



DIRECTORATE OF SOCIAL PROTECTION,

EDUCATION, SPORTS - CULTURE

DEPARTMENT OF HEALTH, PROVIDENCE AND SOCIAL POLICY

**«Gender Equality Action Plan of the Municipality of Ampelokipi-Menemeni for
the period 2024-2026»**

January 2024

**Greeting from the Mayor of the Municipality of Ampelokipi-Menemeni, Mr
Kyrizoglou Lazaros**

**Greeting from the Deputy Mayor for Health, Welfare, Social and Youth Policies,
Mr Theodoros Sidiropoulos.**

This plan reflects the Municipal Authority's commitment to a fair, equal and inclusive society. Based on the awareness of the challenges that women and men face in their daily lives, the plan envisages initiatives that will promote equality in all sectors. By cooperating with the executives of all services and departments of the Municipality, public organizations, local government agencies, businesses and Civil Society agencies, we will shape an environment where every person, regardless of gender, will have equal opportunities for growth and success. The Action Plan is the beginning of an interesting and dynamic journey for a more equal and fair society for all of us.

It is important to realize that racial inequalities, apart from being a flagrant violation of human rights, are also a significant obstacle to the sustainable development of the states' economies and, by extension, to the improvement of the citizens' living standard. For all the reasons above, and because I strongly believe in the potential of Local Authority Organizations to play a catalytic role in the pathway towards a society without racial discrimination, it is a great honor to be a part of the Project Team as well as to propose this first Gender Equality Action Plan in the Municipal Council of our Municipality. I would like to thank everyone involved in the implementation of the Plan for cooperation.

Project Team

Papageorgiou Athanasios, General Secretary of the Municipality, Project Manager

Sidiropoulos Theodoros, Internationalist, Deputy Mayor of Health, Welfare and Social Policy, Assistant Project Manager in matters of coordination

Rousseti Magdalini, Head of the Directorate of Social Protection, Education, Sports - Culture, as assistant project manager

Paschalidou Aikaterini, Head of the Department of Health, Welfare and Social Policy of the Directorate of Social Protection - Education - Sports - Culture, as assistant project manager

Thomoglou Georgia, Psychologist of the Community Center with Branch of Roma of the Municipality of Ampelokipi - Menemeni, assistant project manager in matters of research and writing

Kassa Maria, Social Worker of the Community Center with Branch of Roma of the Municipality of Ampelokipi - Menemeni, assistant project manager in research and writing

Chanta Evanthia, Social Worker of the Community Center with Branch of Roma of the Municipality of Ampelokipi - Menemeni, assistant project manager in research and writing



CONTENTS

1. Introduction.....	page. 4-6
2. Signature of the European Charter for Gender Equality in Local Societies	page. 7-8
3. National Action Plan for Gender Equality 2021-2025.....	page. 9-10
4. Establishment of the Gender Equality Committee in the Municipality of Ampelokipi-Menemeni	page. 11-13
5. The Community of ROMA in the Municipality of Ampelokipi - Menemeni	page. 14-15
6. Existing framework of facilities and actions in the Municipality of Ampelokipi-Menemeni	page. 16-20
7. Suggested Action Plan	page. 21-25
8. Gender Budgeting and financial resources	page. 26
9. Public Declaration of Commitment and Devotion	page. 27
10. Conclusion.....	page. 28

INTRODUCTION

According to Article 4, paragraph 2 of the Greek Constitution: "Greek men and women have equal rights and obligations." and based on Article 116, paragraph 2: «It is not gender discrimination to take positive measures to promote equality between men and women. The state ensures the elimination of inequalities that practically exist, especially at the expense of women ».

Gender Equality is also at the core of the Principles of the European Union, which is clearly reflected in its legal and political framework. It is referred that the European Commission's Strategic Engagement for Gender Equality 2020-2025¹ (European Commission's Strategic Engagement for Gender Equality 2020-2025) and the Joint Plan for Gender Equality of the European Commission and the European External Relations Service (Joint EC/EEAS Gender Action Plan)². Simultaneously, at the level of International Organizations, Gender Equality is at the center of the Agenda for Sustainable Development 2030³ while it is closely linked to the 17 Sustainable Development Goals of the United Nations Organization⁴.

National governments, local self-government, policy makers, private sector bodies and organizations as well as Civil Society often cooperate to formulate an effective policy to prevent and suppress the phenomenon of gender discrimination. As a result of the above, remarkable progress has been made in gender equality and women's empowerment in recent decades.

