



stop
violence
.brussels

**Brussels Plan to
Combat Violence
against Women**



PREFACE

There are still so many women who, every day, endure beatings, insults, deprivation and humiliation from a spouse or former spouse in silence and behind closed doors.

So many women are subject to gender-based harassment at work, on public transport, in parks, public spaces or on social media.

We owe these women an appropriate response, we should listen attentively and provide dignified support and effective assistance and protection.

Today, the Brussels government is taking on its responsibilities with this first Regional Plan to combat violence against women, adapted to the specific characteristics of Brussels.

Fifty-six practical actions aimed at improving the response, information, support and protection given to victims, along with training and raising the awareness of those involved in prevention, health, security, urban planning and mobility.

This Plan is intended to be part of a broader perspective, coordinated nationally and internationally.

Taking responsibility means organising, managing and coordinating in an effective and cross-cutting manner, the immediate response that we must give to the victims and the strong signal that we must send to the perpetrators of this violence.

It also means supporting the voluntary sector, which invests a great deal in providing psychosocial care for victims, accommodating them in safe places, the treatment of perpetrators, etc.

This Regional Plan is largely inspired by the expertise and priorities recommended by field-based associations. I would like to thank them here. Their daily struggle for and alongside these women is essential and impressive.

With this first Brussels Plan to combat violence against women, we want to respond to the many obstacles faced by all these women.

Along with an effective prevention policy and practical solutions to help them break away from the cycle of violence, pressure and discrimination that they suffer on a daily basis, as women.

So they can finally be recognised, heard, supported and build themselves a more peaceful future.

Nawal Ben Hamou
Secretary of State for Equal Opportunities





INTRODUCTION

In its Regional Policy Declaration 2019-2024,¹ the Brussels Government expresses its major ambition to combat violence against women. By developing and implementing the first comprehensive Brussels Plan to Combat Violence against Women, the objective is to address all aspects of this issue in a coordinated, cross-cutting, transparent and effective manner. This plan therefore covers prevention and raising awareness as well as assistance for victims and perpetrators.

This first Brussels Plan 2020-2024 was developed in close coordination with all the relevant ministers, secretaries of state and public services in the Brussels-Capital Region. This cross-cutting approach brings with it a shared responsibility and collectively sustained investments. This Plan is also innovative in that it is part of a participatory and democratic process. In addition to the requirement for transparency, this Plan aims to ensure the traceability and clarity of its measures. This is emphasised by the referencing and transparency of budgetary provisions and established indicators. In order to work closely with civil society, from its preparation and implementation to its assessment, a mid-term assessment of the measures will be carried out in 2022. This detailed assessment will be followed, if necessary, by new and adapted measures coordinated with the relevant partners. A final assessment is planned at the end of the four years of the Plan's implementation.

The following introduction first analyses the statistics on violence in Brussels and defines the problem, then discusses the Plan's methodology and structure, before continuing with the Plan's practical measures and concluding with data on monitoring and assessment.

A SOCIETAL PROBLEM REQUIRES SOCIETY-WIDE SOLUTIONS

Violence against women has been recognised by the United Nations as one of the fundamental means perpetuating inequality between women and men.² Consequently, violence is an obstacle to the political, social and economic equality of women and men in all areas of society.

The Council of Europe clearly notes the link between patriarchal and unequal society on the one hand and violence against women and the mutual fuelling of these two phenomena on the other in the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, known as the Istanbul Convention.³

"The Preamble sets out the basic aim of the Convention: the creation of a Europe free from violence against women and domestic violence. To this end, it firmly establishes the link between achieving gender equality and the eradication of violence against women."

¹ Regional Policy Declaration:
<http://www.parlement.brussels/texte-de-la-declaration-de-politique-generale-du-gouvernement-bruxellois/>

² VN-CEDAW: General recommendation No. 35 on gender-based violence against women:
https://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_General/CEDAW_C_GC_35_8267_E.pdf

³ https://www.coe.int/fr/web/conventions/full-list/_conventions/rms/0900001680084840



Based on this premise, it recognises the structural nature of violence against women and that it is a manifestation of the historically unequal power relations between women and men. Consequently, the Preamble sets the scene for a variety of measures contained in the Convention that frame the eradication of violence against women within the wider context of combating discrimination against women and achieving gender equality in law and in practice.⁴

⁴ Explanatory Report to the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, pp. 5-6.
<https://rm.coe.int/16800d383a>

⁵ <https://equal.brussels/fr/publications/etude-de-prevalence-sur-les-violences-faites-aux-femmes-en-region-bruxelles-capitale/>

In Brussels, the extent of the phenomenon is known due to a prevalence study on violence against women in the Brussels-Capital Region which was conducted under the supervision of equal.brussels in 2016-2017.⁵

Equal.brussels carried out a survey on a sample of 426 women which showed that more than half of all women in Brussels experience at least one form of partner violence in their lifetime. This rate reaches 86% for sexual harassment and 17% for stalking. Moreover, the impact of violence is very high: for all these forms of violence women indicated that they are still bearing the consequences today in 30% of cases, even though the events often occurred years ago.

With regard to other forms of domestic and non-domestic violence, the current prevalence and degree of suffering is also high:

	Current weight of suffering violence in life	Lifetime prevalence	Prevalence last year % (n/N)
Sexual harassment	34,5% (127/368)	86,4% (368/426)	45,1% (166/368)
Non-spousal violence		54,7% (233/426)	7,7% (33/426)
-Physical	14,8% (63/426)	49,5% (211/426)	13,7% (29/211)
-Sexual	31,0% (18/58)	13,9% (58/417)	8,6% (5/58)
Spousal violence		54,9% (234/386)	5,2% (22/426)
a.Physical		a.23,7% (101/387)	a.19,8% (20/101)
b.Sexual		b.11% (47/389)	b.10,6% (5/47)
c.Psychological	39,7% (93/224)	c.52,8% (225/389)	c./
Stalking	33,3% (24/71)	17,3% (72/416)	20,9% (15/72)
Child abuse		42,3% (180/426)	/
a.Physical		a.28,8% (120/416)	/
b.Sexual		b.11,8% (49/415)	/
c.Psychological	34,6% (62/179)	c.17,1% (71/416)	/

The study also reveals a number of important findings on violence and its relationship to other phenomena. In particular, it emerges that people who indicated having financial difficulties report more domestic violence. Researchers also found a link between substance abuse (alcohol, tobacco, other drugs) and sexual violence: those who reported using drugs reported significantly higher levels of sexual violence.

The study found no significant difference between belonging to a minority (religious, ethnic, sexual or disability) and reports of violence.

These observations are a further indication of the importance of making the fight against violence a cross-cutting and comprehensive action that also involves other areas of life in society.

The study's first recommendation is therefore to implement a **comprehensive** and **coordinated** policy through effective cooperation between all partners.

Although these Brussels figures are relatively high compared to those from international research, for example, research by the Agency for Fundamental Rights, this does not mean that the Brussels-Capital Region stands out particularly in this respect. As indicated in the equal.brussels study, metropolitan environments generally present different figures in terms of insecurity and crime: "The high percentages we found in Brussels can be explained by the fact that they are linked to the level of urbanisation and the general level of crime in the region. Cities generally have a higher crime rate than rural areas (FRA, 2014) and the same is true for Brussels."

The study also indicates that the step towards reporting, notification or assistance is a key step. For example, with respect to partner violence, only 13% of victims indicated that they had already taken formal steps such as filing a complaint or making a report to the police. Nevertheless, in 2018, 4,633 reports were drawn up in the Brussels-Capital Region for domestic violence alone.

It should also be noted that although the support services are relatively well known to respondents (see table below), victims rarely contact them for help: they most often turn to health professionals (13%) or mental health workers (7%).

Service	Number known % (n)
Domestic violence helpline (Ecoute violences conjugales)	70,1% (296)
Tele-acceuil/Tele-onthaal	59,2% (250)
Centre for the Prevention of Domestic and Family Violence (Centre de Prévention des violences conjugales et familiales)	53,3% (225)
SOS viol	49,2% (207)
Praxis (assistance to perpetrators of partner and domestic violence)	15,4% (65)
Victim Support Service / slachtofferhulp	75,8% (320)
Community health service	61,5% (16)

However, victims do not remain silent. They often talk about it with their family (49%) or with friends/acquaintances (45%) or colleagues (55%),⁶ but these key individuals do not generally know how to respond: a minority (11%) of colleagues talked about a solution to stop the violence or provided helpful guidance (8%).

In the most extreme cases, violence against women can lead to femicide. In Belgium, there are no official figures on the number of murders based on this motive, but initiatives by associations, based on facts reported by the media, estimate the national number of femicides per year to be between 30 and 40.

⁶National survey on the impact of partner violence on work, workers and workplaces (2017) https://igvm-iefh.belgium.be/fr/publications/enquete_nationale_sur_l'impact_de_la_violence_entre_partenaires_sur_le_travail_les



AN UNPRECEDENTED BRUSSELS PLAN, WITH EUROPEAN ROOTS

The Brussels Plan to Combat Violence against Women combines the various competences of the Brussels-Capital Region in an unprecedented way and identifies practical measures to prevent and combat violence in each of these competences.

This innovative method reflects the Brussels-Capital Region's guarantee to comply with the international commitments agreed by Belgium. Indeed, the Istanbul Convention, ratified on 14 March 2016 by all levels of Belgian government, "*calls on European Union Member States to adopt and implement State-wide effective, comprehensive and coordinated policies encompassing all relevant measures to prevent and combat all forms of violence covered by the scope of this Convention and offer a holistic response to violence against women*".⁷

By ratifying this text, Belgium is committed to:⁸

- 1. Prevention:** through the organisation of training courses, awareness campaigns, therapeutic programmes for perpetrators and the development of educational materials, by including civil society and involving the media and the private sector.
- 2. Protection:** by providing protection to victims and witnesses, through adequate police intervention and support services (shelters, helplines, etc.).
- 3. Prosecution:** by introducing new offences into the legal system, guaranteeing victims' rights and avoiding all forms of secondary victimisation.
- 4. Implementing integrated policies:** to provide effective responses, the Convention calls for the development of comprehensive and concerted policies, as well as data collection and research.

The structure and scope of this Plan are therefore strongly inspired by those of the Istanbul Convention, which is the guideline for the development of policies against violence for all Council of Europe Member States.

The Brussels character of this Plan is also reflected in its synergy with the regional policy of mainstreaming equal opportunities. This is done in particular through the **equal opportunities test**; an impact assessment for public procurement contracts, subsidies, strategic planning instruments or Brussels legislation is compulsory, under certain conditions and with an intersectional approach. The fact that this Plan is based on a similar approach and that it is also developed in a cross-cutting way within the regional institutions will enable both policy strategies to complement and reinforce each other in the years to come.

DEFINITIONS

In this Plan, we define **violence against women** as "*all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.*"⁹

By **gender-based violence**, we mean, as per the Istanbul Convention, "*violence that is directed against a woman because she is a woman or that affects women disproportionately. The term 'gender' is important here.*"¹⁰

⁷ Article 7 of the Istanbul Convention.

⁸ The Istanbul Convention at a glance: [https://www.coe.int/en/web/istanbul-convention/the-convention-in-brief/#%2211642062%22:\[\]](https://www.coe.int/en/web/istanbul-convention/the-convention-in-brief/#%2211642062%22:[])

⁹ Article 3 of the Istanbul Convention.

¹⁰ Article 3 of the Istanbul Convention.

¹¹ Article 3 of the Istanbul Convention.

By **gender** we mean "*the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for women and men.*"¹¹ These roles are important in all aspects of society, so the impact of gender-based violence is felt equally in all areas of public and private life.

Thus, the "target audience" of this Plan is all women, regardless of their residence or administrative status, ethnic or cultural origin, socio-economic status, sexual orientation or disability.

Through the various consultation bodies, equal.brussels will ensure that this Plan is consistent with existing policies (e.g. the "SOGI"¹² plan, the NAP¹³ or the action plans against racism) at regional and federal level concerning other forms of violence (see relationship with other strategic plans).

This broad definition of violence against women implies that violence in the public space or professional environment and violence in private life fall within the scope of this Plan.

Issues such as women's presence in the city, consideration of women's pathways or women's sense of security and their use of the public space are therefore included in this Plan, forming part of a cross-cutting policy for the prevention of violence against women and the promotion of gender equality.

The public space not only reflects but is also a vector of the inequalities between women and men. Often designed by and for men, women are far from feeling safe there and simply travel quickly to get from A to B (from home, to the bus, to the children's school, to the supermarket, etc.). However, this space is an important social place, where fundamental issues in terms of mobility, ownership, visibility and diversity are at stake.¹⁴

The public space is still too often conceived "by and for men", and the notion of gender is still too rarely taken into account in land use planning. This can be explained in particular by the fact that urban planning and architecture are still very much male-dominated.¹⁵ This contributes to the perpetuation of certain gender stereotypes, mainly associating men with the public space and thus confining women to the domestic space.

Approaching the city differently and making it accessible to all its users¹⁶ also means ensuring that women can take ownership of it, that they can travel and carry out their activities in complete safety and comfort in spaces where they do not feel and are not in danger.¹⁷

With regard to mobility, there is evidence that women's feelings of insecurity are much higher on public transport, and this feeling is corroborated by reality: 40% of all sexual violence against women occurs on public transport.¹⁸

Therefore, by making public transport safer and by training staff, mobility objectives can be achieved: mobility is a fundamental aspect of daily life, essential for everyone's emancipation and autonomy.¹⁹

¹⁴
http://www.femmesprevoyantes.be/wp-content/uploads/2019/06/Femmes-plurielle_Juin2019_web.pdf

¹⁵ On this subject, see in particular Fanny COLARD, "Femmes architectes: quelques idées reçues qui ont la peau dure", Femmes Plurielles 62, June 2018, p. 16, URL: http://www.femmesprevoyantes.be/wp-content/uploads/2016/06/Femmes-plurielle_juin2018.pdf

¹⁶
http://www.femmesprevoyantes.be/wp-content/uploads/2019/05/Analyse_2019-Marches-exploratoires.pdf

¹⁷
<http://www.femmesprevoyantes.be/wp-content/uploads/2018/12/transports-en-commun-WEB.pdf>

¹⁸ Centre Hubertine Auclert: The relationship between women and the public space - <https://m.centre-hubertine-aulert.fr/outil/rapport-femmes-et-espaces-publics-2018>

¹⁹
<http://www.femmesprevoyantes.be/wp-content/uploads/2018/12/transports-en-commun-WEB.pdf>



LEGISLATION

To date, there is no specific legislation on violence against women in the Brussels legal system. However, in 2019, two resolutions were adopted by the Brussels Parliament, which are included in the measures of this Plan, in accordance with the Regional Policy Declaration:

- The resolution "on gender equality in the public space" (28/03/2019).²⁰
- The resolution "on combating gender-based harassment in the public space, in particular on public transport" (30/04/2019).²¹

On 11 May 2020, the Brussels Parliament also adopted a resolution designed to establish a specific alert mechanism in partnership with dispensing pharmacies for victims of domestic violence.²²

In Belgian legislation, there are a number of texts that address this issue.^{23, 24}

²⁰ <http://weblex.irisnet.be/data/crb/doc/2018-19/136968/images.pdf>

²¹ <http://weblex.brussels/data/crb/doc/2018-19/137503/images.pdf>

²² <http://weblex.irisnet.be/data/crb/doc/2019-20/139100/images.pdf>

²³ <https://www.besafe.be/fr/themes-de-securite/violence/violence-entre-partenaires>

²⁴ https://www.kennisplein.be/Documents/Familiaal%20geweld%20af%2010_DEF_GENDER.pdf

RELEVANT STAKEHOLDERS

For the first time, all ministers and secretaries of state in Brussels are working together to combat violence against women. In practical terms, this means taking measures that apply to all the Brussels Region's competences: prevention and safety, housing, employment and public service, mobility, training, statistics, urban planning and, of course, equal opportunities.

