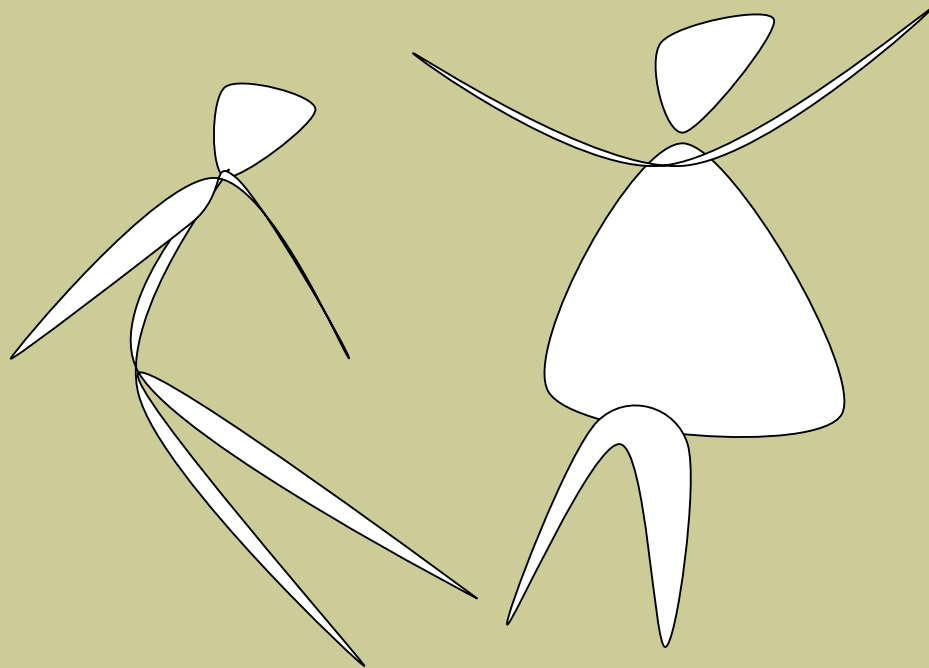




# **Charter of Intentents for Equal Citizenship**

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## PREAMBLE

*The Pariteia project is based on an innovative approach consisting of interventions supporting equal opportunity with a view to introducing the gender equality<sup>1</sup> issue in all respects in the process of building local, national and European citizenship, by creating a synergic relation between male and female participation in the fields of professional life, private and family life and in political and public functions.*

*Equal citizenship is found on the idea that European citizenship has to be based on **equal citizenship of men and women**, which is an essential factor of democracy, of more freedom of choice, participation and equality for both women and men.*

*This objective is partly accomplished by drawing up and disseminating a Charter of Intents for Equal Citizenship, aiming at involving, as testimonials, mainly those men who play a major role in public and private decision-making processes. The signatories personally commit themselves to supporting and pursuing the principles and aims proposed.*

The **distinctive elements** of the Charter of Intents are:

- *a bottom-up approach, involving key actors through the organisation of several workshops and specific meetings;*
- *the setting up of a network focused on supporting the Charter of Intents;*
- *a more significant involvement of men;*
- *the achievement by the signatories, within reason, of concrete commitments and not only of generic solidarity.*

You can also download the Charter of Intents and sign it at [www.pariteia.org](http://www.pariteia.org)

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<sup>1</sup> The term "gender equality" denotes equality of treatment between men and women, both in terms of equal treatment and in terms of a different treatment considered equivalent in terms of rights, advantages, obligations and opportunities.

## PRESENTATION OF THE CHARTER

The **aim** of the Pariteia network is to realise equal citizenship of men and women by pointing out possibilities for improvement and levers for change to public authorities at all levels: local, regional, national and European.

Women still carry out the majority of caring tasks at home, many of them experience violence in the family, while they are also expected to fully participate in the labour market. This creates a basic inequality between men and women.

In the European Union, in the last few decades, public authorities, the business world, civil society and the media have focused considerable attention on gender equality between women and men in the labour market, in private as well as public life and in politics. However the endeavour for achieving gender equality remains essentially a women's issue. Men will obviously have to take on more care tasks to enable women to play a stronger role in the labour market and in public and political life.

Pariteia also endeavours to carry out an important awareness-raising action addressed to the general public in order to close the existing gap between "political" and "social" ethics that is between what is imposed at European and national level and what is actually applied or implemented in daily life and in society. For instance, many EU Member States give men the possibility to take parental leave, but men rarely take advantage of this benefit, mainly due to cultural reasons.

