

Foro de alcaldesas y electas iberoamericanas

Walking towards a feminist local future. Reflections and debates arising from the "1st Forum of Ibero-American Women Mayors and Elected Leaders"

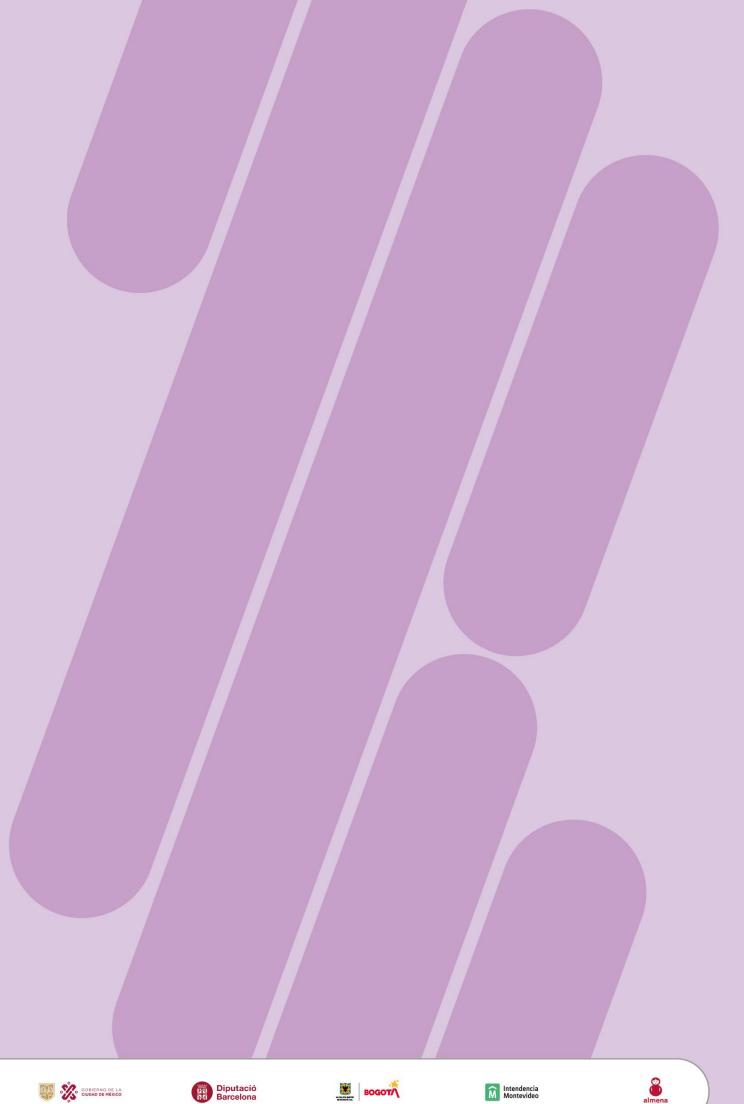
























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"1st Forum of Ibero-American Women

Mayors and Elected Leaders"











December, 2022

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1. The first Forum of Women Mayors: a space for transforming how politics happens

The <u>1st Forum of Ibero-American Women Mayors and Elected Leaders</u> was held on <u>22 and</u> <u>23 September 2022</u>, as an arena for dialogue and reflection to establish political alliances between progressive Latin American local governments led by women, seeking to strengthen feminist leadership and advance towards the construction of local policies based on a feminist approach. This meeting was organised by <u>Government of Mexico City</u>, <u>Bogotá Mayor's Office</u>, the <u>Mayoralty of Montevideo</u> and <u>Barcelona Provincial Council</u>.

Government of Mexico City:



The political and administrative institutions that govern the country's capital. The current Head of Government of Mexico City is **Claudia Sheinbaum Pardo**, who was elected for a 6-year term in 2018. The institution responsible for international relations is the **General Coordinator of Advisers and International Affairs** of the Government of Mexico City, which organised this forum with the **Secretariat for Women's Affairs** which was created in 2019.









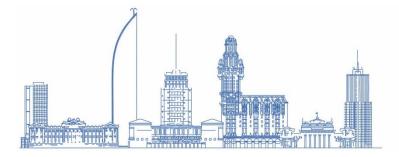


Bogotá Mayor's Office:



Is the institution that administers the government of the country's Capital District, which is in turn composed of 20 municipalities. The mayor is currently **Claudia López Hernández**, the first woman elected to this position for a four-year term in 2019, who is the head of government of the district administration, and who represents the district politically and administratively. Through the **District Authority for International Relations**, Bogotá Mayor's Office organised this forum in collaboration with the District Secretariat for Women's Affairs, the agency responsible for leading, guiding and coordinating the formulation, implementation, monitoring and evaluation of the 2020-2030 Public Policy for Women and Gender Equality.

Mayoralty of Montevideo:



Acts as a second level of government, after the national government of Uruguay. It is currently headed by **Carolina Cosse Garrido**, who was elected for a term of 5 years in 2020. The Mayoralty of Montevideo has an **International Relations and Cooperation Division** of the Municipality of Montevideo, which organised the Forum with the **Gender Equality Advisory Division**.











Barcelona Provincial Council:



Barcelona Provincial Council is a local government institution that works for the progress and welfare of the citizens of the province of Barcelona, providing technical, economic and technological support to the 311 municipalities in the province. Barcelona Provincial Council has been headed by Núria Marín Martínez, mayor of the municipality of L'Hospitalet de Llobregat since 2019, serving for 4 years. Barcelona Provincial Council has an <u>International</u> <u>Relations Directorate</u>, which with the Department of Equality and Social Sustainability of the Barcelona Provincial Council, were responsible for organising this Forum.

This partnership between the four local governments is a decentralised cooperation action, as it is an initiative led by local authorities from different countries and regions, based on participation and exchange between them in order to transform and improve their environment. Decentralised cooperation is a phenomenon that straddles international relations and development cooperation, and is a paradigm shift away from the classic models of cooperation, which are defined by assistance-based models, asymmetries and hierarchies between "donor" and "recipient or beneficiary" territories. Decentralised cooperation is instead based on the conviction that despite their different contexts, local governments share challenges and difficulties in facing global challenges, and that exchanges between them are precisely what will improve public policies in their respective territories. Decentralised cooperation is based on the *partnership*, reciprocity and mutual trust between local and regional governments in order to improve local governance and the life of the citizens living in their territories.

There are many reasons why there is a pressing need for spaces for political meetings between feminist governments. First, because women's rights are still under threat: we are in the twenty-first century, and gender inequality and violence are still unresolved global issues. Despite the advances made by feminist, women's and LGBTQI+ movements around the world, profound inequalities persist, which are rooted in a patriarchal, colonial, racist and cisheteronormative system. There are also some broad-based challenges in this adverse context for women. One of them is the rise of conservatism and the extreme right, which threatens women's freedoms and which openly declares its intention to repeal and eliminate laws that protect the rights of women and LGBTQI+ people, in addition to criminalising the feminist movement. At the same time, capitalism uses its strategies to











appropriate feminist discourses, emptying them of the more political content and resignifying them in its doctrine, while continuing to deny women's rights and exploiting their bodies. Furthermore, these meeting spaces that are based on local feminist leadership to create and strengthen global networks and decentralised cooperation are important.

This Forum and its structure arose from reflection and experience based on four thematic areas identified by the organisers during the preparations for the event: **women's political** participation, gender mainstreaming, the feminist and care economy, and gender violence.

Although there are many issues that define the feminist political agenda, these areas were selected as an initial approach to key issues in advancing gender equality and eradicating violence, with the aim of continuing to deepen and broaden the issues to work on at future events, while maintaining a feminist perspective including human rights and social justice. During the preparation phase, and following the identification of these working areas, a basic document was prepared for the Forum that defined the main topics to be worked on, which was sent to all the participants as a document to facilitate the discussions and issues to be addressed.

The work in the forum, which was held over two days, was structured based on the topics identified. On the first day, **Thursday 22 September**, an **institutional welcome** and the **presentation of the basic document** of the Forum took place. This was followed by four spaces for dialogue: "**Incentivising women's political participation**"; "**Mainstreaming and promoting gender equality in all public policies**"; "**Feminist and sustainable economics**"; and "**Policies to prevent and eradicate gender violence.**" After the initial presentation, a dialogue and exchange rook place in each space between the various politicians, activists and women from grassroots organisations who participated in this event. A plenary session was held on the second day, Friday, 23 September, to share the dialogues and reflections that emerged from the forum. The Forum ended with a meeting chaired by **Claudia Sheinbaum**, **mayor of Mexico City**¹.

More than 750 people from 8 countries participated on both days. Many elected women were present, especially from Mexico, as well as from Uruguay, Colombia, Spain, Peru, Argentina, Guatemala and Nicaragua, and various organisations.

This final publication of the Forum has been produced in order to identify the main reflections, issues and questions that apply to public policies and feminisms, so that it may be useful not only to specialised politicians and experts on the subject, but to anyone who is interested in incorporating this perspective in local public policies, or in their public or private initiatives.

This document is based on the basic document which was prepared prior to the meeting, and on the debates and contents arising from the Forum itself. It begins with a chapter in which we present some of the reflections made, in which the issue of women's political participation has a specific relevance compared to the other subjects, since it was a

¹ The programme of the Forum is available at: https://electasiberoamericanas.org/programa/
Some videos of the Forum are available at: https://electasiberoamericanas.org/programa/











significant topic in the spaces for dialogue over the two days, and became a central issue throughout the Forum. As a result, the second chapter entitled "Working for a new municipalism: reflections and debates for a feminist politics" begins by looking at reflections and debates on political participation, and then presents the other three areas discussed: gender mainstreaming, feminist economies and gender violence.

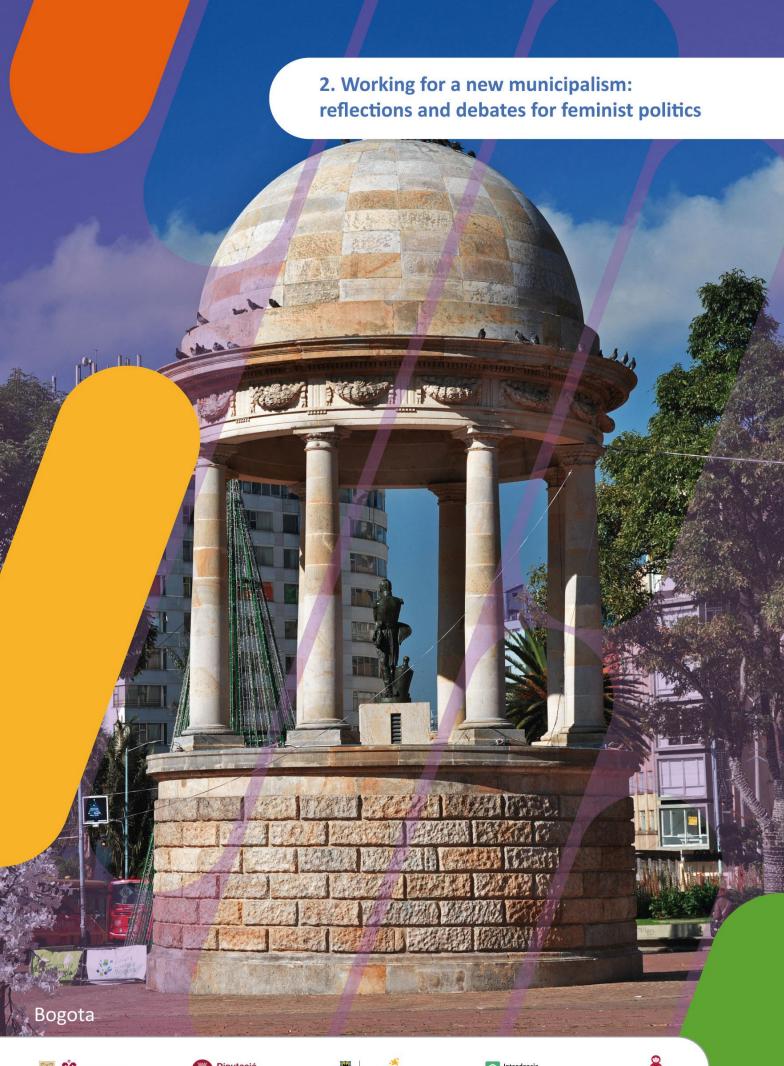
The third chapter, "Inspiring Initiatives", presents the initiatives undertaken by the various local governments organising the Forum that are considered particularly transformative. The final chapter presents the main reflections of the 1st Forum of Ibero-American Women Mayors and Elected Leaders, and a list of questions for further consideration between now and the next meeting scheduled for 2023, as well as the manifesto prepared at the Forum, which was the political conclusion of the first meeting held in Mexico City on 22 and 23 September 2022.





















2. Working for a new municipalism: reflections and debates for feminist politics

We present the main ideas that emerged from the 1st Forum of Ibero-American Women Mayors and Elected Leaders in this chapter. These ideas have been nurtured from multiple sources, including the voices and experiences of the participants in the event, as well as the basic document of the Forum, which inspired reflections by including the main voices and views of feminisms in relation to the four working areas. The chapter begins by presenting reflections and debates on women's political participation, followed by gender mainstreaming, feminist economics and care, and the eradication of gender violence.

2.1. Reflections and debates on women's political participation



Women's political participation can be understood as taking many forms, including in institutional spaces such as mayor's offices, congresses, parliaments, ministries, etc., and non-institutional spaces with closer links to communities, such as neighbourhood councils, collectives and grassroots organisations, militant spaces and/or neighbourhood organisations. This participation is fundamental in any sphere, as it permits the **empowerment** and the **representation** of women in spaces that have historically excluded them and at the same time, it allows policies that use their first-hand perspectives to be implemented.











Women's political participation is also fundamental for **gender justice**, and increases the likelihood that their **needs** will be taken into consideration in highly masculinised spaces for debate and decision-making. The importance of women's political participation therefore lies in the fact that it is a **rights issue**, it **strengthens democracy**, it brings improvements in **human development**, it facilitates the construction of a **pluralistic society**, it contributes to making processes of **social transformation** more sustainable and it has an impact on the **eradication of gender stereotypes** (UNDP, 2018).

The main ideas that emerged from the Forum regarding political participation are as follows:

We no longer want to be "the first"

One of the major reflections that arose in the forum was related to being "the first": the first woman mayor, the first woman governor, the first woman elected in the municipality, etc. It is true that the presence of women in leadership positions in local politics is increasing and moreover, it is essential to generate policies with a feminist perspective. However, this participation must be normalised, and women must cease to be the minority. The fact that increasing numbers of women are occupying positions of power in institutions, especially at the local level, is fundamental for moving towards greater parity and for institutions to reflect the fact that women make up approximately 50% of the population.



"Many of those of us here are the first to hold these positions, but the important thing is not to be the first, but to normalise this gender equality and not to be the exception; to no longer see these positions as masculine. For it to be understood that leadership can be female, and that public policies can be created based on this vision".

Núria Marín, Mayor of L'Hospitalet de Llobregat and President of Barcelona Provincial Council.

In this respect, the Forum also highlighted that being the first women creates a great responsibility, since the eyes of the patriarchy are waiting for women to make mistakes in the political sphere, in order to pass judgement and criticise them. It is well known that criticism of women in leadership positions is much stronger than that received by men, and includes aspects related to their private lives, exerting major pressure on them. For this reason, it is important to prepare properly for holding these positions, and once in power, to set an example for society as a whole and for future generations.













"We are at a historic turning point in Latin America, where women are setting out a change in the way territorial authority is exercised, where government and leadership is undertaken by example, with a recognition of differences, of what many of us have also had to experience: gender inequalities, employment inequalities, sexism, intolerance, stereotypes, injustices, harassment and violence".

Lizeth González, Mayor of Bosa, Bogotá.

Women's political participation is a human rights issue and leads to improvements not only in the lives of women and children, but in society as a whole. The fact that politics represents the diversity of society also helps to combat gender stereotypes, prejudices and preconceived ideas about male and female roles. In short, it broadens diversity and provides visions and ways of acting that are different from the traditional masculine ways.



"Women's participation in public life enriches societies and enriches democracies. What would happen if we continued to live in a world where there were no female governors, no female congressmen, no female engineers, no female lawyers, where women could not vote? It is unthinkable. Women's participation enriches public life and also breaks down stereotypes, which is fundamental for working on inequality".

Claudia Sheinbaum, Head of Government of Mexico City.



