



Network of Associations of  
Local Authorities of South-East Europe



NATIONAL  
DEMOCRATIC  
INSTITUTE

## Description of the municipal good practices

Virtual study visits for Ukrainian mayors:

# Advancing Gender Equality at local level

4-8 October 2021, Zoom

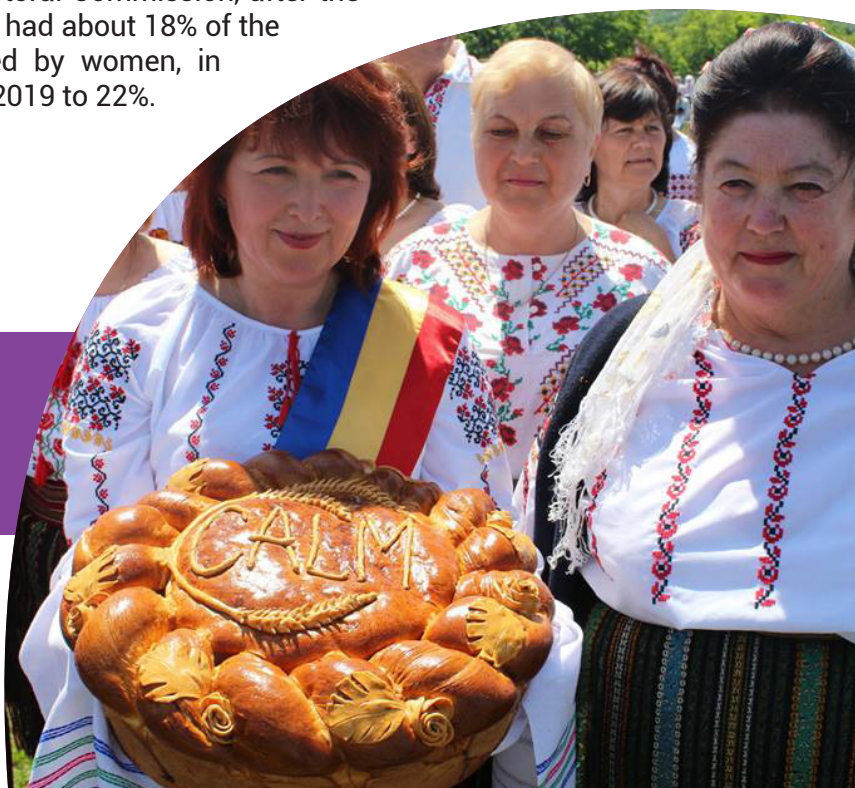




## Congress of Local Authorities from Moldova: CALM Women Mayors Network

In December 2021, CALM Women Mayors Network will celebrate its 10th anniversary. The Network makes the voice of women in public administration a strong and distinct one and builds capacities of women in local government. As a consistent promoter of gender equality and of the idea that women must participate in the governance structures at all levels, they have advocated for the most active and fair involvement of women in the decision-making processes. Their efforts changed the perception and attitude towards women in leadership roles. According to the data of the Central Electoral Commission, after the local elections in 2011 they had about 18% of the mayor's positions occupied by women, in 2015 it grew to 20% and in 2019 to 22%.

*For more information:*  
<https://www.calm.md/>  
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## Sărata Veche, Moldova:

## Senior Ladies Club

Sărata Veche was facing low involvement of citizens in community life and activities, which resulted with local policies not addressing the needs of citizens, especially women. Only 10% of women participated in the decision-making process and community life. Due to local culture, many women were embarrassed to participate in community activities, to express their opinion, to open up, to seek solutions to their sometimes even personal problems.

To change this trend, in 2016 the municipality conducted a survey asking citizens why they are not involved in community life and detected untapped potential, interest and desire among women to get involved in different activities. In partnership with two NGOs, the Senior Ladies Club was developed and appraised to be included in 2017 Strategy for socio-economic development of Sărata Veche. The Club aims to encourage women to actively involve in community life, in decision-making, to support them in starting their own business, counselling women with personal problems, effective leisure, training and information dissemination about availability and accessibility of communal services.

