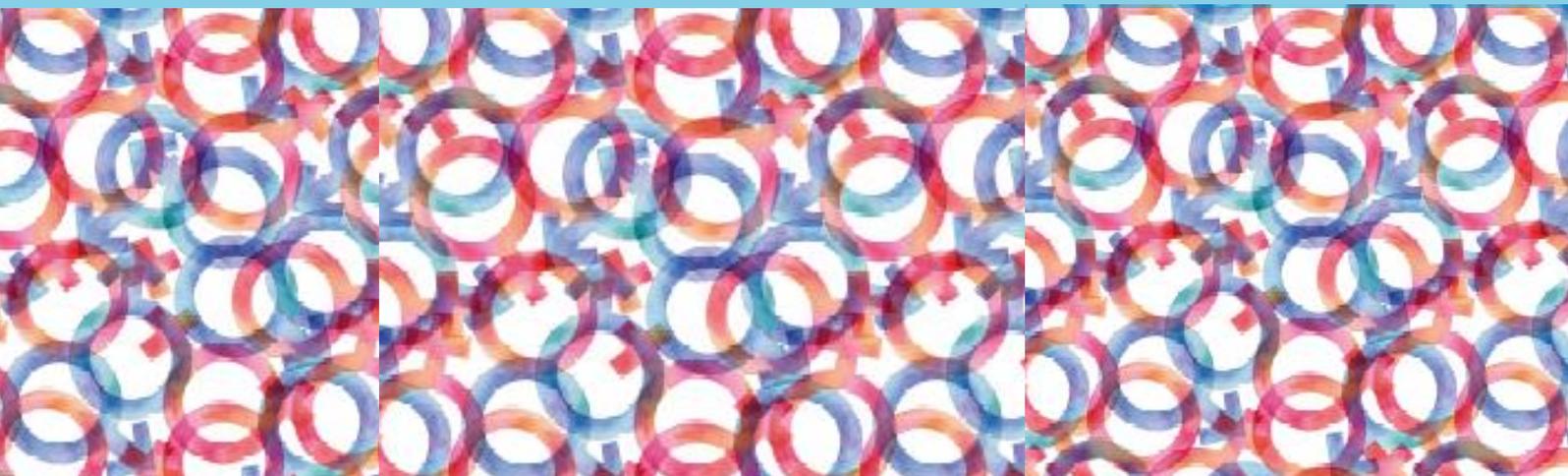


THIRD MARBURG ACTION PLAN EU CHARTER 2023-2025



The European Charter for Equality of Women and Men in
Local Life



IMPRESSUM

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Marburg, September 2022

**Marburg macht mit!
Für eine gerechtere Stadt.**



Foreword by the Lord Mayor



Ladies and Gentlemen,
Dear Readers,

By signing the European Charter for Equality between Women and Men in Local Life (otherwise known as EU Charter) in 2014 the University City of Marburg has committed itself to the goal of implementing the principles of equal rights and equal opportunities in all areas of life in our city.

For many communities within the European Union, the EU Charter constitutes an important basis for equality and as of today, 1,800 cities and municipalities in 36 countries have signed on to the charter.

Three years have passed since the enactment of the Second Marburg Action Plan. Despite the challenging past two years caused by the outbreak of the coronavirus pandemic, numerous measures of the ten priorities from the last plan could be implemented. My special thanks go to all the committed co-advocates from the city's community and the city administration who, despite the enormous challenges, could not be deterred from continuing to stand up for equality.

People who were already facing social and political disadvantage for various reasons before the pandemic were hit particularly hard by the crisis. Studies also show that the coronavirus pandemic has had a very negative impact on equal opportunities for women. This means that we must work even more intensively to achieve equal living conditions and opportunities for all people in Marburg from a gender perspective.

The Third Marburg Action Plan will be instrumental in this over the next three years. The twelve focus areas comprise a total of 47 measures and underline the intersectional approach of Marburg equality work.

Extensive participation and support by municipal politicians, employees of the city administration, representatives of independent institutions, and committed actors shows that the entire Marburg community sees gender equality as a common task.

Last but not least, I would like to thank the team of the Equal Opportunities Department, in particular the Head of Professional Services Dr. Christine Amend-Wegmann and the two speakers for the EU Charter Ann-Kathrin Dreyer and Laura Griese for their dedicated work in drawing up this Third Marburg Action Plan.

A handwritten signature in black ink that reads "Thomas Spies". The signature is written in a cursive, flowing style.

Dr. Thomas Spies
Lord Mayor of the University City Marburg

Welcoming Address from the Chairperson of the Gender Equality Commission



Ladies and Gentlemen,
Dear Readers,

For more than seven decades, gender equality has been enshrined in Article 3 of the Basic Law. Many members of the Marburg community are already working for gender equality in diverse ways. This is also reflected in the present Third Action Plan on the EU Charter. Measures are taken by independent sponsors, individuals, organisations such as the Philipps University and various professional services of the city administration.

Intersectionality is an important concept in the context of equality work. Based on the English term "intersection", it was introduced by the American lawyer and activist Kimberlé Crenshaw. It means that incidences of discrimination based on different, attributed or actually existing features can overlap, happen simultaneously or cause or intensify each other. We must therefore recognise that disadvantages in many people's lives are closely linked to their gender, sexual orientation, ethnicity or social status. The present action plan reflects this by taking into account different realities of life.

Another focus of the measures is on work against gender-based violence. During the pandemic, it has once again become alarmingly clear how necessary it is to protect women and girls from violence.

The importance of collaboration across federal state lines has also been demonstrated. I therefore very much welcome the fact that, with the Future Lab for Gender Equality in June of this year, we have set the starting point for intensive cooperation with Marburg's partner cities on important gender equality issues. We will continue to work on this international network and are looking forward to reciprocal visits and support as well as exchanges with our colleagues from the partner cities. The Third Action Plan takes up impulses and concrete action measures from this Future Lab.

I invite you to get to know the Third Marburg Action Plan for the EU Charter with its diverse measures and actors. Equality for all is something we can only achieve together. I would therefore be very happy if you continued to work in solidarity for equal rights and opportunities for all people in Marburg.

A handwritten signature in black ink, appearing to read 'K. Dinnebier'.

Kirsten Dinnebier
Full-time Councilwoman
Chair of the Equal Opportunities Committee

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- Improving women's access to housing

I. Introduction

“Equality of women and men constitutes a fundamental right for all, and an essential value for every democracy. In order to be achieved, this right needs not only to be recognised, but to be effectively applied to all aspects of life: political, economic, social and cultural.”

... what does the EU Charter actually mean?

- The EU Charter is a political declaration by the Council of European Municipalities and Regions regarding gender equality which was launched in 2006.
- The EU Charter sets out the fields of engagement where cities and municipalities can work to ensure that all people, regardless of gender, have equal opportunities - and to also ensure that existing social disadvantages are compensated for and reduced.
- The principles and goals of the EU Charter are implemented through action plans.
- No action plan of one city matches that of another city: the measures are created to suit local environments so that social equality really does become part of everyday life.

(Introduction to the European Charter for Equality of Women and Men in Local Life, Page 1)

1)

The present Third Action Plan for the European Charter for Equality between Women and Men at local level (EU Charter for short) aims to further strengthen and improve equality in different areas by means of a total of 47 measures in 12 priorities. Multiple discrimination is also taken into account. The key thematic areas are:

- | | |
|---|---|
| <ul style="list-style-type: none"> ▪ Action to address gender-based violence ▪ Labour force participation ▪ Gender equality in cultural activities ▪ Gender-specific social work with children and adolescents ▪ Gender-specific medicine and health ▪ Climate protection from a gender perspective | <ul style="list-style-type: none"> ▪ Political involvement of women ▪ Involvement of women and girls with disabilities ▪ Involvement of women and girls with migrant background ▪ Queer topics ▪ The city as an employer ▪ Housing, homelessness, shelterlessness |
|---|---|

Gender-specific measures by the Office for Equality, Diversity, and Non-Discrimination address all women who define themselves as such as well as all men who define themselves as such. Therefore, we have dispensed with the gender inclusive *-notation for women and men in the German version of this report. To date, the needs of FLINTA* persons

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have not yet been addressed across the board both in measures and linguistically. How this can be achieved is being discussed within the Office for Equality, Diversity and Non-Discrimination as well as with the City's equality commission and with experts. The revision of the EU Charter, which is currently being drawn up at the level of the European Council of European Municipalities and Regions, will also provide an important impetus in this area. The formulations for the measures taken by other professional services and institutions lie with the respective management.

The Third Marburg Action Plan for the EU Charter was drawn up from February to September 2022 by the City's Professional Service Unit 16 – Office for Equality, Diversity and Non-Discrimination – in collaboration with many members of the City's administration and community. Political committees were involved in the development of the Advisory Council on Foreigners, the Advisory Council on Disabled Persons and the Equality Commission.

The new Action Plan was based on the experiences, results, and recommendations of the First and Second Marburg Action Plans for the EU Charter. Proposals and ideas for measures were derived from these and coordinated with the parties involved with regard to feasibility and responsibilities. In addition, measures have been taken on new topics that have arisen from new needs. The preparation process has been accompanied and advised by the EU Charter Working Group – a steering committee consisting of representatives of all departments of the Marburg city administration and external experts – as well as the Gender Equality Commission.

We would like to thank all those involved for their cooperation in the present action plan in the form of exchanges, ideas, and proposals, as well as for their past and future commitment to gender equality in Marburg.

Continuing the achievements of the First and Second Marburg Action Plans for the EU Charter

The Third Marburg Action Plan builds on the positive effects of the First and Second Action Plans.

The survey conducted for implementing the Agreement of the European Council on Preventing and Combating Violence Against Women and Domestic Violence (in short: the Istanbul Convention) in the Second Action Plan had a major impact. The findings from this report have already led to the continuation of city-wide action against gender-based violence as well as to the conception and expansion of needs-based services.

The EU-funded project "Marburg ohne Partnergewalt" (Marburg without partner violence), which was carried out in cooperation with *Frauen helfen Frauen e.V.* and *Juko Marburg e.V.*, has had far-reaching success. In this way, city-wide structures against partner violence could be supplemented and strengthened, and the Third Action Plan builds on these successes.

The Third Action Plan is rounded off by measures in other areas that address current socio-political needs. The area of gender equality in action on climate protection as well as on queer topics are two examples of this.

In order to be able to implement all this, a strong network and good cooperation within Marburg as well as internationally is needed. The international exchange with Marburg's partner cities was intensified and put on a solid footing, especially at the "Sister Cities for

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Gender Equality" lab in June 2022. During this international meeting, participants exchanged views on topics and options for action aimed at advancing gender equality in the respective communities. This has already resulted in the first concrete projects, which have been included in this Action Plan.

We look forward to further cooperation for gender equality in our city and with the committed people in our partner cities!

Dr. Christine Amend-Wegmann
Head of Professional Services

Ann-Kathrin Dreyer and Laura Griese
Speakers for the EU Charter

II. Action Against Gender-Based Violence

The measures in this area build on the work on the implementation of the Istanbul Convention from the Second Action Plan and extend the area of action to current needs. This way, we can continue to follow the insight that women are affected by gender-based violence differently and more frequently than men.

The measures are also aimed at men and the queer community. A Europe-wide survey shows that "ethnic minorities (22%), LGBTI people who identify as non-heterosexual (19%) and people with disabilities or serious health problems (17%) are all highly affected by violence."¹ In order to prevent gender-specific power relations, more work with boys and men is needed. They, too, experience violence in various ways through culturally learned gender roles. Such stereotypes are usually the expression of traditional, conservative educational concepts, which are expressed in everyday action through sexist language and actions up to the tolerance of violence. Real equality, i.e. the freedom to develop individually, can only be achieved through reflection with culturally and socially learned modes of action and thinking, which can be found in all people regardless of culture or gender identity.

EU Charter References

- Article 5 – Working with partners to promote equality
- Article 6 – Countering stereotypes
- Article 10 – Multiple discrimination or disadvantage
- Article 14 - Health
- Article 21 – Safety and Security
- Article 22 – Gender-based violence
- Article 30 – Twinning and international cooperation

Measures

- Actions against catcalling
- Discrimination-sensitive advertising
- International exchange and networking on creative methods in work against gender-based violence
- Campaigns against sexism – public relations
- Campaign against sexualized violence at the training place and workplace
- "Marburg Without Partner Violence" in the various districts of the City
- Strengthening international cooperation against gender-based violence and mutual support
- WeGe – Ways out of violence in the Marburg-Biedenkopf region

- **Actions against catcalling**

¹ FRA, Civil Rights Survey 2019; data collection in collaboration with CBS (NL), CTIE (LU) and Statistik Austria (AT).

Action against gender-based violence

The term 'Catcalling' describes unwanted, mostly **discriminatory or sexist comments** or even **unwanted contact with strangers in public space**. This includes acts such as whistling, staring or sexualized statements and can culminate in acts of violence such as stalking or rape.

Studies show that those affected by these everyday, sexist, and discriminatory acts are almost exclusively FLINTA *persons.² Men are mostly harassed if they belong to a marginalised (socially devalued) group.

The harassing actions are an expression of traditional, patriarchal gender roles. They serve (unconsciously) to maintain the position of power of men in public space. Catcalling is therefore not to be regarded as individual, but culturally learned behaviour.

The **effects** of catcalling are evident at various levels. Those affected can develop psychosocial consequences such as constant tension or shame up to self-reproach. But social isolation or avoiding certain places and times can also be consequences. And it also has negative consequences for the users of such actions. Among other things, rigid, traditional roles are consolidated, which restricts the free self-development of all people.