The public services that implement regional policy around these competences are responsible for implementing the measures as formulated in this Plan. In this way, their substantive expertise is not only put to good use in combating violence against women, but also enhances the budgetary and human resource possibilities: combating violence against women is becoming a concern of the entire Brussels Government.

In addition, an important role is given to Brussels civil society, which has not only contributed to the content of this Plan but will also be closely involved in its implementation and assessment (see methodology and measures).

Finally, this Plan was submitted for opinion to the Brussels Council for Equality between Women and Men.²⁵

²⁵ <http://www.adviesraad-geli-ike-kansen.irisnet.be/fr/>

RELATIONSHIP WITH OTHER STRATEGIC PLANS

In Belgium, the fight against gender-based violence is the responsibility of the regions, communities and the federal state. This is why it is essential to ensure coherence between this Plan and other strategic plans, both within the Brussels-Capital Region and beyond, and at different levels:

At the regional level: through the necessary cooperation between the services involved in the Plan's measures, but also through the regular consultations that will take place around other strategic plans such as the "SOGI" plan, the future plan against racism and discrimination, the future plan on single parenthood and the Global Security and Prevention Plan (see below: monitoring mechanisms). Moreover, by considering the fight against violence against women as a key factor in promoting gender equality, this Plan is also consistent with the regional strategy on gender mainstreaming and will be able to draw on the partnerships developed in this context in its implementation.

- **At the national level:** within the framework of the National Action Plan against Gender-Based Violence (NAP), there is active consultation with the Institute for the Equality of Women and Men on the measures of this Brussels Plan, which should also be included in the National Action Plan. The measures identified during the preparation of this Plan that go beyond Brussels' competences will be dealt with at the Interministerial Conference on Women's Rights and any consultation body between entities. At the same time, a forthcoming intra-French-speaking plan to combat domestic violence will also be implemented by COCOF, the Walloon Region and the Wallonia-Brussels Federation.
- **At the international level:** with this Plan, the Brussels-Capital Region satisfies Brussels Government's commitments under the Istanbul Convention. The international aspects of the fight against violence will be closely monitored through international reports and regular consultation with Brussels International (see below).



PLAN METHODOLOGY

This Plan has been created as a result of an intense period of consultation and dialogue with the stakeholders of the Brussels public sector and civil society. Its development has taken place in several phases:

FIELD CONSULTATION

Secretary of State Nawal Ben Hamou and equal.brussels organised a detailed consultation of existing literature, recommendations and requirements from the field, along with several dozen meetings with organisations active in the fight against violence. These enriching discussions and analyses led to a first draft, which was submitted to two consultation structures:

- The inter-institutional group, which brings together representatives from the Brussels Region, the other Communities and the Federal State: the Vlaamse Gemeenschapscommissie, the French Community Commission, the Common Community Commission, the Institute for the Equality of Women and Men, Brussels Local Authorities, Brussels Prevention & Security, the Directorate for Equal Opportunities of the Wallonia-Brussels Federation
- The consultative platform on partner and domestic violence in Brussels, as a touchstone for non-governmental organisations active in this field. The Brussels platform brings together Brussels associations for combating violence and promoting gender equality with institutional bodies (municipalities, Brussels-Capital Region, Institute for the Equality of Women and Men).

THEMED WORKING GROUPS

Subsequently, six themed working groups were organised, based on relevant regional expertise in combating violence:

- Prevention
- Accommodation & Reception
- Employment & Public service
- Mobility & Public Works
- Training and statistical data collection
- Urban and land use planning

STRUCTURE

In order to ensure consistency with the Istanbul Convention, the Plan's measures are organised according to the chapters of the Convention:

- Integrated policies and data collection
- Prevention
- Protection and support
- Investigation, prosecution, procedural law and protective measures
- Regional, national and international cooperation

Given that some aspects of combating violence fall under federal or community jurisdiction, some chapters are less extensive than others. However, through the existing consultation bodies alongside other levels of government, Brussels' priorities in these matters will be communicated to the relevant bodies.

TIMING, BUDGET AND INDICATORS

The Plan's measures are scheduled until 2024 with, for some of them, a mid-term deadline of 2022. All measures will be subject to mid-term and final assessments.

In order to satisfy the requirements of the Istanbul Convention and the recommendations of civil society, a budget has also been given for each measure. This is an estimate of the budgetary impact, also indicating from which budget the funding comes.

In order to allow detailed monitoring and assessment, result indicators for each measure have also been established in advance. These have been formulated as precisely and measurably as possible.



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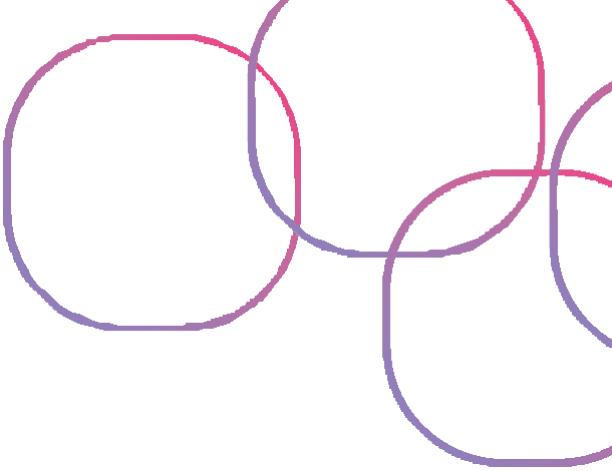
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INTEGRATED POLICIES AND DATA COLLECTION

ACTION 1 INVOLVE CIVIL SOCIETY

Objectives

Involve civil society in the measures of the Brussels Plan to Combat Violence against Women

Action

Involve Brussels civil society associations in various ways:

1. By collecting their findings, requests and recommendations and involving them in activities and projects
2. As project partners (e.g. awareness campaigns, training)
3. Through advisory bodies and working groups (in particular the Brussels consultative platform on partner and domestic violence)

Action manager

- Pilot:
 > equal.brussels
- Partners:
 > civil society associations

Budget estimate

Support associations through equal.brussels grants: see Action on calls for projects.

Support associations by involving them in campaigns and other projects: no budgetary implication.

Implementation deadline

2020-2024



ACTION 1

Monitoring indicators

- Meeting reports: platforms, working groups
- Set up partnerships in the context of campaigns, training, etc.
- Number of projects subsidised and funding

Development

Civil society associations are essential partners in this Regional Plan, which is why they should be involved in its implementation as much as possible.

It is with this in mind that equal.brussels will ensure that their expertise is taken into account, that they are supported in their own projects and that they can act as a relay for actions carried out by regional institutions.

From the very beginning of this Plan's development, civil society's recommendations and demands have been a major source of inspiration, and we intend to continue to highlight and use the expertise of associations throughout the Plan's implementation.

Close cooperation with civil society also makes it possible to develop an intersectional approach to violence against women that takes account of discrimination in all its forms. Through the action of civil society, in all its diversity, public policies on violence against women must incorporate an analysis that cross-references discriminations and takes into account all groups affected by violence, in particular older women, sex workers, trans, lesbian, bisexual and migrant women, as well as women belonging to ethnic minorities such as Roma women and women using psychoactive substances.



INTEGRATED POLICIES AND DATA COLLECTION

ACTION 2

ACTION 2: SUPPORT CIVIL SOCIETY ASSOCIATIONS

Objectives

Support and fund various Brussels projects to prevent and combat violence against women.

Action

Organise several annual calls for projects to support Brussels NPOs that carry out projects on violence against women, from the perspective of victims, society and the perpetrators.

Action manager

- Pilot:
 > equal.brussels
- Partners:
 > civil society associations

Budget estimate

In 2020: €200,000
(Equal Opportunities budget subsidies)

Implementation deadline

2020-2024, with at least one call for projects per year, starting in 2020.

Monitoring indicators

- Number of projects subsidised each year
- Budget allocated to calls for projects
- Evaluation of these projects: activity reports

Development

In addition to the projects carried out by the Brussels-Capital Region, various projects initiated by Brussels NPOs are also funded. Indeed it is important to support the wealth and diversity of the Brussels voluntary sector.

These initiatives are subsidised through calls for projects related to equal opportunities or more specifically focused on gender-based violence.

A specific call for projects will still be launched in 2020. An overall budget of €200,000 will be allocated to fund various projects which are in line with the priorities of the Brussels Plan to Combat Violence against Women.

INTEGRATED POLICIES AND DATA COLLECTION

ACTION 3

ACTIVATE THE CONSULTATIVE PLATFORM ON PARTNER AND DOMESTIC VIOLENCE

Objectives

Bring together the stakeholders of the Brussels voluntary sector and put them in contact through the Brussels consultative platform on partner and domestic violence.

Action

equal.brussels is responsible for coordinating the consultative platform. Its role will be to:

- Organise a plenary meeting several times a year to which all stakeholders are invited.
- Organise working groups with the platform's associations according to certain projects on the activities (e.g. around the International Day for the Elimination of Violence against Women)
- Be a point of contact throughout the year to provide information about and promote the actions and activities of the platform members.

Action manager

- Pilot:
 - > equal.brussels
- Partners:
 - > civil society associations
 - > institutional partners

Budget estimate

Operating costs of the platform: approximately €1,000 per year (equal.brussels budget).

Implementation deadline

2020-2024



ACTION 3

Monitoring indicators

- Number of plenary meetings organised
- Number of working groups and other meetings held with platform members

Development

Equal.brussels is responsible for coordinating this consultative body which brings together stakeholders in the field (Brussels NPOs) and institutional actors (e.g. Brussels Prevention and Security, municipal services).

The platform has a dual role:

- It serves as a discussion forum between all these stakeholders in order to publicise their projects on violence and to share good practices.
- It also serves as a sounding board for regional activities and initiatives, which can be discussed and lead to collaborations.

This is why the platform will not be limited to a few plenary meetings per year, but will mainly meet in the form of working groups around specific projects or activities and through intermediary contacts around specific questions or topical issues via equal.brussels.

INTEGRATED POLICIES AND DATA COLLECTION

ACTION 4

ACTIVELY PARTICIPATE IN
NATIONAL COOPERATION
NETWORKS IN THE FIGHT
AGAINST VIOLENCE AGAINST
WOMEN

Objectives

Represent the Brussels-Capital Region at the Inter-Ministerial Conference (IMC) on women's rights and coordinate the actions of all entities in the fight against violence against women.

Action manager

- Pilots:
 - > equal.brussels
 - > office of the Secretary of State for Equal Opportunities
- Partners:
 - > the federal and federated entities
 - > the voluntary sector

Action

Carry out the first round of the Presidency of the IMC on Women's Rights (February to December 2020) and actively participate in the work of this body for the duration of the legislature.

Manage the intra-Brussels task force on domestic and partner violence set up following the 2020 health crisis which brings together: the office of the Minister-President of the Brussels Region, the office of the Minister-President of the COCOF, the VGC, the Federation of Brussels Public Social Welfare Centres (CPAS), the Brussels administrations of Brussels Prevention and Security and equal.brussels, the victim support service Tam Brussels, the CAW (Centrum Algemeen Welzijnswerk), the Praxis NPO, the Centre de prévention des violences conjugales et familiales and the AMA (Federation of Shelters & Services for the Homeless).

Budget estimate

No budgetary impact.

Actively participate in the task force on domestic and partner violence which brings together the Brussels and Walloon regions, the Wallonia-Brussels Federation and the COCOF.

Implementation deadline



ACTION 4

Monitoring indicator

- Recommendations issued and actions followed-up at the Brussels level

Development

In the context of the 2020 health crisis, various task forces were set up to address the emergency related to the increase in calls to helplines and support lines for partner and domestic violence.

The Brussels Region actively participated in these working groups, led the IMC on women's rights and the intra-Brussels task force. These consultation tools between the different levels of power have proved to be particularly effective in bringing the problems arising in the field to the appropriate authorities and ensuring the necessary coordination of the actions of all entities operating in Brussels and/or nationally.

These bodies and their configuration help to meet the objective of providing an integrated policy to combat violence against women and must therefore be made permanent.

The aim is to overcome the current fragmentation of coordination and consultation spaces by creating a space for dialogue between all entities and the federal government which is sustainable and shared by all key stakeholders.



INTEGRATED POLICIES AND DATA COLLECTION

ACTION 5

PARTICIPATE IN THE EUROPEAN SURVEY ON "GENDER-BASED VIOLENCE"

Objectives

Participate in the European "Gender-based violence" survey in the Brussels-Capital Region which will lead to official statistics on the different forms of gender-based violence.

Action manager

- Pilots:
 - > perspective.brussels (BISA)
 - > Belgian Statistical Office (Statbel)
- Partners:
 - > equal.brussels
 - > Brussels Prevention & Security (BPS)

Action

As a partner in this measure, Brussels Prevention & Security (BPS) will help to:

- adapt the questionnaire for the BCR
- fund the implementation of the survey
- analyse the results

The Brussels Institute for Statistics and Analysis (BISA) will:

- contribute to the work of the "National Gender-based Violence Survey" ad hoc group of the Interfederal Institute of Statistics (IIS) and the themed meetings on survey design, the questionnaire, sampling and other methodological aspects.
- seek funding for the survey in the Brussels-Capital Region
- secure the funding obtained
- contribute to the planning of the survey
- publicise and promote the survey results for the Region.

