



"Gender Equality Plan- Municipality of Kavala 2022-2027"



Authors:

- Kirkasiadou Theano, Legal Advisor of the Women's Counseling Center of the Municipality of Kavala
- Benazi Athina, Social Worker of the Women's Counseling Center of the Municipality of Kavala
- Benou Sophia, Sociologist of the Women's Counselling Centre of the Municipality of Kavala
- Stergidou Maria, Psychologist of the Women's Counselling Centre of the Municipality of Kavala

The "Action Plan for the Integration of Gender Equality in the Municipality of Kavala" was prepared by the Municipal Equality Committee of Kavala.



Gender equality is a fundamental human right and a vital issue for building a healthy society and getting out of the vicious circle we have been in for the last few years. Equality means that we are all equal and that our needs are considered equal. Men and women may have biological differences, but we should all be free to create and make our own choices.

In recent years, there has been some progress in reducing gender inequalities. However, women still face obstacles in their daily lives, such as access to decent work, primary education and healthcare. In addition, we often see that they are victims of violence and multiple discrimination, which is of particular concern.

We still have a long way to go before achieving effective gender equality. And in this struggle, the participation and mobilization of everyone, women and men, state and citizens, is essential. However, based on the present Action Plan for Gender Equality of the Municipality of Kavala for 2022-2027, we can all succeed together, putting our stone!

Mayor of Kavala, Mr Mouriadis Theodoros



As President of the Municipal Committee for Gender Equality, I welcome this important initiative to draw up an Action Plan to combat gender discrimination and ensure gender equality in the Municipality of Kavala in the coming years. I would like to warmly thank the Mayor of Kavala, Mr Mouriadis Theodoros, for the trust he has placed in me and entrusted me, from 2019, with this critical role.

The bet on gender equality is difficult, but one that we must all win together. When revelations of violent and racist attacks have increased, the Municipality of Kavala is not turning a blind eye. On the contrary, we stand by every one of our fellow citizens in need. The Municipal Committee for Gender Equality aims to eliminate all forms of gender discrimination to lead to a society with zero tolerance for violence and the defence of human rights.

President of the Municipal Committee for Gender Equality, Ms Vakirtzi Elizabeth



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Preamble

Despite the long-standing struggles for gender equality, the news that has been in the information in our country, especially recently, show that we still have a long way to go before we can describe Greek society as a society that respects human rights and promotes gender equality.

There has been intense activity, at the global level, in the adoption of policies to protect and defend gender equality, which began in the last century and continues to this day.

According to the European Gender-Equality Index for 2020, Greece ranks last among the countries of the European Union in terms of whether the Member States are converging or falling short of the goal of gender equality, with a score of 52.20%. Based on the online statistics, the European Union is about 60 years away from achieving full gender equality if the same level of progress is maintained.

The Municipality of Kavala recognizes the critical role played by the local government in integrating the gender dimension in the development strategy of the country. According to the Greek Constitution, "Greeks and Greeks have equal rights and obligations", and "it is not gender discrimination to take positive measures to promote equality between men and women".

In this context, the Municipality of Kavala made a public commitment to supporting the principle of gender equality by signing the European Charter for Gender Equality on 07/11/2011.

The present Action Plan for the Integration of Gender Equality defines the priorities, actions, and means that the Municipality of Kavala undertakes for 2022-2027, thus promoting equality. The commitments contained in the European Charter and specified in the present Action Plan aim to make the best possible use of opportunities and resources to promote equality for the benefit of all citizens.

Convening of the Gender Equality Committee in the Municipality of Kavala

The "Kallikrates" programme (Law 3852/2010, Government Gazette 87A) provided for strengthening the Municipalities' competencies in matters of gender equality policies. The establishment of a service unit for gender equality policies at the level of the Municipality allowed the development of the respective municipal policies and programmes around a focal point, which could act as a pole of coordination, information and information, on the one hand, covering more expansive areas, programmes, relevant bodies and women's organizations, and on the other hand allowing their effective interconnection. It also allowed the establishment of a Municipal Committee for Gender Equality in each Municipality (Article 70).



