

Progress

Socially Disadvantaged Women in Greek
Municipalities

Strategy:

- Empowering women
- Promoting local policies related to socially disadvantaged women
- Incorporating gender related issues in the administrative capacity of the municipalities and its operations plans and its policy making process
- Training local authorities to gender related issues

Environment: The economic crisis

Strategic Goals

- Equal opportunities
- Homogeneity
- Social Inclusion & Integration
- Positive Identity

- **Bridging local Policies and Gender**
- **Developing methodology & tools**
- **Focusing on the selected target groups**

Gender mainstreaming & Local Policies

- Gender mainstreaming is considered as one of the most important strategy for the achievement of gender equality as well as one of the most powerful tools for the integration of gender equality in all functions of social, economic and political life.
- Local Policies (if designed properly) can be more effective for they apply directly to the citizens and can be evaluated.
- Integrating gender in local policies is also considered as a social and developmental prerequisite in Local Administration-Municipalities.

General Secretariat For Gender Equality

- In the context of public administration and of national policies the General Secretariat for Gender Equality intervenes on the basis of **three pillars**. They entail, respectively:
- a. **Proposed legislative regulations** to improve family law, reform and enhance legislation addressing violence and introduce new provisions aimed at substantive gender equality,
- b. **Specialised gender equality policies** (interventions in selected areas of public policy and creation of policy making institutions, structures and bodies) and
- c. **Interventions by other Ministries and public agencies** which foster gender equity via public policies (mainstreaming policies).

Greece- Kallikratis Program

- Greek local and regional government structures have been undergoing re-organisation as of 2010 (Program “Kallikratis”). According to Law 3852/2010 otherwise known as the “Kallikratis” Program, **the administrative division of Greece has been reformed, and the legal borders of the locally, self-administrated units, the electoral procedure related to their governing bodies, and their responsibilities, have been redefined.**
- The Kallikratis Program uniformly and consistently relates to and interacts with the two levels of local government, that of (1) Municipalities and Regions, and the (2) Decentralized Administrative Units. The administrative structure of Greece is as follows: 13 Regions (elected region heads) that replace 76 administrative units (prefectures, expanded prefectures) and 325 new municipalities (flexibility).
- The "Kallikratis" programme vigorously promotes transparency and actively improves the business environment by creating new institutions and encouraging the wider use of the Internet and new technologies .

Gender Equality in the Institutional Framework for Local and Regional Structures

- After the reformation of local and regional government (**“Kallikratis” Program**) all competencies in the **fields of care, social services and welfare** have become the sole responsibility of the **New Municipalities**.
- This framework empowers the operation of public entities active in supporting vulnerable groups. Therefore, it has a positive effect on the quality of services provided to citizens, especially to women, who mostly receive such services.
- Furthermore, **gender equality policies** are an explicit responsibility of the new Municipalities via the creation of service units working on **Social Policy and Gender Equality Policy**.

Gender Equality in the Institutional Framework for Local and Regional Structures

- **In addition gender equality policies in the context of the strategic plan designed by the General Secretariat for Gender Equality** (for both National and Local levels of public administration) aim at the:
 - Development of Actions in order to Combat Gender Stereotypes.
 - Development of Special Programs for Vulnerable Social Groups.
 - Development of Actions in order to increase Women's Participation in Employment.
 - Development of measures for the Reconciliation of Professional and Private/Family Life.
 - Development of measures in order to encourage Women's Social and Political Participation and promote Women in Decision Making Centres.
- Furthermore, the new Institutional Framework allows for the creation of Specialized Committees in Municipalities. One of those Committees that can be set up in the Municipalities is the **Committee for Gender Equality** in which elected representatives, Municipal Employees, gender Experts and representatives of local NGO's can participate