Budget estimate

The contribution of the Brussels-Capital Region is broken down as follows:

- €50,000 (BPS)
- €50,000 (equal.brussels)
- €25,000 (perspective.brussels)
- €25,000 (BISA)



ACTION 5

Implementation deadlines

- Mid-2020: signing of the funding agreement
- 2020-2021: securing the funding obtained, themed meetings, preparatory work, etc.
- Spring 2021 - Spring 2022: survey data collection
- 2022: data processing by STATBEL
- End 2022: delivery of data to Eurostat
- 2023: data available at the Belgian level

Monitoring indicators

The progress of the work to carry out the European survey on "Gender-based violence" in Belgium is monitored as part of the integrated statistical programmes of the IIS, which brings together the country's four statistical institutes (STATBEL, Statistiek Vlaanderen, IWEPS and BISA).

The monitoring indicators are:

- The signing of the funding agreement
- The release of funds
- The formal agreement between the different levels of authority to ensure that the survey is carried out (amendment to the SLA)
- Participation in the works

Development

The last study carried out by the Secretary of State for Equal Opportunities in Brussels on violence against women dates from 2014.

Today, both the Global Security and Prevention Plan and the Brussels Regional Plan to Combat Violence against Women pay particular attention to the importance of having more recent statistical data on psychological, physical or sexual violence. This is also a recommendation of the Istanbul Convention.

At the European level, the issue of violence between partners or ex-partners is increasingly becoming a major public issue. As such, the forthcoming European survey on Gender-based Violence is an important source of

statistics in this area. It will provide good quality and more recent official statistics to support public policies and a better understanding of the issues related to violence between men and women.

The funding model proposed by the IIS to carry out this survey in Belgium provides for federal institutions to fund this survey in Belgium.

The federated entities are also involved in funding to enable the production of meaningful regional figures. It is in this spirit that the Brussels Government has decided to participate in funding this survey in the Brussels-Capital Region.





INTEGRATED POLICIES AND DATA COLLECTION

ACTION 6

HAVE RELIABLE QUANTITATIVE DATA ON SEXUAL HARASSMENT ON PUBLIC TRANSPORT

Objectives

Collect reliable gender-based data:

- by including a criterion relating to acts of gender-based/sexual harassment or violation of human integrity in the driver's environment report
- by using quantitative and qualitative materials such as a user satisfaction questionnaire

In order to quantify the phenomenon of sexual harassment, highlight the main acts suffered or feared on public transport and publish them.

Action manager

- Pilots:
 - > STIB
 - > Brussels Mobility (BM)
 - > Brussels Prevention & Security

Action

A survey will be conducted on passengers' sense of security. This survey will address the problems of verbal harassment of a sexist nature, threats, intimidation or insults of a sexist nature, but also avoidance strategies: how can this fear and stress that concerns women as they move around the public space be explained? On what reasoning is it based?

The Société des Transports Intercommunaux de Bruxelles (STIB), is working on reclassifying incidents reported to it by the security teams to include categories directly related to sexism and harassment.

Environment forms exist only in the Field Support division (multimodal agents), and are used as a prevention (and not an intervention) tool. Agents can but are not obliged to complete them, so this is not done automatically. However, as soon as there is an incident, the "reporting" procedures are very comprehensive. It should be noted that the environment form does not list facts, but rather describes a general mood. The list of questions will be supplemented.



ACTION 6

Budget estimate

- Survey on the sense of insecurity (annual budget): 20,000 euros (17,500 euros in subsequent years)
- Re-categorisation of incidents, reporting and analysis: 1 FTE

Implementation deadline

2020-2024

Development

Urban sociological studies show that the sense of insecurity constrains women's travel more than that of men, so this phenomenon also needs to be systematically considered in mobility policies.²⁶

Women are the heaviest users of public transport, yet they sometimes avoid it. Among the barriers identified, the sense of insecurity is a major determining factor of whether or not women use public transport: 43% of women, compared to 38% of men, cite safety as a reason for avoiding public transport.²⁷

Monitoring indicators

- Survey on the sense of insecurity: conducting the customer survey and analysing the results
- Re-categorisation of incidents, reporting and analysis: production of adapted reports based on new data
- Publication of data in the annual report

²⁶ Le Moniteur de la Mobilité et de la Sécurité routière, No. 44, <https://www.avcb-vsgb.be/fr/Publications/moniteur-de-la-mobilite.html>

²⁷ (2011) Future of transport: analytical report/European Commission, Brussels: European Commission, 67 p., (Eurobarometer, 312), Web 27/11/2015, http://ec.europa.eu/public_opinion/flash/fl_312_en.pdf



INTEGRATED POLICIES AND DATA COLLECTION

ACTION 7

IMPLEMENT A TRAINING MODULE ON "RECORDING REPORTS WITH A GENDERED VISION"

Objectives

Enable the optimal recording of reports, including with a gendered vision sensitive to the issue of violence against women.

Action

Based on the needs analysis, organise new training courses:

- with a view to the optimal recording of reports, including data on victims (including gender)
- in order to take into account the issue of violence against women (cf. Brusafe multidisciplinary training)

Budget estimate

Without impact, the action will take place within the existing BPS budgetary framework.

Implementation deadline

2020-2024

Monitoring indicators

- Training courses organised
- Number of participants
- Availability of police statistics broken down by victims' gender
- Analyses carried out taking this variable into account

Action manager

- Pilots:
 - > Brussels Prevention & Security (BPS)
 - > ERIP
 - > Brusafe
- Partners:
 - > equal.brussels
 - > police (federal and local)



ACTION 7

Development

Preventing and combating violence against women, including domestic violence, requires evidence-based policies. In this respect, it is essential to collect systematic and comparable data from the police districts.

At the police level, the data recorded in the reports by the local and federal police services are loaded into the General National Database (GND). This reflects reported and recorded criminal acts (acts and attempts). The data are broken down by the gender of the perpetrator and geographical location. At this stage, there is no data on the gender of the victims despite the "GND Act" of 18 March 2014, which provides for the inclusion of such data.

The Brussels Region intends to make progress on this measure, which is essential for public, transparent and comprehensive communication, particularly with regard to violent deaths between partners or ex-partners and their gender.



INTEGRATED POLICIES AND DATA COLLECTION

ACTION 8

HAVE AN ACCURATE REGIONAL VIEW OF THE ISSUE

Objectives

Build a regional picture of the problem of violence against women.

Action

Through the Regional Safety Survey (BPS/ OBPS), collect data on the dark number and the factors that lead victims to file a complaint, or not. As this is part of a broader theme, it should also include violence against women.

Carry out a study on violence against women in the public space (BPS/OBPS).

Explore the possibility of conducting research on the prevalence of perpetrators in Brussels.

Raise awareness of this issue with the College of Public Prosecutors.

Action manager

- Pilot:
 - > Brussels Prevention & Security
- Partners:
 - > equal.brussels
 - > civil society
 - > academic experts
 - > police
 - > courts

Budget estimate

These actions are included in the available budget of the OBPS and BPS.

Implementation deadlines

Regional Safety Survey: surveys in 2020 and 2022,

results in 2023.

BPS/OBPS study on violence against women: 2023.



ACTION 8

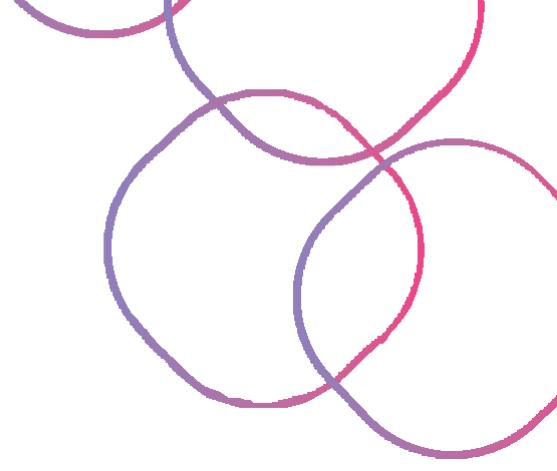
Monitoring indicators

- Number of surveys conducted
- Presence of questions related to the issue of violence against women in OBPS surveys
- Publication of results

Development

Faced with the dark number represented by victims who do not file a complaint, studies are needed either on the helplines (Action "Assess helplines and support lines") or studies that can be used to identify possible structural gaps in the institutional response to violence.

Ultimately, these surveys and studies should be based on a gendered definition of violence against women and should make it possible in the future, through regular surveys, to assess the extent and trends of all forms of violence covered by the scope of the Istanbul Convention.



CHAPTER 2

PREVENTION

1. TRAINING

- ACTION 9:** CREATE A REGISTER OF AVAILABLE TRAINING COURSES
- ACTION 10:** PROMOTE AND RESTRUCTURE EXISTING TRAINING COURSES
- ACTION 11:** IMPLEMENT 4 ADDITIONAL TRAINING MODULES ON PREVENTING, DETECTING AND DEALING WITH VIOLENCE FOR PROFESSIONALS IN THE SECTOR
- ACTION 12:** IMPLEMENT A SPECIFIC TRAINING MODULE FOR REGIONAL PUBLIC URBAN PLANNING SERVICES
- ACTION 13:** IMPLEMENT A TRAINING MODULE ON "CYBERSEXISM" FOR POLICE SERVICES
- ACTION 14:** IMPLEMENT A TRAINING MODULE ON "SEXUAL HARASSMENT IN THE PUBLIC SPACE"
- ACTION 15:** TRAIN MANAGERS ON THE IMPACT OF WORKPLACE VIOLENCE
- ACTION 16:** TRAIN TRUSTED PERSONS AND SOCIAL WORKERS
- ACTION 17:** TRAIN STIB STAFF ON SEXUAL HARASSMENT ON PUBLIC TRANSPORT





PREVENTION

1. TRAINING

ACTION 9

CREATE A REGISTER OF AVAILABLE TRAINING COURSES

Objectives

Create a register of training courses available in the Brussels-Capital Region and identify the additional training needs of professionals in contact with victims or perpetrators of gender-based and sexual violence.

Action

Create a register of existing training courses working with equal.brussels' partners in order to promote them to the relevant professionals.

Analyse additional training needs according to the priorities of the Brussels Plan to Combat Violence against Women.

This analysis will enable equal.brussels and its partners to organise additional training modules, where necessary.

Action manager

- Pilot:
 - > equal.brussels
- Partners:
 - > Brussels Local Authorities
 - > Brussels Prevention & Security
 - > Brusafe
 - > Brussels voluntary sector

Budget estimate

Via equal.brussels human resources

Implementation deadlines

2020-2022:

- creation of the register of existing training courses and new requirements.
- distribution and use of the register.

2022-2024:

- continuous updating of the register and requirements.



ACTION 9

Monitoring indicators

- Creation of the register of training courses
- Distribution and use of the register
- Analysis of additional training needs

Development

A very wide range of professionals (social, medical, police, etc.) come into contact with victims or perpetrators of violence. Training courses and workshops are organised for these professionals by various institutions and organisations on issues such as prevention, detection, care of victims and perpetrators and communication on violence.

The consequence of this fragmentation is that there is no overview of the courses available. As a result, some professionals do not have access to some of these training courses or at least are not aware of them, some issues are not sufficiently covered and expertise is not fully exploited.

The creation of a register of existing regional training courses is therefore a first step in promoting existing training and developing qualitative and targeted additional modules on gender-based/sexual violence.

These new training courses will cover different issues such as prevention, detection and

care of victims and perpetrators for the following target groups:

- the psycho-medical sector
- actors in the field of prevention and security (police, municipal officials, peacekeepers, etc.) in relation to the problems of cyber-sexism and sexual harassment in public places
- the Public Social Welfare Centres (CPAS)
- reference people within companies
- reference people in regional administrations, including in urban planning and mobility
- local mediators
- housing organisations and urban planners
- STIB staff (sexual violence and harassment in public places)
- officials concerned with the specific problem of forced marriages
- reference people in different fields, using the expertise of the domestic violence resource centres
- key individuals in the prevention of female genital mutilation



PREVENTION

1. TRAINING

ACTION 10

PROMOTE AND RESTRUCTURE EXISTING TRAINING COURSES

Objectives

Inform and raise awareness among actors in the prevention, health and safety professions about available training courses and restructure these courses into multidisciplinary sessions to encourage cooperation and discussion.

Action

Organise new common training and awareness courses, develop training content and tools and make them available to target groups in the prevention, health and safety sector, such as:

- Brussels police districts
- Municipal services
- Peacekeepers
- Paramedics, hospital reception services and first-aiders
- Fire fighters

Action manager

- Pilots:
 - > equal.brussels
 - > Brusafe
 - > Brussels Prevention & Security
- Partners:
 - > Brussels Local Authorities
 - > Police districts, stakeholders in the field
 - > ERIP
 - > ERAP

Budget estimate

In 2020: €15,000 to €20,000 (Brusafe and equal.brussels budgets).

Implementation deadline

From 2020 and throughout the 2020-2024 period.



ACTION 10

Monitoring indicators

- Number of sessions organised
- Number of participants
- Assessments
- Content and tools developed and distributed

Development

Since 2017, BPS, Brusafe and equal.brussels have been organising multidisciplinary training courses and awareness sessions in partnership with ERIP, the police and field-based organisations. These sessions bring together people from different sectors and backgrounds to receive training and discuss violence against women.

These sessions are given by partners in which police trainers are put in contact with people from the professional world (victim support, offender support). This formula has had a positive assessment due to the awareness, discussions and constructive cooperation.

The concept will be further developed by taking into account specific issues and with the additional aim of creating content that can also be used to raise awareness among professionals outside of these sessions.

The required training should cover the prevention and detection of such violence, gender equality, the needs and rights of victims, as well as the prevention of secondary victimisation. Among the quality criteria for a training policy, the Istanbul Convention highlights the importance of ensuring that relevant training is continuous and supported by regular monitoring and assessment, as well as by clear protocols and guidelines establishing the standards that trainees are called upon to implement in their respective fields. Finally, the Istanbul Convention also stresses the need for professionals to be trained in inter-institutional work as well.

PREVENTION

1. TRAINING

ACTION 11

IMPLEMENT 4 ADDITIONAL TRAINING MODULES ON PREVENTING, DETECTING AND DEALING WITH VIOLENCE FOR PROFESSIONALS IN THE SECTOR

Objectives

Based on the register and the needs analysis conducted as part of the action "Create a register of available training courses", implement four additional training modules on preventing, detecting and dealing with violence for professionals in the various sectors in order to increase their knowledge and skills and thus improve the care and support of victims.