This is why the PARITEIA network has drawn up a Charter of Intents for Equal Citizenship which aims to achieve the following **objectives**:

- to involve very important men and women in the cultural and economic fields, civil society, the institutional and political sectors to personally commit themselves to actively support equal citizenship by signing this Charter;
- to emphasize and disseminate the experiences of equal citizenship promotion which are actively supported by men;
- to make public opinion, institutions, economic and social actors, people and communities aware of the question of equal citizenship, in order to favour the participation of men and women in the equal citizenship promotion processes.

The **concept of full citizenship** implies gender equality, meaning equal opportunities and freedom of choice of men and women in different domains.

- It is a matter of public interest. Both men and women can and should provide valuable contributions to society. Full citizenship also means equality between sexes. It is important to share this view on citizenship with children, and to fight gender stereotypes through education.
- It is an essential condition for a modern and democratic society, as women represent at least half of the population but are not equally represented at a political and institutional level.

- There is a labour market interest. Indeed, a more equal participation rate of women and men is an important factor impacting on social dynamics and economic growth. A better allocation of talents also fosters a more productive society.
- It is a matter of social justice. Although there are clear signs of improvement in the sharing responsibilities for household and caring tasks between men and women, we are still far from the final objective of men taking on their fair share of tasks at home.
- And it is a major issue affecting the health and security of both genders, in particularly concerning violence against women.

It is important to disseminate and support this idea of citizenship. The first step is to make children aware of it at an educational level in order to eradicate gender stereotypes in future generations.

Thus Pariteia has used **key actors** in the political, public, economic and social fields as testimonials, asking them to share and support the principles expressed in the Charter of Intents and to commit to a precise engagement in order to achieve real social change.

The **signatories of the Charter** of Intents are both men and women, who, due to their position or on behalf of the institution, organism or company they represent, express their commitment to promote and disseminate the Charter concept.

The Charter is a declaration of Intents, thus the signatories are required to share its principles and fully undertake the specific commitments, in line with their own means and possibilities.

N.B.: As the Charter of Intents is addressed mainly to men, the text intentionnally refers to men, although women are by no means excluded.

## Part I

# THE CHARTER OF INTENTS FOR EQUAL CITIZENSHIP

## PRINCIPLES

CONSIDERING that:

equality between men and women is one of the fundamental principles of the European Community law (EC Treaty, article 2);

the European Union action aims to eliminate inequalities and to promote equality between men and women (EC Treaty, article 3, paragraph 2);

the European Council is entitled to adopt appropriate actions in order to combat discrimination based on sex (EC Treaty, article 13);

the European Union and the Member States aim to promote employment, the improvement of life and working conditions, appropriate social welfare, social dialogue, the development of human resources (with the purpose of increasing and consolidating the employment level) and to combat social exclusion. In particular, the European Union supports and completes the action carried out by the Member States in promoting gender equality as far as labour market opportunities and treatment at work are concerned (EC Treaty, article 137);

the European Union and the European Council endeavour to promote gender equality in terms of working incomes. Each Member State must ensure the application of the principle of equal pay for equal work or work of equal value. In order to ensure full and effective gender equality in working life, Member States are entitled to adopt those provisions foreseeing specific advantages aimed at making it easier for both men and women to carry out their professional activities (EC Treaty, article 141).

Given the *legally binding legislation* in the European Union:

Sets out minimum parental leave of absence from work due to circumstances outside the individual's control, allows both men and women to take up a parental leave of at least three months for the birth or adoption of a child; this leave cannot be transferred to the other parent (Directive 96/34/CE);

Establishes a general framework for the removal of discrimination of part time male and female workers and contributes to the development of opportunities for part time work (Directive 97/81/CE);

Establishes the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (Directive 2002/73/EC);

Ensures the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment, occupation with particular regard to the access to employment, including promotion, and to vocational training; working conditions, including pay; occupational social security schemes (Directive 2006/54/CE).

Given that *political instruments* have been applied on European level to serve as guidelines on how member states and other leading institutions and social actors can tackle the issue of the equal opportunities and equal citizenship:

Promoting equal participation of men and women in family and professional life and, in view of this, proposing an integrated strategy to Member States aimed at achieving reconciliation, and also compiling recommendations and measures aimed at Member States, non-governmental organisations, workers, etc. (Council Resolution 29/6/2000).

#### RECALLING:

the European Community citizenship principles ratified in Chapter II of the existing EC Treaty, underlining that all European citizens, men and women, enjoy all the rights and are subject to all the duties foreseen in this Treaty.