In greater depth

According to the study entitled "Women's representation in local government: a global analysis" by UN Women, of the 6.02 million elected representatives who were members of local government bodies (in the 133 countries counted in the study as of 1 January 2020), only 2.18 million (36%) were women. The representation of women in local governments is therefore higher than in national parliaments (25%), but parity is still a long way away. In fact, women's representation in local decision-making bodies reaches 40% in only 20 of the countries studied (15%). The same study also shows that countries that apply legislated quotas have a higher representation of women in local governments (UN Women, 2021).

To monitor progress on SDG 5 of the 2030 Agenda, a new indicator - SDG 5.5.1 - on parliamentary representation was created by UN Women to measure the proportion of seats held by women in local governments.











• Mechanisms that actively promote women's participation are still important

Various measures have been implemented at the public policy level to guarantee women's political participation, such as **quota laws**, **parity laws**, **and different initiatives to promote participation through positive actions**.

Various parity laws were discussed at the Forum. For example, mention was made of Spain's Organic Law 3/2007, of 22 March, on the effective equality of women and men. There is also the Mexican experience, which imposed the gender quota in 1992 and reformed ten articles of the Constitution in 2019 to ensure that half of decision-making positions, i.e. 50%, would go to women in the three branches of government, in the candidacies of political parties for positions subject to popular election, and in the election of representatives to municipal councils².

However, this has been and remains a constant struggle. A political phenomenon known as "Las Juanitas" occurred in Mexico in 2009, in which political parties nominated women candidates for elected office, but they subsequently resigned in favour of a male replacement. This deeply patriarchal and antidemocratic political manoeuvre was possible since in principle the gender quota had been met, as it only specified the need for parity in elected positions, but not among replacements. Measures were subsequently taken to prevent this type of situation from recurring.

Likewise, parity policies have an important role to play, but do not necessarily change structural conditions.



"Of course quotas are important. Many women have been able to be elected or become mayors through quotas. But the agenda for women's leadership goes beyond these percentages. There are obviously other objectives, other implications and other values, because women are transformers. We have proved it whenever we have governed, and wherever we have governed".

Núria Marín, Mayor of L'Hospitalet de Llobregat and President of Barcelona Provincial Council.

Women are still intruders

Despite increased representation, women continue to face specific obstacles to their presence in politics and positions of leadership. The patriarchal matrix of power has historically considered women as subjects who are not entitled to participate in the public

² Data obtained from the official website of the Government of Mexico. Last consulted: 18-11-2022: https://www.gob.mx/inmujeres/articulos/paridad-en-todo-50-mujeres-y-50-hombrees-en-la-toma-de-decisiones











realm, and seen them as beings who are less capable, inexperienced, emotional and related only to the private space. This history must be taken into account when analysing the dynamics of exclusion and discrimination that women still experience in the public sphere today, and the difficulty of positioning the most transformative issues from a gender perspective. The **entry of women into the public sphere** and into leadership positions therefore continues to create a **short-circuit** in a system that has been built from its foundations by a **patriarchal culture and based on hegemonic masculinity**. Women are still intruders.

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"We are eager as women to occupy spaces in politics, not just for the sake of occupying them, but because we want to transform our societies, our peoples, and our states. This first Forum addressed all those issues that concern us so much, and placed human rights and women's rights on the political agenda to an even greater extent. We are here, we are here to stay, and as women and as politicians we are determined to stay, to fight and to establish relationships".

Marta Farrés, Mayor of Sabadell.

As discussed at the Forum, women in politics constantly face criticism, questioning of their abilities and their bodies, restrictions, exclusions, excessive pressure and discrimination in their political careers, which often lead to their voices and proposals being cancelled out, normalising and perpetuating this type of violence. During the Forum, emphasis was placed on the violence that many women who are community leaders, governors and politicians in decision-making positions receive. Many of them talked about their first-hand experiences of harassment, bullying, abuse and underestimation. It is important to identify these dynamics, and take collective responsibility to change these discourses and ways of exercising power.

All these factors lead to **political violence** for which the lives of women and society as a whole pay a very high price. In the most serious cases, it leads to political femicide, as in the case of the Brazilian politician Marielle Franco, the victim of just one of many murders that are carried out against a backdrop of silence and complicity. Making these forms of violence visible enables their common matrix to be identified, and at the same time makes it possible to think of strategies for making the exercise of power and politics radically different.













In greater depth

The division of the public and private spheres as a central feature in the construction of gender roles has a long history. It was discussed by Rousseau in 1762 in his book *Emile, or On Education* and *The Social Contract*, which laid the foundations for the construction, consolidation and perpetuation of a new social contract that despite its elements of rupture with the past, continued to make women invisible and relegate them to the reproductive sphere (which was constructed as a secondary space of lesser importance). Years later, Carole Pateman (1988) talked about "The Sexual Contract" to exemplify how the subjection of women and the domination of men, established as a result of the social contract, is one of the foundations through which modern patriarchy is constituted and operates.

In addition to the patriarchal perspective, the colonial perspective is a part of the analysis of the sexual division of labour in the Global South. As the activist and anthropologist Rita Segato argues: "the history of the public sphere or state sphere is nothing other than the history of gender. This public sphere, or agora of the state, will become the locus of enunciation of any discourse that aspires to be politically valuable (...) the natural subject of this public sphere, the heir to the political space of men in the community, will be, in terms of origin and genealogy: 1) male; 2) a descendant of colonial capture and therefore, a) white or bleached; b) a property owner; c) educated; and d) a pater-familias (...). Despite their particular attributes, all the statements by the paradigmatic subject of the public sphere will therefore be considered to be of general interest and will have universal value. It is from this process that one can affirm that the history of men, the historical process of masculinity, is the DNA of the State, and its masculine genealogy shows itself on a daily basis" (Segato, 2016: 94).

Obstacles and opportunities are not the same for all women

The local level is and has acted as a school for politics, and many feminist leaders who are today in positions of political representation come from precisely those community struggles. However, **not all of them encounter the same obstacles or have the same opportunity to access certain spaces**, and there are many barriers preventing community leaders from reaching institutional spaces. The intersectional perspective is central in this respect, in order not to perpetuate exclusions that determine who can engage with public authorities and who cannot, who is listened to, and who is "left" a part of power.

The Forum discussed the importance of the existence of **diverse role models** for them to act as examples for future generations. The need to safeguard conditions for women in all their diversity to participate in the construction of public policies was emphasised.











Otherwise, the logic of exclusion will continue to be reproduced, since only a few women with certain privileges can attain positions of institutional political representation.

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"Being mayors today, being deputies today, not only makes us the heirs of what our mothers and grandmothers fought for, but also gives us the great responsibility to set an example for the generations of the present and future. If a girl sees a female mayor, her world is opened up, her perspective broadened, her mind opened. A girl who sees a female astronaut adopts a new perspective on life. It's no longer just "I can", but instead "I must." We are building the future, not just transforming the present".

Claudia Sheinbaum, Head of Government of Mexico City.

At the same time, when we talk about "broad and diverse participation", it is important to look at **digital and technological barriers**, as not all women have access to the same products, or to the same digital skills. Technology can clearly support feminist goals, strengthen international connections and communications, help to digitise data, streamline the processes involved in legal complaints, socialise and democratise information that is relevant to women's lives, among many other benefits, but we must always make sure that we are not only users of the digital world and instead work to be involved in their design. Otherwise, the logic of oppression and violence will continue to be reproduced, but now with the help of new digital languages and algorithms.

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"I would like to particularly emphasise active policies to encourage women, young women and girls, to break stereotypes and become interested in science, technology, engineering and mathematics. What we call STEM careers. This means women regaining those quotas of power that are attributed to men in this area. STEM careers are empowering because they involve understanding the sphere of technologies and participating in a global world, as well as securing decision-making positions and power in companies and in the world of technology. And that is not all. Technology has the power to transform territories and societies, and it has always been controlled by men perpetuating the patriarchal system".

Pilar Díaz, Deputy for International Relations of Barcelona Provincial Council and Mayor of Esplugues de Llobregat.













In greater depth

The intersectional perspective is a perspective that calls upon us to think about multiple oppressions and therefore multiple forms of violence that require specific approaches.

The intersectional perspective has been part of the political agenda for women some years now and today, it is very common to hear about "intersectional feminism" or even phrases such as "intersectionality is the answer." There are many slogans from feminisms that have begun to adopt this concept that introduced the possibility of thinking about very different realities to white feminisms.

It is important to note that intersectional feminism emerged at a time when many ques-tions were being asked of hegemonic feminism, which in the 1980s and '90s did not take into account the notions of race, class or religion when talking about women's experienc-es, and considered the experience of white Western women to be the only one that was valid. This theory, which is a direct descendant of the struggles of African American and Chicano activism in the United States, was formulated by Kimberlé Crenshaw, an Afro-descendant academic, who talked about the need to question hegemony in feminisms and to look at the interlocking matrices of oppression. Gradually, and with the passing of the years, intersectionality has been proven to be a fundamental part of feminist dis-course and political practice that cannot be overlooked any longer, and which supersedes approaches based on a single perspective. The intersectional view is a tool for analysis and action that takes into more than one form of oppression account at the same time, making it a key tool for addressing the complexity of inequalities at the public policy level. And it is an essential perspective for fostering a broad, diverse political participation that reflects social reality and the voices of communities.

From this perspective, forms of oppression other than race and origin must be included. Intersectionality also emphasises the intersection between gender and sexual orientation, functional diversity, religion, language, social class and age, among other issues. The multi-ple discrimination that women may experience must be worked on and addressed while considering each oppression, which give us more diverse and enriching perspectives and offer solutions through more inclusive and transformative public policies.

Participation is not enough; power must be transformed

Another important consideration that arose during the preparations for the Forum (basic document) and at the Forum itself is that the presence of women in positions of leadership and political representation does not in itself guarantee structural transformations or the positioning of issues that promote women's rights and gender equality. Being in a position of leadership entails a power that is exercised, and feminism calls upon us **to rethink power**.











This has been a very significant theme and a cornerstone of self-organised feminist movements since the 1970s, when the third wave of feminism began to question and reflect on the social structures that perpetuate inequality. They began to consider power and the different ways in which it is expressed, placing this topic at the centre of their debate. The debate on how to build truly different organisations without reproducing dynamics of exclusion and hierarchisation is particularly interesting (Freeman, 2003).

If we focus on **feminist contributions** and their impact on the exercise of power, we can imagine new ways, new worlds and even the possible deconstruction of a historical reality that is still centred on hegemonic masculinity today, in order to create a feminist space that denounces the forms of discrimination and exclusion that women have experienced in these political spaces.



"We have had many centuries of patriarchy, in which we have filled politics with an excess of testosterone. Lowering these toxic levels of testosterone is absolutely imperative. We have seen how politics has a lot to do with this testosterone, with abusive perceptions of power, with displays of strength that often mask many weaknesses".

Núria Marín, Mayor of L'Hospitalet de Llobregat and President of Barcelona Provincial Council.

The reflections on power arising from feminisms are essential for proposing different ways of conceiving of power, which question "power over" in order to foster "power for and power with", to promote the empowerment of women, **starting with approaches that do not dominate other people**. Power for/power with implies collective solidarity and resistance. At the same time, empowerment means becoming aware that women **have the right to have rights**, and from there reflecting on transformations in the current sources of power, with different manifestations ranging from individual self-assertion to collective resistance, protest, mobilisation and activism. Basically, it means doing things differently..



"We women approach our public work from the perspective of solving problems, caring for other people, and not simply imposing our vision. I believe that we make a difference compared to traditional politics, sexist, misogynist politics, when we seek to solve problems, not to create them. When we listen carefully before we want to impose our narrative".

Indira Vizcaíno, Governor of Colima.

The basis of empowerment is therefore the **redistribution of power** and a **challenge to the patriarchal logic**, and in its more political and transformative connotations it inevitably leads to a change in men's traditional control over women. However, it should not be assumed that empowerment alone is the solution, **as women's empowerment does not necessarily**











lead to a redistribution of power. Structural changes to promote and facilitate this distribution of power are also needed, to ensure that not all responsibility is left in the hands of elected politicians.



"We have to transform the law. We have to transform the legal structures on which power is based, because these structures are designed based on authoritarian approaches, which are closely related to the male way of doing politics and this makes achieving areas of effectiveness more difficult".

Manuela Carmena, former mayor of Madrid.



In greater depth

In her book *Claves Feministas Para Liderazgos Entrañables* [Feminist Keys for Endearing Leaderships], Marcela Lagarde offers some specific actions that can help women leaders and politicians to exercise power in a different way. Among other actions, the author recommends: cultivating an ethic of honesty among women, in contrast to authoritarian and abusive leadership; endeavouring not to use disparaging language and thereby creating a safe environment among women leaders; dismantling internal sexism and misogyny and acknowledging that women in politics can also be sexist and on that basis, making an ethical commitment to stop being sexist; building with people and groups based on their needs; promoting feminist mentoring, knowledge being conveyed and some women politicians becoming mentors to others; placing limits on power, i.e. leaving space for new leaders to emerge, and knowing when to withdraw from politics so that other women can occupy the space.

At the same time, the author proposes a series of ethical keys to achieve winning feminist leadership, including **self-being**, **sisterhood**, and **solidarity** with men, as a pact with men who are allies of feminism. Finally, she talks about the **right to one's own life**, and thinking of women as subjects of rights rather than givers of life.

• Social justice and peace – essential for a feminist agenda for transformation

Women leaders in local governments have vast potential to undertake the construction of cities with equal rights, where women are not left behind. Based on equal rights, which is essential for any other progress, it is necessary to **make a commitment to social justice and the construction of peace**. As mentioned above, the presence of women in institutions improves the quality of democracy, and the Forum placed great emphasis on how the role of women is fundamental for the construction of peace.













"Apart from how we promote women's participation, the main theme was how women in leadership positions promote peace, promote equality in our societies, promote social inclusion, and promote radical transformation for well-being. It is not enough for women to reach positions of power. It is important to create a conversation between left-wing feminist women with a progressive vision of society".

Diana Alarcón, International Affairs Consultant, Government of Mexico City.

At the same time, at a time when the right wing and conservative and neoliberal movements are advancing in the international sphere, it is essential to turn the demands and needs of people and feminist movements into concrete, stable and lasting public policies. The fact that the rhetoric of a neoliberal feminism which emphasises the individual rather than the community and structure has taken hold over the last few years is something that is not lost on feminisms.

The Forum shared the vision that the **community** is essential for confronting liberal feminism, capitalism and the individualistic ideas of the extreme right. By getting to know the community and working with it, we obtain a deeper and more objective awareness of people's needs, which we can use to offer real solutions to people's problems.



"We have to face the threat of the extreme right that seeks to dislodge us and emphasise the feminist political agenda, where life comes first. Feminist political agendas seek equal rights and opportunities for all, regardless of gender, age or sexual preference".

Pilar Díaz, Deputy for International Relations of Barcelona Provincial Council and Mayor of Esplugues de Llobregat.

A **transformative feminist political** agenda that originates from the **real needs** of the context is the ultimate goal of a feminist local policy. An agenda that focuses on people and their well-being, gender equality and addressing the intersections of oppressions.













In greater depth

As Nancy Fraser argues in *Fortunes of Feminism*, capitalism has been able to appropriate and incorporate into its logic cultural productions that may even run contrary to it, and by doing so it has been able to find new ways to justify its characteristic process of capital accumulation, producing new cultural forms to maintain the system. This is how neoliberal feminism, which does not present any criticism of neoliberalism, has been gaining strength, and its main characteristic is that it generates a new **extremely individualistic** type of **feminist subject** (Fraser, 2015). This subject overlooks the importance of the social, cultural and economic forces that produce inequality and succumbs to narratives of self-sufficiency. It thereby seeks to individually balance family and work responsibilities, for example, by turning women's unequal situations into an individual issue, despite the fact that it is a structural issue (Rottenberg, 2014) and the solution it proposes consists of fighting individually to break down barriers, without questioning what produces them.

At the same time, feminisms with transformative perspectives provide answers for having collective, communitarian perspectives that overcome the approaches of the private sphere. If we take the classic feminist slogan of "the personal is political" as our benchmark, we can see that there are many common issues in the "private" lives of women, and that thanks to feminisms, these issues move into the political sphere, highlighting different realities and making society as a whole consider historically invisible and excluded issues.

According to UCLG's document "Towards A Global Feminist Movement", true transformation takes place when "social and political issues that were previously considered the preserve of the individual and private, such as violence against women, sexual identities, sexuality itself, reproductive and care work, now recognised as work, and rights on regional, international and local agendas, become public problems. These issues, which were previously off-limits to state action, are now on the state agenda as public problems as they are addressed by law and public policy" (UCLG, 2000:20).

