Implementation of the European Charter for Equality of Women and Men in Local Life in Heidelberg
The First
Heidelberg Equality Action Plan

Snapshot of the political commitment to equality in the years of the biannual budget of 2007/2008

- 47 measures
- Each of the four departments of the City Administration is involved.
- Altogether, 14 offices of the city administration are involved.
- Many of them cooperate with groups, associations and private clubs outside the city administration.
Involvement of the Departments and Offices of the City Administration

Department I
General Administration
- Mayor's Office
- Personnel and Organization Office
- Public Relations Office
- Treasurer's Office
- Legal Office
- Office of Sports Facilities and Health Promotion
- Office of Economic Development and Employment

Lord Mayor
Dr. Eckart Würzner

Department II
Building and Traffic
- Office of City Development and Statistics
- City Planning Office
- Office of Building Control and Protection of Monuments

First Deputy Mayor
Bernd Stadel

Department III
Family, Social Welfare and Culture
- Public Library
- Children and Youth Office

Deputy Mayor
Dr. Joachim Germer

Department IV
Integration, Equal Opportunities and Citizens' Services
- Local Administration Offices
- Office of Equal Opportunities

Deputy Mayor
Wolfgang Erichsen

10 %
12 %
16 %
62 %

of the measures
The First Heidelberg Equality Action Plan

The results of the first implementation report at a glance

• 41 measures were implemented at a rate of 100 per cent, two at a rate of 50 per cent, and two at 33 per cent each (this equals 42.66 measures or 91 per cent); two measures could not be implemented.

• More than 150 members of staff* of 14 administrative offices and one firm owned by the city were involved.

• The funds provided for this come up to about 4.9 m euros (sponsoring included).

(*This number refers to staff per measure, multiple involvement was not recorded.)
The First Heidelberg Equality Action Plan

In the field of the services provided by the city, 39 measures were introduced:

- 4 measures refer to a citizen-friendly city administration
- 10 measures to education
- 7 measures to employment
- 3 measures to city planning
- 3 measures to political participation
- 10 measures to prevention and fighting violence and
- 2 measures to health

With respect to personnel development within the city administration:

- 4 measures were introduced

With respect to the general regulatory framework for the regulation of the common task of gender equality:

- 4 aims were pursued
Examples of the First Heidelberg Equality Action Plan

Measure 19: **Advancement of compatibility of work, career and life balance in the civil service**

Survey within the Heidelberg City Administration on the issue of compatibility of work, career and life balance.

Conclusion: Start of the “Family Campaign” at the Heidelberg City Administration

(Report page 48)
Examples of the First Heidelberg Equality Action Plan

Measure 17: Developing qualified care for babies from 0 to 3 years:

Creating 600 new child care places by 2008/2009. The rate of care for babies was extended to 35 %.

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Examples of the First Heidelberg Equality Action Plan

Measure 4:
Advancement of the Integration of Immigrants – Optimization of a citizen-friendly administration:

Translation of information on the elections to the the Foreigners' Council / Migrants' Council into 7 languages, flyers and posters.

(Report page 25)
Examples of the First Heidelberg Equality Action Plan

Measure 6:
*Reduction of gender stereotype in the context of using the Internet:*

Employment of a female student of education to look after young female immigrants at the service point of our public library.

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Examples of the First Heidelberg Equality Action Plan

Measure 10:
Promotion of reading among male adolescents

Young persons were chosen as „ambassadors for reading“ at our public library. They spoke about their favorite books.

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Examples of the First Heidelberg Equality Action Plan

Measure 22: Creating affordable accommodation

Lower interest rates for families buying residential apartments. Benefits for families with several children for home ownership.

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Examples of the First Heidelberg Equality Action Plan

Measure 16: Supporting business start-ups of women:

Attractive prices for business premises

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Examples of the First Heidelberg Equality Action Plan

Measure 29:
Publishing institutions providing help in case of problems with violence at home

Posters and flyers in 9 languages.

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How Did We Realize this Implementation?

1. OK from Lord Mayor + official debate
2. Information for women’s clubs + for the City Administration
3. Promotion and reporting by the Office of Equal Opportunities
THANK YOU FOR YOUR ATTENTION!