#### REMEMBERING that:

the Charter of Rome (May 1996) points out that, despite the fact that gender equality is now legally recognised, "inequality between women and men persists in decision-making bodies and authorities, in politics, economics, social and cultural life, and at the local, regional, national and European level". The charter underlines that where progress has been made, notably in the area of public life (in elected assemblies, councils and consultative committees, etc.), this has been achieved by implementing incentives and/or legislative or regulatory measures on the part of governments and political parties. This is why the ministers of different EU Member States and signatories of the charter call for "political and social reforms" and declare that they are prepared to take action in order to "foster the access of women, on an equal standing compared to men, in all centres of power, influence and decision-making" by implementing the appropriate incentives and/or legislative or regulatory measures;

the Charter of Fundamental Rights of the European Union, proclaimed in Nice in 2000, reaffirms the prohibition of any form of discrimination, especially discrimination based on sex, and the duty to guarantee equality between men and women in all fields;

the European Constitution, adopted in June 2004 by European Member States<sup>2</sup>, includes among the key EU values equality between men and women (EC Treaty, article 1-2);

reaffirms the principle of non-discrimination and citizenship under a specific title featuring the provisions concerning actions in the fields of combating discrimination and promoting the rights deriving from the European citizenship;

- European International Movement - Belgium;
- Leon Kozminski Academy of Entrepreneurship and Management - Poland;
- Amsterdam School for Social Science Research (ASSSR) - the Netherlands;
- Centro di Iniziativa Europea (CdIE) (European Initiative Centre) - Italy;
- Efeso – Italy;
- D&S Group - Italy;
- Fundacion Directa (Direct Foundation) – Spain;
- Provincia di Napoli (Province of Naples) - Italy;
- Resource Centre for Women "Marta" - Latvia;
- Università Milano Bicocca (University of Milan Bicocca) - Italy;

and all the supporters of the Charter of Intents

AGREE that:

European citizenship must be based on equal citizenship, which is an essential factor of democracy, participation, freedom and resource development;

EMPHASIZE

the need to allow each person (either man or woman) to plan his/her own life freely and responsibly, without being influenced by stereotypes or obligatory models;

UNDERLINE the importance of

promoting equal application procedures for men and women in institutions, as a necessary condition for political reforms. The persistent under-representation of women in governments, managerial positions of political parties, institutions, political and

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<sup>2</sup> As of May 2006, Austria, Belgium, Cyprus, Estonia, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Slovakia, Slovenia and Spain had ratified the constitutional treaty.



economic decision-making processes reveals a lack of equality. It also raises the issue of the legitimacy of the results that have been achieved, as it does not take into due consideration interests and needs of the population as a whole, thus making our democracy incomplete;

promoting equality in terms of participation of men and women in professions and careers, in the boards of directors of public and private companies, thus fostering improvement and social capitalisation of competences, knowledge and skills;

promoting an equal distribution of family roles and responsibilities between men and women, which is a vital condition for sustaining the modern European social and cultural model;

raising citizens' awareness on violence against women and children as a consequence of gender hierarchy and gender inequality, in order to promote affirmative actions to prevent and eliminate gender-based violence;

raising citizens' awareness and promoting cultural changes which are favourable to the above-mentioned objectives in the name of equal citizenship;

involving as many men as possible in the gender equality process, in order to provide all people with the same opportunities, the same freedom of choice in all public and private life contexts.

COMMIT themselves to

act as testimonials and promoters to support and disseminate the Charter of Intents for Equal Citizenship.

REQUEST that:

men and women play an active role in public, professional and private life domains, in order to eradicate discriminatory situations based on sex;

the European Union and the Member States set up, also through European Programme funding, the necessary conditions allowing men and women to exercise the same citizenship rights foreseen in the Treaty, thus eliminating all those obstacles preventing them from enjoying their rights in the areas of political representation, employment, family and, in more general terms, society.

In order to ensure that equal citizenship rights are better perceived at EU and Member States level, the signatories of the Charter of Intents,

AGREE

to forward the present Charter of Intents to the European Union Institutions, especially to the European Commission, so that at least part of it can be included in the three-yearly Report on the application of the citizenship provisions that the Commission presents to the European Parliament, Council and Economic and Social Committee, according to the EC Treaty, Part II, article 22. On the basis of this report, the European Council has the possibility of adopting measures aimed at completing the rights foreseen in this part and recommending that Member States adopt them, in compliance with their respective constitutional laws.