In her book *La guerra contra las mujeres* (The War against Women), Rita Segato talked about "minoritised" issues when referring to violence against women, which is treated as "special interest issues" or "minority issues", as a patriarchal strategy to make them less visible and go unnoticed. She advocates working on and addressing "minoritised" issues as priorities, in order to undertake an anti-patriarchal transformation of society. (Segato, 2016)











• Community leadership and grassroots feminisms: essential for a feminist local policy

The importance of supporting and fostering community leadership was discussed throughout the Forum. No one knows communities better than the women within them, and community perspectives, which are very prevalent in Latin America, are a form of resistance to the predominant approaches, since they call for a transformation of individualism and neoliberalism.

Hence the relevance of local feminist public policies for promoting and supporting these community meeting spaces in order to **strengthen the incipient leadership of women leaders in their communities**, enhancing bottom-up processes in local territories. However, as discussed at the Forum, these spaces must be real, binding and must listen to the voices of their communities effectively.



"We must have real mechanisms for the participation of organisations and civil society, and institutionalise them. We want to participate in designing public policies, but we also want to make decisions based on planning, evaluation and monitoring, because otherwise it becomes a kind of "you participate, I participate, we all participate, but others decide" and we don't want that".

Relinda Sosa Pérez, President of the National Federation of Women and representative of food kitchens in Peru.

In the same way as links with communities are fundamental for enriching the political participation of women and diversities, so is the **link with feminist movements**. Institutional feminism is created from grassroots feminist movements, which have been setting the agenda, positioning issues and demands through major efforts and collective actions. Accordingly, institutional feminism and grassroots feminisms must have close links in an alliance that must be maintained and constantly reinforced. Institutional feminism and feminist activist movements need each other in a collaborative network and alliance.

Institutional feminism needs the grassroots to position and validate its agenda and to construct proposals consistent with women's real needs. As mentioned in the Forum, the lack of dialogue and coordination between institutional feminism and feminist movements can lead to a decline in the effectiveness, representativeness and sustainability in public gender policies.

Grassroots feminist movements have been the driving force behind profound transformations in various parts of Latin America in recent years: Argentina's Congress legalised abortion, Colombia's Congress law stipulating parity in lists for public corporations, and the National Constituent Assembly that drafted Chile's new constitution had an equal gender distribution. The International Women's Day demonstrations on 8 March in recent years have also historically been largest in Latin America and Europe. The annual feminist











mobilisation on 8 March has also been achieved in Spain, and all this has been due to the commitment and permanent pressure of feminist movements to enable women to have access to institutions and to progress on certain issues. As discussed and reflected in the Forum, power is thereby reconfigured **from the streets**, and women's demands and needs are positioned.



"The construction of better societies requires the active participation of all women, but that is not enough. It is important to foster a public discussion and involve society and movements in the construction of better cities for all".

Diana Alarcón González, International Affairs Consultant, Government of Mexico City.



In greater depth

Community feminisms are a transformative political project that can shed great deal of light on mainstreaming and dialogues between communities and institutions. According to Adriana Guzmán (2019), community feminism is a horizon of possibilities - a utopia that is constructed, and its expression is therefore based on proposals and practice. According to this perspective, the communities *are* in practice constructed based on **everyday life** on the ground, and therefore community feminisms address the problems that the people of the community themselves experience.

This vision is based on collective and never individual construction, centred on the community and the common identity that brings people together, in order to offer resistance and transformations to the patriarchal system that start from the community as a whole, and not only considering the visions and experiences of men.











2.2. Reflections and debates on mainstreaming



An agreed definition of gender mainstreaming has been proposed by the Group of Experts of the Council of Europe:

"Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making"

(Council of Europe, 1999:26).

This perspective is based on acknowledging that no aspect of economic, social, cultural and political reality is gender neutral, and requires this approach to be taken into account in all analyses and actions, in order to advance towards real equality.

The gender mainstreaming process must affect at least five points in the public policy cycle: the **identification** stage, to map the situation to be addressed with a gender perspective and analysis; the **formulation** stage, to include the gender perspective in the description of the problem/need; the execution stage; the follow-up and monitoring, and the evaluation (Cooperación Española en Colombia, 2014). At the same time, the principle of mainstreaming implies an explicit and implicit recognition of patriarchal logics in public administration, and as argued by Mònica Gelambí, gender mainstreaming policies must fundamentally call into question the patriarchal foundations of inequalities and incorporate those reflections in their design (Gelambí, 2016).

The main ideas that emerged from the Forum on gender mainstreaming are as follows:

Without structure and regulations to support it, mainstreaming "evaporates"

Gender mainstreaming requires a specific and robust institutional structure. The importance of having gender benchmarks in the different areas and in the different territories of the municipality was discussed during the Forum, as well as the creation of committees and councils with citizens' participation. Furthermore, the **equality bodies that promote gender mainstreaming** must have a position in the **organisation chart** that permits them to have a real and constant impact on local policies as a whole.













"The Substantive Equality Act is fundamental for making public policies permanent and continuous, and so that the gender agenda does not have to be restarted with each new administration".

Paula Soto, Executive Director for Substantive Equality of the Secretariat for Women's Affairs of the Government of Mexico City.

Institutional mechanisms must be supported by the legislation in each territory to foster their robustness and duration over time. It is essential to look to the future and towards the long term in order to avoid implementing measures that are not sustainable over time.



"Having very good ideas at the public policy level is important, to create locks that cannot be unlocked when the government changes, which creates permanence. The legislation must protect the public policies of the municipalities and this must be consolidated, otherwise the policies will be dismantled when there is a change of government".

Itzel Gaona Bedolla, Mayor of Ziracuaretiro.

The contributions of gender mainstreaming are therefore an opportunity to improve all local public policies. To make them increasingly based on the needs of citizens and communities, on their active participation and co-construction, on coordinated work between departments and institutions, on effective communication that provides high quality information.



"All of us experience reality every day in order to change it. And we are always trying to carry out policies with a long-term view, but without losing touch with the situation today".

Carolina Cosse, Mayor of Montevideo.

Gender mainstreaming is an improvement of all local public policies

The mainstreaming of the perspective must apply to the entire cycle of **local public policies**. The need for a participatory, accurate and cross-sectional **diagnosis** is therefore evident, as well as the importance of having established, functional, and participatory mechanisms in place for **monitoring and evaluation** that provides **continuous accountability** to the public. Furthermore, as discussed at the Forum, we must not lose sight of the importance of **communication** that highlights the progress of feminist public policies and their fundamental contribution to the











improvement of general welfare, which leads to greater recognition and appropriation of gender equality policies by the population.

The Forum specifically mentioned the need for the ongoing monitoring and evaluation of local gender equality policies. Monitoring is part of the public policy cycle, and enables openness to change, identifying which issues are outstanding in the implementation of the policy, the issues to be resolved and what needs to be done to increase the effectiveness of the policy or to determine the need for additional policies. It is particularly important in this regard, and often difficult, to have monitoring and evaluation indicators that are relevant and genuinely useful to measure how action impacts on women and men and how it ultimately improves their quality of life. In a similar vein, it should be remembered that in addition to evaluating local gender policies, it is also necessary to evaluate all local public policies from a gender perspective.

At the same time, another fundamental point in the public policy cycle linked to evaluation is public accountability, either to report on the progress made or the challenges encountered. As mentioned at the Forum, mechanisms to ensure that citizens have access to information in order to monitor policies, and to report possible breaches, are essential. The existence of mechanisms for accountability between civil society and local authorities is a prerequisite that not only ensures compliance with the policy, but also for discussing and establishing the steps that need to be taken to achieve steady progress towards gender justice objectives.

This makes it possible to plan solid local policies to foster gender equality that respond to the real needs of the territory, which have transformational objectives that are consistent with the other policies, and which can be subject to continuous improvement.



"Public policy and gender equality policy is not made just once and never again, but instead needs to be built up gradually (...) It is very important that these policies, in their design and implementation, are followed up, monitored and that there are authorities providing accountability for gender equality policies".

Mariella Mazzotti, Deputy Mayor of Montevideo.

Budgets with a gender perspective are crucial for promoting broad-based gender equality, and turning it into actions that have an impact on citizens. Allocating budgets to the promotion of gender equality is therefore linked to the various departments and territorial levels involved being able to plan from this perspective. This in turn implies having data that is broken down by gender, for example. During the Forum, **the importance of having the resources necessary for public gender policies to have a real impact was discussed**; it is essential that the commitment to feminist policies takes the form of **increases** in the budget allocated to the implementation of the gender agenda.











Without resources, it is impossible to implement policies to promote gender equality, or to mainstream this approach to all areas where local institutions have authority. It is interesting to see how local authorities are focusing their efforts on gender budgeting.



In greater depth

According to the report "Women's representation in local government: a global analysis" by UN Women, more than 100 countries have already taken steps to monitor budget allocations to gender equality and to reinforce public policies in this area (UN Women, 2021).

In short, gender mainstreaming brings transformational characteristics to all local public policies. It is a change in the thinking of the entire institution that enables the execution of policies that are increasingly based on the needs of citizens and communities, on their active participation and co-construction, on coordinated work between departments and institutions, and on effective communication that provides high quality information.

• Training, participation, communication, alliances: keys for the sustainability of local feminist policies

Changes in government often mean that initiatives proposed are not long-lasting, and depend on the politician currently in office. The Forum considered the importance of ensuring that mainstreaming is sustained, long-lasting and not dependent on the person at the head of the municipality or local government authority. The key to this is participation and alliances with local organisations, community organisations, and women's and feminist organisations. And participation at the same time requires effective communication between the different parties involved.



"I wonder what are we going to do when the women mayors are no longer there, and their feminist processes being implemented by local authorities? Sustainability through feminist organisations is crucial. We have to sustain the whole process that the policies are undertaking, otherwise the actions will be rendered ineffective when governments change. Here comes neoliberalism to co-opt all the progress that has been made (...) From now on, we have to think about how these measures are going to be sustained with a gender perspective".

María Teresa Rodríguez, Regional Coordinator of the Women and Habitat Latin American and Caribbean Network.











It must therefore be a priority in their development that these public policies include a section on communication that conveys the technical contents to citizens in an easy to understand and accessible way, to justify the need to carry out these initiatives and thereby achieve greater support, validation and public understanding. According to Gelambí, equality departments or areas must understand the importance of asserting the authorship of their policies and creating a "brand" in terms of communication to highlight the achievements and improvements that have taken place. If this is not conveyed, there is a risk that gender equality policies will not be considered essential and that the "perception inside and outside the municipal council that failing to carry out gender policies has no negative consequences" will be fostered unintentionally (Gelambí, 2016: 30).

Political alliances and friendships are also crucial for the sustainability of gender policies. Since its origins, feminism has been a political, social and cultural movement that has had the capacity to establish broad-based alliances. The objective of gender mainstreaming should be deeply transformative and plural, to provide spaces to position the issues of interest of diverse women, without imposing perspectives and without excluding voices. As discussed at the Forum, strategies have to be defined in conversation and working together with communities, young women, trans women, migrant women, black women, sex workers, women with functional diversities and many others who are at the forefront of the feminist struggle. We must begin debates, discussions, have different positions and find common ground for the construction of a more just society based on those differences. The concept involves making "unusual alliances", a concept used by María Galindo. These are alliances that question the system and that the system itself does not see coming: alliances between diverse women, in order to be truly transformative and join forces in the struggle against the patriarchy.



"I am conscious that the inequality we live with is structural in both Europe and in Latin America (...) It is you, women leaders, mayors, councilwomen, elected women, who are committed to your communities, who form the levels of government closest to the citizens and know their needs and the strategies to resolve them at first hand. With you we must improve governance and achieve the real implementation of the 2030 Agenda".

Mónica Silvana González, Member of the European Parliament

It is also important to recognise and highlight the fact that feminisms and the gender perspective still generate a great deal of resistance, which is a sometimes invisible obstacle that prevents the most transformative policies from coming to fruition.

Resistance is still an issue because gender mainstreaming implies major changes in how public policies are conceived of and implemented, which also requires a transformation of the institution, its dynamics, the ways in which it works, etc. And transformations often create uncertainty, which in turn leads to fear. **Constant and continuous training** is a solution for having an impact, breaking down myths and creating necessary and lasting changes.











It is therefore essential to raise awareness among **all municipal staff** with both technical and political profiles, and train them at all levels: as discussed at the Forum, the objective is to ensure that there are no public officials who have not been trained in women's rights and the gender perspective.











2.3. Reflections and debates on feminist economics and care



The issue of care is at the core of feminist economics, as it is the basis for the sustainability of life. According to Amaia Pérez Orozco, when we talk about care "we refer to those activities that are driven by a concern for the life of others" (Pérez Orozco, 2014: 104) and which have an impact on people's well-being. Care is an essential part of everyone's life and involves work as varied as housework (tidying, cleaning, cooking, shopping, etc.), as well as direct care for people who need to be cared for, bathed and fed. Care is at the heart of the sustainability of life, as everyone has received some form of care during their life, and will probably need to receive care in the future.

Most of these activities have historically and systematically been assigned to women and feminised bodies, who occupy the role of caregivers in an invisible and usually unpaid manner. The patriarchal conviction that women have greater "natural abilities" for these tasks or that they should do it "out of love" naturalises a social role. However, it is essential to problematise care and examine it from a feminist perspective, which means understanding that it is not the sole responsibility of women, and call for a redistribution and shared responsibility for these tasks.

There are also some types of care that take place within the logic of the market, i.e. **care that is paid for**. The introduction of capitalist dynamics in this area often leads to the logic of "maximum profit at minimum cost" being applied. This creates processes of inequality and increasingly precarious conditions for caregivers, violating their employment, economic and social rights, in addition to the lack of recognition and invisibility for the women who perform these tasks.

Feminist perspectives thereby call upon us to problematise the difficulties involved in reconciling work and family life and organising time faced by families, and specifically by women, and speak of the need to combat sexist, racist and classist stereotypes that are prevalent in care, in order to move towards a recognition and redistribution of care and leave behind the precarious logics and devaluation of work that sustains life.

The following are the main ideas that emerged from the Forum on feminist economies and care:











• Acknowledge, make visible and redistribute care

Prior to the Covid-19 pandemic, women already had a lower level of participation in the paid labour force and a higher burden of reproductive and unpaid care work than men. This situation was aggravated with the pandemic, due to job losses and increased care work taking place within households.

Closures of schools and day care centres meant that women have had to take care of children, which often reduce their incomes or directly led to a loss of jobs (especially among women with lower incomes). The same applies to the closure of day care centres and services for the elderly or dependent people. An added factor was the inability to turn to family networks (in turn mostly consisting of women) due to the lockdown and the fear of infecting vulnerable members of the population. Taking the class perspective into account, many women (e.g. all the women who work in the informal economy) also did not have access to any social welfare benefits, which has further increased the risk of poverty (UN Women, 2022). At the same time, the overload of healthcare work affected women in particular, since according to World Health Organization (WHO) data they account for 70% of healthcare personnel worldwide, while they are the majority of staff members in hospital and nursing home cleaning services.³

The pandemic merely highlighted the unsustainability of the system, and the urgent need for structural reform. The various care jobs will not become more equitable if these tasks are not redistributed between men and women. At the same time, a shared responsibility among all those involved in society is also needed: families, all levels of government, professional caregivers, companies, etc. Public care policies must be implemented that are based on recognising these jobs, making them visible and redistributing them, so that women's burdens can be reduced, thereby giving them time for their own personal and professional development. Many caregivers say that they do not have time for themselves, which is why it is essential to create strategies that provide them with this space.



"The reality for many women is that they are overburdened with unpaid care work. Women spend their time washing, ironing, cooking, looking for medicines, taking care of children, the elderly, people with disabilities... without receiving a penny for any of it, and they have often had to set aside their own life projects because of this extreme workload. They have dropped out of high school, have not been able to generate income, and are more likely to be victims of violence".

Diana Rodríguez Franco, Secretary for Women's Affairs, Bogotá.

Another point that cannot be overlooked in terms of redistribution is the need to **work with men to break down stereotypes about care** and increase their shared responsibility in this area. Men must "learn" how to care in order to achieve a transformative balance.