The **measures** against catcalling therefore serve to make visible structural violence in social coexistence. Actions and projects aim at recognizing and re-learning traditional gender roles and stereotypes among (young) men and serve to strengthen and support those affected by such acts of violence.

Goal	<ul style="list-style-type: none"> ▪ Raising public awareness (especially in (young) men) of sexual harassment ▪ Promotion of civil courage ▪ Provide a platform for those affected and strengthen their sense of security
Target group	Urban community, especially (young) men
Measurable parameters	<ul style="list-style-type: none"> ▪ Public exposure on the annual Anti-Catcall Day (every 1st Friday in June) ▪ Collecting reports via suitable media ▪ Number of publicity measures
Data sources	<ul style="list-style-type: none"> ▪ Number of reported catcalls in the city of Marburg ▪ Number of actions carried out
Period of implementation	2022-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Nationwide network #keinkompliment #nocompliment ▪ Catcalls of Marburg – Team ▪ Municipal Office for Women and Equal Opportunities in the Marburg-Biedenkopf district ▪ Professional Services Unit 35/ Project Insight – Marburg against Violence ▪ Associations for feminist anti-violence work
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	5,000 annually

² This acronym stands for **f**emale, **l**esbian, **i**nter*, **n**on-binary, **t**rans*, and **a**gender persons

Action against gender-based violence

▪ Discrimination-sensitive advertising

Again and again, sexist advertising posters cause a stir. In response to discriminatory advertising campaigns, the City Council of the University City of Marburg adopted the proposed measure "Non-discriminatory advertising" (VO/0038/2021) on 28/05/2021. The measure results from the mandates to act in this resolution of the City Council and includes the following steps:

- **Implementation of a poster campaign** aimed at bringing the topic to the public eye within the Marburg community. For this the awareness campaign of the City of Munich on sexism in advertising serves as an example. The campaign will be accompanied by further public relations work, including on social media, and an introductory lecture on discrimination and advertising. Beyond sexism, the lecture will also focus on other forms of discrimination (intersectionality) and, if possible, be organized in cooperation with the Philipps-Universität Marburg.
- Examination and, if necessary, revision of the contracts with the distributors of advertisers in the field of outdoor advertising for the usage areas of Marburg public utilities.
- Revision of the Equality Office's Guide to Discriminatory Advertising (2015). Based on the current "Code of Conduct of the German Advertising Council against degradation and discrimination of persons", a **checklist for discrimination-sensitive advertising** will be attached to the guide, which still needs to be developed.

Goal	<ul style="list-style-type: none"> ▪ Educating about discriminatory advertising and identifying alternative advertising opportunities ▪ Development of recommendations for action on discriminatory advertising for advertisers
Target group	<ul style="list-style-type: none"> ▪ Marburg community ▪ Advertisers and distributors in Marburg
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of public relations measures ▪ Number of events ▪ Number of attendants at events
Data sources	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Period of implementation	2023
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	Office of Women's Affairs and Equal Opportunities of the Philipps University in Marburg
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	10,000 Euro total for budgetary year 2023

▪ International exchange and networking on creative methods in work against gender-based violence

During the "Sister Cities for Gender Equality" lab for the future, needs as well as best-practice examples of work against gender-based violence from Marburg and the twin cities were presented. In addition, there was an exchange on future projects. An important

Action against gender-based violence

result is that international cooperation with the twin cities against gender-based violence should be further developed and maintained.

Special focus will be placed on the linking of cultural and theatre pedagogical methods with actions against gender-based violence, which is already being pursued in some of the twin cities. The cities of Sibiu, Poitiers, and Maribor in particular, as well as the projects there, serve as best practice examples. There, creative methods are already being used.

In this respect, Marburg can learn a lot from the projects and experiences of the twin cities. In this respect, an exchange with the partner cities should take place in the future in order to supplement the existing tools for working against gender-based violence with creative methods and to integrate them into the existing work structure.

Goal	Greater linkage of creative methods with actions against gender-based violence
Target group	<ul style="list-style-type: none"> ▪ Multipliers of the partner cities ▪ Residents of the partner cities
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of visits or digital exchange meetings with the partner cities ▪ Number of participants in visits or exchange meetings ▪ Number of completed projects ▪ Number of participants in projects ▪ Evaluation of completed projects
Data sources	Overview of completed/planned projects
Period of implementation	2022-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 41 – Culture ▪ Associations of feminist anti-violence work in Marburg ▪ Creative projects to combat gender-based violence in the partner cities, especially in Poitiers, Maribor, and Sibiu
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	5,000 euros annually

Action against gender-based violence

▪ Campaigns against sexism – public relations

Sexism is a phenomenon of violence that is widespread and commonplace in society. The manifestations are manifold, mutually dependent, and usually begin well before physical assaults. However, they form the breeding ground for an anti-feminist attitude which can lead to the killing of women, so-called **femicides**. In 2019, the Council of Europe explained that even seemingly harmless incidents lead to an increase in the acceptance of violence, with role stereotypes and sexist language forming the breeding ground for verbal and physical violence. Sexism must also be viewed and treated in an intersectional way, i.e. in its intertwining with other forms of discrimination such as disability, ethnicity and many more.

The planned measures are intended to **raise public awareness of the various manifestations of sexism** and to provide those affected with a voice and information about rights and options for assistance. In addition, **preventive measures** should help to **reflect** on one's own roles, gender stereotypes and actions in order to minimize sexist phenomena.

The planned measures will focus in particular on the areas of **digital sexualised violence, catcalling** - sexualised harassment in public spaces - as well as **sexism in the workplace and training place**, but also on **femicides - the murder of women because they are women**. These violent phenomena occur in every society regardless of origin or social status, so the measures will be interpreted in a society-wide manner. As studies and police crime statistics repeatedly prove, this violence is mostly perpetrated by men, which is why a great focus is placed on addressing and involving this social group.

Goal	<ul style="list-style-type: none"> ▪ Educating about forms of sexism in different places (digital, in the workplace or training place, in the public sphere, etc.) ▪ Raising (young) men's awareness of sexist behaviour ▪ Empowerment of those affected
Target group	All residents in the city of Marburg, especially men*
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of publicity measures ▪ Number of events ▪ Number of participants
Data sources	Professional Services Unit 16 - Office for Equality, Diversity, and Non-Discrimination
Period of implementation	2023-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity, and Non-Discrimination
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Taskforce on the prevention of violence at the round table "No to violence against women and children in the Marburg-Biedenkopf district" ▪ Associations for feminist anti-violence work ▪ Professional Services Unit 35/Project Insight – Marburg Against Violence
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	10,000 euros annually

Action against gender-based violence

▪ Campaign against sexualized violence at the training place and workplace

A survey conducted by the Federal Anti-Discrimination Agency in 2015 found that **one in two respondents in Germany experienced sexual harassment at the workplace**. Sexual harassment takes place in the workplace regardless of sector and occupational position and mostly affects women, but also men and trans*, non-binary and inter* persons.

Despite these high numbers of cases, there are still **large knowledge gaps among employees, executives, and interest groups** about the facts of sexual harassment as well as legal options or offers of assistance.

Sexual harassment manifests itself in many forms and ranges from unwanted touches to attractive looks, gestures or comments to digital violence. But also structural discrimination such as unequal pay (gender pay gap) or subtle, invisible mechanisms that prevent women from being represented in leadership positions (glass ceiling). In particular, male networks and corporate cultures, in which prejudices, stereotypes and racism are at least tolerated, form a **breeding ground for gender-based violence**.

The aim of the measures is to strengthen the reflection capacity of the parties involved, to recognise and express their own limits, and to expand knowledge of legal options. On the part of the perpetrators, their verbal or physical transgressions are often based on stereotypes and traditional ideas of roles and norms. These must be revised with appropriate actions and training.

Goal	<ul style="list-style-type: none"> ▪ Making the rights of those affected by sexism at the workplace more visible in society at large ▪ Making offers and information about the options for receiving help more visible ▪ Raising awareness among company representatives and executives about manifestations of sexism
Target group	<ul style="list-style-type: none"> ▪ Employers and employees ▪ Trainees in the City of Marburg ▪ Authorities receiving complaints under AGG (General Act on Equal Treatment)
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of completed actions ▪ Number of employers who were contacted
Data sources	Evaluation of actions carried out in companies and in the public sphere
Period of implementation	2023 – 2025
Project management	<ul style="list-style-type: none"> ▪ Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination ▪ Advisory Centre on Anti-Discrimination in the City of Marburg
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Wendo Marburg e. V. ▪ Antidiskriminierungsverein Mittelhessen e. V. ▪ Special interest groups representing domestic economy and trade unions
Responsible for	Professional Services Unit 16 - Office for Equality, Diversity and

Action against gender-based violence

declarations of funding	Non-Discrimination
Planned use of resources	5,000 euros annually

▪ "Marburg Without Partner Violence" in the various districts of the City

The EU project "Marburg Without Partner Violence" took the central approach of increasing awareness and civil courage of the entire City population regarding domestic violence. Its continuation focuses on decentralized work in the individual districts of the City.

Every year, the statistics of the Federal Criminal Police Office show **an increase in the number of violent offences committed in partnerships**³, 80% of those affected are female, whereby the queer community, that is, trans*, inter*, non-binary or agender, is not reflected. In addition, a high number of unreported cases can be assumed, since violence in partnerships is subject to a high social taboo or is often regarded as private. The breeding ground for violence in partnerships is usually stereotypical, patriarchal ideas of roles, claims to power and dominance as well as misogynistic ideas.

The manifestations of domestic violence are broad and range from verbal to psychological to physical, sexualized or financial violence. Children are often affected, either directly or indirectly as witnesses of violence. Those affected by domestic violence often find it difficult to contact counselling centres for various reasons.

Decentralised counselling services and the involvement of the local social area are therefore required to provide comprehensive assistance that reaches as many people as possible. Such advisory services are to be implemented in selected districts. In addition, training courses should provide multipliers with opportunities to support those affected by (domestic) violence. Based on aspects of self-protection, civil society itself can be made aware of violence in order to actively intervene and interrupt acts of violence.

Goal	<ul style="list-style-type: none"> ▪ Implementation of district-based actions against partner violence. ▪ Awareness of gender-based violence, esp. partner violence, and knowledge of support structures
Target group	<ul style="list-style-type: none"> ▪ Residents of selected districts ▪ Multipliers in the districts
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of participants (city residents, multipliers, professionals) ▪ Number of public relations measures
Data sources	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Period of implementation	2023-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination

³

https://www.bka.de/DE/AktuelleInformationen/StatistikenLagebilder/Lagebilder/Partnerschaftsgewalt/partnerschaftsgewalt_node.html

Action against gender-based violence

Consultation/Counselling	<ul style="list-style-type: none"> ▪ Taskforce on the prevention of violence at the round table "No to Violence Against Women and Children in the Marburg-Biedenkopf District" ▪ Associations for feminist anti-violence work ▪ Local councils or district municipalities and community work in the districts
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	20,000 euros annually

▪ Strengthening international cooperation against gender-based violence and mutual support

At the "Sister Cities for Gender Equality" lab for the future, needs as well as best-practice examples of action against gender-based violence from Marburg and its partner cities were presented. In addition, there was an exchange on future projects. An important result was that international cooperation with the partner cities against gender-based violence should be further developed and maintained. To this end, a further exchange on the respective needs on site as well as on possibilities of mutual support should be initiated.

Particularly with Sfax, Tunisia, there should be closer cooperation in our work against gender-based violence.

It was also agreed that JUKO Marburg e. V. would continue the exchange with Direcția de Asistență Socială (DAS) Sibiu on approaches to working with perpetrators.

Closer cooperation between the partner cities in action against gender-based violence is important because it is precisely with regard to the strengthening of anti-feminist currents that mutual strengthening and mutual learning contribute to protecting achievements and further advancing equality.

Goal	<ul style="list-style-type: none"> ▪ Strengthening and consolidating international cooperation against gender-based violence
Target group	<ul style="list-style-type: none"> ▪ Multipliers in the partner cities ▪ Residents of the partner cities
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of visits or digital exchange meetings with the partner cities ▪ Number of participants in visits or exchange meetings ▪ Number of completed projects ▪ Number of participants in projects ▪ Evaluation of completed projects
Data sources	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination and equivalent institutions in the partner cities
Period of implementation	2022-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination and equivalent institutions in the partner cities
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 09 – Support for municipal bodies/city partnerships

Action against gender-based violence

	<ul style="list-style-type: none"> Organisations engaging in feminist anti-violence work in the cities Eisenach, Marburg, Maribor, Poitiers, Sfax, Sibiu
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	10,000 euros annually

▪ WeGe - Ways out of violence in the Marburg-Biedenkopf region

Escalation mechanisms in family systems of different constellations carry high risks and involve complex issues for which there has so far been no advisory service in the region. So far, there has been no basic, highly specialised advisory structure on the subject of family violence or on the subject of violence in general. This was especially true for women who exhibit violent behaviour in their partnerships or in the families, for men who are affected by violent behaviour in their partnerships, and also for people whose problems with violence were not located inside the home. The legal basis is the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention), in particular Articles 12 to 20 thereof.

WeGe offers psychosocial counselling and support to people with problems of violence. Questions about gender, the concrete role within the problem of violence or the concrete context are of secondary importance for access to counselling. The focus of the counselling is on breaking through the dynamics of violence and ending violent behaviour in the long term. The counselling is open to individuals, but also couples and families. The counselling is gender-sensitive, with both a male and a female counsellor available at the counselling centre. The counsellors have specific training and experience in the areas of violence prevention and counselling, as well as in-depth knowledge of local aid structures and intervention chains.

WeGe was established as part of a project funded by the German Television Lottery. The funding will expire at the beginning of 2023. The Third Action Plan for the EU Charter aims to continue the counselling work and extend it to other areas of violence prevention in order to fill existing gaps.