Action manager

- Pilots:
 - > equal.brussels
 - > Brusafe
 - > Brussels Prevention & Security
- Partner(s)
 - > civil society
 - > BLA
 - > ERAP
 - > ERIP
 - > Federal police
 - > Polbru
 - > CPVS

Action

1. Organise a training course on "street harassment" (Brusafe and ERAP) on "sexism and street harassment" for municipal and regional prevention and security agents ensuring a visible presence in public spaces (reporting officers, peacekeepers, park wardens, etc.).
2. Organise a training course on "domestic violence" (Brusafe and ERIP) for police officers, municipal prevention officers and park wardens
3. Organise a training course on "police and CPVS development" (Polbru and CPVS) for reference people in the 6 police districts as part of the extension of the Centre for Sexual Violence (CPVS) project to the entire Brussels-Capital Region.
4. Organise a training course on "forced marriages" (Brusafe and ERAP) for the municipal civil registry services on the issue of forced marriages.



ACTION 11

Budget estimate

1. €12,360 (2020 BPS subsidy to ERAP for the implementation of the Regional Training Plan dedicated to security, prevention and rescue professions)
2. €10,000 (BPS subsidy to Brusafe for the implementation of the Regional Training Plan)
3. Federal subsidy related to the training on the CPVS
4. €18,900 (2020 BPS subsidy to ERAP for the implementation of training measures related to the Regional Training Plan)

Monitoring indicators

1. Ref. ERAP training assessment procedure (prior training needs assessment and post training assessment with trainer and learners)
2. Assessment by learners at the end of the training (paper document or web application), steering committee and assessment meetings with trainers.
3. To be defined by the CPVS steering committee
4. Ref. ERAP training assessment procedure (prior training needs assessment and post training assessment with trainer and learners)

Implementation deadline

During 2020.

Development

1. "Street harassment" training (Brusafe and ERAP)

The training measure responds to the RTP (Regional Training Plan 2017-2020) developed by Brusafe (with the associated security schools). The training is provided by the CEMEA NPO with professional role-playing scenarios and actors.

The objective here is to train professionals working in the public space in the phenomena of sexism and street harassment. It aims to:

- Raise their awareness of the legal framework in this area, to recognise the theoretical notions/concepts of sexism, harassment, insults, stereotypes, prejudices, discrimination and gender, etc.
- Deconstruct and interrogate patterns/stereotypes/beliefs/representations
- Decode gender socialisation, the construction of the social identity in the family, at school, in the media, in the workplace, during leisure time
- Build awareness of the impact of beliefs and representations

Be able to encourage social control and react to the observation of a discriminatory/harassing attitude: the right professional stance, what to say to the perpetrator and the victim, etc.

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ACTION 11

Development (cont'd)

- Know the network of public bodies active in this field (Unia, the Institute for the Equality of Women and Men, ...)

2. "Domestic violence" training (Brusafe and ERIP)

Several police districts organise internal training courses on domestic violence (e.g. the Brussels North police district as part of the awareness campaigns provided to detectives and receptionists by the SPAVs. The Brussels Capital-Ixelles police district has a training course entitled "What if it was you?" which consists of interactive training (using videos) that deals in part with the importance of dealing appropriately with a victim of sexual violence in order to avoid double victimisation and/or failure to lodge a complaint).

A training course on domestic violence is planned for 2020 for those involved in prevention and police officers (relaunch of 2018-2019 training courses), but in an adapted form. The arrangements will be reviewed with the steering committee (Brusafe, equal.brussels, federal police, ERIP and some police districts) to set up adapted sessions for monodisciplinary parties and others in multi-actor workshops (police officers, peacekeepers, park wardens, etc.).

3. "Police and CPVS Development" Training (Polbru and CVPS)

As part of the development of the Centre for Sexual Violence, training sessions will be organised by Polbru and the Centre for Victims of Sexual Violence to train police officers on domestic violence and the care procedures provided by the Centre for Victims of Sexual Violence.

4. "Forced Marriages" Training (ERAP)

Designed for the civil registry services, this training will address legislative aspects, forced marriages vs. arranged marriages, victims, consequences, warning signs and prosecution procedures.



ACTION 12

IMPLEMENT A SPECIFIC TRAINING MODULE FOR REGIONAL PUBLIC URBAN PLANNING SERVICES

Objectives

Raise the awareness of regional urban planning officers on aspects of land use and urban planning that are favourable to women.

Action

Organise training sessions/provide targeted information for regional and municipal urban planning officers and other stakeholders.

Appoint a Single Point Of Contact (SPOC) at urban.brussels and/or other regional bodies.

Action manager

- Pilot:
 - > urban.brussels
- Partners:
 - > Brussels Mobility
 - > STIB
 - > municipalities

Budget estimate

Without impact, the action will take place within the existing budgetary framework.

Implementation deadline

From 2021.

Monitoring indicators

- Training courses offered and followed
- Appointment of contact persons
- Amendment to Cobat Exemption Decree (Second Reading)



ACTION 12

Development

Since the sense of insecurity is intimately linked to the urban context, the public space is not a neutral setting. Its layout can increase or, to the contrary, reduce the sense of insecurity by taking greater account of women's experiences.

As in other proposed actions, the aim is to provide expertise and training and raise awareness among regional and municipal officials in the early detection of elements or measures unfavourable to women.

Targeted training of the various bodies is therefore necessary, whether in the public space unit of urban.brussels or in the master architect's team.

During and after the project implementation, the planning permission must comply with the gendered vision initiated at the beginning of the process. Special attention will be paid to training urban planning inspectors to ensure this.



1. TRAINING

ACTION 13

IMPLEMENT A TRAINING MODULE ON "CYBERSEXISM" FOR POLICE SERVICES

Objectives

Train those involved in the prevention and security chain in the problems of cybersexism.

Action

Train receptionists in the 6 police districts on how to deal with complaints relating to cybercrime and cybersexism as part of the implementation of the "Cyber help" project

Implementation deadline

During 2020.

Monitoring indicators

- ERIP's own training assessment procedure for basic and continuing training
- The Steering Committee of the Cyber Help project has yet to determine the project's indicators

Action manager

- Pilots:
 - > urban.brussels
 - > Brussels Prevention & Security
- Partners:
 - > ERIP
 - > Federal police

Budget estimate

Training to be given by ERIP (operating costs and salaries of ERIP lecturers).



ACTION 13

Development

The 6 police districts will deploy a new application (Cyber Help) developed by the Federal Police and designed to provide better support to complainants of cybercrime in police stations. Cybercrime stemming from sexist comments and sexual harassment via social networks or the web in general is part of this.

This training complements the basic and continuing training courses on "cybercrime and social networks" given to trainee police officers by ERIP:

- The basic training on "Social media/opportunities and dangers of cybercrime" (12 h), included in basic and mid-level, does not specifically target cybersexism, but the subject is partially covered in the context of specific computer crime offences, in the basic operating principles of a social network (IP address) and possible searches. Various examples are also mentioned during the training, such as harassment via Tinder or Snapchat.
- The "Cyber crime" continuing training (1 day) is intended for mid-level police officers. It is not a gender-specific training course but aims to improve police practices in investigating and dealing with cybercrime cases.
- The Police continuing training is a Federal Police e-learning module on "cybersecurity" (3 to 6 hours). Cybersexism is partially covered in the case study of offences or crimes.

PREVENTION

1. TRAINING

ACTION 14

IMPLEMENT A TRAINING MODULE
ON "SEXUAL HARASSMENT
IN THE PUBLIC SPACE"

Objectives

Train those involved in the prevention and security chain (reporting officers, peacekeepers, street educators, park wardens) operating in the public space about the phenomena of sexism and street harassment.

Action

Organise a 2-day "street harassment" training course (Brusafe and ERAP) on "sexism and street harassment" for municipal and regional prevention and security agents ensuring a visible presence in public spaces.

Action manager

- Pilots:
 - > Brusafe
 - > Brussels Prevention & Security (BPS)
 - > ERAP
- Partners:
 - > equal.brussels
 - > voluntary sector

Budget estimate

€12,360 (2020 BPS subsidy to ERAP for the implementation of the Regional Training Plan dedicated to security, prevention and rescue professions)

Implementation deadline

From 2020.

Monitoring indicators

ERAP training assessment procedure (prior training needs assessment and post training assessment with trainers and learners, number of sessions, number of participants).



ACTION 14

Development

The "street harassment" training (Brusafe + ERAP) responds to the RTP (Regional Training Plan 2017-2020) developed by Brusafe (with the associated security schools).

It is provided by the CEMEA NPO with role-playing by professional actors and aims to:

- Raise awareness of the legal framework in this area, to recognise the theoretical notions/concepts of sexism, harassment, insults, stereotypes, prejudices, discrimination and gender, etc.
- Deconstruct and interrogate patterns and stereotypes, beliefs, representations
- Decode gender socialisation, the construction of the social identity in the family, at school, in the media, in the workplace, during leisure time
- Build awareness of the impact of beliefs and representations
- Encourage social control and react to the observation of a discriminatory and harassing attitude: the right professional stance, what to say to the perpetrator and the victim
- Know the network of public bodies operating in this field (Unia, IEFH)

In addition, this training complements the basic police training (Federal Police programme), which also covers the law on sexism/street harassment in the "crimes and offences against persons" course (10 hours) and the training for police officers (covered in integrated exercises and practical case studies).



ACTION 15

TRAIN MANAGERS ON THE IMPACT OF WORKPLACE VIOLENCE

Objectives

Organise a training course on the responsibility of public service managers in relation to harassment, workplace violence and domestic violence, as well as on detection capability.

Action

Raise awareness among and train public service and PIO managers on managers' responsibility of in relation to harassment, workplace violence and domestic violence, and detecting the phenomenon.

Action manager

- Pilot:
➢ talent.brussels
- Partner:
➢ equal.brussels

Budget estimate

€3,250

Implementation deadline

2021

Monitoring indicator

Number of managers trained

Development

The involvement of (private and public) employers in combating gender-based violence against women in the workplace is essential. To this end, raising awareness and informing employers about violence against women in the workplace, increased and improved reporting channels for victims, and the strengthening of specific assistance and support are necessary.

The problem of domestic violence must also be the subject of training in the workplace in order to improve detection of the phenomenon in the workplace and to enable victims to be referred to the appropriate support services.



ACTION 16

TRAIN TRUSTED PERSONS AND SOCIAL WORKERS

Objectives

Extend the actions on the impact of violence (good practices) between partners on the work to all PIOs and public services in Brussels, through the network of diversity managers.

Action

Train social workers and trusted persons.

Communicate the good practices implemented and studied to diversity managers.

Raise awareness among social workers and trusted persons: distribution of a "tailor-made" brochure developed by equal.brussels for each PIO and public service in Brussels (this action is additional to the actions "Provide a communication kit for municipal and regional administrations" and "Raise awareness among administrations of sexual harassment in the workplace").

Analyse a possible adjustment in status.

Action manager

- Pilot:
➢ talent.brussels
- Partner:
➢ equal.brussels

Budget estimate

€2,750 and current human resources, within the framework of budgetary resources.

Implementation deadline

2020-2024



ACTION 16

Monitoring indicators

- The PIOs and public services in Brussels are informed through the network of diversity managers.
- The brochure developed by equal.brussels is distributed to all PIOs and regional public services.
- The toolbox developed by equal.brussels is distributed to all PIOs and regional public services.
- Status adjustment
- Number of social workers and trusted persons trained per year

Development

The IEFH study²⁸ on the impact of partner violence on the world of work, the fact that 72.9 per cent of victims report that the violence they have suffered has had an impact on their work. For 7.8% of them, the (ex-)partner even went to their workplace. These figures should be able to increase the involvement of work organisations in preventing and combating domestic violence.

²⁸ https://igvm-iefh.belgium.be/fr/publications/enquete_nationale_sur_limpact_de_la_violence_entre_partenaires_sur_le_travail_les



1. TRAINING

ACTION 17

TRAIN STIB STAFF ON SEXUAL HARASSMENT ON PUBLIC TRANSPORT

Objectives

Train STIB staff in sexual harassment in their initial training, with the appointment of a volunteer staff member who is an advisor, who knows the protocols and is available to other staff members for possible advice.

Action manager

- Pilot:
 - > STIB
- Partners:
 - > equal.brussels
 - > Brusafe
 - > civil society

Action

STIB is determined to incorporate these elements into existing training courses by developing:

- An awareness campaign to combat sexism in the workplace and aimed at all staff, through videos containing legal elements, typical harassment situations, as well as the appropriate responses and behaviour to be adopted as a witness and victim. This campaign will be supported by an e-learning programme also aimed at all employees and which is designed to broaden their knowledge on the subject.
- A "classroom" module for social counsellors and trusted persons to become "subject experts". They must be able to help victims internally and

support managers who encounter harassment situations in their teams.

- The incorporation of the theme in training for customer-facing staff (with priority given to new starters and including: security agents, multimodal agents, sales agents, bus drivers, tram drivers) and focusing on dealing with victims of harassment. At the same time, development of appropriate tools for the professions (such as brochures) to provide victims with comprehensive information that will enable them to file a complaint. In addition, the analysis of practical case studies related to sexism will be included in the "Diversity for people managers" and the "Victims assistance" training. The advisors will be the trusted persons.



ACTION 17

Budget estimate

The budget is provided for in the budget for training and internal communication.

Implementation deadline

2020-2024

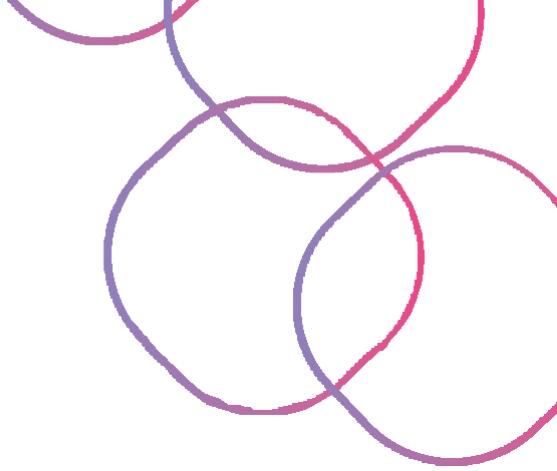
Monitoring indicators

Development of a training module for staff in contact with passengers who are victims of sexual harassment (driving staff, station staff, etc.).