As a result, from 2015 until 2020:

- ♀ The number of women councillors doubled;
- ♀ Women's engagement in community life increased to 60%;
- ♀ Women's economic empowerment, three women opened their own businesses.

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## Bar, Montenegro: Support to women entrepreneurship

The coastal City of Bar in Montenegro is committed to encourage inclusive and dynamic local economic development through systemic improvement of the conditions for engaging in entrepreneurship. In the period 2019-2022, they emphasised their efforts to support women entrepreneurship. The municipal Assembly adopted the Entrepreneurship Development Support Program in the Municipality of Bar for the period 2019 to 2022 and the Decision on Criteria, Manner and Procedure for Allocating Funds to Support Women's Entrepreneurship. The program helped 56 businesses led by women in the field of production, social entrepreneurship, tourist services, health, economy and crafts. This allowed for more equal distribution of public funds between men and women.



For more information:  
<http://bar.me/>  
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**BIZNIS ZA TEBE**

**PROMOCIJA PREDUZETNIŠTVA**  
KAO PARADIGME DRUŠTVENOG RAZVOJA

PETAK, 29. NOVEMBAR U 18 SATI  
DVORAC KRALJA NIKOLE

100.000€

35.000€

#MOREPRILIKA  
#OPSTINABAR  
#PODRŠKAPREDUZETNIŠTVU  
#PRIJAVISE  
#PODRŠKAZENSKOMPREDUZETNIŠTVU

UČESNICI:  
KICA ĐURIČKOVIĆ, UNIP U CO  
MILOS MILIŠEVIĆ, STUDIO 'FLEK'  
DANKA GETKOVIC, 'NLP NETWORK'  
MAJA ČATOVIĆ, ŽENSKA POLITIČKA MREŽA  
SNEŽANA JONICA, ŽENSKA POLITIČKA MREŽA  
BORKO VULIČIĆ, UNIP MENADŽER PROJEKTA 'JAČANJE ZELENIH POSLOVA U CO'  
SANJA MITROVIĆ, SEKRETARIJAT ZA PRIVREDU OPŠTINE BAR  
IVANA TOMASEVIĆ, BISNIS START-UP CENTAR  
MODERATOR: BILJANA DABIĆ

razradi  
pa zaradi  
more prilika

## Roskovec, Albania (supporting artisanal and self-employed women entrepreneurs)

### Elbasan, Albania:

## Tackling gender-based violence via Gender Responsive Budgeting

Municipality of Elbasan has established a Gender Based Violence Referral Mechanism in 2018 with an aim of helping women, victims of domestic violence escape the violent situation and also enable their integration in the economic and social life. To achieve this, the municipality used Gender Responsive Budgeting. After the emergency assessment of the case by the gender officer and other actors involved, the victims are sent to the emergency service centres, where they stay until the full assessment of the situation. After the needs assessment, the victims of violence are provided with the following services: psycho-social assistance, legal aid and consultation, transportation to a safe environment, emergency shelter, employment, food packages, social housing, day-care and nursery for the children, healthcare etc. Budgeting against violence means not only providing the necessary services on demand, but also providing for the prevention of domestic violence as well as the reintegration of victims and abusers. Most of these services are centralised and local governments in Albania have very few available funds to deal with the reintegration of victims and abusers. These activities are carried out mostly from NGOs in the Elbasan Municipality and therefore this case is among one of the best practices in budgeting against violence as it provides a good example of the cooperation of local governments and other actors.