Goal	<ul style="list-style-type: none"> Low-threshold access to counselling for people who have come into contact with domestic violence through proactive counselling Closure of supply gaps for those seeking advice, including men who have experienced violence in romantic relationships, in the Marburg-Biedenkopf region Expansion of the network of prevention services and intervention chains in relation to violence
Target group	<ul style="list-style-type: none"> People who show/have experienced violent behaviour in their romantic relationships or families People whose problem of violence could not be located in the home Professional public
Measurable parameters	<ul style="list-style-type: none"> Number of counselling sessions Number of publicity measures Number of networking meetings with various Professional

Action against gender-based violence

	services and independent sponsors in the City of Marburg
Data sources	Reports by Juko Marburg e. V.
Period of implementation	2023 – 2025
Project management	JUKO Marburg e. V.
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Taskforce on the prevention of violence at the round table "No to Violence Against Women and Children in the Marburg-Biedenkopf District" ▪ Relevant professional services of the city administration ▪ BAG work with domestic violence offenders
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	45,000 euros for budgetary years 2023 to 2025

III. Participation in the Labour Market

Pursuant to the EU Charter, municipalities undertake to promote equal opportunities for people in the field of economic development and to take full account of their individual needs and interests. This also includes reducing existing disadvantages in work environments due to gender. Quite fundamentally, there is a need for opportunities that reduce prejudices and fears of women towards the stem professions. In a digitized world, education in these formerly male dominated areas means socio-political participation and independent living. Women continue to be disadvantaged and underrepresented in the field of business start-ups, where specific support services are also needed. In addition, women are more likely to be affected by poverty in old age, as they often stop working in order to carry out most of the care work (bringing up children, caring for relatives, household, etc.) during their lifetime.

EU Charter References

- Article 5 – Working with partners to promote equality
- Article 10 – Multiple discrimination or disadvantage
- Article 13 – Education and lifelong learning
- Article 18 – Social inclusion
- Article 27 – Economic development

Measures

- Opportunities specifically for women to receive basic digital education
- Gender-specific aspects of promoting entrepreneurial start-ups in the region
- Living well in old age – what does a woman have to do? Workshop on the prevention of poverty in old age

▪ Opportunities specifically for women to receive basic digital education

Due to increasing digitisation, digital technologies and media are now indispensable in every area of life. Therefore, knowledge and skills in dealing with digital technologies and media are important for a self-determined and independent lifestyle as well as for social participation. Access to digital literacy varies according to gender, age, migration or level of education. While young people tend to have few differences between the sexes in terms of basic digital skills, older women or women with few resources tend to have a more limited range of those. Frequently, this is accompanied by – socially induced – self-attributions and/or fears of contact and excessive demands. Therefore, educational formats are needed that convey basic digital skills at low thresholds and in a protected space. The aim is to strengthen opportunities for digital participation by empowering participants to use digital media and technologies independently and critically, including for participation in further education. The course is intended to be tailored to specific target groups and could be aimed, for example, at older women or migrant women.

The prerequisite for this is the professional and pedagogical qualification of course leaders for digital basic education for adults – if possible, within the framework of the "Code

Participation in the Labour Market

Up" project of the International Rescue Committee. Ideally, aspects of language, culture and gender sensitivity are also conveyed, so that they can at least implicitly find their way into the implementation of the educational opportunities.

Goal	<ul style="list-style-type: none"> ▪ Qualification of course instructor(s) for basic digital education for adults: technical, pedagogical, and ideally also with regard to language, cultural, and gender sensitivity ▪ Teaching competencies for the use of digital media – including awareness and digital literacy/security in the online "world" in simple language
Target group	<ul style="list-style-type: none"> ▪ Potential course instructors ▪ Women with basic digital education needs – according to their own assessment
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of qualified subjects (= course instructors) ▪ Number of registrations (participants) ▪ Number of active participants ▪ Course evaluation
Data sources	Professional Services Unit 43 – Adult Education Centre
Period of implementation	2023-2024
Project management	Professional Services Unit 43 – Adult Education Centre
Consultation/Counselling	Professional Services Unit 16 - Office for Equality, Diversity, and Non-Discrimination
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity, and Non-Discrimination
Planned use of resources	A total of approximately 2,500 euros for necessary materials, qualification measures, and professional fees

▪ Gender-specific aspects of promoting entrepreneurial start-ups in the region

The number of entrepreneurial start-ups in Germany is steadily declining overall and has continued to decline in the context of the coronavirus pandemic. The proportion of women in this area is still very low. According to the Global Entrepreneurship Monitor, only 3.9 percent of women in Germany become entrepreneurs.

Together with actors from the region, the university city of Marburg is committed to improving the start-up situation in Central Hesse. This is done through a large number of events on the topic of start-ups, which are carried out by the actors independently or in cooperation with the city, as well as through individual projects, such as the Startup Weekend Mittelhessen or the Founder Lab/Founder School Mittelhessen. In the latter project, the two main success factors for start-ups, exchange, and knowledge transfer, are to be maintained, on one hand. On the other hand, in addition to the academically oriented clientele, other target groups interested in founding a business should also be provided with systematic and continuous access to these resources. For the Founder Lab and Founder School opportunities, teams of young women should also be explicitly addressed in order to increase their willingness to start up an entrepreneurship.

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In addition, gender aspects will be mainstreamed in all activities to promote start-ups in the region. If needed, events should be held specifically for women and founders should be made known as role models. This is done, for example, within the framework of the Female Entrepreneur Summer School, hosted by the Philipps University of Marburg, which is hosted with financial support from the City of Marburg, among other things.

Goal	<ul style="list-style-type: none"> Gender aspects become part of the activities to promote start-ups in the region Increasing the willingness of women to set up a business
Target group	All women who are entrepreneurs or who want to become entrepreneurs
Measurable parameters	<ul style="list-style-type: none"> Number of participants in events (interested women, women entrepreneurs) Number of women as speakers at events Number of publicity measures
Data sources	Field Office 15 – Urban and Regional Development, Economic Development, and Statistics
Period of implementation	2022-2025
Project management	Field Office 15 – Urban and Regional Development, Economic Development, and Statistics, in cooperation with the Chamber of Commerce and Industry, the district of Marburg-Biedenkopf, and Schneider Kultur- und Gründerzentrum GmbH & Co. KG
Consultation/Counselling	<ul style="list-style-type: none"> Entrepreneurship Network Marburg-Biedenkopf e.V. District Craft Trades Association Marburg-Biedenkopf Chamber of Commerce and Industry Kassel-Marburg MAFEX, Gründerinitiative Mittelhessen Phillips-Universität Marburg
Responsible for declarations of funding	Field Office 15 – Urban and Regional Development, Economic Development, and Statistics
Planned use of resources	None

- Living well in old age – what does a woman have to do?** **Workshop on the prevention of poverty in old age**

The issues of women's participation in the labour market and old-age poverty remain relevant. Wage inequality, family-related interruptions in employment, unpaid housework, part-time work, divorce: there are many reasons why the so-called "gender pension gap" is also a topic for talking, listening, and acting in the university city of Marburg.

The fact is that women in Germany receive a lower life income and thus lower pensions than men and are therefore more at risk of old-age poverty. Studies show that people with interrupted employment biographies, the low-skilled, the solo self-employed, the long-term unemployed, the chronically ill and single people will in future be particularly affected by the increase in old-age poverty. This is even more true for women who belong to one of these groups. Although many women are aware that they have a shortage of care in old age, they are afraid to take action themselves and do something about it.

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Many possible solutions to old-age poverty are decided at federal level, through pension, economic or family policies. As part of a local prevention project, women in Marburg are to be made aware of the topic and encouraged to take care of their own life planning and their finances instead of leaving them to others.

To this end, a workshop on the "prevention of old age poverty " will be organised and, in addition, information events will be initiated at schools, vocational training institutions, universities, etc.

Goal	<ul style="list-style-type: none"> ▪ Awareness-raising: raising women's awareness of retirement provision ▪ Information on women's pension problems ▪ Identification of options for action on the subject of retirement provision ▪ Encouraging women to become active in terms of pension provision
Target group	Women between 18 and 55 years of age in the Marburg area, core target group: women between 25 and 45 years of age
Measurable parameters	1 - 2 events 100 > Participants in events <ul style="list-style-type: none"> ▪ ongoing public relations activities
Data sources	Zonta Club Marburg
Period of implementation	2023 to 2024
Project management	Zonta Club Marburg
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination ▪ Municipal Office for Women and Equal Opportunities in the Marburg-Biedenkopf district ▪ Other stakeholders from urban and civil society
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	Annual subsidy 1,000 euros

IV. Gender equality in cultural activities

On the occasion of the City's anniversary Marburg800/"Inventing Marburg", the two-day future lab "Sister Cities for Gender Equality" with representatives from the partner cities took place in June 2022. Initiatives from the partner cities and Marburg were presented on the main topic of gender equality in the cultural sector and approaches were discussed to achieve more gender equality in the cultural sector.

It became clear that some effort is still needed to achieve gender equality in cultural activities. The measures planned for this purpose use various approaches, from the initiation of a festival for gender equality in Marburg, through targeted support for individual actors to the consideration of gender aspects in cultural funding by the university city of Marburg.

EU Charter References

- Article 5 – Working with partners to promote equality
- Article 6 – Countering stereotypes
- Article 10 – Multiple discrimination or disadvantage
- Article 18 – Social inclusion
- Article 22 – Gender-based violence

Measures

- Festival for gender equality in Marburg
- Gender equality in the organisation of cultural events
- Guest photographers from the partner cities at the Adult Education Centre photo days
- Implementation of the funding guidelines for cultural events

▪ Festival for gender equality in Marburg

On the occasion of the City's anniversary Marburg800/"Inventing Marburg", the two-day future lab "Sister Cities for Gender Equality" with representatives from the partner cities took place in June 2022. Initiatives were presented from the partner cities Poitiers, Maribor und Sibiu, which for several years already have hosted regular festivals for gender equality with different orientations. These festivals are well received in all partner cities and have a positive impact on the local cultural scene.

The first attempts for comparable event formats in Marburg were made after the Future Lab at "Marburgs FLINTA* stics" at the KFZ Marburg e. V. In addition, a FLINTA festival (FLINTA *SPHERE) at Café Trauma is planned for the summer of 2022. In addition to this, and inspired by the examples of the partner cities, a festival for gender justice is to be planned and implemented in Marburg for the summer of 2024, which will give female and queer artists a stage and increase their visibility.

Goal	▪ Increasing the visibility of female and queer artists and musicians/ FLINTA persons
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Gender equality in cultural activities

	<ul style="list-style-type: none"> Promoting gender equality in cultural activities
Target group	<ul style="list-style-type: none"> Marburg city community Culturally creative individuals in Marburg and, if needed, in the partner cities
Measurable parameters	<ul style="list-style-type: none"> Number of events with women artists and queer artists Number of artists booked Number of publicity measures
Data sources	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Period of implementation	2022-2024
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	<ul style="list-style-type: none"> Department 7 – Gender Equality, Culture, and Diversity Professional Services Unit 41 – Culture Performers from the cultural scene in Marburg Professional Services Unit 09 – Support for municipal bodies/Twinning
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity, and Non-Discrimination
Planned use of resources	To be determined

Gender equality in the organisation of cultural events

On the occasion of the City's anniversary Marburg800/"Inventing Marburg", the two-day future lab "Sister Cities for Gender Equality" with representatives from the partner cities took place in June 2022. Initiatives from the partner cities and Marburg were presented on the main topic of gender equality in the cultural sector and approaches were discussed to achieve more gender equality in the cultural sector.

A database of female and queer artists (local, national, international) could be created for the planning of future events in the cultural sector, or cooperation with initiatives such as Keychange or Music Women Germany could be expanded in order to increase the proportion of booked female and queer artists. In addition, the contacts gained within the framework of the Future Lab from gender festivals and cultural initiatives in the partner cities of Poitiers, Sibiu, Maribor, and Sfax can be networked for Marburg cultural initiatives. At cultural events, these could act as multipliers to women musicians and queer musicians in the partner cities, help to make cultural events more equal, and open them up to the queer scene.

Gender equality in cultural activities

Goal	Promotion of gender equality in cultural activities
Target group	Culturally creative individuals in Marburg and, if needed, in the partner cities
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of events ▪ Number of artists booked ▪ Number of participants
Data sources	Statistics for Professional Services Unit 41 – Culture
Period of implementation	2022-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	Performers from the cultural scene in Marburg
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	5,000 euros for professional fees and necessary materials

▪ Guest photographers from the partner cities at the Adult Education Centre photo days

Starting in 2024, the Marburg Adult Education Centre and Kultur Netzwerk Fotografie Marburg would like to welcome guest photographers from the partner cities to the Adult Education Centre photo days. Attention should be paid to a balanced representation of female, queer, and male photographers. It is also conceivable that the Marburg city partnership associations could participate in an accompanying programme.

The Adult Education Centre photo days always take place on the 2nd March weekend of a year. In 2024, the opening will take place on 8 March, International Women's Day. Accordingly, a female photographer will first be invited for the launch of this event.