Development

This phenomenon needs to be taken into account in mobility policies, indeed studies show that the sense of insecurity constrains women's travel more than that of men.²⁹

²⁹ Le Moniteur de la Mobilité et de la Sécurité routière, No. 44, <https://www.avcb-vsgb.be/fr/Publications/moniteur-de-la-mobilite.html> and <https://bps-bpv.brussels/fr/un-regard-positif-sur-la-securite-bruxelloise>



CHAPTER 2

PREVENTION

2. INFORMATION - AWARENESS

- ACTION 18:** CONDUCT AWARENESS CAMPAIGNS
- ACTION 19:** RAISE AWARENESS OF VIOLENCE THROUGH GENDER INEQUALITIES
- ACTION 20:** RAISE AWARENESS OF SEXUAL HARASSMENT AT BRUSSELS FESTIVALS
- ACTION 21:** PROVIDE A COMMUNICATION KIT FOR MUNICIPAL AND REGIONAL ADMINISTRATIONS
- ACTION 22:** RAISE AWARENESS AMONG ADMINISTRATIONS OF SEXUAL HARASSMENT IN THE WORKPLACE
- ACTION 23:** INCLUDE THE FIGHT AGAINST WORKPLACE VIOLENCE AND HARASSMENT IN THE DEVELOPMENT OF DIVERSITY PLANS
- ACTION 24:** PROMOTE THE FIGHT AGAINST VIOLENCE AGAINST WOMEN IN REGIONAL EMPLOYMENT POLICIES
- ACTION 25:** RAISE AWARENESS OF THE ISSUE OF VIOLENCE AGAINST GIRLS AND WOMEN IN MIGRATION CONTEXTS: FORCED MARRIAGES, FEMALE GENITAL MUTILATION, HONOUR KILLINGS





PREVENTION 2. INFORMATION AWARENESS

ACTION 18 CONDUCT AWARENESS CAMPAIGNS

Objectives

Raise the awareness of the Brussels public through targeted and sustained campaigns.

Action

Raise the awareness of the Brussels public through campaigns:

- that are coordinated between different institutions
- after consultation with field-based associations
- sensitive to the diversity of the violence and the target audiences
- which also target perpetrators
- which pay attention to particularly vulnerable groups such as migrants, women with disabilities, lesbian women, the elderly, victims of trafficking, sex workers, pregnant women, etc.
- which are also aimed at a young audience
- based on empirical research

Action manager

- Pilot:
 - > equal.brussels
- Partners:
 - > civil society
 - > Brussels local authorities
 - > institutional partners

Budget estimate

Specific budgets per year.
For 2020: €10,000 for the "white ribbons" campaign.

Implementation deadline

2020-2024



ACTION 18

Monitoring indicators

- Number of campaigns carried out
- Assessment of the impact of these campaigns

Development

Awareness campaigns or programmes should continue to be promoted to increase the general public's awareness and understanding of the different manifestations of all forms of violence covered by the scope of the Convention, of the gendered nature of such violence as a manifestation of a historical organisation of society based on the domination and discrimination of women by men, and of the consequences of violence against children.

Awareness campaigns should make the Brussels public aware of violence, but also provide tools and guide victims and their families towards assistance services.

It is important for these campaigns to be organised in a targeted manner around different themes, and that they are based on empirical research and recommendations from the field. This is why consultation structures are created upstream in order to develop effective and widely supported campaigns. Monitoring and assessment of the campaigns is also important to assess and control their impact.



PREVENTION

2. INFORMATION AWARENESS

ACTION 19

RAISE AWARENESS OF VIOLENCE
THROUGH GENDER
INEQUALITIES

Implementation deadline

2020-2022

Monitoring indicators

- Creation and distribution of this publication
- Project assessment

Development

Information tools are often under-utilised, yet crucial in the fight against violence. There are effective prevention initiatives in Belgium and abroad that effectively raise awareness of the gender dimension and violence against different target groups and which can be brought together and published on a larger scale.

Action

Create and widely disseminate a publication on good practices in violence prevention to different target audiences in order to promote the tools and methods (e.g. primary prevention, the "flag system") that exist in the field of violence prevention in Belgium and abroad.

Action manager

- Pilot:
 - > equal.brussels
- Partners:
 - > civil society
 - > Brussels Local Authorities

In this way, organisations are made aware of and informed about how they can also implement violence prevention initiatives in their environment.

Budget estimate

€14,000 (equal.brussels budget)



PREVENTION

2. INFORMATION AWARENESS



ACTION 20

RAISE AWARENESS OF SEXUAL HARASSMENT AT BRUSSELS FESTIVALS

Objectives

s

Prevent and combat sexual harassment at Brussels festivals.

Budget estimate

€10,000 (equal.brussels budget)

Action

Develop tools in association with experts and Brussels festival organisers:

- Create an environment where the risks of sexual harassment are lower
- Victims have access to information and assistance (physical and online)
- Make witnesses and perpetrators aware

Implementation deadline

2020-2022 with a pilot project in the summer of 2021.

Monitoring indicators

- Creation and distribution of this publication
- Project assessment

Action manager

- Pilots:
 - > equal.brussels
 - > visit.brussels
 - > Image of Brussels
- Partners:
 - > civil society
 - > Brussels Local Authorities



ACTION 20

Development

Surveys carried out at Belgian festivals (in particular through Plan International) show that sexual harassment is very present: women say they often suffer it and spectators do not react quickly enough when they witness it.

Through regional levers, it is possible to develop practical means to prevent and combat these forms of violence against women at festivals, by convincing organisers to make their events a place where all visitors can enjoy themselves peacefully and safely. The action will be conducted in partnership with the festivals in order to develop these tools using the expertise already developed around this theme.



PREVENTION 2. INFORMATION AWARENESS



ACTION 21

PROVIDE A COMMUNICATION
KIT FOR MUNICIPAL AND
REGIONAL ADMINISTRATIONS

Objectives

Promote targeted and appropriate municipal and regional awareness campaigns.

Action

Develop a toolbox and communication kit with good practices and ready-to-use awareness materials on violence against women for municipalities and regional institutions.

Develop this toolbox and kit in consultation with civil society and local actors to ensure that the content corresponds to the needs of local stakeholders.

Budget estimate

€15,000 (equal.brussels budget)

Implementation deadline

2020-2024

Monitoring indicators

- Production and distribution of the toolbox and communication kit
- Assessment of the awareness campaigns and actions

Action manager

- Pilots:
 - > equal.brussels
 - > Local authorities
 - > municipalities
- Partners:
 - > field-based associations



ACTION 21

Development

Equal.brussels and Brussels Local Authorities are in contact with municipal stakeholders who also develop awareness actions about violence against women: campaigns, activities, publications, etc.

In order to circulate good practices uniformly throughout the region, a kit and toolbox will be developed and distributed. These will allow the levers available to these institutions and administrations to promote awareness and disseminate information to be used in a coordinated and targeted manner.

PREVENTION 2. INFORMATION AWARENESS

ACTION 22

RAISE AWARENESS
AMONG BRUSSELS
ADMINISTRATIONS OF
SEXUAL HARASSMENT IN
THE WORKPLACE

Objectives

Combat sexual harassment in the workplace by circulating information and good practices within Brussels public and private institutions.

Action

Produce awareness materials, in partnership with experts, on sexual harassment in the workplace:

- Toolbox
- Posters
- Good Practice Guide

This material is intended for all public services in Brussels, and for private companies who want it, with the possibility of inserting their own logo and including information specific to their services. They can then distribute materials internally, on paper and through other internal communication channels.

Action manager

- Pilot:
 - > talent.brussels
- Partners:
 - > equal.brussels
 - > PIO
 - > civil society
 - > private companies
 - > hub.brussels
 - > BEE
 - > Actiris

Budget estimate

€3,250 within the available budgetary resources.

Implementation deadline

2020-2024, first tools distributed in 2021.



ACTION 22

Monitoring indicators

- Production of different types of awareness material
- Number of public services involved
- Assessment of the impact of this awareness action

Development

One in five employees reports having been assaulted in the workplace, and 17% of them have been victims of (sexual) harassment. However, a minority of these people confirm that they have used services such as internal prevention or confidential counsellors.

It is therefore paramount to inform the employees of Brussels institutions about their rights, the punishable nature of the acts of which they are victims (or perpetrators) and the options for assistance and reporting. To achieve this, the existing networks between these institutions (diversity network and gender network) should be used.

This awareness material could also be made available to private sector workers.

This action is in addition to the action "Train managers on the impact of workplace violence".

PREVENTION

2. INFORMATION AWARENESS

ACTION 23

INCLUDE THE FIGHT AGAINST
WORKPLACE VIOLENCE AND
HARASSMENT IN THE
DEVELOPMENT OF DIVERSITY
PLANS

Objectives

Raise awareness among local and regional authorities of violence against women in the development of diversity plans.

Action

Automatically introduce a chapter on combating workplace violence and harassment in the diversity plans of administrations.

Provide for:

- In-house training of key agents
- Raising awareness (internal campaigns, toolbox, best practice guide, etc.)
- Intranet communication of the brochure developed by equal.brussels
- Adaptation of work regulations

Action manager

- Pilots:
 - > Actiris
 - > **talent.brussels**
 - > Brussels Local Authorities (BLA)
- Partner:
 - > equal.brussels

Budget estimate

The action will take place within the current budgetary framework.

Implementation deadline

During the development of future plans.

Monitoring indicators

- Actions to prevent and combat violence in diversity plans
- Number of key agents trained
- An internal campaign is carried out
- The toolbox is distributed
- The good practice guide is circulated
- Intranet communication of the brochure developed by equal.brussels
- The work rules are adapted



ACTION 23

Development

The diversity policy for employment in the Brussels-Capital Region was defined by and in accordance with the terms of the decree of 9 May 2019 of the Government of the Brussels-Capital Region amending the decree of the Government of the Brussels-Capital Region of 7 May 2009 on diversity plans and the diversity label. This decree came into force on 1 January 2020.³⁰

The Diversity Plan brings together actions aimed at promoting gender equality. The promotion of workplace gender equality calls for the use of several action levers, of which the fight against workplace violence and harassment can be an integral part.

In this context, Actiris diversity consultants will pay greater attention to actions related to "harassment and violence" when developing the plans. This should include raising awareness and internal communication.

Finally, Actiris remains a stakeholder in the CEASE³¹ project aimed at creating a European network of companies committed to combating domestic violence and co-constructing a training module for managers and HR departments training them on this issue.

³⁰ Consolidated version: <http://www.ejustice.just.fgov.be/eli/ar-rete/2009/05/07/2009031279/justel>

³¹ <http://www.pourlasolidarite.eu/fr/project/cease-impliquer-les-entreprises-contre-les-violences-conjugales>



PREVENTION 2. INFORMATION AWARENESS



ACTION 24

PROMOTE THE FIGHT AGAINST VIOLENCE AGAINST WOMEN IN REGIONAL EMPLOYMENT POLICIES

Objectives

Promote actions to combat violence against women in regional employment policies.

Action

Raise the awareness of companies about violence against women in the development of diversity plans.

Training of diversity consultants on the issue of violence against women by equal.brussels.

Equal.brussels raises the awareness of regional employment inspectorates on the issue of violence against women.

Call for projects, "Tackling discrimination in recruitment and promoting diversity".

Continue making the CEASE³² project operational.

Action manager

- Pilots:
 - > Actiris
 - > equal.brussels
- Partners:
 - > equal.brussels
 - > Brussels Economy and Employment (BEE)
 - > Actiris

Budget estimate

The action will be carried out within the framework of the current budget package and the projects/companies supported (operating grant to Actiris for the campaign tackling discrimination in recruitment and subsidies to associations in the context of calls for projects in the field of anti-discrimination).

Implementation deadline

2020-2024

³² <http://www.pourlasolidarite.eu/fr/project/cease-impliquer-les-entreprises-contre-les-violences-conjugales>



ACTION 24

Monitoring indicators

- Number of consultants trained
- Number of inspectors educated
- Projects supported with a link to violence against women in the framework of the AAP

Development

The involvement of private and public employers in combating gender-based violence against women in the workplace is essential.

The annual "Tackling discrimination in recruitment and promoting diversity" call for projects can support innovative projects aimed, in particular, at combating violence against women.

Finally, the CEASE³³ project aims to create a European network of companies committed to combating domestic violence and to co-construct a training module for managers and HRs training them on this issue. Actiris is a stakeholder.

³³ <http://www.pourlasolidarite.eu/fr/project/cease-impliquer-les-entreprises-contre-les-violences-conjugales>

PREVENTION

2. INFORMATION AWARENESS

ACTION 25

RAISE AWARENESS OF THE ISSUE OF VIOLENCE AGAINST GIRLS AND WOMEN IN MIGRATION CONTEXTS: FORCED MARRIAGES, FEMALE GENITAL MUTILATION, HONOUR KILLINGS

Objectives

Raise awareness among the general public and local actors of the issue of violence against girls and women in the context of migration: forced marriages, female genital mutilation (FGM) and honour killings, in order to provide a better understanding of the problem, to take prevention actions and offer a welcoming reception and better guidance towards adequate care of the girls and women concerned.

Action manager

- Pilots: equal.brussels, BPL
- Partner: civil society

Budget estimate

- BPL: €5,000
- equal.brussels: €10,000

Action

Set up awareness activities relating to violence against girls and women in the context of migration and distribute information to the various services available to those concerned.

Train local actors (municipalities, CPAS, police zones) on the theme and support the distribution of tools to raise awareness of professionals (brochures, tools, guide to good practice).

Support the voluntary sector operating in the field in order to improve the reception conditions of the girls and women concerned.

Implementation deadline

2020-2024



ACTION 25

Monitoring indicators

- Awareness actions organised
- Training provided and awareness tools distributed
- Support for associations

Development

The latest study on the prevalence of female genital mutilation (FGM) carried out in Belgium estimates that more than 8,000 women in the Brussels-Capital Region are very likely to have been circumcised or are at risk of being circumcised.

FGM is closely linked to other gender-based violence, most of the time women living with FGM have also experienced physical or sexual violence or forced marriage. It is also common that women who do not wish to submit to forced marriage and/or who wish to live together outside of marriage are pursued by members of their family or community and may be in real danger of death.

It is essential that associations have better support and that citizens and local actors have a better understanding of the dynamics that drive these families to perform such acts on their daughters even today.

These actors, but also the families, must be able to discuss this subject with the women concerned in order to gain awareness of the consequences of this violence on their well-being, mental health, self-esteem, body image and sexual and reproductive life, and do so in order to fight

more effectively for the abolition of these practices.