For more information:  
<https://elbasani.gov.al/>

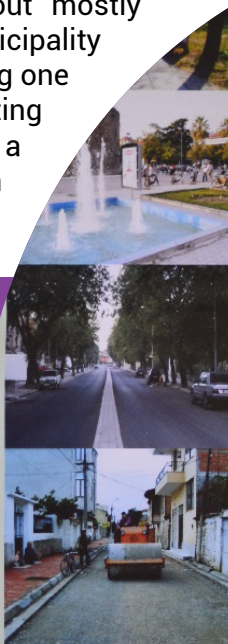


**Bashkia Elbasan**

Ju fton të merrni pjesë në

**BUXHETIMIN  
ME  
PJESËMARRJE  
Viti 2015**

**01 TETOR - 15 NËNTOR 20**



## NALAS:

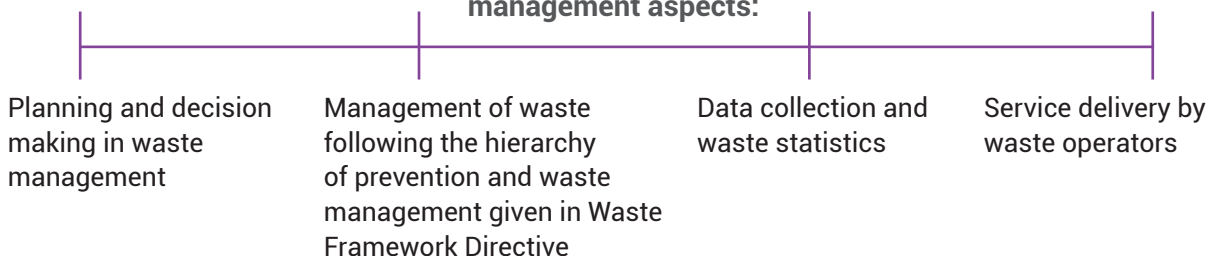
# Gender sensitive service delivery - NALAS guide/methodology for gender sensitive solid waste management

The local public services play a vital role in defining the quality of life for women and men in a community. Yet, women and men are not homogenous groups. Age, ability, ethnicity, cultural and religious background and socio-economic status and all impact people's ability to access and use services. Taking this into account, women and men may experience different barriers and constraints with regard to accessing services.

NALAS guide/methodology provides an answer to the question how to mainstream gender in the waste management process in all its key phases, based on EU legislative and policy framework for waste management.



### The methodology focuses on the following main waste management aspects:



For more information:

[www.nalas.eu](http://www.nalas.eu)

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Administration  
Testimonials  
Strategy

Modules

Course introduction

01 Gender Equality at Local Level

02 Gender Responsive Budgeting at Local Level

03 Local Government Associations as Promoters of Gender Equality at Local Level


04 Best Practices in Promoting Gender Equality at Local Level

People

Participants

Gender Equality at Local level

Gender Equality - Definition




According to the definition of the Council of Europe :

Gender equality means an equal visibility, empowerment, responsibility and participation of both sexes in all spheres of public and private life. It also means an equal access to, and distribution of resources between women and men. It means accepting and valuing equally the differences of women and men and the diverse roles they play in society. (1)

Table of contents

Gender Equality - Definition  
What Is in the Root of Gender Inequalities?  
Gender System  
Intersectional Approach  
Formal Framework  
Different Strategies for Achieving Gender Equality  
Equality in Law  
Specific Measures for the Advancement of Women, Including Positive Action  
Gender mainstreaming  
Methods and Tools for Gender Mainstreaming  
How Can Your Local Self-Government Become More Gender Equal?  
The logic of Gender Equality at Local level

Video



## NALAS: E-learning course in Introduction to Gender Mainstreaming at Local Level and more

In cooperation with UN Women and GIZ, in 2017 NALAS developed the e-learning course in Introduction to Gender Mainstreaming at Local Level. The main goal is to enable participants to act both as individuals, and as representatives of organisations working for gender equality. By the end of the course, participants understand that gender is not only personal, but an institutional and structural issue, and therefore should be considered in local policies. In addition, the course helps to:

- ♀ Get familiar with the international legal framework for gender equality
- ♀ Gain awareness of the national policies which contribute to gender equality
- ♀ Recognise different strategies and approaches for overcoming gender inequality
- ♀ Get introduced with the basic tools and methods for avoiding gender blind policy making, implementation and evaluation
- ♀ Learn how a budget created and allocated in gender responsive manner can contribute to a more gender equal society
- ♀ Become aware of their potential to promote and contribute to achieving the goals of gender equality.