Goal	<ul style="list-style-type: none"> ▪ Greater visibility for photographers from the twin cities at Adult Education Centre photo days ▪ Balanced representation of female, queer, and male photographers from the partner cities who are invited to Marburg
Target group	Photographers from partner cities
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of invited photographers from partner cities (female, queer, male) ▪ Number of visitors to the Adult Education Center photo days ▪ Number of visitors to the accompanying programme
Data sources	Professional Services Unit 43 – Adult Education Centre
Period of implementation	From 2024 every 2 years
Project management	<ul style="list-style-type: none"> ▪ Professional Services Unit 43 – Adult Education Centre ▪ Foto.Spectrum.Marburg and Kultur Netzwerk Fotografie Marburg
Consultation/Counselling	Professional Services Unit 09 – Support for Municipal Bodies/City Partnerships
Responsible for	Professional Services Unit 09 – Support for Municipal

Gender equality in cultural activities

declarations of funding	Bodies/City Partnerships
Planned use of resources	To be determined

▪ Implementation of the funding guidelines for cultural events

In 2020, the German Cultural Council noticed a gender pay gap in a nationwide study on women and men in the cultural entertainment industry. In this sector, there is still a gross difference of 20% on average. Within the meaning of the Basic Law, Article 3 (2), the university city of Marburg is looking to achieve more gender equality in the cultural and creative sectors.

This shall be accomplished from 2022 to 2025 through targeted support measures. These include the specific support of FLINTA and women, the provision of advice and qualification for institutions and individuals to implement gender equality in cultural and creative organisations, the promotion of young talent, and empowerment and mentoring in women's and girls' work. In addition, gender-sensitive programme planning shall be promoted through a joint mandate, and fair payment shall be managed through target agreements with cultural institutions. The achievement of the above objectives is measured by key figures.

Goal	<ul style="list-style-type: none"> ▪ Promotion of gender equality in cultural activities ▪ Equal share of stage
Target group	<ul style="list-style-type: none"> ▪ Full-time and part-time cultural performers ▪ Institutions, agents, and service providers in the cultural and creative sectors ▪ FLINTA, women and girls
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of projects funded through the Women and FLINTA programme ▪ Number of events as well as training and qualification measures supported ▪ Objectives and numeric indicators for gender equality within the framework of the new funding guidelines to be set up: <ul style="list-style-type: none"> ○ Percentage of booked artists (by gender) ▪ Staff resources for primary prevention are available ▪ Concept for primary prevention including evaluation has been developed ▪ Number of opportunities and number of participants
Data sources	Professional Services Unit 41 – Culture
Period of implementation	2022-2025
Project management	Professional Services Unit 41 – Culture
Consultation/Counselling	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Responsible for declarations of funding	Professional Services Unit 41 – Culture
Planned use of resources	Annually 15,000 euros for FLINTA and women programme starting from budgetary year 2023

V. Gender-specific social work with children and adolescents

In order to strengthen gender equality and the free individual development of personality beyond narrow gender roles, gender-sensitive pedagogy is necessary. This includes, in particular, reflection on socially and culturally learned gender roles. The learning process starts very early, so pedagogical interventions should start in early childhood pedagogy. Needs-based opportunities should cover the entire life phase up to early adulthood in order to support individual personality development, especially in highly stressful transitions such as that from childhood to adolescence and into adulthood. An important area in early youth (adolescence) is also the choice of occupation, where there are still significant gender differences in the various occupational fields.

EU Charter References

- Article 5 – Working with partners to promote equality
- Article 6 – Countering stereotypes
- Article 10 – Multiple discrimination or disadvantage
- Article 13 – Education and lifelong learning
- Article 14 - Health
- Article 15 – Social care and services

Measures

- Diversity in the daycare centre
- Gender-sensitive and cliché-free counselling for young women in the transition from school to work
- Sexual orientation and gender identity in residential youth welfare

▪ Diversity in the day-care centre

Books, films, and computer games for children often tell stories that shape one-sided or restrictive role models. Some children simply do not occur at all because, for example, they have two fathers or sit in a wheelchair. In the Children and Youth Strengthening Act, inclusion is understood as the guiding principle of child and youth assistance. Accordingly, educational professionals should bring social diversity to children at an early stage in order to support them in their development of identity and self-determination.

The plan is to qualify pedagogical specialists for diversity and variety with the aim of subsequently addressing the topic in practice. The range of material offered in the day-care centres (books, role-playing material, interior design, etc.) should also be reconsidered and optimised for specific topics. In working with families, the topic of diversity and variety can be experienced in a playful way. The following formats are used for this:

The **media package** "Cliché-free Diversity and Variety in Families and Lifestyles" by the non-profit group Klische*esc e.V. has already been purchased and made available to day-care centres. The use of the media case is to be further promoted, for example by its presentation in various working groups for pedagogical specialists (expert advice round,

Gender-specific social work with children and adolescents

management working group, language workshops, joint meeting of the language daycare centres).

Workshops on the topic “Diversity in Picture Books” for pedagogical specialists in childcare (under City sponsorship as well as under independent sponsors) shall be put on as a qualification and reflection measure. The workshops are carried out in cooperation with Weltladen Marburg e.V., which designs them and regularly offers them as part of the training as an educator at Käthe-Kollwitz-School. In addition, a workshop on gender-sensitive work in the day-care centre will be designed and put on.

Finally, to raise awareness among family members, a material box with a focus on diversity is to be developed, which can be used for family afternoons with games and promotions for the whole family. Finally, to raise awareness among family members, a material box with a focus on diversity shall be developed, which can be used for family afternoons with games and promotions for the whole family.

Goal	Qualification of pedagogical professionals on the subject Offer of practical material with a focus on diversity for day-care centres as well as for family afternoons
Target group	<ul style="list-style-type: none"> ▪ Direct target group: Pedagogical specialists at day-care centres ▪ Indirect target group: children at day-care centres ages 1-6 and their families
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of times the media package is borrowed ▪ Number of participants in workshops ▪ Development of a material box ▪ Number of times the material box is borrowed
Data sources	Statistics for Professional Services Unit 58 – Childcare regarding borrowing of the media package, participant lists as well as contents of material box
Period of implementation	2022-2024
Project management	Professional Services Unit 58 – Childcare
Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination ▪ Weltladen Marburg e. V.
Responsible for declarations of funding	Professional Services 58 – Childcare
Planned use of resources	4,350 euros annually for professional fees and necessary materials

▪ Gender-sensitive and cliché-free counselling for young women in the transition from school to work

Vocational and academic choices are still strongly influenced by gender stereotypes in Germany, as evidenced by training and labour market figures. A clichéd choice of profession and study has a negative impact on individuals, society and the economy.

Cliché-free career and study choices can help to eliminate social imbalances. This still includes economic dependence of women. By their choices regarding education, higher education, and occupation, women can secure their economic independence, even at retirement age. At present, women earn much less than men on average over the entire life span and receive much lower old-age pensions. The pay gap between women and men is not only related to part-time work for raising children, but also to the fact that women often choose occupations that are less well paid than typical male occupations. Gender stereotypes are so deep that, on the one hand, occupations tend to be valued higher as soon as the proportion of men increases and, on the other hand, in occupations where the proportion of women increases, wages fall. Both women and men suffer from images of femininity and masculinity.

Cliché-free career choices and career guidance mean that women and men alike can learn about the entire range of available training opportunities, fields of study and occupational fields and can make an informed decision. The aim of career guidance free of gender stereotypes should therefore be to consider work and occupations independently of gender and to focus instead on the talents and strengths of individuals. Cliché-free career guidance can make an important contribution by making role patterns and clichés visible and helping to break down role clichés.

The aim is for young women to receive gender-sensitive and cliché-free advice on their career prospects at the transition from school to work. Gender-sensitive and cliché-free counselling is to be anchored as a working principle in youth vocational assistance and becomes visible, for example, through conception and appropriate working instruments. The youth vocational assistance specialists are sensitised to the necessary absence of clichés in choices of occupation and acquire methodological knowledge of gender-sensitive/cliché-free counselling. For this purpose, a conference is organised. A support and qualification of the specialists and multipliers in the youth vocational assistance in this process is possible, for example, by means of "Cliché-Free – Initiative for Vocational and Higher Education Choices". It shall be examined whether the university city of Marburg can become a partner organisation in the "Cliché-Free" initiative.

Goal	Ensuring gender-sensitive and cliché-free counselling for young women at the transition from school to work
Target group	Adolescent and young adult women aged 14-26
Measurable parameters	<ul style="list-style-type: none"> ▪ The university city is a partner organisation of the "Cliché Free" initiative ▪ Concept for gender-sensitive and cliché-free counselling is available ▪ Conference has been put on ▪ Number of participants in events
Data sources	Department 5 / Professional Services Unit 59 – Planning,

Gender-specific social work with children and adolescents

	Control, and Quality Development
Period of implementation	2022/ 2023
Project management	Professional Services Unit 59 – Office for Youth Vocational Assistance/Youth School Assistance
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination ▪ if necessary, cross-jurisdictional cooperation with SGB II and III as well as with the district ▪ Involvement of external experts from initiatives and professional departments.
Responsible for declarations of funding	Professional Services Unit 59 – Office for Youth Vocational Assistance/Youth School Assistance
Planned use of resources	8,000 euros for necessary expenses (professional fees and organizational costs)

▪ Sexual orientation and gender identity in residential youth welfare

The residential youth welfare system accommodates young people who, for various reasons, cannot grow up at home with their parents. Often, this parenting assistance (§ 27 SGB VIII in conjunction with §§34,35,35a SGB VII) accompanies them until they become independent. And beyond that in the case of assistance for young adults (§ 41 SGB VIII).

A socialisation challenge for young people is sexual orientation and the building of a gender identity.

Analogous to growing up in the family, this happens alongside discussions in peer groups and the increasing influence of the media, especially in discussions with their pedagogical professionals. These serve as role models and accompany and support the children in their development. This does not always happen without conflict. Children/adolescents in resident youth welfare facilities are vulnerable in themselves, making sensitive sexuality education, which also addresses conflicting paths and prehistory, all the more important. Most children and adolescents have developed resilience (adaptability), which can be used in a targeted manner instead of reproducing known patterns or even generating additional resistances.

Thus, the attitude of the professionals is of central importance. The guiding principles and concepts of the respective agency and of the facility serve as a guideline for the professionals. Usually, group discussions are the intersection of children's and adolescents' participation.

The path for children and adolescents to accept assistance, advice or offers in the field of sexual orientation or gender identity is lined by the values, attitudes, and behaviour of the institution, facility, and not least the professionals.

Based on the aspects described above, a "step-by-step plan" should be implemented:

Gender-specific social work with children and adolescents

- Presentation of the topic or the measures according to § 78 SGB VIII (partial) residential assistance to the task force with representatives from public and independent youth welfare
- Cross-institutional start-up survey for professionals (via an online tool, with feedback)
- Cross-institutional workshop for professionals (moderated and several hours long, possibly several sessions)
- Cross-institutional task force Concept Evaluation/Concept Revision
- Professional counselling for professionals (creation of a long-term opportunity if needed)
- Start-up survey of children and adolescents (via an online tool, with feedback)
- Taking up the topic in group discussions with the children/adolescents, (topic-oriented moderated group discussion)
- Group-wide program for "affected" children/adolescents (for example, a weekend in an educational residential facility)
- Group of regulars for queer, gay or lesbian professionals (creation of a long-term option if needed)

Goal	<ul style="list-style-type: none"> ▪ Developing sexuality education as a central component of educational work ▪ Creating awareness, identifying vulnerabilities and resilience, removing barriers, facilitating access to counselling and assistance services for children and young people ▪ Evaluation and revision of pedagogical concepts
Target group	Children and adolescents (and their families) in residential facilities, pedagogical professionals in residential facilities
Measurable parameters	The measure identifies criteria (good conditions for sexual orientation/building a gender identity). These should be evaluated qualitatively using a guided self-evaluation (professionals and children/adolescents).
Data sources	<ul style="list-style-type: none"> ▪ Criteria for good conditions for sexual orientation/building a gender identity ▪ Guided self-evaluation ▪ Qualitative evaluation
Period of implementation	2022-2024
Project management	Professional Services Unit 59 – Planning, Control, and Quality Development/Department for Quality Development of (partial) residential assistance
Consultation/Counselling	Provider of residential youth welfare in Marburg and its facilities, AIDS Aid Marburg
Responsible for declarations of funding	Professional Services Unit 59 – Planning, Control, and Quality Development
Planned use of resources	In 2023 and 2024, respectively: 5,000 euros for speaker fees, event costs, public relations/publication

VI. Gender-specific medicine and health

In a holistic sense, health is more than the absence of illness, but also includes living conditions that can lead to illness or maintain health.

Taking into account gender-specific characteristics, medical care can make a significant contribution to improving health and patient safety. The influence of the gender factor on health has now been well investigated and proven,⁴ but these findings are not yet widely implemented in medical care. In medical teaching, the gender aspect continues to be a marginal phenomenon. Likewise, women are still underrepresented in medical studies, which leads to different structural problems in the adequate medical care of women.

The effects are evident not only in symptoms, clinical pictures, and the effect of drugs, but also in health education, which should be adapted to the needs and realities of life of the respective sexes. Stereotypical attributions about "gender-specific diseases and symptoms" lead to incorrect care. For example, women are diagnosed two to three times more often with mental illnesses, while illnesses such as osteoporosis in men and a heart attack in women are less frequently detected.

EU Charter References

- Article 14 – Health
- Article 15 – Social care and services
- Article 16 – Childcare
- Article 19 – Housing

Measures

- Illuminated running track
- Programme "Connected Strong Healthy" for single parents and their children
- Event on occasion of the international breast cancer awareness month together with partner city Poitiers
- Gender-Specific Medical Aspects Event

⁴ Robert Koch Institute (9/12/2020) URL: https://www.rki.de/DE/Content/Healthsmonitoring/Studien/Geschlecht_Health/geschlecht_Health_node.html abgerufen am 25.8.2022.