CHAPTER

2

PREVENTION

3. OTHER PREVENTIVE MEASURES

ACTION 26: INITIATE A DISCUSSION ON SEXUAL AND GENDER-BASED HARASSMENT IN THE PUBLIC SPACE IN THE "SECURITY BY DESIGN" WORKING GROUPS

ACTION 27: IMPACT ANALYSIS OF A NEW PUBLIC SPACE/FACILITIES PROJECT TO DEFINE SECURITY AND VIOLENCE PREVENTION REQUIREMENTS IN THE PUBLIC SPACE

ACTION 28: TAKE ACCOUNT OF THE ASPECTS OF PREVENTION, HARASSMENT AND VIOLENCE DURING THE AUTHORISATION PHASE FOR PLANNING PERMISSION

ACTION 29: ADDRESS THE ASPECTS OF PREVENTION, HARASSMENT AND VIOLENCE IN THE PUBLIC SPACE IN THE NEXT PYBLIK CYCLE ON THE THEME "CITIES FOR EVERYONE"

ACTION 30: INTEGRATE THE GENDER ISSUE INTO URBAN PLANNING AND SCHEDULING TOOLS

ACTION 31: ANALYSE AND MONITOR THE REGIONAL SUSTAINABLE DEVELOPMENT PLAN

ACTION 32: RAISE AWARENESS AMONG THE REGIONAL DEVELOPMENT COMMISSION MEMBERS

ACTION 33: ENCOURAGE THE ADVISORY OPINIONS OF ASSOCIATIONS WORKING ON THE ISSUE OF GENDER AND CITIES AND CITIZENS

ACTION 34: TAKE GENDER INTO ACCOUNT IN NEIGHBOURHOOD CONTRACTS AND URBAN RENEWAL CONTRACTS

ACTION 35: TAKE GENDER INTO ACCOUNT IN PUBLIC FACILITIES PLANNING PROJECTS

ACTION 36: FEMINIZE THE NAMES OF ROADS AND PUBLIC SPACES

ACTION 37: TAKE GENDER PERSPECTIVES INTO ACCOUNT IN THE TRANSPORT OFFER AND STIB'S INTERNAL POLICY

ACTION 38: FIGHT AGAINST ADVERTISING WHICH IS DEGRADING OR DISCRIMINATORY TO WOMEN ON THE STIB NETWORK AND RAISE AWARENESS OF THE PROBLEM OF SEXUAL HARASSMENT THROUGH STIB'S COMMUNICATION CHANNELS

ACTION 39: MAKE CYCLING MORE ACCESSIBLE TO WOMEN

ACTION 40: INTEGRATE THE GENDER DIMENSION INTO THE CREATION OF A MASTER PLAN FOR "HYPER-PEAK" HOURS



PREVENTION

3. OTHER PREVENTIVE MEASURES

ACTION 26

INITIATE A DISCUSSION ON SEXUAL AND GENDER-BASED HARASSMENT IN THE PUBLIC SPACE IN THE "SECURITY BY DESIGN" WORKING GROUPS

Objectives

Pay special attention to harassment and violence in public spaces in the "Security By Design" Guide.³⁴

Action

Establish a good practice guide for improving the objective and subjective security of public spaces for vulnerable groups (lighting, social control, etc.).

Monitoring indicators

- "Security by design" working group reports
- Publication of the guide

Action manager

- Pilots:
 - > Brussels Prevention & Security
 - > Security by Design WG (BPS, BM, perspective.brussels, urban.brussels)
- Partner:
 - > equal.brussels

Budget estimate

No budgetary impact.

Implementation deadline

In 2022, as part of the publication of the second edition of the Guide to Securing Public Spaces.

³⁴ <https://bps-bpv.brussels/fr/lapproche-de-securite-integree>



ACTION 26

Development

A detailed study carried out by civil society³⁵ has broadly demonstrated the link between the design of the public space, the sense of insecurity and gender (ref. findings of the action on the "Impact analysis of a new public space/facilities project to define security and violence prevention requirements in the public space").

Urban planning policies in general and the development of the public space in particular must automatically be subjected to gendered analysis in order to take the public space and urban planning decisions into account as determining factors of well-being and equality of access to the City.

³⁵ <http://www.garance.be/docs/12EspacepublicgenreFR.pdf>

PREVENTION

3. OTHER PREVENTIVE MEASURES

ACTION 27

IMPACT ANALYSIS OF A NEW PUBLIC SPACE/FACILITIES PROJECT TO DEFINE SECURITY AND VIOLENCE PREVENTION REQUIREMENTS IN THE PUBLIC SPACE

Objectives

Study and incorporate gender issues into the preliminary design of the project prior to the submission of planning permission.

Action

Ensure that any project with a major impact on the public space is discussed within the Regional Active Modes Commission (RAMC) prior to the planning application.

Include women's rights associations in the Regional Active Modes Commission so that they are involved in advising the Commission on these projects (including the realisation).

Ensure that the prior opinion of the Regional Active Modes Commission is part of a project's assessment during the authorisation phase.

Action manager

- Pilots:
 - > urban.brussels
 - > Master Architect
- Partners:
 - > Brussels Mobility
 - > STIB
 - > municipalities

Budget estimate

No budgetary impact.

Implementation deadline

2021

Monitoring indicators

- Expansion of the Regional Active Modes Commission (RAMC)
- The inclusion of councils in the planning permission procedure



ACTION 27

Development

In general, the corpus of existing gender-specific needs surveys indicates that women are sensitive to the following: wide pavements with low kerbs, with a smooth and non-slip surface; clean streets and pavements, especially important for children's hygiene; intergenerational public spaces suitable for both young children and older people; shaded recreational areas with soft ground and well-situated benches; clean public toilets; good road safety to allow children and disabled people to cross safely; good legibility of the space through signage; good environmental safety that provides a sense of security for users; good lighting; benches for resting, well-positioned in winter, shaded in summer; a continuum of public spaces. While in themselves, these concerns may at first glance be considered universal, the meaning and impact they have on women's daily lives is indeed gender-specific.³⁶

With regard to the urban development and land-use planning competence, the application of gender mainstreaming to public procurement contracts and assessment procedures effectively raises the awareness of practitioners and applicant offices. It also helps to combat gender stereotypes in political decisions and professional practices. When the project is launched, the integration of gender-specific analysis - particularly during the needs identification phase - benefits from a deliberately interdisciplinary approach (urban planning,

architecture, gender studies, geography, sociology, anthropology, ...), which leads to successful collaborations between public actors, practitioners and researchers.

When developing a public space project, the project goes through different stages. Each project must be presented at the project meeting (as set out in the Cobat).

During this meeting, before a planning permission application is submitted, the project is discussed with regional and municipal stakeholders who will also be involved in assessing the planning application. This is so that adjustments can be made at an early stage, but also to ask for additional attention to be paid under-exposed aspects. In this way, elements that are unfavourable to women can be identified and adjustments can be suggested. For complex strategic projects such as the construction of large squares or a new tramway, there are steering committees during the project. Increasing expertise in terms of women-friendly public spaces can be considered in this area as well.

Furthermore, there is a specific consultation process within the "Regional Commission for Active Modes" in Brussels Mobility with the different actors concerned, such as cyclists' associations, etc. Here, a great deal of attention is paid to the design

³⁶ Le Moniteur de la Mobilité et de la Sécurité routière, n°44, <https://www.avcb-vsgb.be/fr/Publications/moniteur-de-la-mobilite.html>



ACTION 2

Development (cont'd)

and comfort of the public space, the dialogue with public transport, etc. It is possible to see how the committee's knowledge can be increased on the subject, possibly by strengthening expertise in this area.

For example, the following actions are planned:

- Enabling women's rights associations to formulate an advisory opinion and recommendations on the Government's plans for land use planning and to compel the Government to justify its response
- Designing the ground to accommodate people with reduced mobility and people with pushchairs or shopping carts.
- Analysing the objectives of a new project in order to define security and violence prevention requirements in the public space and taking them into account during the programme definition and design phase.



PREVENTION

3. OTHER PREVENTIVE MEASURES



ACTION 28

TAKE ACCOUNT OF THE ASPECTS OF PREVENTION, HARASSMENT AND VIOLENCE DURING THE AUTHORISATION PHASE FOR PLANNING PERMISSION

Objectives

Guarantee the integration of gender dimension into the analysis and award procedure for urban planning permission.

Action

Monitor the women-friendly aspects in the revision of the Regional Urban Planning regulations (RRU) at second reading.

Integrate women-friendly aspects in the drafting of the Public Space Handbook.

Pay particular attention to women-friendly aspects (such as lighting and cleanliness) and the comments from women's rights associations in the public survey.

Raise awareness of gender aspects among advisory committee members.

Verify whether/how women-friendly aspects can be better taken into account in the evaluation/impact assessment and, if necessary, adapt the existing handbook.

Action manager

- Pilot:
 - > urban.brussels
- Partners:
 - > Brussels Mobility
 - > STIB
 - > municipalities
 - > Master Architect

Budget estimate

No impact: based on existing resources.

Implementation deadline

2020-2022

Monitoring indicators

- Production of the Public Space Manual
- Adaptation of the handbook on Environmental Impacts (EI) and Impact Studies (IS)

- Revision of the



ACTION 28

Development

The Regional Urban Planning Regulation (RRU) plays an important role in this regard. It determines the rules with which a project must comply. There may be exceptions, subject to justification. A small part of the principles required to improve user-friendliness towards women is already - as far as possible - practically included in these regulations. These are rules designed to avoid physical or visual obstacles. Although a general implementing provision also has its limitations, there is room for improvement. The RRU is currently being revised to this effect.

In addition to the specific and practical rules of the RRU, there is also a set of rules of thumb, principles of good construction or good practice, which can be found in all kinds of handbooks. This can range from the non-slip aspect of a pathway to the intensity of light needed on a pedestrian crossing. There are many different guides and handbooks that lack consistency, making them difficult to apply. Consequently, the measure aims to collate these guides into a single charter on the construction of the public space, which also includes the principles of user-friendliness towards women. A clear, coherent and usable framework, applicable throughout the Region, without compromising the quality of the public space, will therefore be established.

The principle of the public survey in Brussels is a final, but effective, means of seeking the views of stakeholders and the public.

Particular attention can be paid to the comments made in this respect, but associations active in the debate on a more women-friendly society may also be encouraged to draft reasoned opinions to improve a project. Every comment made must receive an immediate response. Whether sufficient attention is/can be given to women-friendly measures will also be considered in the report/impact assessment.

The following items can therefore be included:

- Raise the awareness of consultation committee members so that they incorporate gender-specific concerns in their opinions and examine the possibility of including gender indicators.
- Examine the possibility of including gender indicators in the impact studies for public space redevelopment projects.
- Enable the voluntary sector to make gendered recommendations during the development and implementation of public surveys, at both municipal and regional levels.
- Ensure adequate street lighting in streets, squares, etc.
- Focus on cleanliness, which also plays a role in the sense of insecurity.



PREVENTION

3. OTHER PREVENTIVE MEASURES

ACTION 29

ADDRESS THE ASPECTS OF PREVENTION, HARASSMENT AND VIOLENCE IN THE PUBLIC SPACE IN THE NEXT PYBLIK CYCLE ON THE THEME "CITIES FOR EVERYONE"

Objectives

Pay particular attention to harassment and violence in public spaces in a series of conferences led by Pyblik³⁷ on the theme "City for all".

Action

Discuss, communicate and circulate observations and courses of action relating to the mixed and diversified use of the urban space carried out by experts.

Implementation deadline

2022

Action manager

- Pilot:
> perspective.brussels
- Partner:
> Pyblik

Budget estimate

The measure will take place within existing budgets.

Development

The creation of a series of conferences on the theme of diversity in the public space is used to express and circulate research and good practices carried out by specialised actors.

Monitoring indicators

- Attendance at the series of conferences
- Number of conferences
- Themes of the conferences
- Publication and distribution of reports.

³⁷ <http://www.publicspace.brussels/>
<https://perspective.brussels/fr/enjeux-urbains/espaces-publics/pyblik-et-le-guide-des-espaces-publics-bruxellois>



PREVENTION

3. OTHER PREVENTIVE MEASURES



ACTION 30

INTEGRATE THE GENDER ISSUE INTO URBAN PLANNING AND SCHEDULING TOOLS

Objectives

Ensure that attention is paid to the gender issue upstream of projects within regional and local administrations, in accordance with the Order of 29 March 2012 on gender mainstreaming in the policy lines of the Brussels-Capital Region.

Action manager

- Pilots:
 - > urban.brussels
 - > perspective.brussels
 - > Brussels Mobility
- Partners:
 - > equal.brussels
 - > BPS
 - > BLA

Budget estimate

The costs of the consultancy firm conducting the field survey and the costs of the project managers carrying out the diagnosis for the URCs and the definition study for the Master Development Plans are already included in the budget of the relevant administrations.

Action

Integrate the gender issue into the diagnoses of the Neighbourhood Contracts and Urban Renewal Contracts (SNC and URC) through objective indicators (socio-economic indicators, heritage) and qualitative indicators (surveys, exploratory walks and interviews with neighbourhood inhabitants) under the social climate and cohesion theme.

Integrate the gender issue into the definition studies, particularly those for the master development plans under the themes of urban life (public spaces, green spaces, facilities, mobility, schools), housing (access to housing for women, ownership rates, discrimination in renting and purchasing) and socio-demographic data.

Integrate the gender issue into the participatory processes as part of the future participation service.

Integrate the gender issue as an assessment criterion for the impact of participation in the same service.

Integrate gender issues in accordance with the objective in the impact studies for public space redevelopment projects and for regional decrees that amend regulatory instruments.

Make it easier to take account of the opinions of the Brussels public on these developments through Fix My Street.³⁸

³⁸ <https://fixmystreet.brussels/about>



ACTION 30

Monitoring indicators

- Signage and lighting of public spaces
- Ease of travel
- Access to public transport
- Diversity of the neighbourhood
- Quality of accommodation in the public space (furniture...)
- Gendered occupation of the public space
- Attendance rate for facilities and diversity of the offer
- Ease of access to help and information
- Qualitative survey of the public space and how it feels
- Subjective and objective mapping of women's use and experience of the public space (<http://genderatlas.at/>)
- Variable indicators according to the EIR (EI/IR) performed
- Periodic monitoring of the environmental impacts for PRDD, PRAS, PAD, PCD, PPAS (new) via a report.

Implementation deadlines

- For the Neighbourhood Contracts: 2020-2024
- For Urban Renewal Contracts: 2020-23
 - implementation in all diagnoses of future URCs scheduled for the next legislature
- For Master Development Plans: no new PADs scheduled in the 2019-24 legislature. Integrate into the PAD Bordet upstream (start of the PAD in 2020).
- Ongoing work for definition studies
 - For EIRs (environmental impact reports): launch of a study to create tools and indicators to ensure the cross-cutting, ambitious and objective consideration of diversity in all EIRs during 2020 - end of the study in 2021.