³ Data obtained from the World Health Organization website. Last consulted: 14-11-2022: https://www.who.int/es/news-room/feature-stories/detail/10-key-issues-in-ensuring-gender-equity-in-the-global-health-workforce











As discussed at the Forum, the creation of care services and enabling the proximity of those services is a key issue. To that end, it was proposed that care should be the central facet the organisation of cities, influencing their planning, in order to improve access to care services and thereby foster more sustainable cities.

Another idea that arose from the Forum is the importance of **considering the rural world** and the more peripheral sectors. The distribution of services and access to them should take into account not only cities, but all those areas where the logics of care, proximity and displacement are diverse and are not defined by the rhythms and connectivity of the city.

For these care systems to be sustainable, **the population must take ownership of them**, and there must be a close alliance with the feminist movement.



"We have to think and rethink cities based on a gender perspective, because historically those who have designed cities have not thought about it. We have to think differently, and remember that care work must be part of the new reality of cities. A lit street is a safer street, and it is a place where girls and women walk every day".

Clara Brugada, Mayor of Itzapalapa.



In greater depth

The reorganisation of cities from a feminist perspective is an issue that concerns many territories. Achieving a reorganisation of the urban space is not an easy task, and consideration must be given to pre-existing services and spaces, in order to provide access to basic local services. The concept of the "15-minute city" has been developed for some years. This term refers to the design of cities based on proximity, where people can access what they need for good quality of life in fifteen minutes on foot or by bicycle. It involves moving from urban planning to planning urban life, which provides access to six basic needs: living, work, commerce, health, education, and entertainment. Despite having gained momentum in recent years, the model has been promoted for years under other names in various cities around the world.











(...) The model has great potential for reducing the effort that citizens make when carrying out their everyday activities. However, if not considered systemically, the concept runs the risk of increasing territorial inequalities (...) It is also essential to consider metropolitan and rural conditions, and how the model could be applied to territories where access to basic needs involves a maximum of 45 minutes. The 15-Minute City and 45-Minute Territories were defined as a model for local, diverse, inclusive and connected places to live, designed to facilitate human relationships and interrelationships with nature" (NESI, 2022: 6).

• Caring for caregivers and the right to be cared for with dignity

As regards paid care, it is important to create regulations and public policies that include basic rights and access to social welfare for caregivers who provide paid care. There are many women's movements working in this area all over the world, which condemn the insecure conditions they experience in this sector and the poverty that affects them, constantly violating their social, economic and health rights. They have multiple demands: access to a living wage, visibility and payment for the amount of hours worked (as in the case of female live-in servants), social security, the right to unemployment benefit, the right to paid holiday and properly regulated breaks. The inclusion of these perspectives is an issue of law, justice and greater sustainability of care. The struggle of many domestic workers to achieve the ratification in various countries in the world of Convention 189 of the International Labour Organization (ILO), which guarantees them paid holidays, regulated breaks, protection against unemployment, and in short ensures that domestic workers have the same social welfare benefits and the same working conditions as other workers, is well known.

The intersectional perspective must also be taken into account. The question is a fundamental one: **who are the primary caregivers?** In addition to women, it is often migrants who work in this sector, so it is important to recognise the impacts of the **global care chains** that connect and cross cities in various countries and continents.



In greater depth

Global care chains are the chains that cross a state or territory, and are made up of women caregivers who often leave their families in their countries of origin in the care of relatives, in order to travel to countries in the global north to care for others, and by doing so sustain life and the entire socio-economic system.











As Blanca Bayas argues, this is a process in which care work is transferred, and is associated with the migration of women from the global peripheries, from the Global South, who leave their territories (Bayas and Bregolat, 2021). Intersectionality thereby helps to analyse the reality of caregiving, and to create public policies that consider the specific characteristics of experiences and the specific types of violence that can impact on migrant women caregivers.

Caring for unpaid caregivers is also fundamental for the sustainability of the system. As discussed in the previous section, it is essential that unpaid female caregivers have their own time and space for their development and well-being. Public authorities must seek strategies for co-responsibility and economic support for this work, which remains generally invisible and lacking social recognition.

The accessibility and dignity of care for those who receive it must be ensured. Indeed, it is highly likely that **good treatment** and **good care** of the person receiving care goes hand in hand with good conditions and good treatment for the caregiver, creating positive feedback that needs to be taken into account.

During the Forum, the participants reflected on the experience that occurs in some peripheral neighbourhoods in cities, where the lack of a care system often exposes young people and adolescents to a lack of protection, and even makes it easier for them to join various criminal networks. Without wishing to stigmatise anyone, it is important that government bodies address this lack of care in peripheral areas, guaranteeing and focusing on residents, young women and adolescents.

• Economic empowerment and care

Economic empowerment is fundamental to advancing women's rights. Indeed, access to resources and entrepreneurship was highlighted during the Forum as one of the first equality measures for municipal councils and local governments (as well as addressing violence). Feminist economics also invites us to reflect on gender inequalities in the labour market (wage gaps, glass ceilings and sticky floors, harassment, unstable conditions, etc.), and how these inequalities are linked and interconnected with unequal dynamics in the field of care. This all contributes to what is known as the "feminisation of poverty", which refers precisely to the social, economic, judicial and cultural mechanisms and barriers that make women, in all their diversity, more exposed to impoverishment, a lack of access to resources and opportunities, structural violence and impact on their quality of life.

In this context, economic empowerment measures are essential to enable women to **enhance various skills and undertake different projects** that provide them with tools for their employment integration in various sectors and enable them to generate their own income. At the same time, companies and government bodies must commit themselves to











taking action against employment inequalities, from the perspective of joint co-responsibility in order to avoid women being burdened with excessive responsibility.

Defending our bodies and defending our lands

Ecofeminist perspectives are fundamental for achieving the structural changes that are required. Social transformations and the advance of capitalism, which has already been discussed in this document and at the Forum, are creating emergency scenarios where women's bodies are once again at risk. It is women, dissident identities, children and indigenous peoples who experience the consequences of environmental crises at first hand to by far the greatest extent. Although climate change is a global issue, it has a clear gender perspective, as it has a specific impact on the lives of women, adolescents and girls.

For example, pregnant women are among the groups most heavily affected by poor air quality, they are also at greater risk of suffering from pollution-related diseases, and are more vulnerable to extreme temperatures than men. At the same time, climate change may lead to additional workloads in agricultural activities that are often carried out by women, and which are more exposed to drought and/or desertification. The effects of the environmental crisis therefore have a direct impact on the lives of women, and they nevertheless have the lowest levels of representation in the authorities fighting against it.

As discussed at the Forum, these actions must be undertaken at the territorial level, because it is in these spaces where there is still a lack of women in leadership positions, and because it is precisely these communities that are fighting to defend their territories.



In greater depth

The denunciations of the patriarchal, capitalist system and the intersection with feminist perspectives has led to the development of the current of thought and practice known as **Ecofeminism**, which highlights the role of **women as fundamental agents** in social and political transformation, and in social struggles to defend the earth, the environment, nature and the commons.

The various environmental problems that have been caused by the climate emergency do not affect everyone in the same way, and they have specific intersections of gender, ethnicity, age, social status, etc. This is a problem that needs to be made visible, since women do not experience the effects of climate change in the same way, and it is generally indigenous, marginalised, rural, young and elderly women who are most affected by its effects, which are the result of the capitalist and patriarchal model (due to the use of agrochemicals, the privatisation and contamination of water, mining and large-scale development projects such as highways, dams and monocultures). Their voices are therefore fundamental, and they must be heard and included in all spaces taking decisions concerning their lands and territories.











"Like our body, the geographic territory is a space where life is gestated and expressed. It is a space that is much more than a piece of land. It is a space in which to build relationships with other people and with nature. A space where culture and different ways of living are reconstituted" (Agua y Vida, 2017: 5).

Another important reflection that arose during the Forum is that in environmental matters, a distinction can once again be made as regards gender roles, since it is mainly women who care for and defend the land and forests. This care for the territory is no coincidence, and is an extension of the care that women undertake in the private sphere.



In greater depth

The <u>NGO Global Witness</u> publishes a list of people killed for defending the land every year. Latin America is the region with the most reported cases of violence against female environmental activists. At the same time, the organisation says that murders of people who oppose the interests of logging, mining, energy and agribusiness companies are increasing on a worrying scale, and that 212 environmental activists were killed in 2019 alone⁴. On average, four environmental activists, most of whom are indigenous people, are killed every week. In addition, many land activists are silenced by violence, torture, death threats, arrests or lawsuits.











⁴ Data obtained from the NGO Global Witness website. Last consulted: 11-11-2022: https://www.globalwitness.org/en/campaigns/environmental-activists/defending-tomorrow/

2.4. Reflections and debates on gender violence



The UN defines it as "refers to harmful acts directed at an individual or a group of individuals based on their gender. It is rooted in gender inequality, the abuse of power and the existence of harmful norms. The term is primarily used to underscore the fact that structural, gender power differentials place women and girls at risk for multiple forms of violence⁶."

At the same time, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) emphasises that violence can affect women throughout their entire life cycle and that it takes place in both in all public and private spheres, including digital spaces⁷. Likewise, the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women of Belém do Pará condemns all forms of violence against women perpetrated in the home, in the labour market and even those forms perpetrated by the State and/or its agents (known as **institutional violence**).⁸ Furthermore, the Convention on the Elimination of All Forms of Discrimination Against Women, known as the Istanbul Convention, also highlights institutional violence, stating that violence against women can also be perpetrated by state authorities, officials, agents and institutions⁹.

On a more theoretical level, the author Rita Segato defines gender violence as the use and abuse of women's bodies. The same author considers gender violence to be punitive and disciplinary acts against women's bodies. In other words, these are acts that go beyond serious consequences for the individual, and have consequences at the social and structural level and have for decades maintained the patriarchal, capitalist and exploitative social order governing women's bodies (Segato, 2016).

As discussed at the Forum, it is important to focus on gender in broad terms, including LGBTQI+ people. Accordingly, LGBTQI-phobic violence is also considered a type of gender violence, since the driving force behind the violence is related to non-compliance with "gender norms."

The following are the main ideas that emerged from the Forum regarding the eradication of gender violence:

⁹ Council of Europe Convention on preventing and combating violence against women and domestic violence. Last consulted: 24-08-2022: https://rm.coe.int/1680462543











⁶ Definition consulted on the UN Women website. Last consulted: 26-08-2022: <a href="https://www.unwomen.org/es/what-we-do/ending-violence-against-women/faqs/types-of-violence-do/ending-violence-against-women/faqs/types-of-violence-do/ending-violence-against-women/faqs/types-of-violence-do/ending-violence-against-women/faqs/types-of-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-violence-do/ending-v

⁷ Convention on the Elimination of All Forms of Discrimination Against Women. Last consulted: 26-08-2022: https://www.ohchr.org/sites/default/files/Documents/ProfessionalInterest/cedaw_SP.pdf

⁸ Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Belém do Pará). Last consulted: 25-08-2022: https://www.oas.org/es/mesecvi/docs/folleto-belemdopara-es-web.pdf

• Gender violence remains a serious problem and an emergency

We are in the twenty-first century, and gender inequality and violence are still unresolved issues at a global level. Despite the advances made by feminist, women's and LGBTQI+ movements around the world, profound inequalities persist, which are rooted in a patriarchal, colonial, racist and cisheteronormative system.

According to figures from UN Women, estimates suggest that **one in three adult women worldwide**, or approximately 30%, has experienced physical or sexual violence inflicted by a man at some time in her life. If this includes sexual harassment, the percentage **rises to 70%**. Almost one in four adolescent girls between the ages of 15 and 19 has experienced physical and/or sexual violence by their partner. According to the same organisation, nearly 81,000 women and girls were murdered by their partners or family members in 2020, but **there are still no laws that specifically protect women against gender violence in 49 countries.** ¹⁰

Furthermore, gender violence increased during the lockdown, as many women, adolescents and girls found themselves confined to their homes with their abusers and lacking any support networks.

In this context, the eradication of gender violence has been a fundamental facet of the planning of public policies of the local governments organising the Forum and of course, a challenge for the future that has not yet been resolved.



"Violence against women is a social and political problem that is recognised and serious in our region, and we are a long way from solving it. Recognising it is crucial for addressing this issue, as this requires a radical stance on the issue in order to make significant progress".

Sonia Baires, Ministry of the Environment and Natural Resources, El Salvador.

• Prevention and networking - key factors in the reduction of risk

Prevention is the basis for the eradication of gender violence. If done properly, its impact is very concrete, and it can save many lives. This issue requires a comprehensive approach, and the identification of the various risk factors in order to reduce them. Increased and improved public policies by local governments that respond specifically to territorial needs and raise awareness among the population and government officials must be created.

10 Data obtained from the UN Women website. Last consulted: 29-08-2022

https://www.unwomen.org/es/what-we-do/ending-violence-against-women/facts-and-figures













"A major challenge is how we generate data records that show us the traceability of cases of gender violence and which at the same time allow us to prevent revolving doors and make our lives easier. With good data we can warn, prevent and arrive in time".

Ingrid Gómez Saracibar, Secretary for Women's Affairs, Mexico City.

As pointed out in the study "Preventing Gender Violence: Experiences and Lessons Learned in Latin America and the Hispanic Caribbean (2010-2020)", presented at the Forum, there records are currently lacking for the initiatives carried out in this area in the past, which demonstrates the importance of establishing indicators to evaluate public policies by identifying the initiatives that were carried out years ago for which there has been no systematisation in public records, and thereby be able to improve actions in the future.

The importance of prevention being a collective rather than an individual issue, addressed by society as a whole and worked on at different levels of action, was also discussed. These levels include work to transform structural inequalities. This is essential, as otherwise the impact of prevention remains sporadic and has limited impact.



"The field of prevention is polysemic. Many experiences talk about prevention, but when we look at the details, we do not know what we are talking about. As a result, we can identify at least three meanings: (1) assisting and supporting women in situations of violence; (2) promoting higher levels of gender equality; (3) transforming gender social norms. The latter is the most radical approach, but is the least addressed."

Sonia Baires, Director of Public and Institutional Attention, Ministry of the Environment and Natural Resources, El Salvador.













In greater depth

The study "Preventing Gender Violence: Experiences and Lessons Learned in Latin America and the Hispanic Caribbean (2010-2020)" presented at the Forum examined 668 experiences in 19 countries in Latin America and the Hispanic Caribbean, of which 260 were carried out by local governments and another 6 were part of UN Women's Safe Cities Global Programme.

The main findings of the study include major breakthroughs in legislation and public policies on preventing gender violence, but short-term approaches persist in most countries, the majority implemented for periods of between 6 months and 1 year, and few experiences lasting for more than 3 years. The government actions also include ongoing short-term training and awareness-raising initiatives, while the progressive importance assigned to issues such as gender equality and equality, the autonomy and economic empowerment of women, awareness-raising and institutional capacity building is maintained, and the issues of masculinities, intersectionality and interculturality, have recently been confirmed, in addition to the recognition of sexual diversity.

The study concludes by stating that the municipal level is the first step in the social and cultural change that prevention strategies require for a more effective and sustainable impact. The main challenges encountered in this area are:

- Implementing medium- and long-term initiatives generating processes.
- **Strategically planning** municipal programmes to combat gender violence.
- Implementing the political will of the municipal authorities.
- **Developing gender institutionality** in the local government structure.
- Overcoming difficulties in articulating strategies with other municipal agencies and other social sectors.
- **Generating resources for the implementation** of comprehensive and sustainable programmes that generate processes.

Guaranteeing a life free of violence for women, girls and adolescents must be one of the main tasks and responsibilities of the various public administrations and local governments (together with other institutional levels). In terms of care and support, the circuits for addressing gender violence reflect the need for coordinated intersectoral work, and the importance of ensuring support and recovery and reparation measures for women, adolescents and girls, in order to provide safeguards that situations of violence will not recur.

Although there may be difficulties in coordination and networking between departments and institutions, the creation and reinforcement of existing spaces for intersectoral work











must be continued. The focus must be on ensuring that the response to gender violence is coordinated and adopted as a commitment by all sectors and institutions.

• Behind the screen: a threat to a life free of violence and equal political participation

Online communications and social networks are becoming increasingly important in the current context of high technology and digitalisation, and gender violence in the digital sphere must be addressed as a priority. Cyberviolence is a major concern, as it limits freedoms and reproduces domination and unequal relations between men and women. It often creates situations that affect privacy and intimacy and damage the self-perception of those who suffer from it. Although violence does not discriminate according to age or social class, it is particularly important to work on this issue with adolescents, as the large amount of technology they use in their lives, as well as their **acculturation** in the use of social media and their lack of precautions often exposes them to situations of increased risk.