▪ Illuminated running track

The population survey for the preparation of the 2009 sports development plan showed that many people in Marburg want an illuminated running track. Lack of illumination of the running tracks has a particular impact on women's sporting behaviour, as poorly lit public spaces for women are often accompanied by fear. In connection with the barrier-free development of neighbourhoods, illumination of passageways was also requested to reduce movement barriers for all people in Marburg. Last but not least, the establishment of an illuminated running track is expected to have positive effects in the tourism sector.

Therefore, the demand for illuminated running tracks, as set out in the already adopted sports development plan, should be further pursued taking into account nature conservation, climate policy, and economic concerns.

Goal	<ul style="list-style-type: none"> Feeling safe on the running tracks at any time of the year or day Reduce barriers to women's sporting behaviour Reduce obstacles to movement for all people in Marburg
Target group	All people in Marburg, especially women joggers
Measurable parameters	<ul style="list-style-type: none"> Installation of an illuminated running track Length of the illuminated running track
Data sources	Department 6 – Planning, Building, Environment
Period of implementation	2022-2024
Project management	Professional Services Unit 66 – Civil Engineering
Consultation/Counselling	Professional Services Unit 42 - Sports, Department 6 – Planning, Building, Environment
Responsible for declarations of funding	Professional Services Unit 66 – Civil Engineering
Planned use of resources	300,000 euros in budgetary year 2022; additional costs may have to be determined

▪ Programme "Connected-Strong-Healthy" for single parents and their children

According to Article 14 of the EU Charter, it is the community's task to promote the health of its inhabitants in the best possible way, taking into account the needs of women and men. The "Connected-Strong-Healthy" programme was developed on the basis of a needs assessment of the living situation and health of single parents, which was part of the First Marburg Action Plan. Due to the pandemic, it started in April 2022, two years later than originally planned. The aim is to promote the physical and psychological situation of single parents and their children, to positively influence the health conditions in families, and to reduce stress.

Goal	Empowering single parents and their children in their resources and health literacy
Target group	Single parents and their children in Marburg
Measurable parameters	<ul style="list-style-type: none"> Programme has been introduced Number of locations where the programme is running

Gender-specific medicine and health

	<ul style="list-style-type: none"> ▪ Number of participating parents ▪ Number of participating children
Data sources	Project documentation
Period of implementation	2022-2025
Project management	7.1 – Healthy City
Counselling	
Responsible for declarations of funding	7.1 – Healthy City
Planned use of resources	Funding is mostly provided by the statutory health insurance provider for the State of Hesse, and in addition about 30% of is comes from the city of Marburg itself

▪ Events on occasion of the international breast cancer awareness month together with partner city Poitiers

On the occasion of the International Month of Awareness for Breast Cancer, a hiking day in coordination and cooperation with the partner city of Poitiers (member of the Healthy Cities Network) and a lecture on breast cancer are planned for October 2022. Furthermore, as has been the case for 2 years, breast self-examinations for existing women's groups are to take place or be offered in the districts. Since 2020, the Healthy City has been holding various events on breast cancer every year in October, and this is to be continued.

Goal	People affected by breast cancer as well as people not affected by breast cancer should be made aware of the topic
Target group	People affected by breast cancer as well as people not affected by breast cancer
Measurable parameters	<ul style="list-style-type: none"> ▪ Event has been completed ▪ Number of participants
Data sources	Count of number of participants / estimate
Period of implementation	October 2022 to 2024
Project management	7.1 – Healthy City
Counselling	<ul style="list-style-type: none"> ▪ 7.1 – Healthy City ▪ Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination ▪ Professional Services Unit 09 – Support for municipal bodies/city partnerships ▪ Brustzentrum Regio UKGM ▪ Leben mit Krebs e.V. ▪ Institutions of community work ▪ Soroptimistinnen Marburg e. V.
Responsible for declarations of funding	7.1 – Healthy City
Planned use of resources	6,000 euros annually

▪ Gender-Specific Medical Aspects Events

Informing about gender gaps in health and disease was a measure in the first two Action Plans for the EU Charter.

The work on gender-specific aspects in medicine is to be continued in order to make more recent findings known among doctors in Marburg as well as in the Marburg community at large. On the one hand, this shall be done via a training event on gender-specific aspects of medical care together with PriMa e. G. for physicians jointly. On the other hand, there will be a specialist event for all Marburgers, that, among other things, will provide information about men's health.

In addition, a specialist lecture on a women-related health topic is planned annually.

Goal	Increase in knowledge on gender aspects in medicine
Target group	Marburg physicians, the entire Marburg community
Measurable parameters	<ul style="list-style-type: none"> ▪ Events were conducted ▪ Number of participants
Data sources	7.1 – Healthy City
Period of implementation	2022-2024
Project management	7.1 – Healthy City
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination ▪ Staff Unit for Women's Affairs and Equal Opportunities of the Philipps-Universität Marburg
Responsible for declarations of funding	7.1 – Healthy City
Planned use of resources	5,000 euros annually

VII. Climate protection from a gender perspective

People contribute to the causes of climate change in different ways and are also affected by the consequences to varying degrees. Even from a gender perspective, there are differences that are worth taking a closer look at. There are differences with regard to the consequences of climate change, and also when it comes to taking appropriate measures against climate change.

It is especially this latter aspect that the measures included in this Action Plan regarding the relation between gender and climate justice address.

EU Charter References

- Article 1 – Democratic commitment
- Article 3 – Participation in political and civic life
- Article 5 – Working with partners to promote equality
- Article 9 – Gender assessment
- Article 10 – Multiple discrimination or disadvantage
- Article 13 – Education and lifelong learning
- Article 24 – Sustainable development
- Article 27 – Economic development
- Article 28 - Environment

Measures

- Summary of research on climate protection from a gender perspective
 - Educational vacation “Acting Climate-Friendly in Everyday Life”
 - Solar picnic for families and women
-

▪ Summary of research on climate protection from a gender perspective

An interaction between climate and gender justice, i.e. relationships between the anthropogenic (man-made) cause of the climate crisis and the causes and effects on gender relations, has been described by climate researchers for many years, but also in the context of the gender debate and above all of ecofeminism.

The consequences of climate change often affect women to an above-average extent due to their socio-economic situation, while at the same time women make many climate-relevant decisions in everyday life and influence subsequent generations by assuming tasks related to raising children. In addition, numerous structural conditions can be identified that ensure that gender roles are reproduced by the climate crisis and geo-economic contexts: for example, women are less concerned with the technologies of the future and thus the creation of future-oriented professions or take advantage of corresponding opportunities less often due to their diverse roles (professional activity, care activities, etc.).

For this reason, more attention should be paid to the gender perspective in climate protection. To this end, the action plans of the university city of Marburg on climate protection and the promotion of equality will be more closely interlinked. A summary of research on climate protection from a gender perspective shall illuminate the intersections between climate protection and gender equality work and provide an overview of existing opportunities and needs for action. On this basis, additional opportunities may be developed and implemented.

Goal	<ul style="list-style-type: none"> ▪ Examining the intersections between climate protection and gender equality work ▪ Overview of existing opportunities and needs for action ▪ Development and implementation of opportunities based on the summary report, as needed
Target group	Especially for women
Measurable parameters	Summary report has been compiled
Data sources	Professional Services Unit 69 – Environment, Climate and Nature Protection, Fair Trade Equal Opportunities Office
Period of implementation	2023-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	Professional Services Unit 69 – Environment, Climate and Nature Protection, Fair Trade
Responsible for declarations of funding	Professional Services Unit 69 – Environment, Climate and Nature Protection, Fair Trade
Planned use of resources	1,500 euros annually

Climate protection from a gender perspective

▪ Educational vacation “Acting Climate-Friendly in Everyday Life”

Climate protection begins in everyday life. Multiple challenges caused by professional life, care obligations, volunteering, and other obligations unfortunately make it difficult to implement climate-friendly behaviour in everyday life or to re-learn one's own behaviour. As part of an educational vacation titled "Acting in a Climate-Friendly Way in Everyday Life", some time is set aside to treat one's own ecological footprint in an appreciative way – also taking into account the gender perspective. Participants are invited to reflect on their own resources and options for action with regard to "climate protection on a small scale", to get to know climate-friendly offers in Marburg and the surrounding area and to test alternative behaviours.

The educational vacation should be planned by a suitable external body in consultation with Professional Services 69 – Environment, Climate and Nature Conservation, Fair Trade and with the Unit for Equality, Diversity and Anti-Discrimination.

Goal	Promoting climate-friendly behaviour in everyday life
Target group	People who want to be more climate-friendly in their everyday lives
Measurable parameters	<ul style="list-style-type: none">▪ Number of participants according to gender▪ Evaluation of the educational vacation is completed
Data sources	Statistics of the Adult Education Centre Survey questionnaire at the end of the educational vacation
Period of implementation	2022 bis 2023
Project management	<ul style="list-style-type: none">▪ Professional Services Unit 69 – Environment, Climate and Nature Protection, Fair Trade▪ Professional Services Unit 43 – Adult Education Centre
Counselling	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Responsible for declarations of funding	Professional Services Unit 69 – Environment, Climate and Nature Protection, Fair Trade
Planned use of resources	<ul style="list-style-type: none">▪ 1,500 euros for designing the concept of the educational vacation▪ 1,300 euros subsidy for the implementation of the educational vacation

▪ Solar picnic for families and women

Climate crisis and energy transition are not only technical challenges, but also social problems. All people should be given the opportunity to participate in existing resources and technological innovations in order to contribute to energy transition and climate protection. Gender-specific aspects must be considered in order to counteract disadvantages and to compensate for unequal living conditions. These exist, for example, with regard to access to energy.

The concept of energy poverty is understood to mean a lack of heating and inadequate electrical supply options, usually in connection with low income or poverty in

Climate protection from a gender perspective

the households concerned. Women are more affected by energy poverty, for example due to economic circumstances, socio-cultural preferences and behaviours or the consequences of unpaid care work. At the same time, women tend to take less advantage of existing support for alternative technologies than men.

The university city of Marburg promotes energy transition in private households, among other things, by means of balcony solar modules. In addition to the existing information and consultation services, a free solar picnic for families and women is intended to provide low-threshold information about solar energy and climate protection and to promote the City's support of balcony solar modules. Specific information events are also to be offered exclusively for women.

Goal	Low-threshold information and consultation on solar energy/balcony modules
Target group	Families with children and women
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of participants at the Solar Picnic ▪ Number of persons taking advantage of a consultation opportunity ▪ Number of balcony solar modules promoted
Data sources	Statistics of Professional Services Unit 69 – Environment, Climate and Nature Protection, Fair Trade
Period of implementation	2022 bis 2025
Project management	Professional Services Unit 69 – Environment, Climate and Nature Protection, Fair Trade
Consultation/Counselling	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Responsible for declarations of funding	Professional Services Unit 69 – Environment, Climate and Nature Protection, Fair Trade
Planned use of resources	Budget available in the context of the public relations concept

VIII. Political involvement of women

All persons have the right to get involved in shaping social processes through political offices, association work, voluntary work or citizens' participation on the ground. Political participation opportunities should be equally accessible to all people, but some social groups are strongly underrepresented in politics.

There is ample evidence that men are significantly more likely than women to occupy (especially high) positions in political bodies. In addition, queer people are hardly to be found in the political field. This imbalance has different social causes. Since women still often take over most of the care work, take care of raising children or caring for relatives, they lack the financial or temporal resources to accompany political (honorary) offices.

Increasing the participation of women in political offices, bodies, and civil society organisations is therefore one of the objectives of the actions of this Action Plan in order to achieve equal participation in the long term.

EU Charter References

- Article 1 – Democratic commitment
- Article 2 – Political representation
- Article 3 – Participation in political and civic life
- Article 5 – Working with partners to promote equality
- Article 6 – Countering stereotypes
- Article 10 – Multiple discrimination or disadvantage

Measures

- Increase participation in the election to the Foreigners' Advisory Council in Marburg
- International networking with partner cities on support programmes for women in local politics
- Mentoring programme for junior women politicians
- Event series "Women and Politics – Women into Politics"

▪ Increase participation in the election to the Foreigners' Advisory Council in Marburg

Marburg has 10,607 people with a foreign passport (as of 31/12/2021), of whom 8,336 people were entitled to vote in the last election to the Foreigners' Advisory Council in March 2021.

The turnout in the elections to the Foreigners' Advisory Council has been low so far. It was 7.3% in 2015 and 6.5% in 2010. In 2021, voter turnout increased to 12.6%. In the next election to the Foreigners' Advisory Council, voter turnout and thus participation of foreigners living in Marburg should be further increased. To this end, various activating measures will be implemented in the run-up to the elections, which will also address women in a targeted manner.

Political involvement of women

Nine women and six men are represented on the current Foreigners' Advisory Council (as of April 2022). It is recommended that a similar distribution of the sexes (gender parity) should be attempted in the 2026 lists when nominating candidates.

Goal	Increase in voter turnout in the 2026 Foreigners' Advisory Council election
Target group	Eligible Marburg voters with foreign passports
Measurable parameters	<ul style="list-style-type: none"> ▪ Voter turnout
Data sources	Professional Services Unit 10.1 – Subject Area Elections
Period of implementation	Late 2024 to probably mid-2026
Project management	Advisory Council on Foreigners
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 10.1 – Elections ▪ Professional Services Unit 31 – Immigration Office ▪ Professional Services Unit 43 – Adult Education Centre ▪ Professional Services Unit 52 – Immigrant and Refugee Assistance ▪ Other partner institutions cooperating with the Advisory Council on Foreigners
Responsible for declarations of funding	Advisory Council on Foreigners
Planned use of resources	7,000 euros

▪ International networking with partner cities on support programmes for women in local politics

On occasion of the city anniversary Marburg800/"Inventing Marburg", the two-day future lab "Sister Cities for Gender Equality" with representatives from the partner cities took place in June 2022. On the basis of mutual exchange and presentation of examples of good practice, future perspectives for gender equality were jointly developed on the focal topics of the Future Lab – including the political representation of women - and steps were taken towards this. One future project is the further exchange of information on support programmes for women in local politics with Eisenach and Maribor.

