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Gender & equal opportunities policy in the city of Genk



Department for Social Affairs – diversity & equal opportunities



Equal opportunities: 2 FT, 2 PT officers

Policy focuses on:

- Gender & empowerment of women
- LGBT's (tolerance & visibility)
- Diversity of our workforce

Genk:

65.667 inhabitants > almost 33.400 women
& girls

- 54% of women (of legal working age: 15 – 64 yrs) are unemployed
- Highest number of low educated unemployed women
- 1 out of 4 girls under 25 is unemployed

- Almost 35% of girls lag behind in school career
- 1 out of 2 women work part time (mostly because of work-family balance) vs. 3 to 7% of men



- In 2015 616 women turned to a local family violence service
- 1 out of 5 children is born in a underprivileged family, women can be a lever in improving the (starting) position of younger generations.



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Equal opportunities policy

Women empowerment en Gender policy

Since 25 years

Approachable projects

Focus on dialog across cultural en
religious differences



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Equal opportunities policy

Main topics:

Family violence

Work & economic independence

Work –family balance

Wellbeing & health (breast cancer)

mobility

Important element in our policy =
participation



participatory > active citizenship

steering committee Women of Genk

Future perspectives:

Building a strong group of volunteers, more focus on gender responsive governance

Examples initiatives 2015 – 2016

International Women's day: Family violence
(2015), work & empowering girls (2016)



Examples initiatives 2015 – 2016

Carpet of Life:

Collecting women's stories

global solidarity, collaboration women in
Morocco & Genk



Examples initiatives 2015 – 2016

Annual Intercultural Women's feast

500 women, volunteerbased

Indoor market for 'businesswomen & new talents'



Women's centre

600 women on annual basis

Major partner in Gender en equal opportunities

Mainly funded by the city of Genk

Goals: **social – learning - inspiration**

- Accesable program for all women in Genk
- Meeting place (cross cultural, cross religious)
- Empowering each other
- Experimental environment
- Guide & junction in professional network
- Feeds policy



Ambitions

- Expanding network with experts, new groups of women
- Female experts > consulted, collaborations with different departments

Program 2016-2017

Independance & empowerment

Bicycle riding & road safety courses, Empowerment & female leadership programs

Healty & wellbeing

Infosessions on breast cancer, legal aid, healthy diet, a genderneutral upbringing, yoga

Social acitivities

Cooking lessons, movie nights, Intercultural dance evenings

Equal opportunities also means:

LGBT-rights, visibility and tolerance amongst community, youth & schools

Diversity within city council workforce

Collaboration with UNIA: International day against racism & discrimination



Questions:

- Increase dialogue on certain health issues (taboo)
- How to sensitize youngsters on genderbased violence and gender stereotypes
- Good practices economic independence women