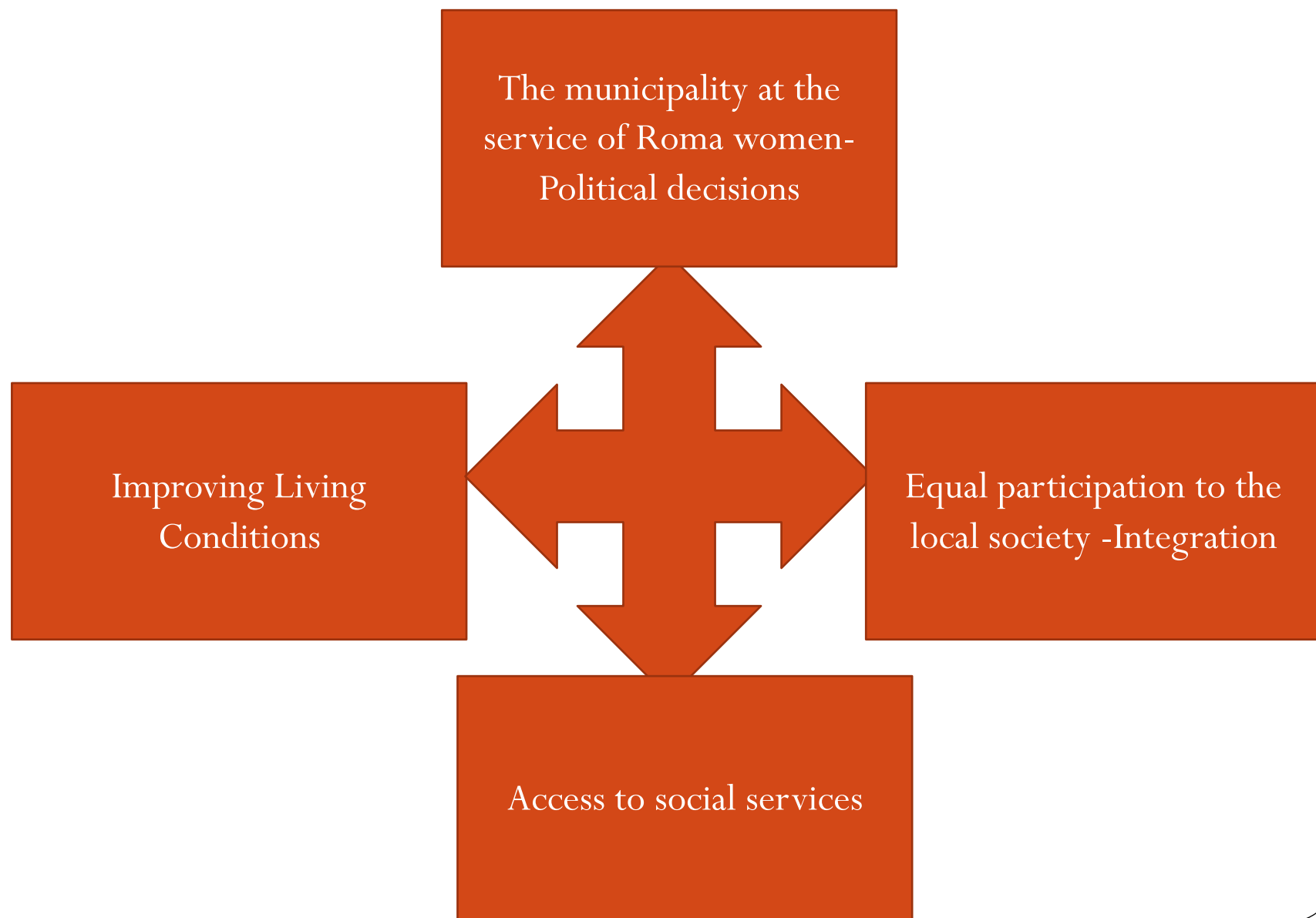
Local Policies

- Taking under consideration that local policies can be effective:
 - When they respond to the needs of the target group
 - When they work in accordance to the strategy and the goals set up by the authorities
 - When they aim at the involvement of the target groups on the basis of mutual understanding and feedback
 - When they improve the institutional capacity of the authorities
 - When they are goal oriented
 - When they can be managed that their results shall have

Local Policies and the Committee for Gender Equality

- The Committee for Gender Equality could be the “pool” through which the New Municipalities, the Regions and the National Government can draw data, facts and figures for designing new policies and searching for new fields of intervention.
- The Committee can also be of extreme use for all public administration and political constituencies to obtain information as to how local policies can be effectively bridged with gender mainstreaming, and also to create a clear picture of women’s current situation through the development of tools and methodologies which will be most helpful for:
 - Conducting a gap analysis for the policy making fields where most of the problems appear
 - Enhancing the capacity of the municipality to interfere in favor of social cohesion and integration of vulnerable groups
 - Prioritizing the areas where there is an immediate need for interventions
 - Assessing the impact of the local policies to gender related issues
 - Designing and implementing action plans

Example: The Committee could set up of the following strategic goals for Roma women



Roma women

Based on the strategic goals set up roma women could be support and coached on issues such as:

- Health conditions (taking care of their babies, nutrition, sanitation, family programming etc.)
- Management of their household (money, cooking, etc.)
- Gender equality (marriages at a young age, freedom of expression etc.)
- Empowerment of women (active members of the community, the role of women as citizens, as a working member, etc.)