However, there are many steps that need to be taken, especially if it becomes clear that the progress between the states and especially between the member states of the

¹https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en#gender-equality-strategy-2020-2025

²<https://europa.eu/capacity4dev/articles/eu-gender-action-plan-ii-how-eu-delegations-contribute-gender-equality-worldwide>

³<https://europa.eu/capacity4dev/articles/eu-gender-action-plan-ii-how-eu-delegations-contribute-gender-equality-worldwide>

⁴https://www.undp.org/content/dam/undp/library/gender/Gender_equality_as_an_accelerator_for_achieving_the_SDGs.pdf and https://sustainabledevelopment.un.org/content/documents/1900unwomen_surveyreport_advance_16oct.pdf

European Union is not equal, as it is proven by the data of the European Statistical Service (hereafter Eurostat). Greece, according to the data of the Gender Equality Index for 2023, was rated with 58/100 points. This score ranks Greece in the twenty-fourth place (24th) among the member states of the European Union, while it is 12.2 points below the European average.

The gradual progress that is being made is evident by the fact that since 2010 Greece's score has increased by 9.4 percentage points with most of the progress recorded in the period 2020-2023 (since 2020 the score has increased in total by 4.6 percent - which is one of the largest increases among the member states of the Union). In summary, the overall ranking of the country has improved by three (3) places since 2020⁵.

More specifically, according to the data of the above index, health is the sector where Greece receives the best ranking (85.5/100 - 17th Position). Due to the progress from 2010 until 2021, Greece improved its ranking in this sector by two places. Particularly in the sub-sector of health status, our country scores 94.3/100 points which ranks it the 6th among the member states of the European Union.

On the contrary, from the study of the data it is irrefutably concluded that the area in which the inequalities between the genders are intense is that of work. In this sector, Greece is in 25th place among the member states of the European Union. Characteristically, since 2010 the ranking of our country in this sector has improved by only one position. More specifically, the lowest ranking of Greece is recorded in the sub-sector of participation in employment (penultimate among the member states).

In addition, in the framework of the development of this Action Plan, it was considered essential to list data on the participation of women in decision-making bodies at the two levels of Local Government. So, according to the same index in Greece, despite the quota policies applied when drawing up the combinations that go down in the local government elections, only 22% of the Municipal and Regional Council seats in the entire territory are occupied by women⁶.

In the Municipality of Ampelokipi - Menemeni, after the recent municipal elections, ten (10) women were elected and serve as Municipal Councilors in a total of thirty-

⁵ <https://eige.europa.eu/gender-equality-index/2023/country/EL>

⁶ <https://eige.europa.eu/gender-equality-index/2023/country/EL>

five (35) seats, i.e. 28.6% of the seats of the highest collective administrative body of the Municipality are occupied by women.

It is worth mentioning that the work of the Mayor in the Municipality of Ampelokipi - Menemeni is assisted by eight (8) female mandated Municipal Councillors, who have been appointed by him, in substance, to supervise specific municipal services.

At the same time, three out of the five special associates of the Mayor are women, while 17 women are in charge of the Directorates and Departments of the Municipality's services covering 26 positions of responsibility in total.

In conclusion, despite the progress that has been made, gender equality is still not a reality in everyday life. In order this to be achieved, no complacency is allowed, as inequalities arise from social structures that have been shaped by gender stereotypes that are still found in institutions such as family, education, culture, mass media, the workplace, the social organization.

Only commitment and dedication to specific actions will lead our societies to equal opportunities and prosperity to all and the Local Government, as an institution surrounded by direct legalization and Constitutional enshrinement but also as the institution with the greatest proximity to society, is called to play an active role in this effort.

SIGNATURE OF THE EUROPEAN CHARTER FOR GENDER EQUALITY IN LOCAL COMMUNITIES

Transnational cooperation is important in order to establish policies to protect and defend gender equality. A typical example is the European Charter for Gender Equality in Local Societies, which, among others, the Municipality of Ampelokipi - Menemeni has signed.

The interest related to gender equality issues has increased and emerged especially in the recent years, both in Greek society and in Europe. New policies are adopted to ensure equality both by organizations under the public administration of the respective states but also by private sector and Civil Society bodies.

Taking this for granted and recognizing the need to protect and secure the equal treatment of the genders on the one hand, but also equal access to all areas of social, political, economic, educational and cultural development, the member states of the European Union proceeded to adopt the European Charter on Gender Equality in Local Societies.