On 20 February 2012, the first Municipal Committee for Gender Equality of Kavala was established (Decision No. 89/2012). The Municipal Council unanimously decided to establish a Municipal Committee for Gender Equality from 20/2/2012 to the present day, which continues to exist (Decision No. 550/2019).

The responsibilities of the Committee are as follows:

- a) in cooperation with the competent Municipal Department, it participates and supports the integration of gender equality in the policies of the Municipality, recommends and participates in the preparation of action plans for gender equality at the local level,
- b) Formulate proposals and recommend to the competent bodies of the Municipality the adoption of the necessary measures to promote effective gender equality in all areas of economic, political and social life,
- c) cooperating with the Regional Committee for Gender Equality, the competent departments of the Municipality, as appropriate, and with structures and collectives active in the field of promoting gender equality and women's rights at the local level; and
- d) cooperates with the structures of the Network of the General Secretariat for Demographic and Family Policy and Gender Equality for the prevention and combating of violence against women, as well as with civil society organizations. Furthermore, in 2019, the Municipal Committee for Equality undertook the co-organization of information events, workshops/conferences, training programs and seminars on issues of abuse/violence prevention, health, women's employment and equal opportunities policies, strengthening the participation of women in positions of responsibility, cooperation with the women artists of the Municipalities and Regions in collaboration with primary and secondary education and health units for information events aimed at students of the Municipalities, etc.

The Municipal Equality Committee is made of the following members:

- a) One (1) Deputy Mayor or delegated or municipal councillor (s) as Chairperson, appointed by the mayor,
- b) One (1) Municipal Councilor of the other factions of the City Council, appointed by a vote between them [In paragraph 3 of Article 45 of Law 4647/2019, it is specified that "3. The provisions of the first two subparagraphs of paragraph 1 of paragraph 6 of Law 4623/2019 apply accordingly to the establishment of the Committees of Articles 70, 70A, 164 and 164A of Law 3852/2010, as well as for the participation of Elected representatives of Local Authorities in Committees, Councils and other collective bodies of all kinds of legal persons, endowments and associations". According to the first two subparagraphs of paragraph 1 of Article 6 of Law 4623/2019, as replaced by Article 177 paragraph 3 of Law 4635/2019. Where the provisions of laws, presidential decrees and other regulatory acts provide for the appointment of members to the Board of Directors of legal entities of municipalities and regions, as well as their Associations, in a specific proportion, 3/5 of the total number of members with their deputies, including the Chairman of the Board of Directors, shall be appointed by the Mayor or the Head of the Region, respectively. The other members, minus any ex officio members or members nominated by bodies, shall be appointed by the different political groups by a vote among themselves"],
- c) One (1) employee of the Social Service or of the Social Policy and Gender Equality Policies Unit of the Municipality, appointed by the mayor,
- d) One (1) representative of the Association of Parents' Associations of the Municipality,
- e) One (1) representative of a local professional/trade association or cooperative organization, nominated by the professional/trade association or collaborative organization, respectively,
- f) One (1) representative of a local women's/feminist association/feminist organization or non-governmental organization active in gender equality issues, nominated by the association or organization, respectively,

- g) The mayor appoints two (2) public experts with equal gender representation.

The existing framework of support structures

In June 2013, the Women's Counselling Centre of the Municipality of Kavala started its operation, which is part of the nationwide Network of support structures of the General Secretariat for Demographic and Family Policy and Gender Equality (G.G.D.O.P.I.F.) of the Ministry of Labour and Social Affairs for the prevention and combating of violence and social discrimination against women. This nationwide Network includes 63 structures (the 43 Counselling Centers, the 19 Women's Shelters and the 24-hour SOS 15900 telephone line). The G.G.D.O.P.I.F. is the competent state body for designing, implementing, and monitoring gender equality policies. This consequently makes it responsible for promoting substantive gender equality in all social, political and economic life in Greece.

The Network in the city of Kavala is represented by the Women's Counseling Center of the Municipality of Kavala, which operates in the service unit of the Department of Social Services of the Directorate of Social Protection, Education and Sports.

