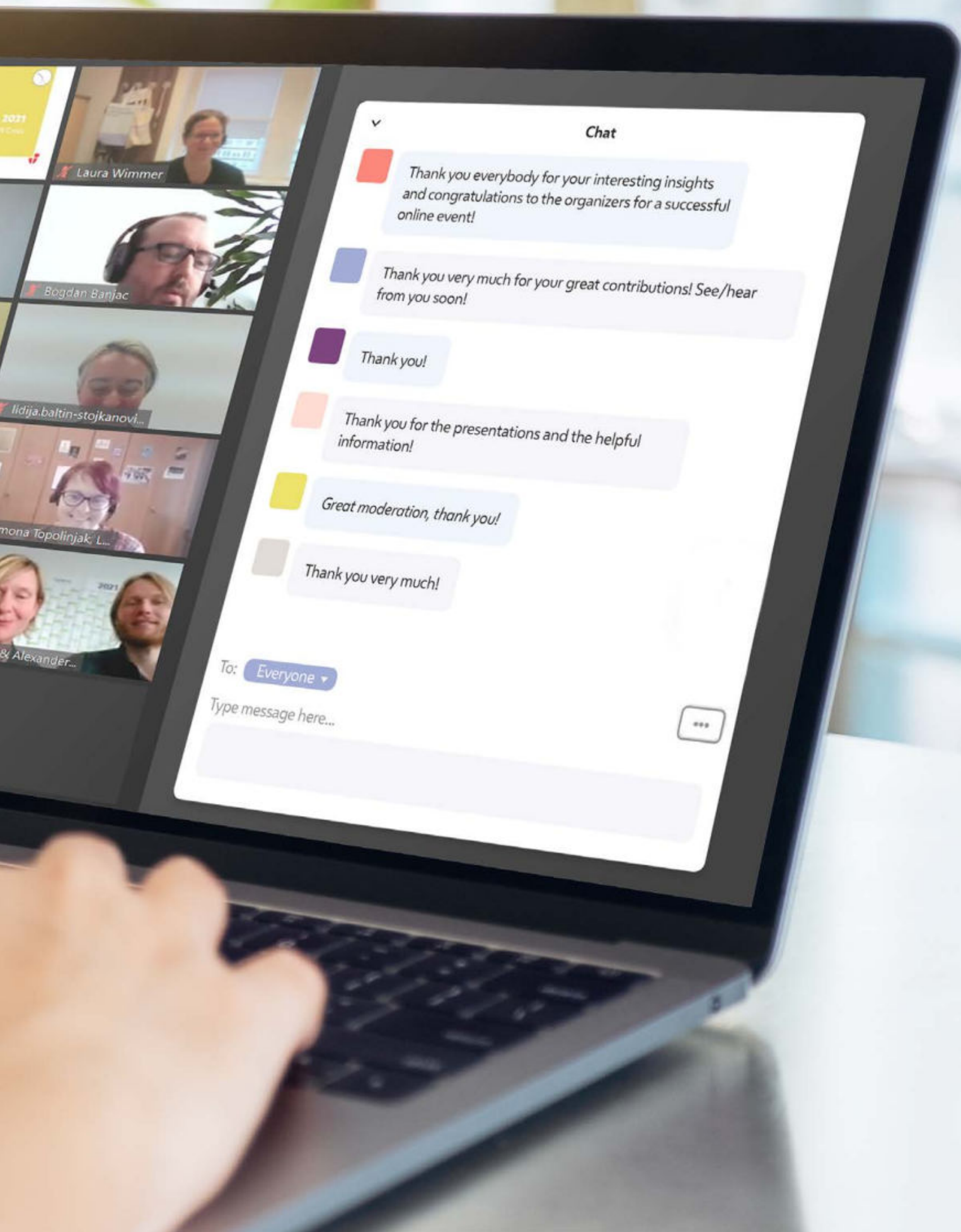
its coordination, but its range of operation and cooperation has been expanded to include the entire EU and associated countries in Europe. The network continues the exchange of best practice models in the field of local and regional women's policies while strengthening lobbying activities for women's concerns in Europe.

FemCities provides a forum for communicating good practice models, as well as strategies for the implementation of laws and the installation of administrative structures to promote women and gender equality.

Relevant administrations (on gender equality/ equal opportunities/ women) in European cities and municipalities are invited to join the network. Organisations, other than administrative units of cities and municipalities such as NGOs and administrative units of provinces, federal states or cantons are welcome to join the network as associate partners.

More Information: www.femcities.at

[EXPRESSION OF THANKS



Thank you everybody for your interesting insights and congratulations to the organizers for a successful online event!

Thank you very much for your great contributions! See/hear from you soon!

Thank you!

Thank you for the presentations and the helpful information!

Great moderation, thank you!

Thank you very much!

To: Everyone

Type message here...