The Charter was prepared by the Council of European Municipalities and Regions (CEMR) in collaboration with many partners and the project was supported by the European Commission, through the 5th Community Action Program for Gender Equality.

The main principles of the European Charter for Gender Equality in Local Societies are the following:

1. Gender Equality is a fundamental right.
2. The phenomenon of multiple gender discrimination should be defeated in order to secure Gender Equality.
3. The balanced participation between men and women in decision-making processes is a necessity for a democratic society.
4. The elimination of gender stereotypes is crucial to achieve Gender Equality.
5. The inclusion of the gender dimension in all activities of local and regional governance is essential to promote gender equality.

6. Appropriately supported plans and action programs are essential tools for promoting Gender Equality.

By signing it, the member states are invited to undertake a public official commitment to promote the principle of Gender Equality as well as to implement, within their territory, the commitments reflected in it, undertaking the preparation of an Action Plan, in which the priorities, actions and means for this purpose will be pointed out.

In Greece, the Charter, until March 2019, had been signed by all the Regions and by 211 Municipalities. Among them there is the Municipality of Ampelokipi - Menemeni, which with the decision 314/2011 of the Municipal Council meeting, approved the signing of the Charter, which, in execution of the above decision, the Mayor of Ampelokipi - Menemeni, Mr. Kyrizoglou Lazaros, signed on November 7 of the same year.

NATIONAL ACTION PLAN FOR GENDER EQUALITY 2021-2025

The National Action Plan for Gender Equality (NAPGE) 2021-2025 was designed during the outbreak of the coronavirus (covid-19) pandemic. The effects brought about by the pandemic in many different areas of the daily life of all people were multiple. Undoubtedly, the condition of gender inequality was highlighted, and the phenomenon of gender and domestic violence intensified. Staying at home made the boundaries between work and family more blurred and women, either because of their professional status or because of their role as mothers, wives and partners, were called to face unprecedented difficulties and took on managing a different everyday life. In times of crisis, just like the pandemic, the need to achieve substantial gender equality and its emergence in a horizontal policy that must be implemented in practice, becomes more intense.

With these data and beyond the existing, related to the issue of gender equality, legislative framework in our country, the National Action Plan for Gender Equality 2021-2025, is organized around four (4) Priority Axes, each of which focuses on a specific thematic dimension of gender equality policies.

The topic of preventing and defeating stereotypes and prejudices is integrated in all axes as it must be taken into account and highlighted in all individual policies and actions.

The thematic Priority Axes are the following:

1st Priority Axis: Preventing and combatting gender-based and domestic violence.

Indicatively, this Axis focuses on measures to protect women from getting exposed in any form of violence, the education and training of the executives of the competent authorities, the information and awareness of the participants involved and the public and is governed by the principles and directions of the Council of Europe Convention on preventing and combating violence against women and domestic violence, or as it is widely known, the Istanbul Convention.

2nd Priority Axis: Equal participation of women in the labour market.

Indicatively, this Axis is related to the reduction of the inequality gap in the labour sector in terms of employment and occupational segregation, payments and discrimination due to motherhood and childcare with interventions starting from education and extending to training, expertising and lifelong learning but also in actions aimed at harmonizing professional personal and family life.

3rd Priority Axis: Equal participation of women in decision-making and leadership

Indicatively, the third Axis focuses on encouraging the presence of women in positions of responsibility and strengthening representation in political and social life. In addition, it focuses on girls' empowerment through education and information and the projection of role models of successful women who have been recognized due to their work in all sectors.

4th Priority Axis: Mainstreaming the gender perspective into sectoral policies.

The last Axis is about the integration of the gender perspective in all dimensions of sectoral policies, where close cooperation with co-competent ministries, public bodies and local government is required. Through this axis, it is made an effort to include gender equality in budgets and policy planning, in vulnerable social groups and populations, in the fields of education, health, sports, culture, media. Finally, the 4th Priority Axis enforces the production and processing of statistical data and research from a gender perspective to support the monitoring, planning and specialization of actions to promote gender equality.

It is worth mentioning that each thematic axis is then specialized in specific objectives, which meet all or some of the basic quality characteristics of good goal setting: they are specific, measurable, relevant, realistic and achievable within a timeframe.