The Women's Counseling Center can serve women from the Regional Unit of Kavala, Drama, Xanthi and any other region of Greece by telephone. The beneficiaries are women who have suffered from violence (physical, verbal, psychological, financial, emotional, rape, trafficking and sexual harassment). Since 2015 and since then, the target group has been expanded. Thus, the Women's Counselling Centre can serve women belonging to vulnerable social groups (unemployed, disabled, refugees, immigrants, single parents, etc.).

The Centre's main objectives are information, empowerment of women, prevention and combating gender violence, and social discrimination against women. Through the grant, women regain their self-esteem to take responsibility for their personal, family and professional lives and make appropriate decisions for the future of themselves and their families.

The Centre is staffed by qualified and appropriately trained scientific personnel:

- Sociologist,
- Social worker,
- Psychologist,
- Social worker, psychologist, psychologist.

The services provided by the Centre are:

- Social support,
- Psychological support,
- Legal advice,
- Information about Free Legal Aid,
- Legal advice on Legal Aid,
- Referral services for women in shelters of the D.G.W.O.P.I.F. network,
- Information on issues related to preventing and combating violence against women
- Counselling for parents.

The services provided are free of charge and covered by the confidentiality of counselling, i.e. the code of conduct concerning the protection of personal data is strictly observed.



Counselling is provided either in person at the Centre or by telephone.

The scientific staff of the Women's Counselling Centre of the Municipality of Kavala is appropriately trained and qualified, given the fact that they regularly attend training seminars aimed at upgrading the services provided.

The interdisciplinarity, i.e. the coexistence and cooperation of the four specialities, leads to the holistic support of the women who come to the Counselling Centre.

Counselling is personalized based on the particular characteristics and the individual needs of each woman. The staff of the Counselling Centre operate with respect for the individual and acceptance of their differences.

The networking and awareness-raising activities of the local community on issues of gender equality and violence, on the one hand, contribute to the establishment of a network of service, empowerment and support for women both during and after their stay and, on the other hand, promote the prevention and treatment of the social phenomenon of violence against women.

The National Action Plan for Gender Equality

The National Action Plan for Gender Equality 2021-2025, presented by the General Secretariat for Demographic and Family Policy and Gender Equality (G.G.D.O.P.I.F.), promoted substantive gender equality in social, economic, political, and political-cultural life. The National Action Plan was conceived when the country and all European countries were affected by the impact of the pandemic of the COVID-19 coronavirus. Despite the immediate response of the state to deal with and combat the spread of the virus, it is clear that the environment around us is changing. In this ever-changing environment, we must design a coherent and effective policy to ensure conditions of stability and development for all.

The unprecedented conditions we have experienced have intensified the need to achieve substantive gender equality and make it a horizontal policy that can and must be implemented. N. 4604/2019 (A' 50) for the "Promotion of substantive gender equality, prevention and combating gender-based violence - Regulations for the granting of citizenship - Provisions relating to elections in local government -Other provisions" and the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence by Law No. 4431/2018 (A'62) set the first framework in this direction. However, creating the legislative framework is insufficient to produce the desired results. Therefore, a concerted effort is required from all stakeholders, as provided for in Article 10 of Law 4604/2019, to integrate the gender equality dimension in public policies to develop projects and actions aimed at achieving substantive equality and, consequently, improving the performance of our country in the annual Gender Equality Index of the European Institute for Gender Equality (E.I.G.E.).

Greece is ranked last in the E.U. in terms of the Gender Equality Index for 2020 based on 2018 data, remaining in the same position since 2010, despite the slight improvement of the index compared to 2010 and 2017. Our country's best relative performance is recorded in health and finance. In contrast, the lowest performance and, therefore, the most significant room for improvement is recorded in power and representation, time for care, activities, and work. Therefore, there are still essential needs for the specificity of the implementation of Law 4531/2018 and Law 4604/2019 and the integration of a gender perspective in sectoral policies as well as at the local level, while stereotypical perceptions and inequalities continue to exist and are pervasive in all areas of life, such as political, social, personal and professional. As regards the topic of gender and domestic violence, the year 2020 was the year when the implementation of Law No. 4531/2018, which ratified the "Istanbul Convention", followed by the

evaluation of the country for the proper performance of the Convention by the Council of Europe's mandated Independent Expert Authority (G.R.E.V.I.O.), in September 2021, with an evaluation horizon of 3 months. It should be noted that there is a significant gap in relevant data on violence against women, which masks the true extent of violence. At the same time, incarceration due to the COVID-19 coronavirus pandemic has resulted in women already in violent relationships being exposed to their abuser for extended periods, putting themselves at greater risk of domestic violence.