The impulses from the Future Lab for political participation of women shall be implemented gradually.

Goal	Promoting gender equality in local politics
Target group	Politically interested women in Marburg, Eisenach, and Maribor
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of events ▪ Number of participants
Data sources	Statistics from Equal Opportunities Office
Period of implementation	2022-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination

Political involvement of women

Consultation/Counselling	<ul style="list-style-type: none"> Professional Services Unit 09 – Support for municipal bodies/city partnerships Local politicians
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	2,500 euros for professional fees and necessary materials in budgetary year 2023

▪ Mentoring programme for junior women politicians

Women are still less represented in politics and political bodies than men. At the same time, women in politics often experience themselves as lone fighters. Especially for beginners, it is not easy: The right contacts, strategic knowledge, and the necessary insider knowledge have to be laboriously developed without a support network.

According to Articles 2 and 3 of the EU Charter, communities should work to ensure that women and men alike can exercise their right to political participation and representation and participate in political and civil society life. Appropriate measures must be taken for this purpose.

Basic knowledge of local politics is regularly imparted as part of Adult Education Center courses "Women and Politics – Women into Politics". In the run-up to the local elections in the spring of 2026, the Marburg mentoring programme for young women politicians is to be implemented again in order to support women interested in politics in entering local politics or in civil society involvement.

The concept of the mentoring programme, which was first implemented in this form from 2019 to 2020, is to be examined and further developed in such a way that it appeals to women in their diversity (intersectional approach) as participants.

Goal	<ul style="list-style-type: none"> Promoting women's entry into politics or civil society engagement Increased participation of women in political bodies Longer-term balanced representation of women and men in politics
Target group	Politically interested women
Measurable parameters	<ul style="list-style-type: none"> Events were held Number of participating mentees Number of participating mentors
Data sources	Statistics from Equal Opportunities Office
Period of implementation	2025-2026
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	Gender Equality Commission
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	8,000 euros for budgetary year 2025

Political involvement of women

▪ Event series “Women and Politics – Women into Politics”

Women hold local political offices. However, their share in municipal bodies is also significantly lower in Marburg than the share of men. In order to strengthen women as designers of politics and civil society, the series of events “Women and Politics – Women into Politics” will be continued. The event series introduces the basics of municipal administration and presents, among other things, the legal possibilities, regulations, and bodies for political participation.

Goal	<ul style="list-style-type: none"> ▪ Conveying basic knowledge of local politics ▪ Encouraging women's political and civil society engagement
Target group	Politically interested women in Marburg
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of registrations ▪ Number of active women participants ▪ Evaluation of the event series
Data sources	Professional Services Unit 43 – Adult Education Centre
Period of implementation	2023-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	Professional Services Unit 43 – Adult Education Centre
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	600 euros annually

IX. Queer topics

The European Charter for Equality between Women and Men in Local Life does not include a reference to the situation of people from the queer community in its title. This area of the Action Plan reflects the reality that gender is a social construction and that there are other gender identities beyond male and female. It also reflects the fact that they need special protection and support, as they are disproportionately affected by discrimination and violence. It is necessary to reduce existing prejudices and close knowledge gaps. This goes especially for the pedagogical field, but also for society as a whole. Therefore, the measures aim to support queer children and adolescents in their self-development as well as to provide society at large with knowledge about their individual circumstances and needs.

EU Charter References

- Article 3 – Participation in political and civic life
- Article 5 – Working with partners to promote equality
- Article 10 – Multiple discrimination or disadvantage
- Article 15 – Social care and services
- Article 20 – Culture, sport, and recreation
- Article 22 – Gender-specific violence

Measures

- Queer education work for and with young people
- Lecture series "What is actually...? Gender-Queer-LGBTQIA+⁵: Not just concepts, but everyday life realities

▪ Queer education for and with young people

According to the nationwide study "Coming Out – and then...?! Coming-out processes and discrimination experiences of lesbian, gay, bisexual and trans* adolescents and young adults in Germany" (2015) of the German Youth Institute, eight out of ten respondents have experienced discrimination on the basis of their sexual orientation or gender identity. In particular, the process of inner awareness was often experienced as stressful and complicated. The study identifies as a need for action to open up general leisure and counselling facilities to sexual and gender diversity, to train employees, and to adapt opportunities to target groups.

At youth clubs open to the public, questions from children and adolescents on queer topics are repeatedly raised. SCHLAU Marburg is a volunteer-based anti-discrimination project on sexual orientation and gender identity. In workshops, participants are given the opportunity to talk to young people who are themselves lesbian, gay, bi, trans*, inter*, queer as well as young people. It is a meeting opportunity, especially for interested children and young people who have many questions about these topics, but do not have their own points of contact and experience. To date, SCHLAU Marburg has offered the workshops exclusively on request of schools or individual school classes.

⁵ LGBTQIA+ stands for **L**esbian, **G**ay, **B**isexual, **T**ranssexual, **Q**ueer, **I**ntersexual, **A**gender, and **+** for the incompleteness of the list.

Queer topics

Pedagogical specialists, in particular from open youth work, will be qualified to work with queer young people. Contents may include: Gender – Queer – LGBTQIA+ – what does this mean? How can I create a good framework for queer young people in (open) youth work? Who do I refer to if I have any questions? The aim is to provide queer competence for pedagogical practice. In addition, it will be examined whether the methods of SCHLAU Marburg can also be made available in the context of open youth work, for example through workshop offers. The measure thus serves to raise awareness and enlightenment as well as to promote the acceptance of diversity in Marburg's urban society, especially among young people.

Goal	<ul style="list-style-type: none"> Education about LGBTQIA+ realities of life for as many young people as possible Qualification of pedagogical specialists to work with queer young people Teaching queer competence for pedagogical practice
Target group	Young people at open youth work institutions
Measurable parameters	<ul style="list-style-type: none"> Number of workshops conducted Number of participating professionals at the workshops Number of participating adolescents at the workshops
Data sources	Brief report and evaluation of the workshops
Period of implementation	2023-2025
Project management	<ul style="list-style-type: none"> Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination Professional Services Unit 56 – Youth Support
Consultation/Counselling	SCHLAU Marburg in coordination with pro familia
Responsible for declarations of funding	Professional Services Unit 56 – Youth Support
Planned use of resources	To be determined

▪ Lecture series "What is actually...? Gender-Queer-LGBTQIA+⁶: Not just concepts, but everyday life realities

New terms and new laws are expanding progress in the area of gender and queerness, but there are also many questions and uncertainties in dealing with queer issues. A lecture series at the Adult Education Centre is intended to provide low-threshold information about terms from the LGBTQIA+ field and the latest debates within the queer scene, as well as opportunities to get to know queer living environments.

Goal	Informing the general public about LGBTQIA+ topics
Target group	All residents of Marburg
Measurable parameters	<ul style="list-style-type: none"> Number of events Number of participants in the lecture series
Data sources	Professional Services Unit 43 – Adult Education Centre / Evaluation of the events
Period of	2023-2025

⁶ LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transsexual, Queer, Intersexual, Agender, and + for the incompleteness of the list.

Queer topics

implementation	
Project management	<ul style="list-style-type: none">▪ Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination, especially anti-discrimination action and counselling▪ Professional Services Unit 43 – Adult Education Centre Marburg
Consultation/Counselling	<ul style="list-style-type: none">▪ Gender Equality Commission▪ Marburg Queer Centre
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	2,000 euros annually

X. The city as an employer

The Marburg City Administration's self-image is based on the rule of law, social responsibility, equality, fairness, neutrality and tolerance. As an employer for more than 1,500 employees, the city administration of the university city of Marburg thus also recognises the right to equality between women and men. It promotes gender equality in all areas of employment. This also includes providing working conditions that guarantee a balance between work and family life, the promotion of the health of all employees and safety at work.

Finally, the city administration continues to work in its personnel management to reflect the diverse composition of the Marburg city population also in the staff of the city administration.

EU Charter References

- Article 9 – Gender Assessment
- Article 10 – Multiple discrimination or disadvantage
- Article 11 – The employer role
- Article 14 – Health

Measures

- Women's retirement provision
- Intercultural human resources management
- Reconstruction of the company integration management incl. revision of the service agreement for company integration measures in accordance with § 167 para. 2 SGB IX
- New service agreement to protect employees from sexual harassment in the workplace

▪ Women's retirement provision

Even today, women are far more likely than men to suffer from old-age poverty. They often have lower incomes, more often work part-time or apply for leave to carry out family tasks such as caring for children or relatives. All of this has an impact on their future pension plans. That is why it is so important to raise their awareness of this issue at an early stage. Starting with training, all female employees should therefore be offered an annual information event on the subject of retirement provisions for women.

Goal	Providing information on women's retirement provisions
Target group	Women employees
Measurable parameters	Number of information events conducted, number of participants
Data sources	Attendance lists
Period of implementation	2022 – ongoing

The city as an employer

Project management	Professional Services Unit 12 – Personnel
Consultation/Counselling	Internal Women's and Gender Equality Officer, Staff Council
Responsible for declarations of funding	Professional Services Unit 12 – Personnel
Planned use of resources	<ul style="list-style-type: none"> ▪ Personnel and material costs of Professional Services Unit 12 - Personnel and related offices ▪ Costs of event venues and speakers

▪ Intercultural human resources management

The transition to an intercultural civil society brings with it opportunities and challenges for society and its institutions. In the field of equal opportunities and in its own social image, the university city of Marburg is committed to supporting the entry into the working world of the city administration for people with a migration history. As an employer, the City of Marburg would like to use intercultural personnel management in a targeted manner to identify, use and promote the potential of an intercultural civil society. Therefore, a personnel development concept is to be developed that includes interculturality and equal opportunities for women and men.

Goal	<ul style="list-style-type: none"> ▪ Intercultural competence is a natural part of the employee selection process ▪ Among the employees, good knowledge of foreign languages should be a matter of course ▪ Further training in intercultural competence should be a matter of course ▪ Information on the city administration as an employer is also published in the languages of the most important migrant groups on site ▪ Launch of a pilot project to recruit foreign professionals
Target group	Potential applicants, employees of the city administration
Measurable parameters	<ul style="list-style-type: none"> ▪ Design and implementation of a personnel development concept ▪ Evaluation of the use of the personnel development concept is completed
Data sources	Personnel statistics, further education statistics, homepage
Period of implementation	2022 – ongoing
Project management	Professional Services Unit 12 – Personnel
Counselling	<ul style="list-style-type: none"> ▪ Personnel Taskforce ▪ Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination/WIR Diversity Centre
Responsible for declarations of funding	Professional Services Unit 12 – Personnel
Planned use of resources	<ul style="list-style-type: none"> ▪ Personnel and material costs for Professional Services Unit 12 - Personnel and other involved departments ▪ Cannot be conclusively quantified

▪ **Reconstruction of the company integration management incl. revision of the service agreement for company integration measures in accordance with § 167 para. 2 SGB IX**

Maintaining and promoting the health of employees is a fundamental objective. On the basis of this objective, the operational integration management (OIM) according to §167 para. 2 SGB IX is considered an important component of occupational health management (BGM) and an essential component of personnel management.

The OIM should be an opportunity for employees and contribute to promoting health, job satisfaction, and work motivation.

In addition to the severely disabled, special support is also required by employees who are threatened with a health impairment and also with restrictions on their ability to work due to long periods of absence due to illness.

The OIM aims to positively influence the conditions and causes of health in the context of the respective operational and individual circumstances and can therefore be claimed by the employees at any time.

It takes into account that women and men perceive their health differently, manage their illness differently and are exposed to different occupational and private pressures; gender-specific issues are taken into account.

Goal	Reconstruction of operational integration management taking into account gender-specific issues
Target group	Employees of the Marburg City Administration who have been ill for a longer period of time
Measurable parameters	<ul style="list-style-type: none"> ▪ Implementation of the new service agreement for operational integration management in accordance with § 167 para. 2 SGB IX ▪ Number of employees in measures of the OIM ▪ Number of gender-specific opportunities in the OIM
Data sources	<ul style="list-style-type: none"> ▪ Health statistics ▪ For area-based controlling, the statistical data are made available by the OIM representatives of the local monitoring group.
Period of implementation	2022 – ongoing
Project management	The OIM representative
Consultation/Counselling	Local monitoring group
Responsible for declarations of funding	Professional Services Unit 12 – Personnel
Planned use of resources	<ul style="list-style-type: none"> ▪ Personnel and material costs for Professional Services Unit 12 - Personnel and other involved departments ▪ Cannot be conclusively quantified

▪ **New service agreement to protect employees from sexual harassment in the workplace**

The term sexual harassment is used in § 3 para. 4 of the General Equal Treatment Act (AGG). According to it, sexual harassment is a disadvantage with regard to § 2 para. 1 Nos. 1 to 4 AGG where unwanted sexually explicit conduct, including unwanted sexual acts and solicitation, sexually explicit physical contact, comments, sexual content, and unwanted display of visible pornography, aims or causes the dignity of the person concerned to be violated, especially when an intimidating, hostile, humiliating, degrading or offensive environment is created.