ESTABLISHMENT OF THE GENDER EQUALITY COMMITTEE IN THE MUNICIPALITY OF AMPELOKIPI-MENEMENI

According to article 70 paragraph 1 of the Law 3852/2010, as amended by article 6 of Law 4604/2019 and is valid from 26/3/2019, as well as in accordance with circular 67/2020 (prot. no. 23624/14 -4-2020 of the Ministry of the Interior), « A Municipal Equality Committee is established in each municipality, which is an advisory body to the Municipal Council », with the following responsibilities:

- α) In cooperation with the relevant municipality department, participates and supports the inclusion of gender equality in the municipality's policies, recommends and participates in the development of action plans for gender equality at the local level,
- β) develops recommendations and proposals towards the relevant municipality bodies, the implementation of essential measures to promote gender equality in all economic, political and social life sectors,
- γ) cooperates with the Regional Committee for Gender Equality, the relevant, in each case, service units of the municipality and with facilities and collectivities that are active in the field of promoting issues of gender equality and women's rights at the local level and
- δ) cooperates with the network of General Secretariat of Gender Equality facilities as well as with civil society organizations to prevent and combat violence against women. »

Indicatively as it appears from the Explanatory Report of Law 4604/2019, the Municipal Equality Committee undertakes the co-organization of informational events, conferences, training programs and seminars on issues of abuse/violence prevention, health, women's employment and equal opportunities policies, encouraging the participation of women in positions of responsibility, collaboration with the female artists of the Municipalities and Regions in cooperation with the Primary and Secondary education and health facilities to organize informative events for students of the Municipalities, etc.

In the Municipality of Ampelokipi-Menemeni, according to the decision No. 134/2020 of the Municipal Council, the Regulation of Operation of the Municipal Equality Committee of the Municipality of Ampelokipi-Menemeni was passed and then with the decision No. 135/2020 the aforementioned Committee was established.

The work and responsibilities of the Municipal Equality Committee of the Municipality of Ampelokipi-Menemeni, as defined, are summarized in the following:

- Ensures and promotes the gender equality and the elimination of gender stereotypes through communication and awareness actions,
- Submit proposals for the integration of the gender dimension in all activities of the Municipality,
- Cooperates with the relevant agency to develop Action Plan for Gender Equality at local level,
- Undertakes initiatives and implementations and take actions in cooperation with the relevant agency and with the participation of voluntary teams,
- Identifies and makes an effort to explore and promote solutions to problems that arise at local level from judgements made against a gender.
- Pursue a permanent and close cooperation with the Regional Equality Committee, local trade unions and cooperative organizations and associations.

Finally, according to the extract from the meeting of 22nd/1/2024 of the Municipal Council of the Municipality of Ampelokipi - Menemeni, on the establishment of a Municipal Gender Equality Committee for the new self-governing period 2024-2028, with decision No. 32/2024, the following were appointed as members of the Committee, until 31/12/2028:

1. Arpatzani-Tsompanoglou Maria, Municipal Councilor, President
2. Apostolidou Maria, Municipal Councilor
3. Semertzidou Aggeliki, Municipal Councilor
4. Kopti Eleni, Municipal Councilor
5. Vaggelaki-Charmpali Ioanna, Municipal Councilor
6. Gkagkaridou Eleni, Municipal Councilor
7. Rousseti Magdalini, Social Service Employee

8. Mastoridou Kiriaki, President of Cultural Association «Agios Theodoros Gavras»
9. Stogiou Fani, local trade association representative of the municipality
10. Mythimi Eleni, Municipal Councilor
11. Iakovaki Ourania, President of Municipality Community of Menemeni
12. Gennimata Vasiliki, Community Advisor
13. Palikaridou Anastasia , Municipal Councilor
14. Tsitsiroudi Eleni , Municipal Councilor
15. Lida Agorastou (Disobedience in the neighborhoods of Ampelokipoi and Menemeni).

THE COMMUNITY OF ROMA IN THE MUNICIPALITY OF AMPELOKIPI-MENEMENI

The administrative boundaries of the Municipality of Ampelokipi - Menemeni also include the settlement of Agios Nektarios, which is mostly inhabited by the population of Roma. Gender equality in the Roma community deserves to be studied, taking into consideration the fact that it is a community with a different cultural background and diverse characteristics from those of the general population.

