



EQUA. LIBERA. INCLUSIVA.
BOLOGNA METROPOLITANA PIANO PER L'UGUAGLIANZA

PIANO PER L'UGUAGLIANZA DI GENERE 2021-2026



Gender Equality Plan of the Metropolitan City of Bologna 2021-2026 Equal. Free. Inclusive.

The Gender Equality Plan of the Metropolitan City of Bologna is a new administrative action, included in the 2021-2026 mandate program to address the growing inequalities that the pandemic crisis has further highlighted.

The Gender Equality Plan of the Metropolitan City of Bologna presents actions within 5 areas of intervention:

1. Paid Work
2. Unpaid Work
3. Action against Gender Violence
4. Culture of Equality
5. Action against multiple, additive, and intersectional discrimination.

The Gender Equality Plan is a system of pioneering, systemic and innovative actions, in the context of the autonomy of the local administration. It refers to:

- the European Strategy for Gender Equality 2020-2025
- the UN 2030 Agenda and its translation into the Bologna metropolitan area
- the National Strategy for Gender Equality 2021-2026
- the National Strategic Plan on male violence against women 2021-2023
- the Law of the Emilia Romagna Region No. 6 of 2014 "Framework Law for Equality against gender discrimination"
- the Gender Equality Plan of the University of Bologna

Metropolitan Bologna takes into consideration that discrimination is multiple and therefore includes many people different in terms of geographic, social, economic, ethnic, and sexual identity. Even when not explicitly stated, for reasons of fluency in the reading of the document, they are to be considered valid for the entire plan.

The Timetable of the Plan

Preparation: November 2021

Start: December 2021

Adoption of the Plan in the Metropolitan Council: 13 July, 2022

Adoption of Opinion in the City Councils of the 55 Municipalities: September / October 2022

Adoption of the Plan, completed the participatory process in the Metropolitan Council, connected to the Budget Session: November / December 2022

The Participation Process of the Gender Equality Plan

From December 2021 to June 2022 many meetings were held in which a thousand people took part. These meetings were organized in workshops and discussions between December 2021 and June 2022, local elected authorities, trade unions, economic trade unions, universities and local associations.

INSTITUTIONAL PROCESS: within the Metropolitan City and the Municipality of Bologna (in the Councils, in the Council Commissions, in the sessions pursuant to article 35 of the Statute of the Metropolitan City, in the Territorial Metropolitan Social and Healthcare Conference).

DISCUSSION WITHIN THE TERRITORY: hearings with local administrators and associations, in the 7 districts in which the Metropolitan City of Bologna is organized.

"FUTURE" WORKSHOPS: 5 thematic laboratories were created in which experts from the 5 areas of the Equality Plan elaborated choices to be made today based on future scenarios set in 2040.

THE METROPOLITAN CITY SAFEGUARD AND ECONOMIC RECOVERY TABLE: 9 meetings were scheduled, comparing all the tables on which the work of the Safeguard Table is articulated. The direct members took part: companies, trade unions, trade associations social partners.

Further meetings with reference Associations for the writing of the 5th Area of the Plan
- Contrast to Multiple, Additive, Intersectional Discriminations.