Action Plan for the integration of gender equality in the Municipality of Kavala 2022-2027

This Action Plan for the Integration of Gender Equality sets out the priorities, actions and means undertaken by the Municipality of Kavala for the period 2022-2027, promoting the achievement of absolute equality in practice. The commitments included in the European Charter and specified in this Action Plan aim to make the best use of opportunities and resources to promote gender equality to benefit the full range of policies and services provided. The objective of achieving substantive equality is based on the premise that gender equality is a fundamental right for everyone and an essential value for any democracy.

Based on the above, the Action Plan for Gender Equality in the Municipality of Kavala for 2022-2027 is formulated and organized around four (4) Priority Axes, each focusing on a specific thematic dimension of gender equality policies. The theme of preventing and combating stereotypes and prejudice is integrated into all the axes. Therefore, it should be considered and highlighted in all individual thematic policies and actions. The thematic priority axes are as follows:

Priority Axis 1, "Preventing and combating gender and domestic violence," focuses on measures to protect women from all forms of violence, the education and training of the staff of the competent local authorities, the information and awareness-raising of the parties involved and the public and is governed by the principles and guidelines of the Istanbul Convention.

Priority axis 2: 'Equal participation of women in the labour market' relates to reducing the gap in inequalities in the labour market in terms of employment and occupational segregation, pay and discrimination on the grounds of maternity and childcare through interventions starting with education and extending to training, teaching and lifelong learning and actions aimed at reconciling professional, personal and family life.

Priority axis 3, "Equal participation of women in decision-making/leadership roles", focuses on strengthening the presence of women in positions of power and representation in political and social life, increasing their participation in public life and empowering girls through education and information and highlighting role models of successful women who have been active and distinguished in all areas.

Priority axis 4: "Gender mainstreaming in sectoral policies" concerns the integration of a gender perspective in all dimensions of sectoral policies, where close cooperation with all local government departments and relevant public bodies is required. Through this axis, efforts are being made to promote gender equality in budgets and policy design for specific vulnerable social groups and populations in education, health, sport, culture, and media. Finally, Priority axis 4 includes strengthening the production of gender-sensitive statistics and surveys to support the monitoring, planning, and specification of actions to promote gender equality.



Each axis is further specified in Measures, and General Objectives, which are implemented in practice through a series of actions with timeframes, specific target groups and identification of the stakeholders and partnerships developed during implementation.

Priority Axis 1, "Preventing and combating gender and domestic violence":