7

The course includes the following modules:

**Module 1:** Gender Equality at Local Level

**Module 2:** Gender Responsive Budgeting at Local Level

**Module 3:** Local Government Associations as promoters of gender equality at local level

**Module 4:** Best Practices in Promoting Gender Equality at Local Level

To date, over **500 local government representatives** have successfully completed the course. The course is available in English and different languages of the SEE Region. In cooperation with the Congress of Local and Regional Authorities of the Council of Europe, the course was translated in Ukrainian language by the Association of Ukrainian Cities, to be offered at national level.



**BUDGET EQUALLY**  
BUDGET FOR WOMEN AND MEN

Курсот на НАЛАС за воведување на родовата перспектива на локално ниво е многу добро структуриран и значително ги зајакнува знаењата на вработените во општините за спроведување на обврските и заложбите за родова еднаквост.

**MARIJA PANCHEVA,**  
Заменичка-координаторка за еднакви можности во општина Кисела Вода

NALAS course on Gender Mainstreaming at Local Level is very well structured and it significantly strengthens the capacities of municipal representatives for fulfilling gender equality requirements and commitments.

**MARIJA PANCHEVA,**  
Deputy coordinator for equal opportunities in the municipality of Kisela Voda

 Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

 Шведска  
Sverige

 NALAS  
Network of Associations  
of Local Authorities  
of South East Europe

 UN WOMEN

For more information:

<http://www.nalas.eu/services/E-academy>

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NALAS has developed **Policy Positions to Promote Gender Equality at Local Level**, used for regional and national advocacy and lobbying for implementation of the European Charter on Equality of Women and Men in Local Life.

Since December, NALAS regularly organises the Forum of Women Mayors in South-East Europe. The **First Forum of Women Mayors** was organised in 2019, in Sombor, Serbia, while the **Second Forum** was organised online, in April 2021. The third one, "Woman-up for urban challenges: Forum of Women Mayors", will be organised on 2 October 2021, within the Marmara Urban Forum and will focus on opportunities and barriers that rapid urbanisation creates for women to achieve economic growth and prosperity. You are invited to register here: <https://bit.ly/3zlgjCv>.

## Velenje, Slovenia: Increasing representation of women in local government structures

The Municipality initiated a change in municipal acts to increase participation of women in local decision-making bodies, which significantly increased women participation. The Municipality of Velenje adopted amendments to the Rules of Procedure of the Municipality in 2008, in order to achieve the greatest possible representation of women in working bodies and commissions appointed by the Municipal Council. The change required that the number of women in working bodies and commissions of the Council of the Municipality of Velenje to be balanced. In 2018 even a balanced representation of both genders was achieved in the working bodies and commissions of the council.

For more information:

<https://www.velenje.si/>

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## Municipality of Centre, City of Skopje, North Macedonia: Using gender disaggregated data and gender responsive budgeting in development planning

The Capital City of Skopje has developed Gender Equality Strategy which sets an overall objective to become a gender equal city. The gender mainstreaming is supported through actions for gender responsive policy making, awareness raising, gender responsive service delivery and projects for women's empowerment.

In this direction, the central city municipality has set its goal: Integrated approach for decision-making, respecting the equality of all citizens, especially the vulnerable ones, with advanced processes for inclusive and sustainable urban planning and strengthened capacities for participation and integrated planning in the communities.

The municipality has undertaken number of activities to determine the specific needs its citizens and implement adequate policies and measures. They collected gender disaggregated data, conducted social mapping and a process of qualitative evaluation of the urban plans, based on SDG 11: Sustainable Cities and Communities. This helped to identify number of gaps in the planning related to housing,

mobility, communal services, social protection, etc., as well as huge discrepancy in the development of different communities. The specific gaps for each of the communities have been identified, such as the lack of kindergartens and centres for early childhood development, which has a strong impact over women's socio-economic activity. Based on the findings, part of the urban plans have been improved. The process was complemented with gender responsive budgeting and determining priorities with citizens' participation, through citizens budget forums and participative online budgeting.

For more information:

<https://www.centar.gov.mk/>

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**Prepared by NALAS, September 2021.**

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