These characteristics are reflected in their habits and lifestyle, forming an integral part of their culture. Women in the Roma community face unique challenges and difficulties as the traditions, cultural practices and customary context in which they live and interact affect their role and rights. These are predominantly patriarchal societies, in which gender discrimination and inequalities are evident. Women's position and role are clearly defined from the moment of their birth, which limits the possibility of free will and choice over their own lives. In these social systems stereotypes are born and perpetuated, which lead their female members to a predetermined life course, that usually involves starting a family, not pursuing an adequate educational background and professional career, and staying at home. Traditional gender roles, values, beliefs and attitudes in Roma communities still favor early marriages, which are often entered into without the consent of both the woman and the man. This fact forms the conditions that lead to the occurrence of domestic violence against women. Women living in a patriarchal society that abstains them from any concept of emancipation, often remain in abusive relationships without finding support from the social environment and escape routes. In addition, inequalities related to women's access to education are observed. The early creation of a family and the burden of responsibilities related to its care drives women away from studying. Leaving school deprives women of the stimuli and qualifications necessary for their access to the labour market, making them economically dependent and depriving them of any possibility of independence.

Growing up in a society formed by gender inequality and discrimination, Roma women are still fighting today to secure equal rights in all the aforementioned areas of



life. The elimination of discrimination based on gender is a challenge and requires a coordinated effort and support from the bodies of the Central Government, Local Self-Government and Civil Society.

EXISTING FRAMEWORK OF FACILITIES AND ACTIONS IN THE MUNICIPALITY OF AMPELOKIPOI – MENEMENI

In the Department of Health, Welfare and Social Policy of Municipality of Ampelokipi-Menemeni is included the Social Policy & Social Protection Practice Office, which has, among others, the responsibility of designing and implementing gender equality policies. Specifically, it designs, recommends and ensures the gender equality in all sectors. In this context, it takes care of:

- Taking measures to prevent and to combat violence against women and kids
- Developing actions for combating social stereotypes based on the gender
- Developing special programs for vulnerable groups of women
- Developing actions for increasing the participation of women in employment
- Taking measures for harmonizing professional and family obligations
- Developing actions for social and political participation of women and their promotion in decision-making centers

In the Social Policy & Social Protection Practice Office of the Municipality of Ampelokipi-Menemeni is included the Community Center with Roma Branch. The operation of the Community Center includes three main axes, from which the one aims to provide a comprehensive network of services aimed at combatting poverty, social exclusion and all forms of discrimination, such as gender discrimination.

Community Center with Roma Branch implements actions aimed at the empowerment and participation of Roma and non-Roma women and young people in training aimed at socialization, skill development, information, violence prevention, psychosocial support and empowerment in general.

Indicatively, the relevant actions that have been carried out in the last period are presented in Appendix 1 hereof.

a. Implementation of a week of actions for the "International Day of the Girl" and early marriages, in October 2022:

- Actions and living labs between students of A, B, C grades of Secondary School and the High School classes of the 3rd Secondary School of Menemeni.

- Creating poster for information and awareness and posting it online on the website of the Municipality and on the social media of the Municipality and the Community Center with Roma Branch.
- Posting of the poster in central points of the Agios Nektarios area.
- Distribution of a form with informative context in the community.
- Press release which was published online on the website of the Municipality and on the social media of the Municipality and the Community Center with Roma Branch.

b. Implementation of two-day events for information and awareness for the International Day of the Elimination of Violence against Women, in November 2022:

- Public information and distribution of printed information context in three central points of the Municipality.
- Free seminar KRAV MAGA for women.
- Creating a poster and posting it online on the website of the Municipality and on the social media of the Municipality and the Community Center with Roma Branch.
- Public invitation to participate by posting a poster in prominent places throughout the Municipality.
- Press release which was published online on the website of the Municipality and on the social media of the Municipality and the Community Center with Roma Branch.

c. Implementation of Flower Planting action in the context of International Women's Day, in March 2023:

- Flower Planting Action in two central spots of Ampelokipi and settlement of Agios Nektarios.
- Public invitation to participate by creating a poster and posting it online on the website of the Municipality and on the social media of the Municipality and the Community Center with Roma Branch.
- Creation of a themed sticker, which was distributed to employees and event participants.

- Press release, which was published on the internet, on the website of the Municipality and on the social media of the Municipality and the Community Center with Roma Branch.

d. Implementation of action for information and awareness in the context of the celebration of «International Day of Girl» with the Screening of awarded Documentary «I stai Romni» at two events in October 2023:

- Morning, for students of 3rd Secondary School of Menemeni.
- Afternoon, for students of Second Chance School Education of Ampelokipi-Menemeni.
- Press release which was published on the website of the Municipality and on the social media of the Municipality and the Community Center with Roma Branch.