At the same time, the number of attacks on women politicians in leadership positions is increasing, and this is particularly as it limits women's political participation and becomes a threat to their physical integrity. Attacks on social media are used to dehumanise, belittle and question female politicians in the most intimate ways, to the extent where they become explicit threats to their safety.

Preventing digital violence must be included in the feminist political agenda, since it is a type of crime that is increasing and because it is not very visible, it is not presented visibly in terms of data and statistics. Making this issue a priority on the agenda will permit the creation of policies and laws that protect women and girls and female politicians, and at the same time foster their empowerment by means of digital education, to provide high quality, autonomous and safe access to the digital world. It is important to note that the digital empowerment of women is not enough in itself if we do not also work to change the sexist and misogynist collective consciousness.

• Violence against children – protecting the future

Just like adults, children are subjects of rights, they have a voice and must be heard. Adultcentrism acts as yet another system of oppression, in partnership with capitalism and patriarchy, to prioritise and give greater visibility to some voices and experiences - in this case that of adults. This is a very topical issue within the feminist movement, since the questioning of power must be broad-based and concerned with all the forms in which it is exercised. In cases of gender violence against their mothers, relatives or dependents, children are in a particularly vulnerable situation and must therefore have special protection to guarantee their right to a life free of violence. Hence the importance of developing public policies that include them, and the importance of having professionals and specialised care services that listen to their voices and that address situations of violence based on their











needs and not on what adults believe children need. **Protecting children must be an objective of the feminist agenda when addressing gender violence**, and this requires a commitment on the part of the different local government bodies, commitments by national authorities. The feminist agenda must consider children and their protection and above all, change the current view according to which girls and boys are passive subjects with no opinion, and consider them as active subjects whose position is a priority in the policies that affect them. Having this perspective on childhood means making a commitment to fairer societies, happier childhoods and in short, long-term changes.



"We are engaged in a constant fight against gender violence from all angles. Uruguay has a situation of gender violence whose victims are not only women, but also children who are killed by femicides. That is why we must attack violence in the workplace, on transportation and in everyday life".

Mariella Mazzotti, Deputy Mayor of Montevideo.













3. Inspiring initiatives

This chapter highlights the inspiring initiatives of each of the local governments organising the Forum¹¹, in relation to each area of work, and in fact it is a chapter that helps to complement and specify some of the reflections presented in Chapter 2.

These policies were highlighted for their contributions, impact and transformation and as their name suggests, their ability to inspire other local governments to compare experiences and replicate those measures that contribute to gender equality, while adapting them to their own territories.

3.1. Women's political participation



Power in political participation and the need for new leaderships



Barcelona Provincial Council:

LAB Bonnemaison - Laboratory for leadership and innovation in feminist public policies

Through LAB Bonnemaison, Barcelona Provincial Council seeks to create a space for reference and innovation in gender policies, to influence the **eradication of gender inequalities in women's access to leadership spaces**, and to transform the ways in which

¹¹ The experience of Barcelona City Council, which was set out during the Forum of Ibero-American Women Mayors and Elected Leaders, is included among the inspiring initiatives in the area of feminist economy and care.











power is exercised. Its work is aimed at women in politics, the public sector, the third sector, business and enterprise. It uses various strategies to achieve its objectives, including:

- Self-training in gender policies: an online training resource for women in elected positions, which provides key concepts and tools for implementing gender policies in their municipalities.
- **Empowerment capsules**: short theoretical and participatory sessions to promote women's leadership through motivational tools. They encourage reflection and provide tools to increase the personal and managerial skills of women leaders in various fields.
- Feminist leadership and mentoring project: a project seeking to reinforce group work, by creating territorial spaces for interrelation, based on exchanges and support from women in different areas.
- Local women's network: LAB Bonnemaison fosters the creation of a stable network of local women leaders to establish spaces for exchange with other networks and/or advocacy spaces.



Transformative characteristics

Linking women in leadership positions, and in different areas (political, social, etc.). Working to transform the way in which power is exercised.



Challenges

Improve and expand the networks created. Raise awareness of the LAB Bonnemaison space among different institutions and organisations to generate greater impact.













Bogotá Mayor's Office:

Bogotá 50/50: Route for Gender Parity in the Open Government of Bogotá



Within the framework of the 2030 Agenda, Bogotá City Hall is implementing the Bogotá **50/50 strategy: Route for Gender Parity in the Open Government of Bogotá**. This measure includes the 50/50 Lidera Par Political School, which provides training for women candidates standing for elected office and public participation bodies. It also fosters political participation by women as candidates and leaders in their parties, provides specialist support for local citizens' participation bodies, and promotes the creation of women's caucuses in Local Administrative Authorities as a strategy to make women's collective political action more visible. The formation of caucuses is especially interesting, since common objectives take shape, creating an agenda for women from different political parties, enhancing the collective political action of women, also contributing to changing conceptions of the relationship of women in power. Four caucuses have been formed to date, and work to form two more is under way.



Transformative characteristics

Training for the empowerment of elected women. Basic work carried out to establish caucuses. Actions within the parties to enhance women's participation. Creation of common spaces among the different parties to move towards parity.



Challenges

Position women's agendas as a priority for political parties. Ensure that issues of interest to women and the guarantee of their rights in terms of political participation do not depend only on party structures, which are often not very robust and fragile.











• Public policy and activism: an essential link



Mayoralty of Montevideo:



Through Casa de las Ciudadanas (House of Citizens), the Gender Equality Advisory Division Mayoralty of the Municipality of Montevideo provides training and skills building for the promotion of women's rights. Casa de las Ciudadanas is a very important forum in Montevideo, where free projects for participation, training, awareness-raising and the promotion of gender equality and women's and dissident identities' rights are undertaken. This space aims to strengthen women in the civic sphere, enhancing their activism, their autonomy and the defence of their rights through empowerment strategies. It also raises awareness among territorial teams working with women and dissident identities.

Fortalecidas Juntas (Stronger Together) is an annual competitive fund for collective social, educational, recreational or cultural projects with a territorial impact carried out by neighbourhood organisations and groups of women and dissident identities. Its objectives are on the one hand to foster women's participation and empowerment through collective processes that favour the development of skills to enable them to influence their own lives and their environment. On the other hand, it promotes the autonomy of women and dissident identities to exercise their rights, develop their self-esteem, and think about and project themselves. Its projects receive support from grants and training in gender and project development.



Transformative characteristics

A forum for women. Structured spaces at the neighbourhood level.



Challenges

Create a specific line of work with women in political positions, to support and strengthen their work.













Government of Mexico City:

The Women's Parliament and Women's Political Participation Observatory



The Women's Parliament of Mexico City is a **public, feminist and democratic space**, which was established in 2019, and aims to meet the needs, interests and perspectives of women living in the city, in order to give a voice to their causes and demands, by **constructing a common agenda**. This agenda is subsequently **addressed by the Deputies of the Congress of Mexico City** in order to construct political and public initiatives with a gender perspective. This parliament **is made up of 66 diverse women**, selected after an open and democratic call, who have been trained to fully exercise their roles. The members of the parliament have formed parliamentary groups and 35 working committees to examine proposals together. As a result, various initiatives have been issued that have been analysed and presented before the Congress of Mexico City, which has **approved 34 rulings and 53 orders.** This democratic exercise is currently carried out by the Gender Equality Commission of the Congress of Mexico City, where the Secretariat for Women's Affairs has taken part in various actions.

Mexico City also has the **Women's Political Participation Observatory**, which has coordinated actions aimed at promoting women's participation in decision-making spaces in the public sphere in Mexico City since 2016, with the participation of the Secretariat for Women's Affairs, the Electoral Tribunal of Mexico City, the Electoral Institute of Mexico City and civil society organisations.



Transformative characteristics

A citizen's, feminist and democratic exercise with the participation of diverse women. Democratic election and selection of participants. Impact on city policies.



Challenges

Position issues of interest to women as priorities in political spaces.











3.2. Mainstreaming of the gender perspective



Equality bodies and work in the institution



Mayoralty of Montevideo:

Institutional gender framework



There is a strong institutional framework that links the Mayoralty with the 8 municipalities of Montevideo for the development of gender policies. The Mayoralty of Montevideo has consolidated its gender mechanism which was established in 1995, with the creation of the Gender Equality Advisory Division, in the General Secretariat, with participation in the cabinet of the government. Furthermore, there are 11 departmental equality teams and 8 municipal equality teams involving more than 150 people, which advise, guide and take action to incorporate the gender equality perspective in policies, and to transform the organisational culture in coordination with the Gender Equality Advisory Division. The composition of these teams is particularly interesting: for example, at the departmental level, the participants have a role in defining and monitoring departmental policies, there are specialist personnel from the highest level, and people with responsibilities for budget implementation. At the municipal level, the teams include both public officials and the participation of civil society, such as feminist and women's organisations. This network thereby facilitates the presence of professionals with a gender perspective in different areas and territorial levels.

The Advisory Division also implements the **2021-2025 Gender Equality Strategy**, a comprehensive and inclusive roadmap that guides the design, planning, budgetary control and evaluation of departmental and municipal public policies for gender equality. This strategy has been developed on a participatory basis with various social actors, officials and women's and feminist organisations.













Transformative characteristics

Consolidated organisation (Consultancy) with a strategic position in the organisation chart. Interdepartmental coordination and work. Gender perspective and equality present in various sectors. Increasing commitment to human management and health departments that created specific gender units, with specific budgets and a technical team. Coordination between different territorial levels. Mixed membership (civil society and institutional) of equality teams at the territorial level.



Challenges

Train all public officials in equality. Achieve the commitment of all professional public officials, regardless of their position in the internal organisation chart. Enhance the incorporation of the gender perspective in priority policies for the Mayoralty.



Government of Mexico City:

Tools for mainstreaming

In order to reinforce and establish mechanisms for mainstreaming the gender perspective, the <u>Cabinet Council for Monitoring Public Substantive Equality Policy</u> was established in 2019, within the framework of the System for Substantive Equality between Women and Men of Mexico City. This is a coordination mechanism, chaired by the Head of Government, which ascertains and periodically reviews that all government ministries have policies related to the gender and equality perspective, including: education, indigenous peoples, works, civil protection, health, employment, finance, etc. This Council seeks to reinforce the mainstreaming mechanism. For example, the Secretariats are encouraged to carry out an equality diagnosis and to reach interdepartmental agreements, so that public institutions can constantly foster the reduction of inequality gaps and guarantee women have a life free of gender violence. The Cabinet Council includes the heads of the 20 Government Ministries, as well as the **Gender Equality Commission** of Mexico City's Congress, the **Local Human Rights Commission** and the **High Court of Justice** of Mexico City. It is the highest decision-making body for equality issues at the local level. One of the most recent Agreements adopted by the Cabinet Council is the **construction of the Mexico City Equality Programme**,











the instrument guiding the equality policy, which was designed based on public consultation and inter-institutional work.

Other tools available to the Government of Mexico City through the Secretariat for Women's Affairs are:

- Protocol for the prevention of and attention to harassment and mystery of female public officials: The protocol was approved in 2008, but the Secretariat is currently working on revising and updating it.
- Monitoring tool: This is a strategy based on the gender participation audits of the International Labour Organization, Mexican Standard NMX-R-025-SCFI-2015 on Labour Equality and Non-Discrimination, and the Federal Institutional Culture Programme. It is a monitoring system designed by the Secretariat for Women's Affairs that can be implemented in all types of institutions: The objective is to ensure that internal practices incorporate the gender perspective, and in the planning and budgeting spheres, to identify disparities and points of opportunity, to recommend ways of solving the problems identified and new strategies that have a protocol or measures for attention that incorporate the gender perspective to some degree. This tool is used to perform an evaluation, and the Secretariat then carries out an intervention in the various organisations or institutions in order to create progress in terms of equality and the prevention of violence.



Transformative characteristics

Specific interdepartmental work on equality between the different Secretariats. Creation of inter-institutional spaces at the highest level. Impact of the gender perspective on aspects as varied as urban planning, transportation and the environment. Creation of institutional diagnoses with a gender perspective.



Challenges

Broaden and expand the work of the Council to strengthen public policies in a coordinated manner so that they have an impact on improving the lives of the people of Mexico City, and especially girls and women.











• The importance of identifying, planning, executing, and evaluating



Bogotá Mayor's Office:

Public Policy on Women and Gender Equality 2020-2030



With the aim of advancing in the recognition, guarantee and restoration of women's rights, Bogotá City Hall has implemented the **Public Policy on Women and Gender Equality 2020-2030**, which has 11 specific objectives including the mainstreaming of women's rights, gender and differential approaches. To achieve this objective, one of the strategic decision-making tools is the **Women and Gender Equality Observatory**, an instrument that collects data, and analyses, interprets and spreads information related to the situation of women living in Bogotá. A major advantage of this observatory is that it creates baseline indicators for public policies, facilitating evaluation and comparison systems. At the same time, it is the **body responsible for the evaluation of the 2020-2030 Women and Gender Equality Public** Policy in Bogotá, by collecting information and comparing the progress achieved against the goals established.

In order to involve more sectors in equality policies, Bogotá City Hall has implemented the <u>"En Igualdad" District Gender Equality Mark</u>. This initiative that makes it possible to recognise, measure and encourage the progress and institutional transformation of the various working sectors in the city. By measuring indicators, the Mark recognises efforts to work towards gender equality, and establishes itself as a criterion of excellence and fosters the implementation of good practices and affirmative actions.



Transformative characteristics

Collection of specific data related to the situation of women, which is important information used by the various departments for their own planning. Indicators with a gender perspective that enable the evaluation of public policy. Establishment of the gender perspective as a criterion of excellence.



Challenges

Expand the role of the Observatory and collect data that are increasingly specific, according to the different situations of intersectionality and vulnerability of women. Expand the Equality Mark to the private sector that works directly with the local public administration.













Barcelona Provincial Council:

<u>Intermunicipal Comparison Circles (ICC)</u> and Intersectionality specialisation courses.



Barcelona Provincial Council organises Intermunicipal Comparison Circles (ICC), which are stable groups of municipal city councils that work to improve municipal services based on the comparison of indicators and management systems. The Provincial Council Department of Equality and Social Sustainability Equality's Policies Office works in two specific areas: promoting equality, and sexist violence. The Circle is designed for each area, based on consensus among the municipal specialists concerned, and establishes the indicators and the data necessary for their calculation. After the design, the measurement, data collection and the statistical validation, there is subsequently an evaluation stage, in which a strategic analysis is produced for each municipality according to the indicators analysed, identifying its strengths and opportunities. Finally, improvement actions are implemented at the municipal level based on the data obtained. The ICCs are therefore consolidated as a tool for reference for the evaluation and exchange of knowledge between local administrations, enabling improvements in quality and care services, as well as being a tool that centralises and facilitates access to information. Inter-municipal cooperation and the transfer of good practices and exemplary experiences are therefore enhanced. Working sessions take place once a year with the various professionals in the local authorities to compare perspectives and share best practices.

The Public Policies and Equality Office of Barcelona Provincial Council has recently organised a **specialisation course on intersectionality** aimed at **professionals in local government**, to provide tools that enable this perspective to be applied in **the design**, **implementation and evaluation** of public policies. The course provides theoretical content for learning about the origins of this concept and understanding what the main areas of inequality in our society are and how they operate.



Transformative characteristics

Improved service quality standards through data collection. Improved planning. Availability of information for making decisions. Networking and collaboration between different municipalities. Focus on gender inequalities and how they intersect with other axes of oppression and privilege.













Challenges

Improve data collection by local authorities. Improve communication and implementation of actions proposed as a result of the data obtained. Generate indicators linked to mainstreaming actions that are useful and comparable by local authorities.

Implementing policies: the importance of budgets



Bogotá Mayor's Office:

<u>Gender Equality and Balance</u> <u>Budget Tracker</u>

The Gender Equality and Balance Budget Tracker is a tool that was developed jointly by between the District Secretariat for Women, the District Secretariat for Finance and the District Secretariat for Planning, with the support of UN Women. This tool aims to incorporate categories of analysis to implement actions that guarantee women's rights into the public planning and budgeting cycle. The Gender Equality and Balance Budget Tracker is a methodological tool that seeks to incorporate gender mainstreaming criteria in all public administration bodies, guiding the various organisations in the formulation of public budgets, and identifying and classifying expenditures and public investment aimed at reducing gender gaps. At the same time, it contributes to establishing a level playing field and creating key information for decision-making. The Gender Equality and Balance Budget Tracker is based on the assumption that every budgetary action has a gender impact, either through the goods or services provided, or through indirect effects such as the employment generated, the potential use of public space, the effect on the population's schedules and available time, among other factors, so that any intervention financed by a public budget has a different gender impact on men and women, and also has the potential to contribute to gender equality.













