

GENDER EQUALITY STRATEGY 2022 – 2030

Introduction

Achieving gender equality is central to fulfil the UBC aims of promoting sustainable urban solutions, quality of life, human rights, and sustainable growth in the BSR.

Even if progress is visible, effective equality between women and men is far from being a reality. Gender gaps and structural barriers persist in many areas, which limit women and men to their traditional roles, and constrain women's opportunities to benefit from their fundamental rights

The 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs) adopted by world leaders in 2015, embody a roadmap for progress that is sustainable and leaves no one behind.

Gender equality and women's empowerment is one of the sustainable development goals, but also integral to all dimensions of inclusive and sustainable development. In short, all the SDGs depend on the achievement of Goal 5.

Gender equality is one of the priorities of the Union of the Baltic Sea, which remains fully committed to addressing both current and emerging challenges and to removing barriers to achieve substantive and full gender equality. In doing so, the UBC will adopt the strategy of gender mainstreaming.

Gender mainstreaming

The idea of mainstreaming of a gender perspective originates from development policies and the United Nation system. The Beijing Platform for action states:

"... United Nations system and all other relevant organisations should promote an active and visible policy of mainstreaming a gender perspective, inter alia, in the monitoring and evaluation of all policies and programmes"

UN 1995

In 1998, the Council of Europe published one of the most widespread definitions of gender mainstreaming:

“...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 policymaking”

Goal and strategic objective

The overall goal of the gender strategy is to actively promote democratic values and gender equality. The target is to achieve an effective realisation of gender equality and to empower women and men in the BSA by gender mainstreaming and strengthening the Union of the Baltic cities capacity in the field of gender equality.

The focus for the period 2022-2030 is to achieve gender mainstreaming in all UBC body.

1. By adopting a gender mainstreaming approach in all commissions and in the policy -and decision making we will ensure that new initiatives, projects and so forth are gender sensitive and therefore contribute to gender equality in the Baltic Sea region.
2. Encouraging the commissions to address the need for sex-disaggregated data in projects, monitoring and activities.
3. Involve all relevant actors, including gender equality experts and civil society in the process of gender mainstreaming.
4. Identifying and disseminating good practices from the commissions or other parts of UBC.
5. The gender equality strategy presupposes that all parts of the UBC, the commissions, decision-making, advisory and monitoring parts, and the secretariat should support and actively contribute to the achievement of the goal and strategic objectives. They are invited to take initiatives within their respective mandates and resources. To stimulate and facilitate this process the working group of gender equality will coordinate and provide a support the organization.

Settings, resources and working method

The mission and task for UBC working group of gender equality is to promote, support and monitoring the gender mainstreaming process.

During the period of the strategy the working group of gender equality will be managed by a steering-group representing the board, the secretariat and the commissions.

The working group of gender equality will also coordinate and host a group of experts in gender equality, representing both research, public bodies and civic sector.

In the purpose to disseminate good practice and increase knowledge the working group will:

- Publish a newsletter twice a year
- Arrange three webinars yearly
- Facilitate an annual workshop with representatives from commissions to create the annual working-plan for the working group.
- Initiate project and such for external funding for financing activities