ACTION 30

Development

Integrating the gender dimension into urban planning must be understood as an innovative tool that opens up new avenues towards inclusiveness. It is too often interpreted as a tool creating a distinctive identity that would prevent the project from achieving universal access. However, it appears from the success of projects abroad that starting from a specific perspective (in this case that of women) does not reduce the scope of the project, but on the contrary broadens it.³⁹

This means:

- Meeting the needs of women/non-binary individuals in the city: access to housing, green spaces, facilities, mobility, culture. Some women in Brussels do not have access to basic needs
- Promoting women's independence in vulnerable neighbourhoods and future neighbourhoods through the planning of public spaces, housing offers and appropriate facilities.
- Planning open, public spaces and facilities according to women's needs and uses
- Developing strategies for the development of the territory based on the gender issue
- In addition to the Equal Opportunities test at the end of the development of a plan or project, developing a focus on gender issues from the analysis of the project context and from the beginning of the project development process

The contribution of gender studies and feminist researchers makes it possible to attach high importance to the balanced participation of women/girls and men/boys in all phases of the project (including decision-making) using a bottom-up approach.⁴⁰ This element will be taken into account in the framework of the future participation service.

³⁹ Le Moniteur de la mobilité et de la sécurité routière, n°44, <https://www.avcb-vsgb.be/fr/Publications/moniteur-de-la-mobilite.html>

⁴⁰ Le Moniteur de la mobilité et de la sécurité routière, n°44, <https://www.avcb-vsgb.be/fr/Publications/moniteur-de-la-mobilite.html>



PREVENTION

3. OTHER PREVENTIVE MEASURES



ACTION 31

ANALYSE AND MONITOR THE REGIONAL SUSTAINABLE DEVELOPMENT PLAN

Objectives

Analyse the Regional Sustainable Development Plan (PRDD) from a gender perspective, paying special attention to the prevention of violence against women.

Action

Produce maps generated based on existing data (from BISA or other administrations). This exercise could be part of the creation of an atlas.

Working with BISA, define which existing indicators can shed light on the gender issue and if necessary, consider additional indicators (quantitative) and establish themed "reading prisms" (qualitative) which could become more cross-cutting tools (prospective value).

Focus on the gender issue in the local city: this would be one focus among others.

Conduct a qualitative survey of women's experiences: a summary of what exists and a qualitative survey for neighbourhoods that are not covered.

Set up a consultation on the implementation of the PRDD.

Action manager

- Pilot:
 - > perspective.brussels (BISA)
- Partners:
 - > regional administrations according to their PRDD-related competences
 - > municipalities

Budget estimate

Up to €30,000

Implementation deadline

Different deadlines of the PRDD and according to the priorities defined in the General Policy Declaration for the 2019-2024 legislature.



ACTION 31

Monitoring indicator

Development of contextual monitoring of the BCR within the framework of a projecting.brussels project (www.genderatlas.at) to objectify the existing socio-economic and territorial situation according to gender and define the specific strategies to be undertaken (BISA & urban.brussels).

Development

All of the policies described aim to increase the quality of the city, its neighbourhoods, public spaces and green spaces in a context of urban densification.

The quality of the neighbourhoods ensures a sense of security and user-friendliness for all its inhabitants, especially the most vulnerable.

The objective is to rebalance existing disparities: to rebalance neighbourhoods with a deficit of green and public spaces, increase the quality of life in neighbourhoods where this is lacking, ...

Thus, reviewing the themes of the PRDD to analyse how each can take on a gendered approach ensures the cross-cutting nature of this approach and anchors it

in relation to existing strategies. This can also provide a critical reassessment of existing strategies until they are implemented at other levels.

Similarly, using existing data (especially statistical data) makes it possible, before any form of action is taken, to establish a diagnosis of the specific problems that require attention.

The development of gendered indicators makes it possible to approach the gender issue from the very beginning of the project rather than focusing on the end of the process, as is the case with the Equal Opportunity Test. The development of these indicators can also provide greater integration of the issue into the specifications of public procurement contracts.

PREVENTION

3. OTHER PREVENTIVE MEASURES



ACTION 32

TAKE GENDER INTO ACCOUNT IN THE OPINIONS OF THE REGIONAL DEVELOPMENT COMMISSION

Budget estimate

Objectives

Raise the awareness of members of the Regional Development Commission (RDC), the consultation committees and the Urban Planning College so that they include gender-specific concerns in their opinions and examine the possibility of including gender indicators.

Action

Request that the RDC (Regional Development Commission) addresses the gender issue in its opinions on its own initiative.

Invite a representative on gender and equal opportunities issues depending on the topics discussed (UNIA, IEFH or equal.brussels).

Action manager

- Pilots:
 - > perspective.brussels
 - > RDC Secretariat
- Partners:
 - > equal.brussels
 - > Brussels Mobility

The RDC's operating budget includes the participation of experts.

Implementation deadline

Throughout the 2019-2024 term.

Monitoring indicators

- List of commission members (officials of urban.brussels, municipalities, Brussels environment, etc.) and the themes represented.
- Guest experts.

Development

The inclusion of a representative on gender and equal opportunities issues will allow the plans to be assessed in relation to their social impact in general and on the gender issue in particular.

PREVENTION

3. OTHER PREVENTIVE MEASURES

ACTION 33

ENCOURAGE THE ADVISORY OPINIONS OF ASSOCIATIONS WORKING ON THE ISSUE OF GENDER AND CITIES AND CITIZENS

Objectives

Encourage and support associations active in the fight against violence against women in order to formulate advisory opinions and recommendations on regional land-use or development projects.

Action

Integrate the gender issue into the participatory processes as part of the future participation service.

Integrate the gender issue as an assessment criterion for the impact of participation in the same service.

Develop a benchmark for field-based associations working on the issue of "women and the city" in order to create a list of resource people for consultations.

Develop and implement a procedure for participation that encourages and measures gender mix and diversity of representation in participation operations.

Action manager

- Pilots:
 - > perspective.brussels
 - > urban.brussels
- Partners:
 - > Brussels Prevention & Security
 - > equal.brussels

Budget estimate

No budgetary impact.

Implementation deadline

2020-2021, as part of the implementation of the participation service.

Monitoring indicators

- Inventory of field-based and academic organisations and assessment of the number of associations consulted
- Assessment of the participation sessions (attendance, response rate, speaking, etc.)



ACTION 33

Development

The challenge is to address a multicultural range of people, including all genders and socio-economic statuses, which requires flexible and diverse tools.

The major role that women's associations can play during the project development is important to underline in this respect: both as advisors on gender issues and as intermediaries between the target audiences of women and the other project stakeholders.⁴¹

Brussels women's rights associations have been quick to stress the need to take gender inequalities into account when planning the public space.⁴²

In order to reach a diverse and wide audience, the participation input must be clearly predefined and relative to the target audience, while ensuring that a statistically defined category of the population is not stigmatized.

It is also necessary to ensure that the methods of participation are consistent with the temporary nature of the project.

Furthermore, proven expertise in this field should be made available and a fair representation of a diverse audience should be ensured in participatory processes.

⁴¹ Le Moniteur de la mobilité et de la sécurité routière, n°44, <https://www.avcb-vsgb.be/fr/Publications/moniteur-de-la-mobilite.html>

⁴² In particular, the Garance Association has published a brochure containing numerous proposals for making public spaces more welcoming, see Chaumont and Zeilinger, "Espace public, genre et sentiment d'insécurité".

PREVENTION

3. OTHER PREVENTIVE MEASURES

ACTION 34

TAKE GENDER INTO ACCOUNT IN NEIGHBOURHOOD CONTRACTS AND URBAN RENEWAL CONTRACTS

Objectives

Include gender indicators in Neighbourhood Contracts and Urban Renewal Contracts, paying special attention to violence in public spaces and harassment.

Action manager

- Pilots:
 - > perspective.brussels
 - > urban.brussels
- Partners:
 - > equal.brussels
 - > Brussels Local Authorities
 - > Brussels Prevention & Security
 - > Brussels Mobility

Budget estimate

The costs of the consultancy firm conducting the field survey and those of the project managers carrying out the diagnosis for the Urban Renewal Contracts are already provided for in the budget of the relevant administrations.

Action

Integrate the gender issue into the participatory processes of these tools, pay the necessary attention to the moments of participation in order to ensure the presence of all, take into account and encourage women's voices.

Objectively (socio-economic indicators, heritage) and qualitatively (surveys, exploratory walks and interviews with neighbourhood inhabitants) integrate the gender issue into the diagnoses for the Neighbourhood Contracts and Urban Renewal Contracts under the "social climate and cohesion" theme.

Design public spaces and locate facilities so as to increase factual safety and the sense of security and thereby increase accessibility for women (lighting of places and pathways, openness to public space, good accessibility of the spaces).

Work with future facilities managers to define the program and management.



ACTION 34

Implementation deadlines

For the Sustainable Neighbourhood Contracts: 2020-2024

For the Urban Renewal Contracts: 2020-23
Implementation in all diagnoses of future URCs
scheduled for the next legislature

Monitoring indicators

- Signage and lighting of public spaces
- Ease of travel
- Access to public transport
- Diversity of the neighbourhood
- Quality of accommodation in the public space (furniture...)
- Gendered occupation of the public space
- Attendance rate for facilities and diversity of the offer
- Ease of access to assistance
- Qualitative survey of the public space and how it feels
- Subjective and objective mapping of women's use and experience of the public space (<http://genderatlas.at/>)
- Regional Plan for Sustainable Development (PRDD) and Projecting.brussels contextual monitoring

Development

The motivations are as follows:

- Meeting the needs of women/non-binary individuals in the city: access to housing, green spaces, facilities, mobility, culture
- Promoting women's independence in vulnerable neighbourhoods and future neighbourhoods through the planning of public spaces, housing offers and appropriate facilities.
- Planning open, public spaces and facilities according to women's needs and uses
- Developing strategies for the development of the territory based on the gender issue
- In addition to the equal opportunities test at the end of the development of a plan or project, developing a focus on gender issues from the analysis of the project context and from the beginning of the project development process



PREVENTION

3. OTHER PREVENTIVE MEASURES



ACTION 35

TAKE GENDER INTO ACCOUNT IN
PUBLIC FACILITIES PLANNING
PROJECTS

Objectives

Ensure that gender is taken into account in all operational planning actions carried out by perspective.brussels, particularly at the level of facilities planning via the equipment, sport, school, campus, etc. task forces.

Action

Create tools and indicators ensuring the cross-cutting and objective nature of the inclusion of gender in all operational planning actions carried out by perspective.brussels (facilities, sports, schools, campuses).

Action manager

- Pilot:
 - > perspective.brussels
- Partners:
 - > regional administrations
 - > municipalities

Budget estimate

No budgetary impact.

Implementation deadline

2022-2023

Monitoring indicators

- Meetings and publication of reference material
- Best practice benchmark
- Supporting projects by including the gender dimension
- Communication with the master architect

Development

The purpose of this measure is to use the themes, indicators and courses of action identified in relation to gender in the environmental impact reports and take them into the next phase of the project, which is support for operational projects.

The presence of women not only requires facilities that are not assigned to a given activity, but also a proactive policy action that makes them feel more legitimate and able to invest in the space, in particular by organising events and proposing temporary activities in the public space.⁴³

⁴³ https://www.centre-hubertine-aulcler.fr/sites/default/files/documents/rapport_femmes_espaces_publics_fev2018_hyperliens.pdf



PREVENTION

3. OTHER PREVENTIVE MEASURES



ACTION 36

FEMINIZE THE NAMES OF ROADS AND PUBLIC SPACES

Objectives

- Improve women's visibility by feminizing street and road names in Brussels
- To this end, create a specific procedure for changing the names of regional roads via a draft order including a participatory procedure

Budget estimate

Within the framework of the operation of the Committee of the Brussels Parliament, experts may be heard.

Implementation deadline

2021

Monitoring indicators

- Implementation of the participatory process
- Experts heard
- Report on hearings and debates in the Brussels Parliament
- Implementation of a new Brussels order on changing street and road names

Action

A participatory procedure will be established to choose the names of the streets and roads concerned. The associative world will be heard by the Committee on Equal Opportunities and Women's Rights at the Parliament of the Brussels-Capital Region in order to issue an opinion on the subject, expected in September 2021.

The future Brussels order on changing road and street names will therefore be based on a participatory process within the aforementioned committee.

Action manager

- Pilot(s):
 - > Committee on Equal Opportunities and Women's Rights of the Brussels Parliament
- Partner(s)
 - > Brussels Mobility
 - > equal.brussels
 - > Brussels local authorities (relationship with municipalities)



ACTION 36

Development

The different types of male violence against women form a continuum of violence that sometimes originates in things that may seem innocuous, but which contribute to the forging of gender stereotypes.

Increasing women's visibility in the street is one of the possible levers to promote gender equality in the public space.

Thus, the absence of women among the names of streets and roads contributes to women's invisibility and the propagation of the idea that men's actions, needs and status are more legitimate than those of women. Their absence also perpetuates the idea that only men have a creative capacity for the public interest that must be honoured. Thus legitimising the masculine much more than the feminine. This type of stereotype is part of the continuum of violence and can generate sexism, street harassment and violence.

In February 2020, Open Knowledge Belgium, an association working to promote data and open knowledge, and the feminist group Noms Peut-être, which aims to denounce women's invisibility in the public space, joined forces to work on the project EqualStreetnames.brussels and launched a marathon to identify the gender of street names in the Brussels-Capital Region.

Of the 5,237 streets in Brussels, 2,134 are named after people. Of these, only 130 streets, or just 6%, are named after women. But Brussels is not an exception, in every city in the world, streets, squares, avenues and monuments celebrate the memory of "great men".

At present, the Brussels-Capital Region does not have its own procedure for changing the names of regional roads. The order currently being drafted aims to provide a framework for this approach, based on a participatory process.

PREVENTION

3. OTHER PREVENTIVE MEASURES

ACTION 37

TAKE GENDER PERSPECTIVES INTO ACCOUNT IN THE TRANSPORT OFFER AND STIB'S INTERNAL POLICY

Objectives

Take into account how women in particular use mobility, which includes shorter but more journeys.

It is precisely because modes of transport are gender-specific that the specificities of women's travel need to be taken into account in the development or modification of transport network plans. There must also be work on intermodality in order to facilitate travel involving several different modes and/or transport operators.