## Part II

# DECLARATIONS AND POSSIBLE COMMITMENTS

## ARTICLE 1

### EQUALITY IN POLITICAL AND PUBLIC LIFE

In order to:

- provide politics with the right to use women's resources and competences;
- positively and rapidly foster the long process of democratisation in favour of an equal political representation;
- allow women to become politically engaged in order to draw the decision-makers' attention to their specific issues;
- promote equal opportunities in political, professional and private life.

**1.1. Political and institutional decision-makers** (*local, provincial, regional, national and European political bodies*), commit themselves, within reason, to:

set up appropriate mechanisms consisting of incentives, non-discriminatory or sanctioning laws leading to a more balanced participation of men and women;

acknowledge and make women's competences visible, by supporting appropriate tools for assessing people's competences based on merit and transparency systems;

favour a more balanced representation of men and women in governments, by considering the candidates' competences;

**1.2. Politicians and political parties commit themselves**, within reason, to

introduce non-discriminatory provisions in their statutes and propose a truly equal participation of men and women in party lists and boards;

develop a public framework in political parties where decision-making is transparent, open and clear both for women and men.

**1.3. Professors, universities, research institutes and/or their representatives**

commit themselves, within reason, to

carry out and promote studies and research on the issue of equal representation in politics and institutions;

identify obstacles and appropriate tools favouring change.

**1.4. Men and women** signatories of this Charter of Intents commit themselves, within reason, to

act as mentors, introducing women into 'power' networks and lobbies, which are traditionally male-oriented and characterised by a strong male predominance;

vote for candidates promoting gender equality in municipal, provincial, political and European elections;

support the election campaign of the woman candidate front runner.

## ARTICLE 2

# EQUALITY IN THE PROFESSIONAL AND ECONOMIC SECTORS

In order to:

- remove the discriminatory aspects between men and women in the work sector;
- promote positive actions for re-balancing participation of both sexes in the sectors and at the levels when under-represented;
- guarantee that all citizens freely choose their profession and role, by removing all segregation obstacles.

**2.1. Political and institutional decision-makers** (*local, provincial, regional, national and European political bodies*) commit themselves, within reason, to promote policies and laws and to support the application of existing ones aimed at:

removing gender obstacles and discrimination in the work sector;

favouring equality between men and women's salaries, provided they have equivalent functions and tasks;

supporting the development of women's careers, by offering for instance incentives to those companies reserving to women a certain number of high positions at managerial and board of directors levels;

consolidating women's participation in the labour market, by intervening in the area of irregular forms of work involving mainly women;

steadying women's participation in the labour market, with special reference to women with small children and women aged 50 and over;

stimulating and supporting female entrepreneurship, also from an economic point of view.

**2.2. *Entrepreneurs and professionals*** commit themselves, within reason, to:

adopt in their companies equal opportunities policies, within their human resources policy, and to provide the necessary human and economic resources for implementing these policies and monitoring their impact;

acknowledge and raise women's visibility, by supporting merit and transparency methods in assessing competences, thus allowing for a better allocation of talents;

guarantee equality between men and women's salaries, provided they have equivalent functions and tasks;

set up specific mechanisms or reserve to women a certain number of seats in boards of directors, in order to guarantee a more equal participation of women in the managerial sphere;

promote anti-discriminatory internal regulations.

**2.3. *Social partners and their representatives*** commit themselves, within reason, to:

consider the idea of gender equality in each section of collective bargaining;

involve workers in order to ensure a top-down and bottom up approach to collective bargaining;

agree, through the commitment of trade unions and entrepreneurial organisations on occasion of consultation, innovative and efficient measures to be accepted and actually enforced by companies;

ensure women and men's equal participation in their own organisational structure and in their management sectors.

**2.4. *Professors, universities, research institutes*** and/or their representatives commit themselves, within reason, to:

carry out and promote multi disciplinary studies and research on the issue of equal opportunities in labour market, house hold and caring tasks, power and leadership, etc;

promote researches in all fields with gender perspective;

identify the obstacles and appropriate tools leading to change;

promote meetings, seminars and university studies addressing these topics, in order to induce permanent cultural changes among youngsters;

promote equal distribution of both sexes in the boards and councils of higher education establishments and research units;

promote cultural change against gender stereotypes.

**2.5. Men and women** signatories of this Charter of Intents commit themselves, within reason, to:

overcome gender stereotypes in professional and economical life and to promote cultural change.

## ARTICLE 3

# EQUAL DISTRIBUTION OF CARE TASKS AND SUPPORT OF RECONCILIATION BETWEEN PRIVATE LIFE AND PROFESSIONAL AND POLITICAL LIFE

In order to:

- re-balance the household and care tasks between men and women;
- promote positive actions supporting reconciliation of professional life and personal, family life;
- guarantee that men and women equally enjoy their leisure time, devoting it both to themselves and to their private and family life.