Goal	<ul style="list-style-type: none"> ▪ Individual assistance, counselling, guidance, and support in the event of sexual harassment at the workplace ▪ Raising awareness and combating gender-based violence ▪ Creating a fair work environment
Target group	Employees and executives of the Marburg City Administration
Measurable parameters	<ul style="list-style-type: none"> ▪ Creation and implementation of a new service agreement to protect employees from sexual harassment ▪ Internal evaluation of the number of reports of sexual harassment in the workplace under the new service agreement
Data sources	Documentation of grievances; further data sources are defined in the new service agreement to be created
Period of implementation	2022 – ongoing
Project management	Professional Services Unit 12 – Personnel
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Grievances office according to the General Act on Equal Treatment ▪ Internal Women's and Gender Equality Officer ▪ Staff Council
Responsible for declarations of funding	Professional Services Unit 12 – Personnel
Planned use of resources	<ul style="list-style-type: none"> ▪ Personnel and material costs for Professional Services Unit 12 – Personnel and related offices ▪ Cannot be conclusively quantified

XI. Participation of women and girls with disabilities

Women and girls with disabilities experience multiple forms of discrimination in everyday life: they are disadvantaged not only because of their gender, but also because of their disability. Scientific studies show that girls and women with disabilities are disadvantaged in very diverse areas, which are partly interdependent. They range from (sexualised) violence, sexual self-determination, motherhood, family rights to health care and access to the labour market.

The intersection of disability and gender should therefore receive special attention in order to be able to permanently reduce disadvantages. The aim is to increase opportunities for self-determination and participation for girls and women in Marburg and to continuously develop them further. This should be done through demand-oriented, inclusive counselling and leisure activities as well as political education.

EU Charter References

- Article 5 – Working with partners to promote equality
- Article 14 – Health
- Article 15 – Social care and services
- Article 17 – Care of other dependents
- Article 20 – Culture, sport, and recreation

Measures

- Information on access to contraception and sexual education in the context of sexual and reproductive rights
- Implementation of the recommendations for action from the study on participation
- Political participation for women with disabilities

▪ Information on access to contraception and sexual education in the context of sexual and reproductive rights

The UN Convention on the Rights of Persons with Disabilities (UN CRPD) has been in force in Germany since 2009. In it the United Nations and the signatory states commit themselves to respecting the rights of persons with disabilities and to helping them to enforce their rights. Even before the UNCRPD, sexuality was a constitutional fundamental right (cf. Mertens, Alina 2016). Sexual and reproductive rights are now enshrined in Article 23 of the UNCRPD. Other articles can be linked to sexuality, such as equality and non-discrimination (Article 5), awareness-raising (Article 8), freedom from exploitation, violence, and abuse (Article 16) and respect for privacy (Article 22). The human rights perspective has "arrived" at least to such an extent in the field of sexuality that it is cited in many current publications on the subject. Framework conditions and approaches have partially improved so that

Participation of women and girls with disabilities

women with disabilities can live their sexuality in a self-determined manner and decide on it (based on Puschke, Martina 2017).

In order to facilitate and improve the right to sexual education, information about and access to contraception for women with learning difficulties who are cared for in residential institutions and/or work in workshops for people with disabilities, the interplay of a wide range of parties from counselling, medicine and integration assistance as well as parents and legal advisors is required. Extensive, tailor-made sexual education and contraceptive counselling can only succeed if it is interdisciplinary and adapted to the speed of learning and development of the persons concerned.

The aim is to improve access to contraception, contraceptive counselling, and sexual education for women with learning difficulties by:

- **Step 1:** Describe the current state by way of example, determine the level of information of various actors in the field, determine the attitude(s) with regard to sexual and reproductive rights, describe the need for improvement with the involvement of various actors as well as affected women.
- **Step 2:** Development, implementation, and testing of the need for improvement, cooperation with the actors in the field, further development of the substantive cooperation, inclusion of current scientific research.
- **Step 3:** (Partial) establishment of an interdisciplinary offer (for example contraceptive counselling, sexual education, gynaecological counselling and support, involvement and qualification of pedagogically accompanying persons, involvement of affected women with learning difficulties), evaluation and description of perspectives. Description of necessary next steps.

Goal	Improved access for women with learning difficulties to sexual education and contraceptives or contraceptive counselling
Target group	<ul style="list-style-type: none"> ▪ Women with learning disabilities ▪ Gynaecologists ▪ Pedagogical professionals ▪ Parents/legal advisors
Measurable parameters	<ul style="list-style-type: none"> ▪ Summary report has been completed ▪ Concept has been developed ▪ Number of cooperating gynaecologists ▪ Number of contraceptive counselling sessions for women with learning difficulties ▪ Sexual education services for women with learning difficulties
Data sources	Annual statistics and report of pro familia Marburg
Period of implementation	2023-2025
Project management	pro familia Marburg
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 50 – Social Benefits/Disability assistance ▪ Professional Services Unit 7.1 – Healthy City

Participation of women and girls with disabilities

	<ul style="list-style-type: none"> ▪ Interested gynecologists, integration assistance professionals, gynecological departments of the University Hospital Giessen-Marburg ▪ Interested parents and legal advisors, ▪ pro familia counsellors and medical professionals ▪ Consultation centres ▪ Interested women's representatives from workshops for people with disabilities ▪ Interest groups such as Weibernetz e.V.
Responsible for declarations of funding	Professional Services Unit 50 – Social Benefits
Planned use of resources	10,000 euros subsidy for budgetary year 2023 for project management to initialise the programme <i>Counselling and Support for Women with Disabilities</i>

▪ Implementation of the recommendations for action from the study on participation

The recommendations for action from the study "Living situation and participation of women and girls with disabilities in Marburg – Cooperation project of the Protestant University of Darmstadt and the Equal Rights Department of the University City of Marburg" will be further implemented.

The qualitative-empirical study was a measure of the First Marburg Action Plan for the EU Charter.

The Second Marburg Action Plan implementing the EU Charter for equality between women and men at local level has already taken up and implemented some of the study's recommendations for action. These include the establishment of a low-threshold empowerment programme "Frauen-Treff" (Women's Meeting) and the establishment of the working group "Women and Disability". The working group consists of various parties committed to people with disabilities in Marburg. Women with disabilities also participate in this working group.

As part of the Third Marburg Action Plan on the EU Charter, the recommendations for action from the study will be further implemented.

Goal	<ul style="list-style-type: none"> ▪ Greater visibility for the needs of women with disabilities in the university city of Marburg ▪ Strengthen participation for women with disabilities by removing barriers so that women with disabilities can participate in all events (presence or digital). ▪ Increase of autonomy for women with disabilities ▪ Raising the awareness of the City's community for the needs of women and girls with disabilities.
Target group	Women with disabilities
Measurable parameters	Multipliers from the field of disability assistance
Data sources	Statistics for Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Period of	2022-2025

Participation of women and girls with disabilities

implementation	
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 50 – Disability assistance ▪ Working group "Women and Disability" ▪ Depending on the measure, other actors from the field of disability assistance, the City Administration, and the City's community
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	6,000 euros annually for barrier-free communication, speakers' and service fees, and material resources

▪ Political participation for women with disabilities

The Office for Equality, Diversity, and Non-Discrimination implemented a mentoring programme 'Women in Politics' from 2019 to 2020 to facilitate women's access to local politics. A large number of women participated in the mentoring programme, but there were hardly any women with disabilities among the participants. Therefore, the concept of the mentoring programme shall be further developed in such a way that it better addresses women with disabilities, including women with learning difficulties, as participants.

On the one hand, insights from existing or past projects on the topic of political participation for people with learning difficulties will be taken up (for example, "We talk to" and "Women's Meeting"). On the other hand, the results and recommendations of the "Study on the Participation of Women and Girls with Disabilities", which was carried out by the Evangelische Hochschule Darmstadt in cooperation with the University City of Marburg, shall be taken into account. The aim of the measure is to ensure that more women with disabilities can contribute their concerns and suggestions to the political process and are taken seriously. Depending on the type of impairment, this requires, among other things, everyday-adapted and low-threshold formats that can actually be used, exploratory and easily understandable information about the program, and a suitable concept for designing paths to possibly still unknown spaces.

Goal	<ul style="list-style-type: none"> ▪ Encouraging women with disabilities to obtain political information and to exercise their right to political participation ▪ Increased participation and active involvement of women with disabilities in political bodies
Target group	Politically interested women with disabilities
Measurable parameters	<ul style="list-style-type: none"> ▪ Events were held ▪ Number of participating women with disabilities ▪ Number of participating women mentors
Data sources	Statistics for Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Period of implementation	2024
Project management	Professional Services Unit 16 - Office for Equality, Diversity and

Participation of women and girls with disabilities

	Non-Discrimination
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 50 – Social Benefits/Disability Assistance ▪ Advisory Council for the Disabled ▪ Working group “Women and Disability” ▪ Project “We have a voice”
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	8,000 euros for budgetary year 2024

XII. Participation of women and girls with migrant background

Many people from different cultural backgrounds live in Marburg. This cultural diversity contributes to a vibrant democracy. In order to meet the needs of different cultures and, beyond that, of the sexes, targeted cultural and gender-sensitive support services are needed. An important target group are women with a refugee background. There are already a number of such opportunities in Marburg, but there is still much to be done to promote equal, social and political participation. The measures described below are intended to contribute to this.

EU Charter References

- Article 3 – Participation in political and civic life
- Article 6 – Countering stereotypes
- Article 7 – Good administration and consultation
- Article 10 – Multiple discrimination or disadvantage
- Article 13 – Education and lifelong learning
- Article 14 – Health
- Article 15 – Social care and services
- Article 18 – Social inclusion

Measures

- Increase participation in the election to the Foreigners' Advisory Council in Marburg
 - Culturally Sensitive Care Day
 - Mentoring program for women with migration background
 - Theatre project for women with refugee and migration background: ways to encourage
-

Participation of women and girls with migrant background

▪ Summary report on opportunities for women with refugee background

Refugee women usually face particular challenges. In order to define these in concrete terms and to develop solution strategies, a summary report on opportunities for women with a history of escape is planned in the university city of Marburg. It aims to find out which opportunities are available in which areas. How are these communicated and used? How are they evaluated? Which additional needs still exist?

Goal	<ul style="list-style-type: none"> ▪ Enable participation of women with a refugee history ▪ Create access to existing opportunities ▪ Ensure transparency of opportunities ▪ Ensure continuity of opportunities
Target group	<ul style="list-style-type: none"> ▪ Women with a refugee history ▪ Independent sponsors/ associations
Measurable parameters	<ul style="list-style-type: none"> ▪ Summary report is completed ▪ Number of opportunities for refugee women linked to the number of participants and accessibility
Data sources	Survey for women with refugee history and for sponsors/ associations
Period of implementation	2023
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination, especially the WIR Diversity Centre
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Round Table Integration, Working Group "Refugee Women" ▪ Steering Group on Integration, Migration, and Immigration Services
Responsible for declarations of funding	Department 7 – Equality, Culture, and Diversity
Planned use of resources	To be determined

▪ “Culturally Sensitive Care” Day

Many people from different cultural backgrounds live in Marburg. When they grow old or have a disability here, they need care and support that corresponds to their cultural habits and is sensitive to them. With the project "Helping hands on the mountain", experience has already been gained in Marburg, in the district of Richtsberg, on culturally sensitive care in the area of household-related services and easy care. Culturally sensitive care is also becoming increasingly important in inpatient facilities. A special event day should provide information on culturally sensitive care and provide a framework for exchanging experiences on good practice and strategies.

Goal	<ul style="list-style-type: none"> ▪ Awareness-raising for culturally sensitive care ▪ Exchange of good practice
Target group	<ul style="list-style-type: none"> ▪ Nursing staff of nursing facilities in the inpatient and outpatient areas ▪ Migrant associations
Measurable parameters	<ul style="list-style-type: none"> ▪ Special event day was held

Participation of women and girls with migrant background

	<ul style="list-style-type: none"> Number of participants
Data sources	Professional Services Unit 7.1 – Healthy City
Period of implementation	2022/23
Project management	Professional Services Unit 7.1 – Healthy City
Consultation/Counselling	<ul style="list-style-type: none"> Advisory Council on Foreigners, Advisory Council for the Disabled of the University City of Marburg Professional Services Unit 17 – Planning for the Elderly Professional Services Unit 50 – Nursing Office, Agency Responsible for Community Work Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination, especially WIR – Diversity Centre
Responsible for declarations of funding	Professional Services Unit 7.1 – Healthy City
Planned use of resources	3,000 euros for budgetary year 2023

Political participation for women with migration background

The Office for Equality, Diversity, and Non-Discrimination implemented a mentoring programme 'Women in Politics' from 2019 to 2020 to facilitate women's access to local politics. While a large number of women participated in the mentoring programme, few women with migrant background were among them. Based on the existing concept of the mentoring program, a program is to be developed that promotes women with migration history in their political participation opportunities. The programme should address the resources and needs of the target audience and provide basic knowledge of political bodies, administrative structures and opportunities for political participation.

Goal	Encouragement of political involvement of women and girls with migrant background
Target group	Politically interested women with migrant background
Measurable parameters	<ul style="list-style-type: none"> Number of events Number of women participants Evaluation of the mentoring programme
Data sources	Statistics for Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Period of implementation	2023 – 2024
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	Advisory Council on Foreigners
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	5,000 euros annually

Participation of women and girls with migrant background

▪ Theatre project for women with refugee and migration background: ways to encourage

The realities of life and integration prospects of women with migration and refugee experiences are often not visible to politics, administration or the public. They are not a homogeneous group, because their everyday experiences and biographies have many similarities, but also differ significantly from each other. For decades, women with migration and refugee experiences have helped shape the labour market and social life. Nevertheless, they do not experience equal social participation due to structural and institutional hurdles and discrimination.

Already on occasion of International Women's Day on March 8, 2022, a small group of women with refugee experience, together with a theatre teacher, developed and performed a play about their arrival stories. The play received a great response and a lot of attention from other women who have fled or migrated and who also want to tell their stories.