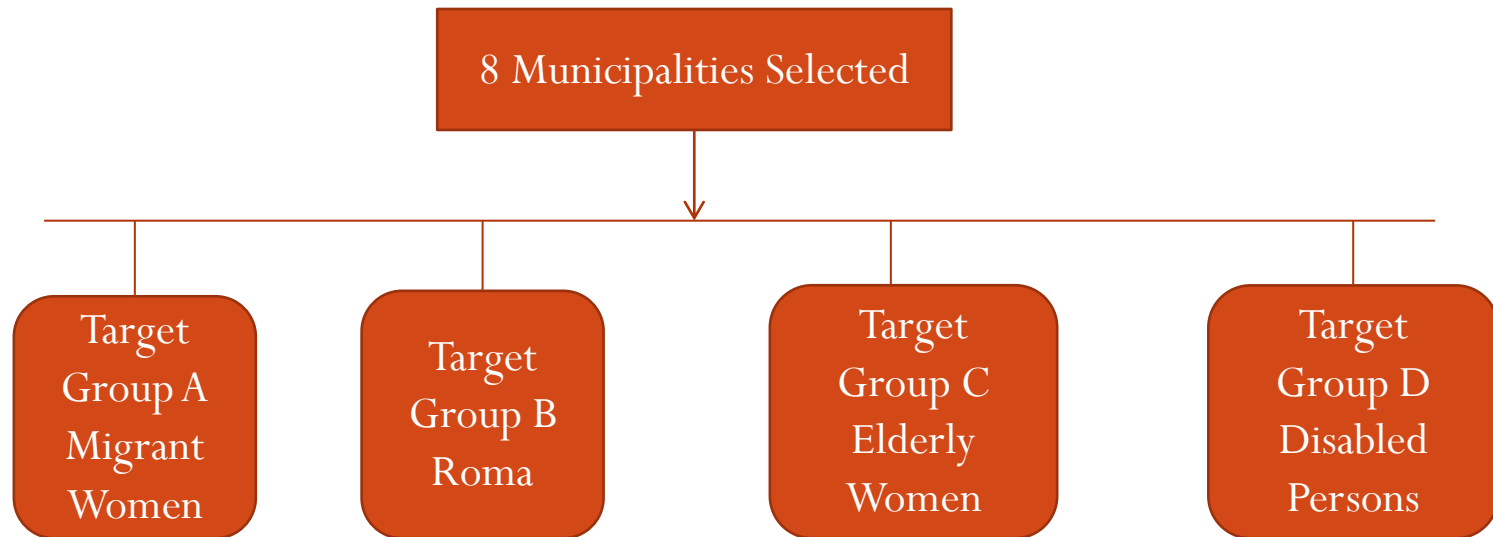
Progress

- The project and its actions work towards the direction of highlighting the value of local policies in relation to gender mainstreaming and bringing the national public administration with local one through the implementation of gender related policies that fit into the national strategic plan.
- Through the pilot program the selected municipalities will enhance their knowledge because it requires the active participation of the municipalities through a team of experts working in them and they shall be able to diffuse this knowledge to other municipalities through the expected results.

Municipalities Selected-Criteria

- Municipalities were selected on the basis of:
 - Percentages of the general population
 - Percentages of the target group population.
 - Experience of policies related to the target group population.
 - Organized social services in their institutional capacity.
 - Currently running programs on the target groups
 - Currently running programs on gender equality and gender mainstreaming.
 - Consulting Centers (within the framework of General Secretariat for Gender Equality).
 - Shelters for abused women
 - Action Plans for Gender Mainstreaming in the context of the Regional and Local Programs
 - Typology-General characteristics of the Municipality