- Within the framework of the Memorandum of Cooperation signed on 23/11/2021 between the Municipality of Kavala and the Kavala Police Directorate for the provision of security and assistance services to women victims of gender and domestic violence, it is proposed that the two parties cooperate and develop a series of actions to inform and raise awareness of citizens about the severe social phenomenon of violence to prevent violence and to deal more effectively with the recorded incidents.
- An information campaign on the existence of the Women's Counselling Centre of the Municipality of Kavala. The aim is to disseminate information about the fact and operations of the Women's Counseling Center in Kavala and the telephone numbers to which any woman facing problems of violence or social discrimination and in need of support can contact. It is proposed to place information stickers containing information on the above mentioned in places accessible to women. It is suggested to cooperate with local catering businesses to place the stickers in women's toilets in restaurants, taverns, cafes, bars, etc. In addition, in cooperation with the Commercial Association of Kavala, stickers can be placed in women's clothing fitting rooms. Stickers can be placed in medical and dental practices' toilets in collaboration with Kavala's Medical and Dental Association. The women's restrooms in municipal and public services, the Police, the Courts, the Kavala Bus Station, the night schools, the Second Chance Schools, the Public Institution of Kavala, the public I.E.K. and K.D.B.M. and in general in all services that serve the public can be used accordingly. The content of the sticker will be edited by the scientific team of the Women's Counseling Center of the Municipality of Kavala. A graphic designer of the Municipality can design the sticker.
- Creation of a series of videos that last a few minutes (3'-5') and deal with issues related to the various forms of violence against women. Including new forms of violence that are not yet widely known and recognized, such as stalking, sexual blackmail, revenge pornography, etc., and various parameters influenced by patriarchal perceptions that affect manifested behaviours. The aim is to get the information to the public who use social media and choose the internet to inform themselves. The content of the videos and the final result will be curated by the scientific team of the Women's Counseling Center. In addition, the Municipality's press office will be involved in disseminating the videos, and any means available will be used etc., posting on the Municipality's website, the Municipality's Facebook page, etc.
- Implementation of an information and awareness-raising campaign on violence against women and domestic violence. Among target groups are schoolchildren, older women, Roma, disabled, refugees, etc.
- Creation of a poster with a message of zero tolerance for sexual harassment in the Workplace. The sign will include helpline numbers. The poster will be permanently displayed on the website of the Municipality of Kavala and on all social media. In addition, the sign will be posted in prominent places in all buildings housing the services of the Municipality of Kavala and its legal entities and in public gathering places (sports, culture, etc.) that operate under the responsibility of the Municipality.
- Seeking to sign a protocol of cooperation with the National Centre for Public Administration and Self-Government (E.K.D.D.A.) to implement Training Programmes for



elected officials and employees of the Municipality of Kavala on violence against women and sexual harassment in the Workplace.

- Implementation, in cooperation with the Department of Human Resources Development and Management, of the closed (only for officials of the Municipality of Kavala) programs of the National Center for Public Administration and Local Government, namely:
- "The gender perspective at work" and
- "Prevention and treatment of violence against women".

Priority axis 2: "Equal participation of women in the labour market":

- Information and awareness-raising campaigns on gender discrimination in employment.
- Cooperation between the Directorate of Social Protection, Education and Sports and the Secondary Education Directorate of Kaaiminto combat gender stereotypes in education and thus gender segregation in employment.
- Cooperation between the Municipality of Kavala and the Employment National Organization coupling supply and demand in the labour market to integrate victims of domestic and gender-based violence and women victims of social discrimination (e.g. women with disabilities, women over 55 years old, etc.). Implementation of training, certification, internship and employment programmes for unemployed women in cooperation between the two institutions as the O.A.E.D. will implement training and certification programmes for unemployed women. In addition, the Municipality will assist by providing internships and guaranteed employment.
- In cooperation with the Chamber of Commerce of Kavala and the O.A.E.D. of Kavala, organize an information and awareness campaign for the general public and employers on specific issues concerning women in the labour market (employment programs for women victims of domestic violence, grant programs for female entrepreneurship, etc.).
- The organization of reskilling, upskilling, and digital skills development seminars addressed to women outside of the labour market by the Vocational Training Center of Kavala Municipality.
- Designation of a place for Breastfeeding, infant and child care in a building of the Municipality as provided by article 3 of Law 4316/2014 (Government Gazette 270/24-12-2014), in cooperation with the Centre for the Protection of Mothers and Children of Kavala. Working breastfeeding mothers may express and store breast milk during their working hours and within the area designated by their employer, which is called the Breastfeeding at the Work area.

Priority axis 3 "Equal participation of women in decision-making/leadership roles."

- Campaign to promote women in positions of responsibility in local government and encourage women in the local community to stand for election. The aim is to inform and raise awareness in society and among citizens, especially women, of the need for equal representation of the sexes in political life and decision-making centres.
- Programmes for empowering women and developing their skills by the Vocational Training Center of Kavala.
- Monitoring by the Municipal Committee for Gender Equality for the gender quota implementation; of at least 40% of the total number of candidate municipal councillors. That is a positive and necessary tool to enhance women's participation in decision-making and its need to achieve the best possible result.



- Creation of an Album of Elected Women in the Municipality of Kavala and recording them for the period 1918; the year of the foundation of the Municipality of Kavala; until today through historical research and search for documents with recorded members of the municipal councils of the Municipality of Kavala over time, in cooperation with competent officials of the Municipality of Kavala. The ultimate goal is to identify the number of women elected and record the number of selected women in a register.