Therefore, this theatre pedagogical project is to be continued and more women with refugee and migration experience are to be made accessible. On the basis of the diverse stories and experiences of women who have experienced flight and migration, it becomes clear how these are shaped not only by flight-specific, but also by women-specific topics. The project gives women with refugee experiences the stage and lets them speak for themselves.

Goal	<ul style="list-style-type: none"> ▪ More visibility of the stories and experiences of women with refugee and migration experience ▪ Empowerment of women with refugee and migrant experience
Target group	<ul style="list-style-type: none"> ▪ Women of all ages with refugee and closer migration history ▪ Marburg City community
Measurable parameters	<ul style="list-style-type: none"> ▪ Number of participating women with refugee and migration experience ▪ Number of performances ▪ Number of visitors to the performances
Data sources	Report on implementation
Period of implementation	2023 – 2025
Project management	<ul style="list-style-type: none"> ▪ Inga Blix, actress, drama teacher, and film director ▪ Bianca Fiedler, certified pedagogue
Consultation/Counselling	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination, especially antidiscrimination work and counselling as well as WIR Diversity Centre
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	3,000 euros for budgetary year 2023, and 3,000 euros annually for comparable projects for the remainder of the 3rd Action Plan

Participation of women and girls with migrant background

XIII. Housing, homelessness, shelterlessness

For social and political participation, the aspect of mental and physical health and integrity is indispensable. This also includes having the security of a room to yourself. Many people in Germany do not have their own living space and/or lack shelter. If this problem is considered from a gender perspective, the urgent need for action in the field of accommodation is even clearer. Children are often involved, especially in homeless or shelterless women. In addition, adolescents and young people who use so-called "couchsurfing", where they have to stay in private accommodation of other people and have to change this accommodation again and again, are in danger. The need can easily be exploited so that young people are incited to commit criminal offences or are subjected to (sexualised) violence.

The lack of accommodation affects many factors and prevents security, freedom and social participation. We therefore need accommodation and support systems that are tailored to our needs.

EU Charter References

- Article 5 – Working with partners to promote equality
- Article 10 – Multiple discrimination or disadvantage
- Article 14 – Health
- Article 15 – Social care and services
- Article 18 – Social inclusion
- Article 19 – Housing

Measures

- New opportunity for shelterless women and families
- New opportunity for shelterless men- VinziDorf Marburg
- Raising awareness and identifying gaps in funding for young women at risk of or affected by homelessness
- Types of housing for single parents in Marburg
- Improving women's access to housing

▪ **New opportunity for shelterless women and families**

The opportunities for homeless and shelterless people in Marburg are diverse. The assistance system for assisting those affected distinguishes between shelterless people who do not have a fixed place of residence or accommodation and homeless people who do not have a rental contract and are accommodated, for example, in a stationary or municipal facility.

Housing, homelessness, shelterlessness

The City is currently renting apartments from GeWoBau to accommodate shelterless people. Accommodation is provided in accordance with §11 of the Law on Public Security and Order (HSOG) and is organised in Marburg by the City's housing service.

The city is currently restructuring the municipal support system. Two new gender-specific forms of housing shall be created for affected people in addition to the existing opportunity of probationary housing. Aligned to the demands and different needs of women and men, the City of Marburg's social planning department currently undergoes restructuring. The current location of the City's homeless shelters in Waldtal will be dissolved after the new opportunities have been implemented. A full-time pedagogical specialist has already been hired for the target group.

The further development of the infrastructure for shelterless and homeless people is carried out in exchange with the sponsors and associations operating in Marburg within the framework of the Working Group for Homelessness Assistance (www.marburg.de/wohnen).

Goal	<ul style="list-style-type: none"> ▪ Creating a new opportunity for shelterless women and families ▪ Purchase of the house by GeWoBau and rental to the City to use it for the opportunity ▪ Involvement via community work and the Ockershausen Local Advisory Council for Good Neighbourliness
Target group	Women and families without shelter
Measurable parameters	Needs-based accommodation
Data sources	Statistics of the Housing Service
Period of implementation	from 2022 and subsequently as a permanent opportunity
Project management	<ul style="list-style-type: none"> ▪ Department 4 – Social Affairs and Housing ▪ Professional Services Unit 50 – Social Benefits /Social Planning (Process Control)
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Community work for Department 4 – Social Affairs and Housing
Responsible for declarations of funding	<ul style="list-style-type: none"> ▪ Department 4 – Social Affairs and Housing
Planned use of resources	Educational position already established and occupied, operation and administration via Housing Service

▪ New opportunity for shelterless men- VinziDorf Marburg

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Housing, homelessness, shelterlessness

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The further development of the infrastructure for shelterless and homeless people is carried out in exchange with the sponsors and associations operating in Marburg within the framework of the Working Group for Homelessness Assistance (www.marburg.de/wohnen). A project advisory board has been established for the implementation of the VinziDorf (Vinzi Village) concept in Marburg.

VinziDorf für Marburg

The first Vinzi village was founded by Father Wolfgang Pucher and is run by the Vincence community VinziWerke in Graz. Around 10 mini-houses with a communal house are planned in Marburg, which are to be built by GeWoBau and managed by the City. One of the first implementation steps was the implementation of a workshop in April 2022 on location criteria and volunteering. Prior to this, surveys of affected individuals were carried out, which gave an insight into the needs and location preferences of the target group. The next step is to search for a suitable location.

For all those who want to support the project, an engagement alliance has been founded. The VinziDorf Marburg Alliance and further information can be found at: www.marburgmachtmit.de/VinziDorf

Goal	<ul style="list-style-type: none"> ▪ Creation of a new opportunity for shelterless men at a suitable location in Marburg ▪ Construction of the mini-houses and the community house by GeWoBau ▪ Operation and management by the City (operating concept) ▪ Involvement via local advisory councils and local authorities as well as volunteer involvement
Target group	Men without shelter, usually older men
Measurable parameters	Needs-based accommodation
Data sources	Statistics of the Housing Service
Period of implementation	2022 to 2023, next step: site search
Project management	Department 4 – Social Affairs and Housing and GeWoBau
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 50 – Social Benefits /Social planning ▪ Professional Services Unit 61 – Urban Planning and Monument Protection ▪ Staff Unit 72 – Citizens' participation
Responsible for declarations of funding	<ul style="list-style-type: none"> ▪ Department 4 – Social Affairs and Housing ▪ GeWoBau (construction costs)
Planned use of resources	<ul style="list-style-type: none"> ▪ Educational position already established and occupied

- Operation and administration via Housing Service

▪ Raising awareness and identifying gaps in funding for young women at risk of or affected by homelessness

Nationwide, according to BAG Wohnungslosenhilfe e. V., the total number of homeless people in the homeless sector for the year 2020 is 256,000. With the inclusion of recognized refugees the number reaches about 417,000. Approximately 178,500 (70 percent) of the homeless people are single, and about 77,000 (30 percent) live together with partners and/or children. BAGW estimates the number of children and underage adolescents at 8 percent (20,000). According to the current estimate, the proportion of women among the homeless of legal age is 33 percent (78,000 women).

In 2017, the German Youth Institute (DJI) published a study on the situation of homeless young people and speaks of around 37,000 adolescents and young people up to and including the age of 26 who are shelterless or homeless. The proportion of girls and women is significantly lower than that of boys or young men. However, the number of women in the aid system has risen steadily for years - to a share of around 26 percent in 2016. It is therefore assumed that the needs of homeless women in particular often go unrecognised, because women do not appear in homelessness centres out of shame about their plight, but rather look for a place to stay with friends or acquaintances.

In Germany there is no uniform registration by state of homeless persons.

An expert report from 2014 on the situation of homeless children and adolescents in Baden-Württemberg comes to the following conclusions: There is a need for research into homelessness in childhood and adolescence and its consequences for the mental development of young people, and we are lacking empirical facts and thus important information for the entire aid system.

At first glance and in response to the demand for figures for the target group in Marburg, only individual cases are available for study purposes. However, professionals in the field of youth vocational assistance and school social work in Marburg report that the "hidden" homelessness of young women in particular has been increasing in the context of counselling. The aim is therefore to determine what support and services young women (for example couch surfers) need, who are at risk of or affected by homelessness. To this end, interviews with affected young women and expert interviews will be conducted. A summary report on the opportunities offered to the target group will be drawn up under the auspices of public and private bodies and the results will be presented and discussed in the specialist committees. The aim is to identify any funding gaps and, if necessary, develop target group-specific support opportunities in consultation with the parties involved.

Goal	<ul style="list-style-type: none"> ▪ Uncovering opportunity gaps and needs for action in relation to the target group ▪ Networking of stakeholders in this field ▪ Development of support structures ▪ If necessary, development of a target group-specific support opportunity
Target group	Young women at risk of or affected by homelessness (for example, couch surfers)

Housing, homelessness, shelterlessness

Measurable parameters	Independent and public institutions
Data sources	<ul style="list-style-type: none"> ▪ Creating categories ▪ Qualitative evaluation of the interviews based on these categories ▪ Interviews with affected young women and experts were conducted and evaluated ▪ Number of participants (young women/experts) in the study ▪ Number of opportunities for the target group
Period of implementation	2022-2024
Project management	<ul style="list-style-type: none"> ▪ Professional Services Unit 59 – Specialist Office for Youth Vocational Assistance/Youth School Assistance ▪ Head of Department, Department 5 – Children, Youth, Family
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Professional Services Unit 57 – General Social Services ▪ Professional Services Unit 50 – Social Benefits ▪ Frauen helfen Frauen e. V. ▪ Independent institutions and professionals in school social work
Responsible for declarations of funding	Professional Services Unit 59 – Specialist Office for Youth Vocational Assistance/Youth School Assistance
Planned use of resources	<ul style="list-style-type: none"> ▪ 4,000 euros for monitoring/carrying out the survey in budgetary year 2023 ▪ If needed, additional funds for opportunities developed on the basis of the results.

▪ Types of housing for single parents in Marburg

Access to quality housing is a basic human need under Article 19 of the EU Charter. For this reason, the community should, as far as possible, ensure that low-priced housing is available to disadvantaged target groups in particular.

In the housing supply concept (2015), the University City of Marburg stipulated that it wants to facilitate access to the housing market for disadvantaged target groups, including single parents looking for accommodation, in such a way that all can find suitable housing. The objective of promoting community housing is also part of the housing supply concept. Types of housing with a solidarity or cooperative orientation, for example projects for communal living, enable people to support and relieve each other in everyday life and in special situations.

The decision on the development of the Marburg Concept Method for Community Housing (Regulation/7647/2020) implements these objectives and creates a set of instruments to always take community housing into account in future developments in settlements. To this end, the Marburg concept for communal housing is to be developed and used in future housing projects.

Particularly in the segment of inexpensive rental housing, but also in the case of conversions in the housing stock, community housing concepts should also be provided that take into account the needs of single-parent families, include the surrounding

Housing, homelessness, shelterlessness

neighbourhood and, if necessary, include opportunities of educational support. To this end, approaches and concepts shall be developed and implemented.

In addition, concepts for the promotion of neighbourly networking and support in the existing building are to be developed and implemented on the basis of the needs to be determined by tenants in the existing building.

Goal	<ul style="list-style-type: none"> Develop a concept for housing projects for single parents in Marburg and implement it for future construction projects Develop and implement concepts to promote neighbourly networking and support in the existing stock
Target group	Single parents in Marburg
Measurable parameters	<ul style="list-style-type: none"> Number of community housing projects Number of housing concepts intended for single parents
Data sources	<ul style="list-style-type: none"> Community Housing Unit Referral figures
Period of implementation	2022-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	<ul style="list-style-type: none"> Professional Services Unit 61 – Urban Planning and Monument Protection GeWoBau Marburg
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	To be determined

Improving women's access to housing

Since 2020, there have been housing opportunities in Marburg for a transitional period: In 2 second-stage apartments designed by Frauen Helfen Frauen e.V. Marburg, women - after a stay in a women's shelter - find other temporary accommodation on their way to a sustainable, non-violent life. Women who have left prostitution in Marburg can stay in an exit apartment of FIM e.V. In the transitional apartments belonging to the associations, residents have the opportunity to reorient themselves (securing their livelihood by taking up a (different) job, looking for their own apartment, etc.).

Multiple discrimination often makes it difficult for these women to enter the free housing market. Therefore, this problem should be placed within the framework of existing networks and a method developed and implemented together with stakeholders from the Marburg housing market in order to improve access to housing, especially in the inexpensive segment, for this target group.

Goal	Improving access to (inexpensive) housing for women who have lived temporarily in a women's shelter/second-stage apartment or in an exit apartment
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Housing, homelessness, shelterlessness

Target group	<ul style="list-style-type: none"> ▪ Residents of the Women's House or a Second Stage Apartment ▪ Residents of an exit apartment of FIM e. V.
Measurable parameters	<ul style="list-style-type: none"> ▪ Development of a procedure to facilitate access to housing for women ▪ Number of parties involved ▪ Number of women using this procedure ▪ Number of women who have found an apartment through this procedure
Data sources	<ul style="list-style-type: none"> ▪ Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination ▪ Frauen helfen Frauen e.V. Marburg ▪ Frauenrecht ist Menschenrecht FIM e. V.
Period of implementation	2023-2025
Project management	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Consultation/Counselling	<ul style="list-style-type: none"> ▪ Department 4 – Employment, Social Services, and Housing ▪ Professional Services Unit 55 – Housing ▪ Frauen helfen Frauen e. V. Marburg ▪ Frauenrecht ist Menschenrecht FIM e. V. ▪ Round table "Affordable Housing" ▪ Players in the Marburg housing market, especially GeWoBau
Responsible for declarations of funding	Professional Services Unit 16 - Office for Equality, Diversity and Non-Discrimination
Planned use of resources	To be determined