Municipalities Selected



Municipalities Selected II

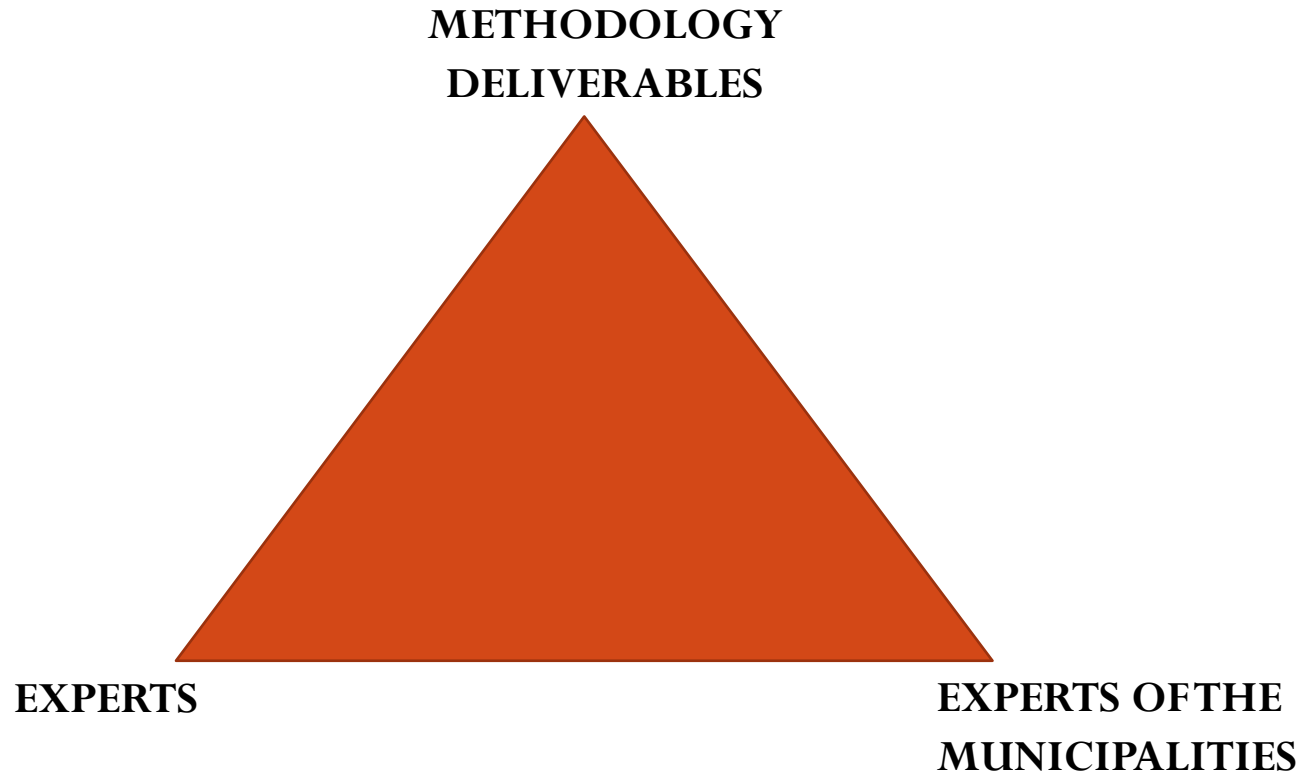
- The Municipalities selected are of middle size (in terms of the population), both urban and rural in its characteristics.
- The Municipalities cover an extensive geographic area ranging from Northern to Southern Greece
- The Municipalities selected agreed to participate willingly to the project and the persons in charge have experience in local policies and/or the target group.

Municipalities:

- Municipality of Aghia Varvara (western suburbs of Athens)
- Municipality of Volos
- Municipality of Patras
- Municipality of Karditsa
- Municipality of Herakleion
- Municipality of Sykies (Northern suburbs of Thessaloniki)
- Municipality of Veroia
- Municipality of Ioannina



Organizing the Project



Organizing the project-Main goals I

- Assigning specific persons to be in charge on behalf of the municipalities. Their role is to work as focal points of the municipalities and also to work closely and in cooperation with the experts assigned to the project. They are members of the administration of municipalities (at a higher up level), and a basic prerequisite for their participation is that they have to have a functional role in relation to the target groups and also to work (directly or indirectly), either in the field of social policies and/or on gender mainstreaming and gender equality.
- Main goal is to bridge the know-how of the experts with the knowledge and skills of the administration and the operations/functions of the municipality.

Organizing the project-Main goals II

- **Experts:** The specialized persons selected as experts were chosen on the basis of their scientific knowledge and experience on fields related to public administration, social sciences, gender, migration etc. and of course on local policies. **Six experts comprise the team.** Two of them have a specific expertise on gender so it will be easy for the municipalities to follow up on the implementation of the methodology and of the tools. Three have a specific expertise on gender and the selected target groups. Finally one of them is the expert on gender budgeting.
- Their first assignment and deliverable was:
 - to map the landscape of the target groups, to conduct a situation analysis at what is already in place at the European, National and local levels as well as the necessary legislation and regulations.
 - to gather best practices related to the target groups and of the policies applied elsewhere concerning them.
- Main goal was for the experts to conduct a gap analysis and also to have a clear and precise picture of the specific categories of women relevant to the project, their characteristics and what has been done (in terms of policies) for these women.

