

Workshop 3

Using management processes to drive social justice

Date & Time

Wednesday, 13 June, 9:30-11:30

Room

A4

Description

Achieving social justice, i.e. improved distribution of wealth, opportunities and privileges within a society, is a key objective for local governments, in considering how to best manage the territories for which they are responsible. At the same time, local governments are confronted with numerous other challenges in the 21st century. To name a few, these include the rising demand for more and better quality local services, effective staff management, engaging citizens on their needs, and the adaptation of service provision to rapidly evolving technologies. All this whilst being faced with important budget restrictions that limit the extent of local governments to be pro-active.

Nevertheless, local governments are key actors driving public policy goals and have their part to play in promoting non-discrimination. They are called upon to provide services of equal value for girls and boys, women and men that foster inclusive communities, in response to the needs of an increasingly diverse local population. Sub-national authorities do not simply need to consider employing a diverse workforce, they must also assess the impact of policy decisions they take on their territories. Change management, the transformation of the way municipalities function and how they provide services are therefore, the order of the day.

So how can local government actors adopt administrative and management processes to attain social justice goals at the local level, whilst taking account of the many other demands placed upon them? What approaches yield the most efficient results at the local level when looking to promote non-discrimination and gender equality, whilst faced with squeezed local budgets? These are some of the issues that will be under the spotlight during this workshop.

Format

Interactive Workshop

Many local governments pride themselves on pursuing policies that not only promote equality between women and men, but also address the issue of providing services for diverse groups within local communities. Essentially, they operate through a complex web of interrelated and interdependent departments and organisations. Achieving social justice outcomes requires a wide range of different tools and methods, depending on the results desired.

- What are the hurdles that municipalities face in their desire to bring about greater social justice outcomes through the policies that they implement and how can these be overcome?
- In order to fine-tune the provision of local services, what are the research tools that can be used by local governments to determine the prioritisation of services to address unmet or under-met needs?
- How can budgets be restructured in order to address inequalities and to promote more inclusive policies at the local level?
- What techniques can be employed to monitor policy outcomes and ensure appropriate follow-up action when the outcomes of policy decisions need to be adjusted?
- How can sub-national authorities retain long-term commitment to policies that promote gender equality, non-discrimination and inclusion?

These are just a few of the issues that will be the focus of this workshop. Several contrasting presentations will highlight different methodologies for using management processes and structures to achieve equality, diversity and inclusion objectives. The approach of this workshop will be interactive, where participants will be encouraged to share their knowledge and experience of implementing management processes in their local and regional authorities. Participants will also undertake practical exercises to help them successfully put in place effective systems aimed at helping to deliver local services that are more gender responsive and inclusive. Come along and get inspired!

Presentations

- *“Benchmarking for gender equality – instruments and approaches to achieve success”*
- *“Gender Mainstreaming in city management”*
- *“Balanced Score Card: Strategic Management Tool and handling Gender Equality”*
- *“Organisational change towards gender equality”*

Language foreseen

English

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