- e. Implementation of event dedicated to International Day for Elimination of violence against women, in November 2023:

- Speaker suggestions.
- Free seminar KRAV MAGA for women.
- Public invitation to participate by posting on the website of the Municipality and on the social media of the Municipality with Roma Branch and challenge to cooperating agencies.

In fact, the Roma Branch of the Community Center of the Municipality of Ampelokipi - Menemeni had been selected, following a proposal from the General Secretariat of Social Solidarity and Combating Poverty, to participate as a pilot in the WOMENTORS Project for the empowerment of young Roma women aged 18-35. The Municipality of Ampelokipi - Menemeni participated as a partner in the implementation of the R-TRANSFORM project entitled: "Roma women transforming the educational systems around Europe through their social and political mobilization", in the framework of the European Erasmus+ program. The aim of the project was to transform education systems across Europe, through the social and political mobilization of young Roma girls and women. Taking advantage of the practice of "Gatherings", which had an educational character, Roma women had the

opportunity to discuss issues that concern them, with the result that their "voice" was heard in the formulation of political recommendations and policies in educational matters.

In addition, in the context of the empowerment of women and the promotion of the female collective, a successful initiative is the establishment of the Dendropotamos Roma Women's Association, which is based in the area of Agios Nektarios.

The time frame for drafting the Action Plan is implemented in collaboration with the Association of Business Women of Greece program for the «Empowerment of Roma Women and Young People». The implementation of the program takes place within the framework of the Financial Mechanism of the European Economic Area for the period 2014-2021 and concerns the provision of personalized professional and business counseling to young women and young Roma. More specifically, the program aims at the development of social skills, the provision of professional guidance, the familiarization with job-finding techniques and the development of business plans, the Social Entrepreneurship consultancy and the preparation of a relevant business plan and the articles of incorporation of Social Cooperative Enterprise, as well as the information on basic operational issues of the labour market and business. At the same time, approximately 400 beneficiaries are expected to receive psychosocial counseling and support.

At the level of medical examination actions, the following are noted:

Days of action and awareness by the Department of Health, Welfare and Social Policy and the Community Pharmacy of the Municipality of Ampelokipi-Menemeni in the context of the establishment of October as "Against Breast Cancer" month. The actions are carried out in collaboration with the Health Vice-Region of the Region of Central Macedonia and the Women's Philanthropic Association "Nea Elpida Thessaloniki". During the activities, an information campaign is carried out as well as free examinations and full mastology check-ups (mastology ultrasound) for uninsured women of the Municipality.

In the framework of the establishment of the World Breastfeeding Week, which in Greece is celebrated every year on November 1-7 since 1996, the Municipality of

Ampelokipi-Menemeni carries out actions to inform the public, wanting to highlight the importance of breastfeeding.

Implementation of action in cooperation with the Municipal Polyclinic of the settlement of St Nektarios, Municipality of Ampelokipi-Menemeni and the Evosmos Health Center for cervical cancer screening with a Pap test, in May 2022.

Also, the cooperation and the implementation of joint information and awareness-raising actions is considered valuable, of the Municipality of Ampelokipi - Menemeni and the social policy services with the Domestic Violence Office of the Police Station of Ampelokipi - Menemeni, which is responsible for handling cases of domestic violence.

SUGGESTED ACTION PLAN

The Municipality of Ampelokipi - Menemeni, recognizing the important role of the local government in terms of the integration of the gender dimension in local affairs and the development strategy of the place, is proceeding with the formulation of an Action Plan aligned with both European and Greek legislation.

This Action Plan for the Integration of Gender Equality in the Municipality of Ampelokipi - Menemeni defines the priorities, actions and means undertaken by the Municipality for the period 2024-2026 and is organized around the four (4) Priority Axes indicated by the National Action Plan for Gender Equality 2021-2025, each of which focuses on a specific thematic dimension of gender equality policies. The goal of achieving substantive equality is based on the fact that Gender Equality is a fundamental right for all and an essential value for every democracy.

The actions suggested directly below concern the general population of Municipality of Ampelokipi-Menemeni, as well as the local ROMA community.

1st Priority Axis: « Preventing and combatting gender-based and domestic violence»

A. Actions for preventing and combatting gender domestic violence. Indicative topics of activities:

- Recognition of gender-based violence: Activities focused on the recognition of the various forms of gender-based violence, which manifests itself both in the family, professional and social context.
- Gender based inequalities: Activities that highlight the concepts of equality and equal rights between genders, healthy relationships and mutual respect.
- Empowerment of the women: Activities in which will be approached the concept of self-image and self-perception of women, the recognition of the multiple roles of women and tools aimed at their empowerment will be produced.
- Stress identification and management: Activities in which the working mechanism of stress will be approached and management techniques will be developed aimed at empowering women in ways of control and coping.