Transformative characteristics

Intersectoral work between Secretariats. Grassroots work in planning and budgeting with a gender perspective. Orientation categories that contribute to the creation of public policies to guarantee women's rights.



Challenges

Generate more orientation categories that enable different approaches and intersectionalities in public budgets to be identified. Generate information and data broken down by gender providing a more in-depth analysis of the categories analysed.



Government of Mexico City:

Public budgets with a gender perspective



Mexico City has had **public budgets allocated to reduce gender inequality gaps** since 2008, and in the last two years, the Expenditure Budget Decree has contained the Substantive Equality Interdepartmental Association Annex, which includes public actions and budgets aimed at comprehensively promoting the human rights of women and girls living in the city.

In 2022, the Interdepartmental Association Annex amounted to **6.5% of the total budget of Mexico City and it is operated by 87 government agencies** with responsibilities in the areas of health, education, security, employment, care, among other areas; as well as the provision of justice and a life free of violence for girls and women.

In addition, the Mexico City Equality Programme, with its 10 strategic areas and 152 lines of action, **enables the identification**, **alignment and orientation of public budgets**, aimed at addressing the problems of women in the city, to ensure they are in full possession of their human rights.

The governing bodies of Mexico City's Equality and Finance Policies are responsible for quarterly monitoring and oversight of the implementation of the allocated budgets and for verifying the results and impact they have on the target population; The programme also provides support, advice and feedback in the planning and budgeting processes with a gender perspective throughout the fiscal cycle, and issues recommendations for improving the processes. An innovative measure which has had significant impact in Mexico City is the











fact that the budget for the following year can never be less than the previous year's budget, which is stipulated in Section III, Chapter One of the Substantive Equality between Women and Men of Mexico City Act. This measure is essential to ensure an increase in the funds available to guarantee public policies with a gender perspective.



Transformative characteristics

Mexico City's Equality Programme as a policy guiding instrument that guides institutional actions and budget allocations to promote substantive equality and reduce inequality gaps. Institutional effort to identify public actions and budgets aimed at achieving substantive equality.



Challenges

Promote substantive equality between women and men, incorporating the gender perspective in the results-based budgeting framework, and reflecting it through the indicators of the various programmes operating in Mexico City.











3.3. Feminist Economics and Care

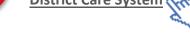


Making caregiving visible, sustaining lives



Bogotá Mayor's Office:





Since 2020 the city of Bogotá has been implementing the "District Care System", which provides services to meet care needs based on shared responsibility between the District, the Nation, the private sector, communities and households, to recognise care work and redistribute responsibilities more equitably between men and women. This system provides services for caregivers and those in need of care, and operates in three ways: (1) Care blocks: the core structure of the system that the city organises for access to care services, with an average journey time of between 15 and 20 minutes. There are currently 14 in Bogotá, and there are scheduled to be 20 blocks by the end of the current administration's term of office and 45 by 2035. (2) Care buses: These are services created for people who live far from the Blocks, in rural areas or areas that are difficult to access. There are currently two in Bogotá. (3) **Home-to-home care:** a programme designed for caregivers of people who are unable to travel to the Blocks or the Buses. The programme visits homes to provide respite care. The District Care System also includes a Care School for Men, seeking to have greater impact on the distribution of these tasks and create a profound cultural change. At the same time, it is undertaking the programme entitled "Caring is learning", in which it seeks to transform gender roles and caring, teaching women to question their role as primary caregivers, and teaching men to learn to provide care. This system is part of the prioritisation of care by the Mayor's Office.

To reinforce this visibility, care has been included in the name of one of the 3 subsecretariats that are accountable to the District Secretariat for Women, which is currently called the Sub-Secretariat for Care and Equality Policies. As discussed at the Forum, this initiative has to date been used on 260,000 occasions, trained 8,016 caregivers and reached 9,544 people in cultural change workshops.













Transformative characteristics

Intersectoral provision of care services. Two-pronged care services: for caregivers and those in need of care. Mobility and outreach of care to isolated areas. Public-private partnership for its implementation. Institutionalisation of care. Inclusion of men in care redistribution policies and programmes.



Challenges

Guarantee its continuity. Generate a sense of ownership and belonging among users as a strategy to maintain the service beyond the municipal political cycle. Be able to communicate this initiative and to promote it. Broaden its reach to reach more women. Generate real impacts on redistribution and co-responsibility through work with men and co-responsibility in the private sphere.



Barcelona Provincial Council:

Towards a new public system of care in the community



Barcelona Provincial Council is undertaking this project in order to carry out actions and projects in the short, medium and long term to guarantee the social right to care and move towards a new model of care in the province of Barcelona. The project incorporates the gender perspective, encouraging all the actions to put people and their needs at the centre, and taking into account gender and social inequalities in this area. The Provincial Council provides **spaces for knowledge, networking and co-creation with municipalities**, as well as resources for technical and economic support to carry out innovative projects and reinforce existing services that will enable progress to be made towards a new public care system in the community.

The project is based on **diagnostic work** involving the analysis of the sociodemographic context and the impact of care services and resources in the municipalities in the province of Barcelona. This enabled identification of the main needs of the people involved in caregiving or who are receiving care. A model **and a strategy for "caregiving municipalities"** have been generated based on this diagnosis, with the aim of providing adequate and coordinated responses to meet the needs identified. This model, which is entering the











implementation phase with pilot tests, is based on a feminist care policy agenda, and has five main areas of action: 1) reduction, 2) redistribution, 3) recognition, 4) eradication of the social inequalities that permeate the organisation of care, and 5) empowerment. The involvement of all parties involved in the development of public policies is anticipated in order to implement the "caregiving municipality" model.



Transformative characteristics

Community outlook: implementation of a public neighbourhood project for the creation of more and better care services. Application in municipalities based on a diagnosis and the development of a model, and a pilot test to adapt the initial proposal. Improvement of care services and implementation of local resources.



Challenges

Achieve recognition of gender inequalities in care. Achieve real co-responsibility between public and private actors. Generate a cultural transformation that enables a redistribution of care work.



Barcelona City Council:

Government action for a democratisation of care

Through its <u>2nd Plan for Gender Justice 2021-2025</u>, and the <u>Government measure for the democratisation of care</u>, approved in 2021, Barcelona City Council is engaged in 68 actions aimed at placing care at the centre of municipal policies. These actions seek to create a deep and long-lasting transformation, and incorporate medium- and long-term actions to achieve social recognition of the importance of caring. Some of these measures are:

- Barcelona Care Space: a centre to enhance the visibility of all the resources in the field of care available in the city. It aims to facilitate information and networking among individuals, professionals and organisations.
- Caregivers card: an initiative to overcome the invisibility of caregivers which provides some free services that beneficiaries can use, including legal advice, emotional support, psychological support, leisure spaces, etc.











- **Expansion of the Radars project:** this community project works to alleviate the effects of unwanted loneliness and prevent risk situations among elderly people, working with neighbours, businesses, pharmacies, institutions and facilities. Its ultimate goal is to transform neighbourhoods into participatory and supportive communities.
- -"Let's go down to the street" project: a community intervention to reduce the isolation of elderly people arising from architectural difficulties in the buildings where they live, with the participation of volunteers enabling them to go out and return to their homes.
- VilaVeïna: a programme to meet care needs in a collective way and at a local level. This programme focuses on improving the public space to ensure that the necessary services are located nearby, in a space with easy access which is no more than 15 minutes away.
- **Superblocks:** a project that seeks to create a healthy, green, fair and safe public space that favours social relations and the local economy by regaining urban spaces currently occupied by private vehicles.



Transformative characteristics

Community outlook: implementation of a public neighbourhood project for the creation of more and better care services. Improvement of care services and implementation of local resources.



Challenges

Long-term sustainability of the measures. Structural transformation in the social organisation of care.













Government of Mexico City:

City and Well-being

The Constitution of Mexico City states that everyone has the right to care. The law to specifically create the Care System has not yet been passed, but since this right is established in the constitution, it enables a series of strategies and programmes that guarantee the well-being of people to be created. At the same time, within the framework of the policy for substantive equality and a life free of violence for women and girls, Mexico City is implementing the "City and Well-being" programme, which seeks to guarantee the right to care through public policies for recognition, conciliation, redistribution, reduction and coresponsibility of care work in homes, communities and public areas, in order to improve the quality of life of women who perform this work on a paid or unpaid basis. This programme also involves specific actions to benefit children, providing economic support to families for specific educational issues. At the same time, through this programme, the Secretariat for Women's Affairs supports women who have dependents and who are in specific situations of gender violence, based on a monthly financial contribution for up to 6 months.



Transformative characteristics

Recognition of care work. Redistribution of care work. Direct economic support for women. Financial support for families with children in school.



Challenges

Creating and reinforcing a "protection network" combining different programmes to address care on an interdepartmental basis. Continued reinforcement of supports and transformations to achieve full post-pandemic recovery.











• Redistribution and recognition – keys to economic autonomy



Mayoralty of Montevideo:

Barrido Inclusivo Programme, Fortalecidas Emprende Found and the Fortalecidas Crece Programme

The Mayoralty of Montevideo undertakes various programmes to provide women with greater economic independence, combining employment integration and empowerment. One of them is the Barrido Inclusivo (Inclusive Sweeping) programme, which emerged in 2002 as a result of a national economic crisis with the objective of improving the employability of women exposed to various types of vulnerability and who therefore have major difficulties in accessing the labour market. The programme is aimed at female heads of household, women with disabilities, migrants, women of African descent, transgender women, women recently released from prison, women deprived of their liberty, women living in the street, sex workers and women who are being assisted by the Women's Commune services. The work consists of sweeping pavements, tree surrounds and waste containers over a period of 9 months. Twenty of the thirty hours of work per week are allocated to operational work, and ten hours to training. Recently, in partnership with a labour union, 15 care quotas were made available to support women who participate in Barrido and similar programmes to give them peace of mind when leaving their daughters and sons to attend training and work. The programme is implemented by the Department of Social Development, with technical support from the Gender Equality Advisory Division.

Other programmes that promote the economic autonomy of women are **Fortalecidas Emprende and Fortalecidas Crece**, organised by the Advisory Division in conjunction with the Economic Development Department within the framework of the ABC Plan for Basic Support for Citizens. These programmes are aimed at women who lead productive enterprises. Through direct financial support and the granting of loans, they improve the living conditions of women, enhance their autonomy and support their projects and/or enterprises. Fortalecidas Emprende are grants to productive units in the process of formalisation led by women (owned by individuals or collectives), to make them viable and financially profitable. The selection takes into account situations of social vulnerability, such as: women in situations of violence, of Afro descent, and trans, migrant and disabled women, among others. Fortalecidas Crece is a welfare programme for working capital, formalised debt refinancing and investment, which aims to consolidate productive enterprises led by women. This is a loan with a 0% interest rate, and 25% of the assistance amount must be repaid in up to 36 months. The women entrepreneurs are also linked to commercial circuits organised by the Mayoralty.













Transformative characteristics

Training for women and general training (on gender issues) and specific training (on specific trades). Intersectional perspective and guaranteed quotas for women in specific situations of vulnerability. Funds for care to support work-life balance. Support for projects.



Challenges

Increase and expand support for the care work of women who are beneficiaries of the Barrido Inclusivo Programme. Provide job stability and long-term employment beyond 9 months.



Government of Mexico City:

Productive City, Centres for Women's Development and Qualification in non-traditional trades

This Programme undertakes **urgent actions** that promote women's economic autonomy through the design and implementation of mechanisms for their **integration into decent employment**, participation in specific production projects and access to credit for those living in poverty, as well as fostering the balance between work and family life. In the aftermath of the pandemic, many of the actions have focused on restoring jobs for women, especially in the service and education sectors.

Through the Programme to Strengthen Gender Mainstreaming, implemented with federal resources, the Secretariat for Women's Affairs has two goals that promote women's economic autonomy: **Strengthening the Women's Development Centres** in the 2022 financial year, with a specific profile dedicated to fostering the economic empowerment of women in 4 territorial districts of Mexico City. A further **goal is to enhance the participation of women** by means of a project aimed at economic empowerment at the community level, where the objective is the certification of labour skills in non-traditional trades such as plumbing, gastronomy and bakery to enhance different skills among women and facilitate their employment integration in other highly masculinised sectors.













Transformative characteristics

Training in diverse and non-traditional areas. Certified training. Enhanced employment integration.



Challenges

Expand training and reach more and diverse women. Restore all the women's jobs that were lost after the pandemic, and continue to expand them.











3.4. Policies to prevent and eradicate gender violence



• Continuous and constant prevention and awareness



Government of Mexico City:

Senderos Seguros



The Senderos Seguros (Safe Paths) walk free and safely project works in the public space by means of various expressions of urban design and improving the lighting on the most unsafe paths in Mexico City. The Safe Paths not only seek to reduce violence, but also to provide conditions of mobility, accessibility and safety for women and for everyone passing through this space. The spaces are reclaimed areas, such as abandoned parks, derelict sites and/or rubbish dumps. An innovative feature of these paths is that they connect isolated city neighbourhoods to public transport, providing street lighting near bus stations, facilitating women's mobility and improving safety on their journeys. There are more than 62,000 security cameras installed on the Safe Paths, as well as more than 10,000 emergency buttons that immediately alert the police in the event of a situation involving violence. The Safe Paths not only have safety features, but also care facilities, such as rest areas, tables for eating and in some cases children's games (for mothers and their children).

According to Mexico City figures, the installation of the Safe Paths has led to a 25% decline in crimes against women in public spaces, including robbery and sex crimes, and there has been a 36% increase in women's perception of safety on the streets¹². The year 2022 is expected to end with a total of 700 kilometres of safe paths.

¹² Data obtained from the website of the Secretariat for Women's Affairs of the Government of Mexico City. Last consulted: 01-12-2022: https://www.semujeres.cdmx.gob.mx/comunicacion/nota/disminuyen-25-por-ciento-los-delitos-contra-mujeres-en-los-senderos-seguros













Transformative characteristics

Use and intervention of public space, including through urban art. Provide security to women first and foremost, but also to the community as a whole. Create pass with street lighting. Reduced crime. Links to public transport. Connection with the police through the help buttons.



Challenges

Create more Safe Paths all over the city. Carry out more participatory work at the community level to raise awareness of the paths in the neighbourhoods.



Mayoralty of Montevideo:

Puntos Violetas and Montevideo Libre de Acoso Sexual



Following a spike in reports of gender violence by artists at the **Montevideo Carnival** in 2020, the Mayoralty and **feminist organisations** began to work on constructing cultural environments that were free of violence and egalitarian. The **Puntos Violetas** (Violet Points) are reference points that provide information and advice, as well as serving public and providing information on services to address gender violence. They have been established in different areas of the Carnival where the Mayoralty is involved in the organisation. They are co-managed by the Mayoralty and women's and dissident identities' groups, with the aim of transforming behaviours and conduct in the cultural sphere so that this creates spaces that are free of gender violence.

Montevideo Libre de Acoso Sexual (Montevideo Free of Sexual Harassment) in public spaces is an area of work aimed at ending sexual harassment in public spaces and nightlife venues, which views this issue as a public problem, and one of the most common forms of gender violence. It involves various actions by the departmental and municipal governments, for a social and city transformation from a feminist perspective. Other actions are also being implemented, such as protocols to prevent violence on public transport, and a line of work is being undertaken with private nightlife venues.













Transformative characteristics

Making violence visible in public spaces and culture. Prevention and awareness-raising on the ground. This initiative responds to an identified need and is created jointly with feminist organisations.



Challenges

Extend the Puntos Violeta to private leisure spaces. Enhance links between prevention work with the territories and actively involve citizens in the prevention and management of the Violet Points.

• Networking, coordination and community outlook: cornerstones for the non-repetition of violence



Bogotá Mayor's Office:

Sistema Orgánico Funcional, Integral y Articulador (SOFIA)



SOFIA (Organic Functional Comprehensive Coordinating System) is a coordination system that seeks to coordinate the work of the health, protection and justice sectors to guarantee the right of women in the Bogotá District to a life free of violence. It works to prevent, address, punish, eradicate and provide redress for violence, seeking to centralise information and creating a single route provide support for women who have experienced gender violence. It is now the framework for inter-institutional coordination, in which the different sectors of the District Administration make decisions to ensure women enjoy the right to a life free of violence. Its services include:

- **Línea púrpura:** a free 24/7 hotline for women in need of legal advice and assistance in cases of violence. It is also complemented by a purple chat service and video call service with sign language.
- **Legal advice in hospitals:** to begin access to justice as soon as possible, with socio-legal care in the 4 sub-networks of the city's health system (five hospitals and one private clinic) and











to address the needs of victims of sex crimes, attempted femicide, and domestic violence turning to health services when first seeking help.