Organizing the project-Main goals III

- **Methodology:** The methodology refers to the tools to be designed and implemented in the context of the project. In order to ensure that the policies designed and implemented will be the appropriate ones and shall be based upon the necessary conditions and the prerequisites set up by the existing literature on the field for the integration of gender into local policies the tool **of the 10 steps was selected as the closest one** to the Local Administration and as the most suitable for gender impact assessment and for gender budgeting.
- To this extent the experts representing the municipalities have been instructed to work according to the methodology and the tools so there should be a coherent and strategic way for the policies to be related to the general scope of the work.

Methodology- 10 Steps

Step 1 • Preparation and Organization

Step 2 • Defining vision and strategy

Step 3 • Assessing & evaluating current situation

Step 4 • Selecting policy fields and setting up priorities

Step 5 • Gender impact assessment of local policies

Step 6 • Designing action plan

Step 7 • Execution of the action plan

Step 8 • Indexes

Step 9 • Results and assessment

Step 10 • Diffusion of the results and publicity

Some of the questions to be answered

1. Who's involved in the process from the municipality? If the answer is yes then are there any persons (elected or administrative staff at higher positions) who take under consideration the issue of gender?

2. In the process have we also included NGOs or other social groups that known and understand our target group needs?;

3 .Is there any balance between men and women in all agencies involved in the process?

4. Where can we find the experts on gender as well as on issues related to migrant women, Roma, elderly women and persons with special needs?

5. In what capacity or skills can all groups, or experts involved in the process can contribute?;

Questions to be answered for local policies concerning our target group

1. What kind of information do we have (or perhaps do not have) in regards to the way in which social policy at the municipality affects (has an impact) men and women?

2. Which actions have been already implemented?

3. Which actions are currently under way?

1. Which actions and which social interventions have been designed for the next year?

POLICY ISSUES-TOPICS	1 st Topic	2 nd Topic	3 rd Topic	4 th Topic
	i.e. Facing discrimination based on age .	π.χ. Participation to the representation of disabled women to the political decision process.	i.e. Roma women access to social services	Facing stereotypes on the basis of nationality or on country of origin.
Questions regarding gender	Do elderly women face different or acute problems?		Do Roma women have equal access? If not then what are their major obstacles?	Which kinds of discrimination do migrant women face?
Which are the facts that we know?				
1. Quantitavely and Qualitative indexes	Are there any indexes examining questions related to gender?			
2. Research	Are there any research data or reports which can answer to questions related to gender?;			
3. Legislation	Is there any relevant legislation?			
4. National and Local policies and programs	Are there any policies and programs taking under consideration gender related issues?			
5. Interventions and programs by NGOs	Any programs or interventions at the local level by NGOs?			
6. Sponsorships	Are there any sponsorships? Who are the sponsors			

Organizing the Project-Important Details

- 4 workshops to be organized for “smooth sailing” in the context of the project (one has already been conducted and the second one is coming soon, 15th /16th of November).
- A conference to be organized at the end of the project with the involvement of all municipalities.
- Creating a web site relevant to the project.

Summary

The program for Greece and local authorities in Greece has certain significant elements of innovation for the following reasons:

A) It's being implemented during a period that local authorities organisations are establishing new legal entities also including entities for gender equality, centres to prevent and combat violence against women - VAW (e.g. municipal councils for equality, gender equality depts., etc) and thus is contributing to the necessary upgrading of skills and expertise about gender issues.

B) Through the program front line officers, working in local authorities organizations will have the chance to learn, discuss, exchange experiences and form an informal network that will also work in the future.

C) This program works in close synergy with other major projects of the General Secretariat for Gender Equality aiming at gender mainstreaming policies on a local level and also at promoting gender training of executives working in local authorities and administration.

Summary II

D) Almost all municipalities participating in the pilot implementation have accepted and signed the EUROPEAN CHARTER FOR EQUALITY OF WOMEN AND MEN IN LOCAL LIFE, therefore the program is in practice supporting them to plan and implement specific actions for vulnerable groups of women, at the same time contributing to the development of know - know, relevant experience and "hands on" practices especially with regard to how to assess policies and evaluate what impact they have on men and women beforehand.

E) Finally the program is for the first time setting a context to evaluate and monitor social policies implemented on a local level from a gender perspective. This means changes are necessary both within an organization (i.e. a municipality in this case) and regarding human resources management, participation of women in the managing boards and municipal councils, etc. and the external environment, i.e. the local community itself and regarding gender stereotypes, awareness of differentiated needs men and women have or may have, women's own voice and whether it can and is heard, women's access to social policies, etc.

**THANK YOU
FOR YOUR ATTENTION**