B. Information campaigns:

B1. For the time and place of implementation of the activities. The aim is the wide dissemination of information for the implementation of the above activities:

- Creating informative poster and posting it on the website of the Municipality and on the social media of the Municipality and the Community Center with Roma Branch.
- Public invitation by publishing poster in prominent places throughout the Municipality.
- Creation of printed informational material that will include the titles of the thematic activities and information on the time and place of the event, which will be distributed in points of the Municipality, such as municipal services, municipal shops, cultural and educational venues, sports venues and shops of health interest.
- Writing and sending Press Releases to the Mass Media.
- Informing the members of the unions and other bodies of the Civil Society based within the administrative boundaries of the Municipality about the details of each action.

B2. For issues about preventing and combatting phenomena of domestic violence.

- Creation, distribution and placement of printed material with explicitly worded messages of zero tolerance to violence and sexual harassment in the work environment. The material will contain the contact information for the search and the provision of assistance to which the employee can contact. The above material will be placed in places that provide easy access and visibility to all buildings that house municipal services and in public gathering areas that operate under the responsibility of any of the organic units of the Municipality of Ampelokipi - Menemeni. Corresponding material will be proposed to be placed in places where businesses, institutions and associations are housed within the administrative boundaries of the Municipality of Ampelokipi - Menemeni in cooperation with the relevant representatives of the above entities (e.g. relevant Trade Association).
- In cooperation with the above bodies and under the scientific supervision of social scientists and communication experts, an attempt will be made to place

forms (stickers), which will contain information about what is mentioned in the previous paragraph as well as general information on the prevention and suppression of the phenomenon (all these, beyond the workplace). These forms will be placed in areas that are accessible and widely accessible by the public.

- Relevant material will be promoted with every digital channel of communication of the Municipality of Ampelokipi-Menemeni.

C. Education of Political and Service Human Resources

i. Education aimed at preventing and combatting gender-based violence and sexual harassment in workplaces.

Development of educational material and implementation of training programs regarding violence against women and sexual harassment in the workplace: the Municipality of Ampelokipi - Menemeni in collaboration with the National Center for Public Administration & Self-Government will proceed with a request for the implementation of closed Training Programs for elected officials/ and employees of the Municipality.

ii. Education aimed at using non sexist language in administrative documents and internal communication of the Organization.

In accordance with the Guide to the use of non-sexist language in public documents, which aims to promote and implement gender equality in administrative documents, the Municipality of Ampelokipi - Menemeni will proceed with the preparation of training material for the use of supervisors and employees who draft administrative documents or express the public discourse in writing. The material will include suggestions with alternative uses of words, to prevent linguistic sexism, and attempts to revise terms, while referring to specific examples. Also, the existing Operating Regulations of the decision-making bodies and the Operating Regulations of the individual organic units of the Municipality (where they exist) will be updated and the gender dimension and zero tolerance for sexist speech and sexual harassment will be added to all the new ones.

2nd Priority Axis: Equal participation of women in the labour market

A. The Municipality will ensure the provision of personalized employment counseling services with the aim of empowering unemployed women, which will include the investigation of needs, the writing of a CV, modern job search techniques, preparation for an assessment interview with an employer as well as the design of an individual action plan.

B. Design and implementation of thematic workshops on women's employment and entrepreneurship with indicative topics the development of basic digital skills, networking and job search, information on labour rights and gender discrimination in the work environment and presentation of successful women as positive role models.

C. Organization, participation and information on women's empowerment programs and support for women's entrepreneurship.

D. Provision of professional guidance services to students with an emphasis on the general purpose of the service provided but also the individual goal of removing stereotypes and combating gender discrimination in educational and professional direction.

E. Organization of skill development programs in the STEM sectors as much as soft skills towards the students of all grades and towards the young people (defined according to the aforementioned age limits).

3rd Priority Axis: Equal participation of women in decision-making seats/leading roles.

A. Planning and implementation of communication campaigns for the promotion of women to positions of responsibility in Local Government aimed at encouraging women to be active in local government issues.