- **Safe spaces:** a strategy in partnership with more than 600 supermarkets, pharmacies, cafés and petrol stations all over the city, so that women victims of gender violence can seek help.
- **Refuge houses:** safe and protective spaces that guarantee shelter, food, clothing and transport for women in situations of gender violence and their children or dependants.
- Houses of Justice: spaces where citizens can access justice facilities provided by the District Administration. A new model of care for women in situations of gender violence is currently being implemented in seven Houses of Justice in Bogotá, bringing together all care, protection and penalty services in one place in order to guarantee access to justice, and preventing revictimisation.



Transformative characteristics

Coordinated intersectoral work. Focus on women by creating access to justice and comprehensive protection services where they are, and where they need it most, such as hospitals. Centralisation of actions and decisions in public policy on gender violence. Delivery of coordinated responses to cases of gender violence.



Challenges

Continue to strengthen inter-institutional coordination and improve the evaluation of actions undertaken by SOFIA. Create more training opportunities to enable qualifications for administrators of justice in guaranteeing women's rights.













Government of Mexico City:

Violence against women alert in Mexico City and Women's Legal Advisers

The Mexico City Violence Against Women Alert was declared on 25 November 2019. When declared, this mechanism activates a series of government measures to address and eradicate gender violence and femicides, seeking to guarantee the safety of women in a specific territory. At the same time, when the alert has been declared, regular follow-up meetings are held at which all the progress being made towards eradicating violence is reported, and a working group is established with participants from civil society and academia that oversees the Government's initiatives on a monthly basis. This working group is essential for progress to take place. This alert, which is still in force, was declared by Mexico City's Head of Government Claudia Sheinbaum in 2019, as a political statement of her commitment to the welfare of women and girls.

The Alert involves a series of actions and reinforces various services, including:

- 1. Public register of sex offenders and creation of the DNA Bank of sex offenders for Forensic Use in Mexico City.
- 2. The Olympia Act or **Digital Violence Act**: legislative reforms aimed at recognising and punishing digital violence.
- 3. Reinforcement of the Territorial Units for Addressing and Preventing Gender Violence (LUNAS): the Territorial Units for Addressing and Preventing Gender Violence of the Secretariat for Women's Affairs. These are spaces where women who experience any type of violence can find counselling and psychological and legal support, in addition to receiving information and referrals on issues including sexual and reproductive rights, and legal termination of pregnancies.

More than **68,333 cases of specialised care were provided** between January and October 2022 **and the risk of femicide** fell by **44.2**% in the 2,589 cases identified (Government of Mexico City, 2022).

- 4. Inclusion in the Organic Law on the Mexico City Prosecutor's Office of the obligation to provide certified training for public prosecutors, legal advisers and experts in dealing with women victims of violence.
- Increase in the number of Safe Paths.
- 6. Strengthening of the measures of the **"Let's Travel Safely and Securely"** Programme on public transport.
- 7. Improvements in physical spaces and support for women in the justice system for a faster, more accessible and more dignified service.











- 8. **Establishment of a comprehensive training strategy for police forces** with a gender and human rights perspective.
- 9. Creation of a **social audit** of law enforcement processes.
- 10. Creation of the **Specialised Gender Unit in the Secretariat of Public Safety** for comprehensive and timely attention to crimes committed against women.
- 11. Implementation of mass campaigns to highlight and raise social awareness of violence against women.

There is also the **Women's Legal Advisers service**, a **network of more than 120** lawyers accountable to the Secretariat, who are located in the various prosecutors' offices to guarantee women have access to justice. To date, three out of every ten investigation cases have begun as a result of Women's Legal Advisers visiting prosecutors' offices.



Transformative characteristics

Coordinated mechanism for the activation of public policies for the prevention of violence. External monitoring and oversight groups for the institution. Constant accountability. Intersectoral coordination work with justice and health. Guaranteed access to justice. Streamlining of investigative processes.



Challenges

Reinforce the alert actions and strengthen the monitoring groups so that they have greater impact and oversight. Expand the DNA register of offenders. Involve more professionals from all sectors in addressing gender violence, and not only specialised professionals from the Secretariat for Women's Affairs.













Mayoralty of Montevideo:

Care services in situations of violence

Montevideo has various services within the Gender Equality Advisory Division to address situations of gender violence, including:

- Women's Commune: providing comprehensive, free and confidential services to women over 18 years of age, regardless of their gender identity or sexual orientation, who have experienced situations of violence. It is present in all neighbourhoods of Montevideo.

In one of the Women's Communes (zone 13), a pilot service has been organised for children and adolescents who are the children of women in the Commune. Another two services for children and adolescents in situations of gender violence are about to be built as a result of this first experience.

- Other care facilities: in addition to the Women's Commune, the Mayoralty also provides an onsite service open 365 days a year to address and deal with emergency or crisis situations, working during the hours when the Women's Communes are closed, and providing a service throughout the day. Other services include a service for women with disabilities in a situation of gender violence, and a service for men who decide to stop engaging in violence.
- Territorial Gender Violence Referral Groups: in order to complement, strengthen and expand the work of the Women's Commune, the Gender Equality Advisory Division has a team of territorial gender violence referral groups, which is present in 6 of the 8 municipalities of Montevideo. The specialist referral groups work on the ground, carrying out prevention, awareness and training activities and campaigns, and addressing all areas of gender violence. They also provide advice and guidance in situations of gender violence, supporting women dealing with specialised services, and endeavouring to ensure that those who do not reach them due to various circumstances can do so. They also support the work done by municipal equality teams and organised groups in civil society. At the same time, this team of referral groups has identified the need to work with stakeholders in the territory and the neighbourhoods, and plans for the future therefore involve a commitment to the training of community workers, thereby adding this neighbourhood and territorial perspective to the work done by the referral groups and the services of the Women's Commune.



Transformative characteristics

Intersectional perspective in working with women and functional diversity. Complementary opening hours between different services. Help and support work directly linked to the territories.













Challenges

Expand services and work on gender violence in a combined rather than fragmented manner. Improve coordination with services that do not fall under the jurisdiction of the Mayoralty, but which have a role in providing care and support. Improve rural women's access to care services. Reinforce neighbourhood networks by creating a more community-based and less specialist profile for identifying cases of violence.



Barcelona Provincial Council:

Network of Territories Free of Violence Against Women



Barcelona Provincial Council has designed and deployed a series of programmes, services and resources that seek to contribute to and guarantee the right to live a life free of violence.

In the area of care, there is a **funding line** for territorial projects, which seeks to provide financial support to local institutions for the improvement or expansion of territorial services addressing gender violence. It also provides support and technical assistance for the development or updating of **protocols, plans and studies** by local authorities, and fosters the improvement of territorial circuits and networks.

These actions include **protocols for prevention and action** in situations of gender violence, and are a tool that the Provincial Council believes is very positive. These protocols are especially designed to prevent discrimination on the grounds of sex or sexual orientation, gender identity or gender expression. At the same time, they establish guidelines for action to identify situations of male violence and list the various specialised services that exist in the event that a case has to be referred to them.

The protocols also present, explain and reinforce circuits of action, making them a tool that clarifies the guidelines for action in various situations, and establishes which agents are responsible for the various actions to be undertaken. These circuits include agents from different services to address male violence, and are becoming consolidated spaces for networking and coordinated work between specialised violence services, the police and healthcare representatives, among others. The need for a comprehensive intervention model is thereby placed at the forefront, and interdepartmental work is enhanced.













Transformative characteristics

Protocolise and outline step-by-step interventions in cases of gender violence. Coordination and networking among different services that addressing cases of gender violence.



Challenges

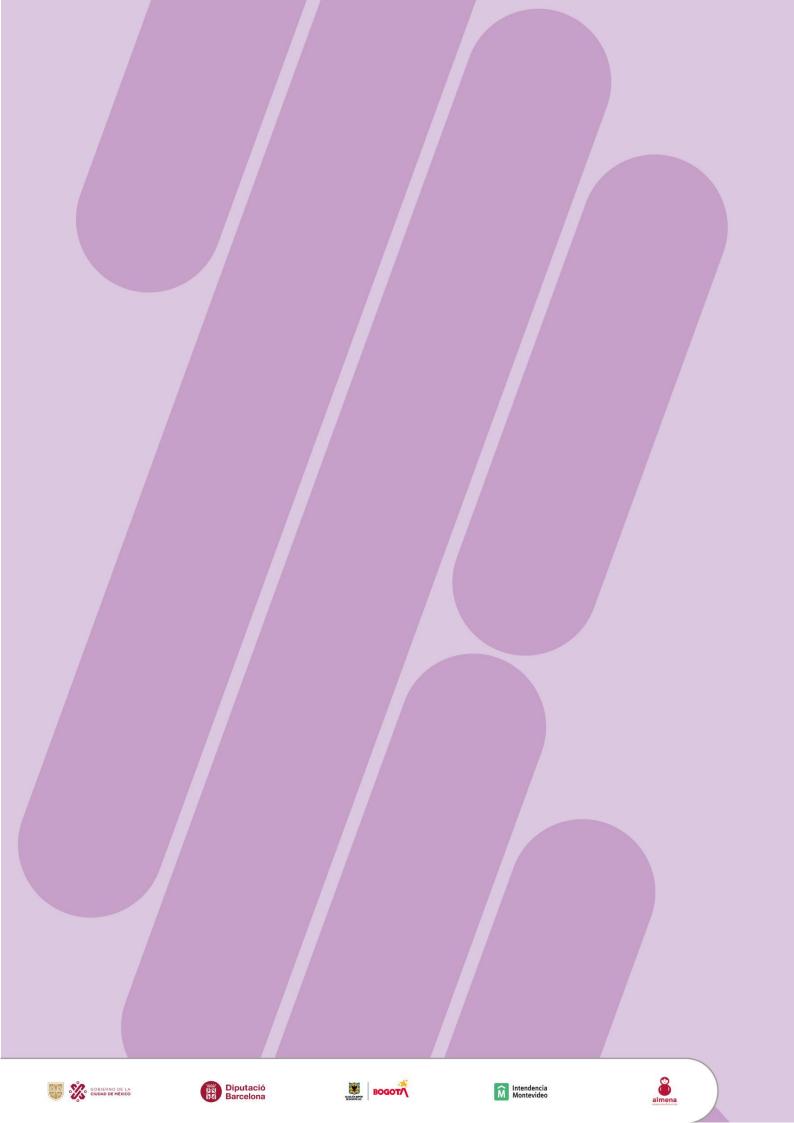
Create more training for professionals to implement the protocols. Coordinate the work of the various specialised care services. Ensure that the information and decisions made regarding care in the circuit and network areas reach as many professionals as possible in a service and do not simply remain restricted to the professionals who are involved in those bodies.























4. We continue walking together

During the Forum which took place on 22 and 23 September 2022, the need for this space to expand and grow was identified, to include many more women mayors and elected women mayors at the Latin American level, from diverse territories, from large, medium and small cities, who share the feminist perspective and a progressive vision of politics.

As explained in the introduction to this document, four topics were chosen for this Forum, but the conclusion was reached the **political participation of women** was a very powerful area, which was the focus of much discussion and occupied a large part of the event. This suggests that the participation of women in politics **is still recent, despite the fact that it is becoming an increasingly dynamic and central issue.** If women are not present in politics, and if they do not participate in these spaces, the feminist transformations that are necessary at a global level obviously cannot be carried out. For this reason, **this participation is fundamental and must be broad-based** in small and large municipalities, and in institutional, community and neighbourhood spaces.

The presence of women in these spaces is an issue of **justice**: they are half of the world's population, and politics must reflect this. It was also emphasised that if women reaching representative positions is the first step, more and more women (and men) must **position themselves as feminists** in order to undertake transformative policies, and work based on that perspective.

Despite the progress, there are still obstacles and this means that women in politics still experience many barriers and difficulties, harassment, and even political violence, which often lead them to give up their careers. Clearly, not all women experience these situations in the same way, since from an intersectional view all violence manifests itself in different ways, depending on the positions of oppression and privilege occupied, but political violence continues to exist, and is an undeniable fact.

The Forum noted that greater institutional commitment is still needed to move towards true gender mainstreaming. Likewise, communication with the public is an issue that must be enhanced, so that gender mainstreaming is seen as a contribution to democratic improvement











and progress towards social justice. It is essential to provide mechanisms for **accountability** so that citizens have ways to demand that the commitments made by institutions are fulfilled.

Care must be a backbone of all public policy and the layout of cities, and considered a basic right for life and the sustainability of the system. Strategies must be based on coresponsibility and be implemented by local governments, with the involvement of all social, public and private agents.

Gender violence remains a global problem, and is a concern that was clearly expressed at the Forum. The commitment to **prevention** must be central, with long-term strategies focused on **structural changes** in social consciousness as well as on the specific inequalities experienced by women.

This event has therefore sparked intense debates and reflections on issues of interest to Ibero-American elected women and women mayors, feminist organisations and the population in general. However, a great deal of work remains to be done, and there are still many issues that are concerns. As a final reflection, and with a view to the next steps to be taken together, here is a list of questions that may provide inspiration for the next meeting, and we conclude with a document containing the Manifesto of the "1st Forum of Ibero-American Women Mayors and Elected Leaders".

Questions for reflection and discussion on the topics discussed

Women's political participation

- What mechanisms can be used to **ensure women's access to and continued presence** in political representation and leadership positions? How can **support** be provided while they are in post?
- How can local authorities foster the individual and collective empowerment of women in politics? What **self-care measures** and what **sustainability** strategies can women implement in their political journey?
- How can broader political participation be encouraged and **diverse women** enabled to attain and remain in representative and leadership positions?
- How can local institutions relate to an active, diverse and changing **feminist movement**? From what spaces, and with what dynamics? How can a constructive dialogue be established?











- How can a deep and broad-based change be undertaken in local public policies so that they are open and permeable to **participation by the community**, and especially to **women at a grassroots level**?
- What form do feminist leaderships take in real everyday conditions?

Mainstreaming of the gender perspective

- What strategies can be implemented to ensure a **strong equality structure**, and impact by equality bodies on decision making and **policy prioritisation** of the various municipalities and local governments?
- How can **relevant indicators be built** that respond to the needs of the territory and diversity among women?
- How can we ensure that the **gender diagnostics** carried out are taken into account in all public policies at the local level, and not only those related to promoting gender equality? What strategy is needed so that the different departments include **equality objectives** in their own planning?
- How can a methodology be achieved that is based on consensus, shared and known by the entire institution in order to produce **budgets** with a gender perspective? What strategy for oversight or even evaluation strategy can be put in place to achieve a gradual incorporation of this perspective in budgets? How can we ensure that a minimum budget is constantly and progressively allocated to gender issues?
- How can we ensure that the **technical and political staff** at all levels are **trained in**, comply with **and are held accountable** for policies to promote gender equality?

Feminist Economics and Care

- How can **co-responsibility** of institutions, the private sphere, the community and men for a real **distribution** of care work be fostered?
- What needs to be done to produce public care policies that are built based on the **real needs** of caregivers (in their entire diversity) and of the people receiving care?
- What strategy should be implemented to make care policies a **mainstream perspective** within all local policies (urban planning, economic promotion, social services, etc.) and thereby become an ongoing priority for governments?











- How the territory's care services be expanded in a continuous and sustainable way?
- How can awareness of the importance of care and the promotion of roles that do not reproduce inequality be placed at the centre of overall politics?
- How can the human and employment rights of women caregivers **be promoted** at the local level? What steps must be taken to raise awareness and work with employers to ensure that they guarantee employment contracts and social security?
- How can policies that encourage the **employment integration** of women and help them to remain in the jobs be implemented? How can this be done without reproducing the logics of **horizontal segregation** that perpetuate gender roles in the labour market?
- What strategies can be used to work towards the **involvement and responsibility of companies** in guaranteeing rights and not reproducing inequalities in the workplace?

