

Nantes' Pledge to the European Pillar of Social Rights

European Pillar of Social Rights – Principle No. 2 – Gender equality

Equality of treatment and opportunities between women and men must be ensured and fostered in all areas, including regarding participation in the labour market, terms and conditions of employment and career progression. Women and men have the right to equal pay for work of equal value.

Genuine equality between women and men constitutes a fundamental right that helps promote social cohesion in the territory. It is one of the components of a policy to ensure real equality and combat discrimination that has been mainstreamed into all public policies. The City of Nantes expresses its determination to act for the promotion of real equality between women and men and commits in its efforts to combat violence against women to building awareness of the need for victim assistance programmes.

In 2014, the City drew up a **public policy** co-drafted with all local actors. It adheres to the European Charter for Equality of Women and Men in Local Life, which constitutes its framework of reference.

The City has put in place a **plan of action 2014-2020** for gender equality that focuses on seven strategic directions:

- Promoting equality between girls and boys;
- Curbing gender-based violence;
- Building a city and services that are accessible to all;
- Assisting the most fragile and families in great difficulty;
- Developing gender equality within the City's framework of action for Europe and further abroad;
- Becoming a model community;
- Including vocational equality in human resource management.

Chaired by the Mayor and established in 2015, **the Nantes Gender Equality Council** aims at acting and jointly shaping public policies together with actors in the territory, promoting inter-knowledge and collective efforts, bringing together local actors in their diversity and implementing the plan of action. It operates as an open network with participation by all. Its 600 members consist of inhabitants, associations, companies, institutions and special guests representing all fields of interest for gender equality. An **annual programme** is prepared in reference to the plan of action driven by the community and submitted to the Council participants.

Many **concrete steps** have been taken since 2015:

- **With children and young people** through educational actions in schools, cultural creativity activities to combat stereotypes, with young women via talks on issues relating to the body and access to care, or measures in reaction to the absence of girls in youth recreational centres;
- In the **field of health**: multiprofessional health centres in certain priority neighbourhoods to round out the provision of preventive care and help sex workers claim their rights;

- In the **cultural field** via the feminization of Nantes street names and public facilities or through artistic creativity activities targeting homeless women.
- In the area of **sport**: women's role in the public space in conjunction with their practice of sports, specific sports offer geared to girls and young women - Starting Girls Run, a 100% women's race run at night, "Sportez bien les filles!", and the hosting of major women's international sporting events - Olympic Basketball Qualification Tournament in 2016, European Volleyball League in 2017 and the 2018 European Women's Handball Championships.
- For **access to work and professional equality**: awareness-raising and communication campaigns to promote women entrepreneurs, support for the "NegoTraining" project to help women gain confidence and negotiate their salary, actions to assist women in their employment pathway – assistance with identifying personalized childcare solutions for single-parent families in priority neighbourhoods who receive the Active Solidarity Income, "**Acting to combat discrimination in employment**" via awareness-raising and training for partners, professional and target publics seeking work in discrimination-related issues.
- Municipal spaces for women with no housing facing emergency social situations during the winter period.
- Through its System for the promotion of **responsible public procurement**, Nantes encourages the promotion of gender equality and efforts to combat discrimination in employment.
- Via the equality label in **internal human resource management**, Nantes encourages gender diversity in professions, promotes work-life balance, combats stereotypes, and ensures equality in career development. The City publishes an annual comparative status report on professional equality between women and men.

Combating gender-based violence and violence against women is a major thrust of the action plan: financial support for associations, the City's participation in the telephone remote protection system for women at high risk of violence, awareness-building for agents who may be in contact with women or child victims of violence (health workers, early children staff, teachers), campaigns to combat massive youth drinking to prevent violence against women, especially via a prevention campaign "Marre des soirées PLS" (Tired of evenings where you pass out) and the introduction of evening request stops in public transport to make women feel safer.

In view of the above, the City has decided to establish a **Post-trauma Consultation Centre for women victims of violence** that will open in autumn 2019 near the University Hospital Centre and the future Health neighbourhood and will be served by the major public transport lines. **The overall cost of the operation is estimated at €1 million**, of which nearly €900,000 are for works.

Violence against women constitutes a grave violation of their human rights. It affects their physical and mental integrity and very often causes psychotraumatic disabilities. Rarely identified or treated, such disabilities have a major negative impact on emotional, social, school and working life. Every year in Nantes¹, 12,000 women are victims of physical and/or sexual violence and 550 children are co-victims. To tackle this scourge, local actors, who already assist victims in the acute phase or provide shelter for women victims of violence, have stressed the need to open a dedicated space. The care provided must be multidisciplinary and comprehensive and complement existing services. Many institutional partners have mobilized to work alongside the City: the State, the department, the University Hospital Centre, the Employment Bureau, the Chief Public Prosecutor, etc., as well as over ten association stakeholders.

The Post-trauma Consultation Centre will take in adult women who have suffered violence and their co-victim children. **Its goals will be as follows:**

- Rapidly refer women victims of violence to qualified professionals and immediately provide assistance following an attack;

- Offer a space for listening with a view to discussing a traumatic event and help victims work out a long-term plan for rebuilding their life;
- Assist children who are collateral victims in situations of domestic violence.

Its missions, which cover various skill-sets such as social workers, legal advisors, psychiatrists and psychologists, are the following:

- Receive, listen to and refer victims, with facilities open 24/7, and monitor and coordinate their care with an advisor for each woman;
- Provide medical care, medical-psychological counselling tailored to victims' traumatic experiences and a range of paramedical services through alternative therapies;
- Supply information and advice on social issues as well as legal information and advice;
- Offer emergency temporary shelter, primarily in the evening, at night and on the weekend for crisis situations.

The Centre is also intended to become a resource centre and a coordination and discussion forum for professionals and associations.

Johanna ROLLAND

Mayor of Nantes

President of Nantes Metropole

A handwritten signature in blue ink, consisting of several vertical and horizontal strokes, positioned below the typed name and titles.