B. Planning and implementation of actions aimed at Secondary Education students and young people (according to the age frameworks defined in the Union policies)

with the aim of the political activation of individuals regardless of gender and the formation of the essential conditions for the existence of inclusive decision-making bodies.

Γ. Design and implementation of actions for showing women's leadership roles and the promotion of good practices in Primary and Secondary education. These actions will include days of showcases and role models of female entrepreneurs or politicians, student competitions, creation of shelves on the topic of gender equality in Municipal Libraries that are established and operate in the Municipality.

4th Priority Axis: Including gender dimension in policy sectors.

The integration of the gender dimension in the planning and implementation of the policies and activities of the individual sectors of the Organization has as a prerequisite the harmonious coexistence and cooperation of all the services of the Local Government and the corresponding public bodies.

Through this axis, an attempt will be made to promote the gender dimension in budgets and policy planning, in special vulnerable social groups and populations, in the fields of education, health, sports, culture. The Municipality of Ampelokipi - Menemeni, in collaboration with specialized bodies of the Civil Society, will proceed with the organization of information and training activities for elected officials and civil servants who participate in the planning and implementation of policies in matters of inclusive planning.

GENDER BUDGETING AND FINANCIAL RESOURCES

The preparation of the budget with a gender perspective (Gender Budgeting) is not the same as the preparation of separate budgets but aims to formulate and influence the annual budget of the Municipality of Ampelokipi - Menemeni, in order to promote gender equality. This presupposes a distribution of resources based on the specific needs of each social group.

The Action Plan for the Integration of the Equality of the Two Races should be in direct relation with the Operational Program of the Municipality of Ampelokipi - Menemeni. By extension, the specialized actions of the Action Plan are directly related to the existing Operational Program drawn up by the Municipality and at the same time express the will of the Municipal Authority in the direction of finding and allocating resources for the benefit of equality.

In any case, the actions it includes are indicative and reformations and adjustments can be made, taking into account the transitional nature of the reference period (mergers of legal entities, imminent revision of the Internal Service Organization, imminent preparation of a new Operational Program of the Municipality of Ampelokipi - Menemeni).

In any case, the content of this Action Plan should be taken into account when designing the new Operational Program of the Municipality of Ampelokipi - Menemeni. Therefore, the Municipality of Ampelokipi - Menemeni will jointly implement a series of tools that support the examination of the funding sources with a gender perspective and secure resources for specialized actions that directly and indirectly contribute to the prevention and combatting of racial discrimination through utilization of Union and National financial tools but also with own resources. After all, gender equality is a priority of the European Union's social policy and is recognized as a crucial factor for sustainable economic development and social cohesion.

PUBLIC DECLARATION OF COMMITMENT AND DEVOTION

The Municipality of Ampelokipi - Menemeni has developed this document taking into account the special characteristics of the Municipality, multiculturalism, the needs of the population, its building and logistical infrastructure, the available human, financial and material resources required for effective implementation.

The Municipality of Ampelokipi - Menemeni is committed to implementing the principles of Gender Equality in the context of its responsibilities and roles as a political institution, employer, service provider as well as responsible for the planning and administration of local affairs.

This Action Plan for Gender Equality is an official document and after its presentation and voting by the Municipal Council of the Municipality of Ampelokipi - Menemeni it will be posted on the official website of the Municipality.

CONCLUSION

Concluding this Action Plan, it is necessary to mention that this is a first attempt by the Municipality of Ampelokipi - Menemeni to approach the issue of Gender Equality more actively and in fact to try to integrate and include the principles of Gender Equality in the operation of its services but also in its daily interaction with the citizens, the bodies of the central government, the wider public sector, the private economic bodies, the associations and unions of citizens of all kinds as well as the bodies of the Civil Society.

The Action Plan to be adopted is not a proposal that cannot be modified but, on the contrary, it is the basis for the initiation of fruitful and productive processes that will strengthen the efforts of the Municipality to prevent and suppress phenomena of racial discrimination. The purpose is to specialize but also to enrich the present Action Plan with additional actions, with the ultimate goal, to develop a culture of acceptance and respect for all people, regardless of gender.

We strongly believe that the local government is capable and must play an active, dynamic and essential role in this, as in many other issues concerning society.



For more information regarding to the Action Plan for Gender Equality:

Directorate of Social Protection, Culture, Education and Sports

Department of Health, Welfare and Social Policy

Aikaterini Paschalidou

Head of the Department of Health, Welfare and Social

Contact Phone: 2310 729275

E-mail: pronoia@ampelokipi-menemeni.gr