Eradicating male violence

- What strategies can be implemented by local governments to make gender violence a **problem that is prioritised** by the institution and addressed by all social actors?
- How can we involve the **community and women** who have survived situations of violence in the preparation of **campaigns and awareness-raising initiatives** to generate greater impact?
- How can we involve **young people** in prevention and awareness processes, including new formats and new languages that are attractive to them (social media, Instagram, videos, etc.)?
- How can we work to question and build **alternatives to hegemonic masculinity**, in view of the fact that it is the main risk factor for gender violence?
- How can we guarantee sufficient resources and public budgets for comprehensive **high-quality care** which covers the entire territory? How can we ensure comprehensive care that **genuinely focuses on women** and their well-being, and does not turn them into victims? How can we respect their times of life, needs and decisions?
- How can we create continuing education programmes for all professionals in government bodies?
- How can care for the children of women who are in a situation of gender violence, who are direct victims of this violence, be guaranteed?











Manifesto of the "1st Forum of Ibero-American Women Mayors and Elected Leaders"

Hundreds of women have gathered at this 1st Forum of Ibero-American Women Mayors and Elected Leaders to share our experiences in government and to undertake to continue making progress, with all our determination, in the construction of societies where everyone, and especially women and girls, can fully exercise their human rights.

We aim to make the full incorporation of women in the economic, political, social and cultural life of our territories a reality. Societies like the ones we dream of are only possible if we guarantee women's participation in public life.

We reaffirm our commitment to the noblest causes because we want to continue transforming the world and to eradicate poverty, inequality, discrimination, racism, classism and violence, among other injustices that deprive us of the world we all deserve. Our praxis must be aimed at improving conditions so that in the generations to come, a woman will never again live in unequal conditions and with her human rights threatened simply because she is a woman.

One of the most important breakthroughs made in recent decades worldwide and of course, in Latin America, has been the increased presence of women in spaces for decision-making and popular representation. Important cities including Mexico City, Bogotá, Montevideo and Barcelona, among others, are today governed by women who adopt a gender perspective in their daily politics, overturning the stereotypes that still persist in our countries.

We Ibero-American women governors accept the challenge of strict compliance with the international human rights agreements signed by our countries; and continuing to build and strengthen the transformation. Of joining the new forms of politics that favour the most vulnerable groups, and as the government, acting as guarantors of universal rights such as health, education, decent work and housing, a sustainable environment, and the right to free and safe cities; and as a priority, the right to a life free of discrimination and violence; for all girls, boys, adolescents











and women. We will be able to improve our environment not only with hope, but with hard work and commitment.

We make the commitment to eliminate any form of discrimination against women, to guarantee their full and complete development, for our growth, and by doing so we will be able to exercise and enjoy human rights and freedoms under equal conditions, with entire gender parity.

Today we are gathered here, as women constructing thought, representatives and bearers of the voice, who understand the needs of the people and who have been in contact with the people. That is why we respond to the people's demands; by creating public policies with a focus on a feminist agenda, highlighting the position of women and for women. Governing based on evidence, listening to the people and engaging in a dialogue and partnership with community and neighbourhood women's and feminist organisations.

This manifesto is evidence of what we can achieve by joining forces, exchanging ideas and listening to each other. The objective is clear. In our space and at our level of decision-making, we seek a healthy balance between the State and society, emphasising management with a gender, human rights and social justice perspective, that places the sustainability of life in all its expressions at its centre.

The right and responsibility of each and every one of those present here today is shared, eliminating any form of violence; focused on democracy, working so that women can participate fully and freely in the economic, social, environmental and political life of our territories. Our voice is present all across our nations, today more than ever.

This is a reminder and congratulations to all women working in various public bodies who have a transformative, left-wing agenda based on conviction, that their leadership at the local level has the power and the potential to accelerate the transition to inclusive, safe, resilient and sustainable cities and countries.

The struggle and work is tireless and never-ending, with this we will motivate other women who will join us and we will transcend territories. The impact of women in local, municipal and federal public office is increasing every day. We intend to eliminate the agendas of exclusion and privileges, promote solidarity among peoples and build a new way of doing politics, to guarantee the rights of all, eradicating violence and ensuring peace of mind. That is what we are:

Women united, building peace!

Mexico City, 23 September 2022

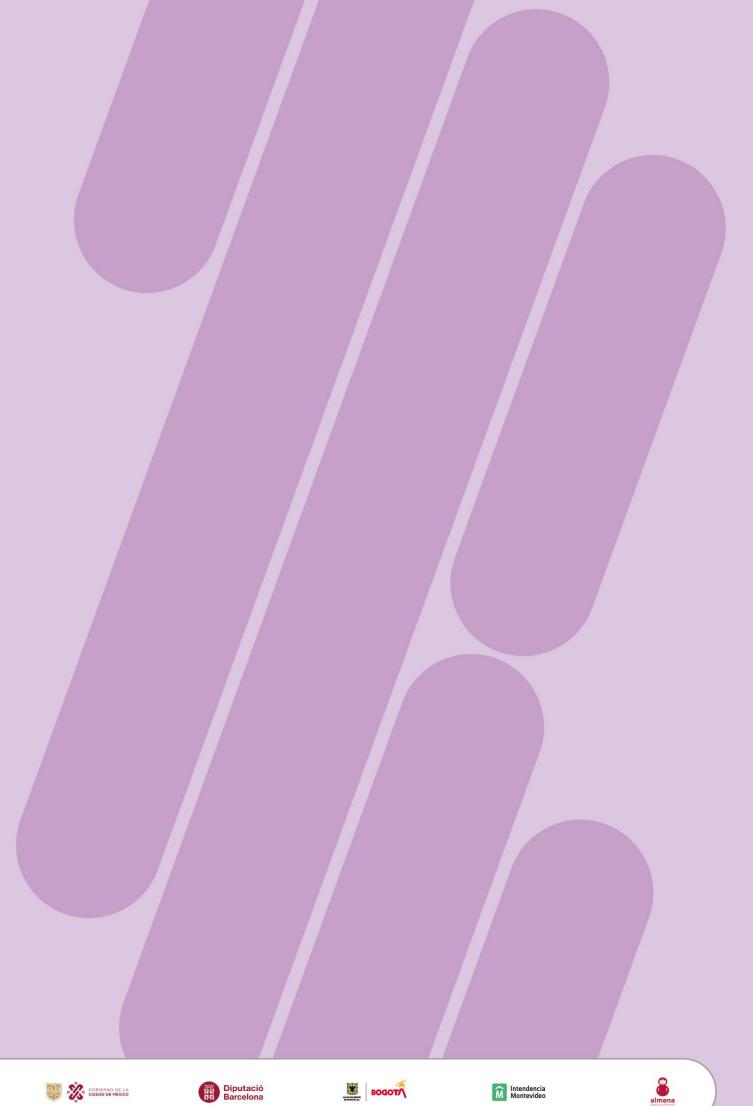
















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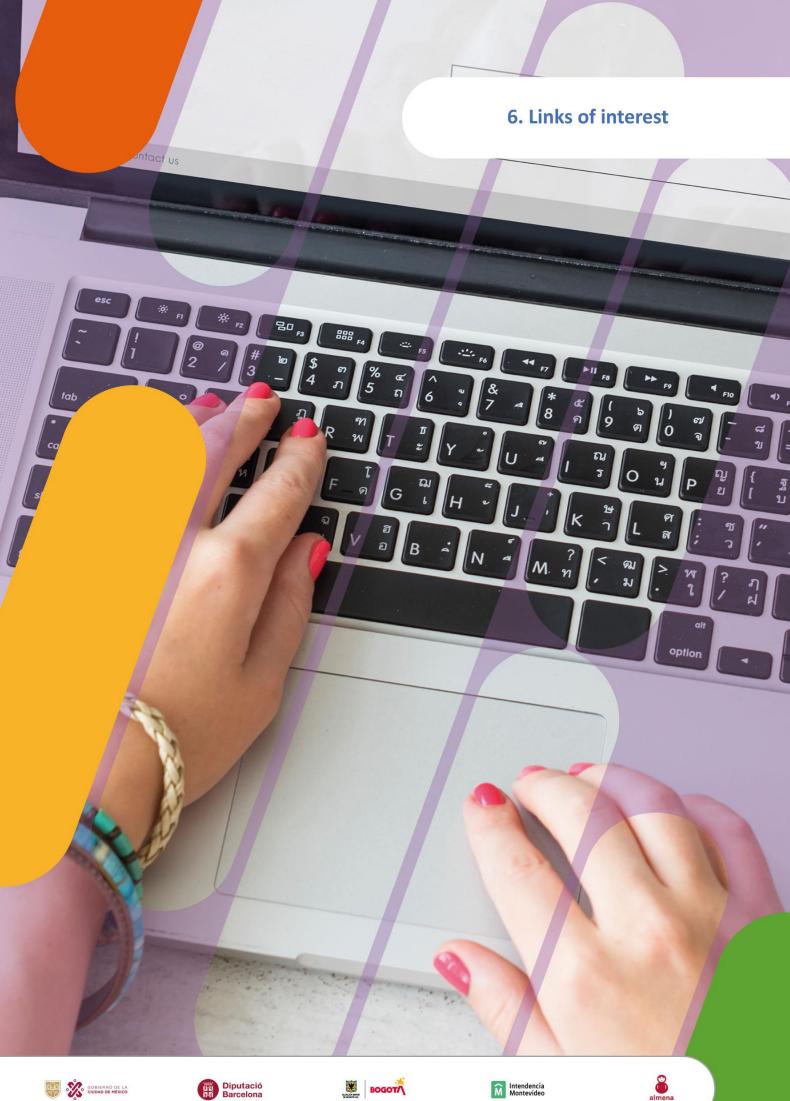
















6. Links of interest

Website of the 1st Forum of Ibero-American Female Mayors and Elected Leaders: https://electasiberoamericanas.org/

Sites of interest related to the local governments driving the Forum:

Mexico City:

- Mexico City Government website: https://cdmx.gob.mx/
- General Coordination of Advisors and International Affairs of Mexico website: https://www.cgaai.cdmx.gob.mx/
- Secretariat of Women of Mexico website: https://www.semujeres.cdmx.gob.mx/

Bogotá:

- Mayor's Office of Bogotá website: https://Bogotá.gov.co/
- District Directorate of International Relations of Bogotá website: https://Bogotá.gov.co/historico-alcaldia/quienes-somos-Bogotá-internacional
- Secretariat of Women of Mexico website: https://www.sdmujer.gov.co/

Montevideo:

- Mayoralty of Montevideo website: https://montevideo.gub.uy/
- Mayoralty of Montevideo International Relations and Cooperation Division website: https://montevideo.gub.uy/institucional/dependencias/relaciones-internacionales-y-cooperacion











 Mayoralty of Montevideo Gender Equality Advisory Division website: https://montevideo.gub.uy/institucional/dependencias/asesoria-para-la-igualdad-degenero

Barcelona Provincial Council:

- Barcelona Provincial Council website: https://www.diba.cat/es/
- Barcelona Provincial Council International Relations Department website: https://www.diba.cat/es/web/directori/direccio-de-relacions-internacionals
- Barcelona Provincial Council Department of Equality and Social Sustainability Office of Equality Policies website: https://www.diba.cat/es/web/directori/oficina-de-politiques-d-igualtat

Inspirational initiatives cited in the publication:

Political participation of women:

- LAB Bonnemaison Laboratory for leadership and innovation in feminist public policies: https://www.diba.cat/es/web/politiques-igualtat/labbonnemaison
- Bogotá 50/50: Route for Gender Parity in the Open Government of Bogotá: https://www.sdmujer.gov.co/noticias/sdmujer-recibe-reconocimiento-de-organizacion-de-estados-americanos
- Casa de las Ciudadanas Initiative: Municipality of Montevideo: https://montevideo.gub.uy/areas-tematicas/igualdad-de-genero/casa-de-las-ciudadanas
- Fondo Fortalecidas Juntas, Municipality of Montevideo: https://montevideo.gub.uy/fortalecidas
- Observatorio de Participación Política de las mujeres, Mexico: https://observatorio.inmujeres.gob.mx/

Gender mainstreaming:

- Gender equality strategy and action, Mayoralty of Montevideo: https://montevideo.gub.uy/areas-tematicas/igualdad-de-genero
- Montevideo Gender Equality Strategy 2021-2025:
 https://montevideo.gub.uy/noticias/genero/intendencia-elabora-nueva-estrategia-para-igualdad-de-genero











- Cabinet Council for Monitoring Public Substantive Equality Policy, Mexico City:
 https://www.jefaturadegobierno.cdmx.gob.mx/comunicacion/nota/instalan-consejo-de-gabinete-para-el-seguimiento-de-las-politicas-publicas-de-igualdad-sustantiva-del-gobierno-de-la-ciudad-de-mexico
- Public Policy on Women and Gender Equity 2020-2030, Bogotá:
 https://www.jefaturadegobierno.cdmx.gob.mx/comunicacion/nota/instalan-consejo-de-gabinete-para-el-seguimiento-de-las-politicas-publicas-de-igualdad-sustantiva-del-gobierno-de-la-ciudad-de-mexico
- Observatory for Women and Gender Equality, Bogotá: https://omeg.sdmujer.gov.co/
- Intermunicipal Comparison Circles (CC), Diputació de Barcelona:
 https://www.diba.cat/es/web/menugovernlocal/cci#:~:text=Los%20C%C3%ADrculos%20de%20Comparaci%C3%B3n%20Intermunicipales,mediante%20unos%20indicadores%20comunes%20consensuados.
- Specialisation Courses in Intersectionality and Public Policies, Diputació de Barcelona: https://www.diba.cat/es/web/convivencia/-/curs-d-especialitzaci%C3%B3-en-interseccionalitat-i-pol%C3%ADtiques-p%C3%BAbliques
- Gender Equality and Equity Budget Tracker (TPIEG), Bogotá:
 https://www.sdmujer.gov.co/sites/default/files/2021-08/archivos-adjuntos/guia-para-uso-del-trazador-presupuestal-de-igualdad-y-equidad-de-genero .pdf
- Public Budgets with a Gender Perspective, Mexico City:
 https://www.semujeres.cdmx.gob.mx/politicas-de-igualdad/presupuestos-perspectiva-genero

Feminist Economics and Care:

- District system of care in the community, Diputació de Barcelona
 https://Bogotá.gov.co/mi-ciudad/mujer/sistema-distrital-de-cuidado-en-Bogotá-sitio-web
- Towards a new public system of care in the community, Diputació de Barcelona:
 https://www.diba.cat/es/web/igualtat-i-sostenibilitat-social/cap-a-un-nou-sistema-de-cures-en-la-comunitat
- 2nd Plan for Gender Justice, 2021-2025, Barcelona City Council: https://bcnroc.ajuntament.barcelona.cat/jspui/bitstream/11703/123667/3/NouPla_20
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 https://bcnroc.ajuntament.barcelona.cat/jspui/bitstream/
 <a href=
- Barrido Inclusivo Programme, Mayoralty of Montevideo: https://montevideo.gub.uy/noticias/genero/inscripciones-para-barrido-inclusivo-edicion-2021-2022











 Fortalecidas Emprende Fund, Mayoralty of Montevideo: https://montevideo.gub.uy/noticias/genero/inscripciones-para-barrido-inclusivo-edicion-2021-2022

Eradication of gender violence:

- Senderos Seguros, Mexico: https://www.gob.mx/inmujeres/articulos/senderos-seguros-camina-libre-camina-segura?idiom=es
- Puntos Violetas, Municipality of Montevideo: https://montevideo.gub.uy/noticias/genero/funcionan-puntos-violetas-en-actividades-de-carnaval
- Montevideo free of sexual harassment: <a href="https://montevideo.gub.uy/montevideo-libre-de-acoso#:" : text=Si%20viviste%20una%20situaci%C3%B3n%20de,a%20trav%C3%A9s%20del%20Buz%C3%B3n%20Ciudadano.
- Sistema Orgánico Funcional, Integral y Articulador (SOFIA), Bogotá:
 https://www.sdp.gov.co/sites/default/files/anexo 2 documento base de datos sofia
 https://www.sdp.gov.co/sites/default/files/anexo 2 documento base de datos sofia
- Alert for Violence against Women, Mexico City: https://www.gob.mx/inmujeres/acciones-y-programas/alerta-de-violencia-de-genero-contra-las-mujeres-80739
- Gender violence support service in Montevideo: https://montevideo.gub.uy/servicio-de-atencion-en-violencia-de-genero-y-policlinicas
- Network of Territories Free of Violence Against Women, Diputació de Barcelona: https://www.diba.cat/es/web/pam-2020-2023/xarxa-de-territoris-lliures-de-violencies-masclistes





