Priority axis 4: "Gender mainstreaming in sectoral policies."

- Designation of a separate section on the website of the Municipality of Kavala, where all actions for equality and current news from the implementation of the Action Plan will be displayed.
- Use of non-sexist language in the documents of the Municipality of Kavala. Preparation of educational material, by the Guide for the benefit of non-sexist language in public records, of the General Directorate of the Municipality of Kavala, based on which the existing Operational Regulations (of organizations, services and bodies of the Municipality of Kavala) will be updated, and the gender dimension and zero tolerance to sexist speech and sexist harassment will be added to all new ones. Organization of training per employee groups (at department or directorate level) of supervisors and employees who draft administrative documents or express in writing the public discourse of the Municipality of Kavala (e.g. social media).
- Organization of information campaigns on specific issues related to women's health, prevention and health promotion programmes by the Health Centre of Kavala Municipality.
- Organization of special sports programmes for women by the Municipality's Sports Department with the possibility of childcare and employment for the children of the participants.
- Creation of Equality and Gender shelves in the Municipal Library of Kavala "Vassilis Vassilikos" will collect Greek and foreign-language documents related to gender equality, women's history and the women's movement.
- Provision of counselling services to groups of parents to eliminate stereotypes and discrimination within the family. Counselling groups can be organized in cooperation between the Women's Counselling Centre and the Primary and Secondary Education Directorate, and the School Committees of Kavala Municipality.
- Submission of proposals-workshop titles by the scientific team of the Women's Counselling Centre of the Municipality of Kavala in cooperation with the Employees'
 1. Workshop on Sexual Harassment in the Workplace,
 2. Gender stereotypes in the Workplace,
 3. Empowerment of women workers and their multiple roles,
 4. Women & career development,
 5. A workplace without gender discrimination,
 6. The "Invisible" Workplace Abuse,
 7. Work-life balance.
- Conducting a primary survey (questionnaire) in the Municipality of Kavala to record equality actions and drafting annual reports on political activities for gender equality.

To implement the above actions, the existing publicity budget of the Women's Advisory Centre of the Municipality of Kavala will be used.

Public commitment

The Municipality of Kavala is committed to implementing effective gender equality within its responsibilities and roles. This Action Plan for the Integration of Gender Equality is part of a long-term process aiming to be comprehensive and practical, setting the following parameters:

1. An acknowledgement that there are differentiated needs and priorities for men and women will be identified and incorporated into any new planning by the Municipality.
2. Recognition that gender is one of the central organizing factors in society, which influences every person's life from the moment of birth.
3. The following initiative covers not only gender differences but also the elimination of inequalities.
4. Coordinated action by men and women.
5. The exploitation of all opportunities provided by the internal and external environment of Kavala Municipality.
6. We are targeting the elimination of poverty, social exclusion and all forms of discrimination.

Monitoring

To monitor the progress of the implementation of the Action Plan, a committee is appointed consisting of:

1. Chairperson of the Municipal Equality Committee
2. President of the Mayor's Delegated Councilor for Social Policy
3. Head of the Social Policy Department
4. Representative of the Association of Employees of the Municipality of Kavala

The task of this Committee is to facilitate the implementation of the proposed actions, the support of the executives involved, the final report-evaluation of the progress of the Action Plan after five years and the preparation of the following Plan.

Availability, flexibility and the required gender awareness are critical components of the project's success.

The ultimate goal is to develop a staff capable of understanding and promoting the principle of gender equality in all areas of local society (social, political, economic, development) and of relating their work to the requirements of international, European and national gender equality policy.



Epilogue

The present Action Plan is the first attempt by the Municipality of Kavala to integrate and include the principles of Gender Equality in the operation of its services and its contact with its citizens.

This Action Plan aims to be a first pilot implementation, which will lead to the drafting of a subsequent, more specific Action Plan.

This Action Plan is a dynamic process that is evolving and, at the same time, being improved, by the existing legislation, with the ultimate aim of creating a culture of acceptance and respect for all people, regardless of gender.