**3.1. Political and institutional decision-makers** (*local, provincial, regional, national and European political bodies*) commit themselves, within reason, to:

promote policies and laws and support the already existing ones aimed at guaranteeing that both men and women have access to maternity, paternity and parental leaves as individual rights and at favouring the enforcement of paternity leave;

support the development of care services and measures allowing reconciliation of personal, family and professional life;

favour the choice in their bodies and in the European Union of part-time and flexible jobs by workers (and by managers as well) having care tasks;

harmonise life times in their own cities, provinces and regions, in order to simplify people's reconciliation of times;

consolidate women's participation in the labour market, with special reference to women with small children and women aged 50 and over, through measures aimed at conciliating times of life in a more favourable way;

promote awareness campaigns in educational policies of schools, in order to promote cultural change among children and young people in terms of sharing of family responsibilities and tasks;



foster positive actions in legislation and policies focused on eliminating violence against women and children.

**3.2. *Entrepreneurs and professionals*** commit themselves, within reason, to:

favour paternity leave;

favour part-time and flex-time jobs or telework for men and women responsible for care of children and other dependants;

favour part-time and flex-time or telework for professionals, managers and directors as well;

consider the needs of workers with small children and dependant family members for the distribution of tasks, the definition of working hours and the scheduling of meetings;

exclude from the advertising campaign of the company's images and text that discriminate against women and diminish the value of a woman as a human being.

**3.3. *Social partners*** and their representatives commit themselves, within reason, to:

participate in collective bargaining in order to favour the use of part-time and flex-time by those workers with care tasks, at a managerial level as well;

promote the use by companies and public bodies of innovative tools supporting reconciliation;

contribute to introducing cultural change into work and entrepreneurial environments, and within their own organisational structures, thus favouring a re-balancing of family competences between men and women.

**3.4. *Professors, universities, research institutes and/or their representatives*** commit themselves, within reason, to:

carry out and promote studies and research on the issue of reconciliation;

identify the obstacles and appropriate tools leading to change;

promote meetings, seminars and university studies addressing these issues, in order to induce long-lasting cultural changes in youngsters.

**3.5. *Teachers*** commit themselves, within reason, to:

raise awareness and promote cultural change in schools, in order to favour a re-balancing of the distribution of family roles.

**3.6. Men and women** signatories of this Charter of Intents commit themselves, within reason, to:

carry out household and family tasks, to the same extent as their partners;

contribute to the generational cultural change as concerns the equal performance of family and household tasks, thus setting a good example for children;

overcome gender stereotypes in the area of distribution of tasks between family roles and to promote cultural change.

## ARTICLE 4

### IN GENERAL

**4.1. Local, provincial, regional, national and European institutions** are encouraged to promote policies and laws and to ensure the application of existing ones aimed at:

introducing conditions favouring equal opportunities and freedom of choice for men and women in different contexts;

removing gender discriminations in all sectors;

favouring cultural changes and overcoming gender stereotypes;

considering in all policies, laws and regulations that are issued the notion of gender differences (i.e. *mainstreaming* action);

**4.2. Journalists, editors and other mass media operators** are encouraged to:

ensure that female negative stereotypes regarding political, occupational and family spheres are no longer proposed;

promote a progressive culture, reappraising male and female roles in the fields where men and women are under-represented (especially as regards household tasks and family care, in the case of men);

foster and promote the increase in the number of women carrying out managerial tasks in the media sector.

**4.3. Women organizations** are encouraged to support and spread over the Charter message.

**4.4. All signatories** of this Charter of Intent are encouraged to:

complete the actions undertaken in all fields, in order to increase their efficiency and create a multiplier effect;

set up and promote local, national and European networks supporting the principles and commitments undersigned in this Charter of Intents;

close the gap between the "political" and "social" ethics within their own organisational structures and as regards their individual members / personnel. This means that each signatory should agree to improve the use of officially recognised rights and regulations on gender equality in his or her own organisation and country;

promote and disseminate good practices in interventions supported by men and favouring gender equality;

promote good practices by referring to rights and regulations in other European countries and at EU level.

## Promoters



**European Movement  
Mouvement Européen**

European Movement International



Amsterdam School for Social Science Research (ASSSR) (Netherlands)



D&S Group - Napole (Italy)



fundación directa

Fundacion Directa (Spain)



Leon Kozminski Academy of Entrepreneurship and Management (Poland)



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Efeso Forlì (Italy)



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