The integration of gender specifics must also take place internally within STIB, paying particular attention to the recruitment of women and access to visible and technical positions by female employees. Communication campaigns will continue to be carried out to highlight these, and special attention will be paid to female staff in the development of infrastructures (changing rooms and toilets).

Action

Launch of the MaaS (Mobility as a Service) application.

Annual internal and external actions around recruitment and the place of women within STIB.

Work in partnership with technical schools to recruit female technical profiles.

Eventually equip all sites with toilets and changing rooms exclusively for female staff.

Maximize the placement of automated public toilets at the end of the line on the public highway.

Action manager

• Pilot: STIB

Budget estimate

The budget is included in the budget required for the implementation of the MaaS, the redevelopment of sites and stations and internal and external actions/campaigns.

Implementation deadline

2020-2024

ACTION 37



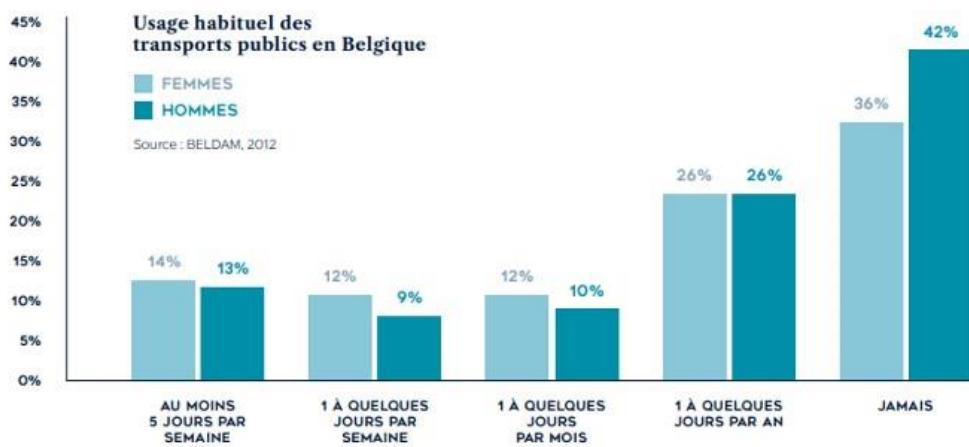
Monitoring indicators

- Launch of MaaS
- Number of participants in the MaaS test phase
- Number of actions taking place each year around the place of women within STIB
- Number of women recruited in the technical schools of the Institut Supérieur des Métiers
- Number of additional toilet and changing rooms facilities

Development

Statistics show that across the entire European Union,⁴⁴ 59% of women use public transport on a daily basis, compared to 42% of men. The Belgian figures of 38% of regular female users compared to 32% of men also reflect this reality, albeit with a smaller gap.⁴⁵

More often users of public transport, women's journeys are also characterised by a paradox: their mobility favours proximity, with shorter journeys, but it is made up of more journeys which are more complex.⁴⁶



⁴⁴⁻⁴⁵⁻⁴⁶ <http://www.femmesprevoyantes.be/wp-content/uploads/2018/12/transport-en-commun-WEB.pdf>



ACTION 3

Development (cont'd)

In 2018, the voluntary sector listed two main comments:

1. Taking into account the specific features of women's travel when preparing or modifying transport network plans
 - They make shorter journeys
 - They do not necessarily travel from the outskirts into the centre
 - They make more connections
2. Working on intermodality to facilitate travel involving several different modes and/or transport operators
 - Optimise the management of connections
 - Make the offer of combined tickets and season tickets more widespread between the different operators
 - Offer standardised tariffs between the different regional operators

These two points of attention are central to STIB's policy, both in the deployment of the Bus Plan (2017-2011) and in the development of new tram lines and the new metro line (for example, the NOH tram route).

Furthermore, by facilitating payments and combined offers between different networks and modes of transport, the future MaaS should improve the mobility of people with more complex routes, thus significantly improving the mobility of women.

In addition to the general and constant increase in the frequency, coverage and comfort of STIB's offer, this vision will make it possible to improve the comfort of women, and therefore of everyone in the public transport

sector. Let us recall once again that women are the primary users of public transport and will therefore be the first beneficiaries of these policies.

MaaS

In 2019, the Brussels government assigned STIB to develop a mobile application, MaaS (Mobility as a Service), for the Brussels-Capital Region. This is a multimodal mobile application that will bring together different actors of alternative mobility (public transport, shared bikes, scooters, taxis) and will offer the passenger a tailor-made mobility solution.

The aim of MaaS is to offer tailor-made mobility solutions based on the user's needs, combining one or more soft mobility modes with the aim of making city travel easier, but also to encourage users to turn increasingly to alternative mobility to the private car.

In its final and intermediate stages, MaaS will have a huge added value for women's mobility. As women travel more and with more complex journeys, firstly, MaaS will provide a better understanding of the needs of all users but, in particular, women users. Secondly, it will offer a mobility service that is totally centred on the user and the user's needs and responds to the most complex and specific requirements. By facilitating payments and combined offers between different networks and modes of transport, MaaS should improve the mobility of women in particular.



ACTION 37

Development (cont'd)

At all stages of its development, MaaS will need to be considered with gender mainstreaming tools.

Finally, STIB must recruit more women into its staff. For obvious reasons of diversity and representation, it is important to have more female staff in functions visible to customers such as bus, tram and metro drivers, but also in the function of controllers and security guards. Currently, most of the time, a woman who is a victim of harassment on public transport has to go to male officers to explain the assault without always feeling understood or even safe in front of these officers. It is therefore essential to increase the number of women in the role of security agent as soon as possible.

STIB has been carrying out positive actions for some years (e.g. ad hoc campaigns highlighting female profiles) to recruit more women, resulting in increased diversity. STIB also actively contributes to the Elle Active Forum.

Every year, STIB plans a series of actions, both externally and internally, based on this theme. In order to recruit female technical profiles, STIB works in partnership with technical schools and has launched a referral programme.

In order to make women feel good at work, for the past three years an ambitious plan to install facilities for women has been in place. Eventually, STIB wants to equip all stations with toilets exclusively for female staff and also maximise the placement of automated toilets at the end of the line on the public highway. And finally, every time the site is redeveloped, there is a plan to refurbish or add women's toilets and changing rooms.



PREVENTION

3. OTHER PREVENTIVE MEASURES



ACTION 38

FIGHT AGAINST ADVERTISING WHICH IS DEGRADING OR DISCRIMINATORY TO WOMEN ON THE STIB NETWORK AND RAISE AWARENESS OF THE PROBLEM OF SEXUAL HARASSMENT THROUGH STIB'S COMMUNICATION CHANNELS

Objectives

Implement STIB's advertising charter which prohibits advertisements that degrade or discriminate against women.

Raise awareness of the problem of sexual harassment through STIB's communication channels.

Action

Publish leaflets on victim's rights and on how to file a complaint in cases of harassment, gender-based or sexual assault, also including how witnesses should react and messages for perpetrators.

Include emergency, helpline and support numbers in this brochure.

Provide communication on STIB's networks on the following points:

- Laws against sexism and harassment
- The theme of respect
- Informing victims of procedures and their rights
- Information on what to do when witnessing a gender-based/sexual assault
- Information on emergency, helpline and support numbers
- The fight against sexist advertising

Action manager

- Pilot:
 - > STIB
- Partners:
 - > equal.brussels
 - > civil society

Budget estimate

The budget is included in the budget for campaigns and external communications.

Implementation deadline

2020-2024

Monitoring indicators

- Launch of a campaign in 2020 on sexual harassment on public transport
- Number of adverts complying with the charter
- Production of the brochure for victims and witnesses
- Campaigns and communications targeting perpetrators and recalling the applicable legal provisions



ACTION 38

Development

Campaigns on surface shelters are currently the responsibility of half the Brussels municipalities that manage these shelters. Municipality and neighbourhood consultations take place with non-profit organisations and field-based associations, as well as police services, on all societal issues in Brussels.

In 2019, STIB conducted a major campaign on "gender-based harassment" on public transport, in partnership with Plan International, through various channels, targeting both victims and witnesses of harassment, "Shout! Don't hide behind your phone! Join forces against the harasser." Based on this model, STIB will continue to carry out campaigns against sexism and gender-based/sexual assaults on public transport with Plan International in 2020.

Social experiments with actors in different metro stations will be continued.

The advertising charter prohibits: "any advertising that encourages or condones any form of discrimination, including that based on gender, sexual orientation, marital status, birth, wealth,

age, religious or philosophical belief, political conviction, language, present or future state of health, disability, physical or genetic characteristic, social origin", in accordance with the anti-discrimination law; as well as "any advertising that endorses or encourages violent, unlawful or anti-social behaviour, that is likely to offend, shock or provoke, that exploits feelings of fear, violence or suffering, unless there is a justifiable reason. Any advertising that uses nudity in an overtly sexual manner, that could be considered humiliating, that reduces the person to an object, or that is not directly related to the product or service, unless there is a justifiable reason."



PREVENTION

3. OTHER PREVENTIVE MEASURES



ACTION 39 MAKE CYCLING MORE ACCESIBLE TO WOMEN

Objectives

Make bicycle travel more accessible to women and remove obstacles related to feeling unsafe on the roads, equipment which is uncomfortable or too expensive, consideration of travel with children, or intermodal travel.

Action

The implementation of the Good Move plan in Brussels will help to ease mobility in neighbourhoods and make the structural axes that link them intermodal and safe for active modes. The policy of infrastructure renovation by Brussels Mobility and STIB will gradually increase the number of cycle paths and make them safer, within complete and coherent routes.

And finally, by reducing the speed of motorists, the implementation of "City 30" will quickly and substantially increase the actual safety and the sense of security of all current or future active users and increase the number of women in the saddle.

In 2018, adult cycling classes increased sharply, with the vast majority of adult participants being women.

Action manager

- Pilot:
 - > Brussels Mobility
- Partners:
 - > civil society
 - > Bike Brussels

Budget estimate

Subsidy to the voluntary sector for cycling classes for adults and young people, and cycling classes especially for women (€200,000).

Implementation deadline

2020-2024

Monitoring indicators

- Cycle paths under construction
- Number of participants in the classes
- Voluntary sector funding



ACTION 39

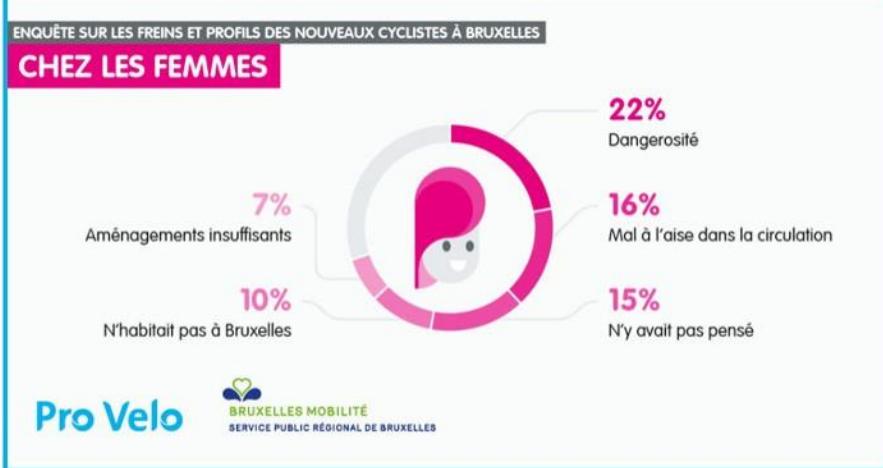
Development

In 2019, 63.87% of the adult cyclists observed during surveys were men, 36.13% were women.⁴⁷ Women therefore continue to represent just over a third of Brussels cyclists.

The main reason women give for not using a bicycle is related to road safety.

In view of the figures below, the focus should be on traffic-free neighbourhoods and the renovation policy should be adapted to make the streets safe.

Greater road safety means more women on the streets and more women who can claim their place in the public space.



⁴⁷ <https://www.provelo.org/fr/page/observatoire-velo-bruxelles-2019>



PREVENTION

3. OTHER PREVENTIVE MEASURES



ACTION 40

INTEGRATE THE GENDER
DIMENSION INTO THE CREATION OF
A MASTER PLAN FOR "HYPER-PEAK"
HOURS

Objectives

Consider the various transport alternatives in order to reduce the sense of insecurity in the evening, or during the so-called "hyper-peak" periods, especially for women.

Action

In accordance with its public service contract, STIB is creating a master plan with Brussels Mobility for "hyper-peak" hours, including late evening and night travel.

This plan will take into account the known findings on the sense of insecurity and the figures for gender-based and sexual attacks and harassment of women, particularly during these "hyper-peak" hours.

All foreign alternatives and good practices, along with door-to-door transport solutions such as taxis, Collecto, or on-demand stops will be studied.

Action manager

- Pilots:
 - > STIB
 - > Brussels Mobility

Budget estimate

The budget is provided under the "Hyper-peak" Master Plan.

Implementation deadline

April 2021.

Monitoring indicators

- Customer survey on the sense of security during these hours
- Women's use of public transport during peak hours (in the evening)
- Number of gender-based/sexual assaults during these hours



ACTION 40

Development

In order to create quality urban transport, attention must be paid to the needs of different user groups, including women. Everyone must have equal access to the many transport options. Adopting a gender perspective when creating the "hyper-peak hours" master plan will make it possible to take into account:

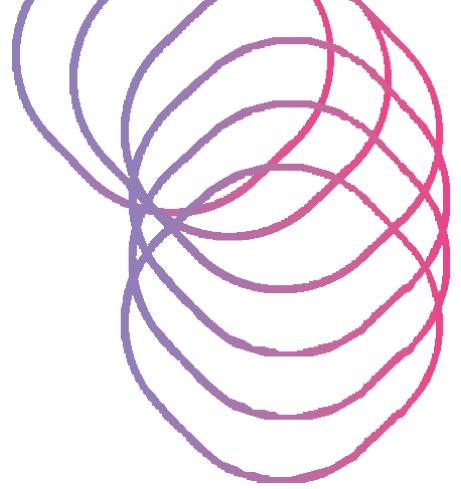
- Women's sense of insecurity
- Their travel habits

It is by considering the organisational effort made by some women and the central place of the mode of transport that inequalities between women in pushing the boundaries imposed by their sense of insecurity become most evident. Not everyone has the same resources to deal with this feeling: not all women have access to a car, can afford a taxi, or have acquired the cognitive skills to gather useful information. Depending on their material resources or level of education, urban women adapt - to their respective conditions.⁴⁸

Hence the need to establish a policy plan that takes into account the sense of insecurity and the gender-based and sexual assaults and harassment that women may feel and experience.

⁴⁸ Le Moniteur de la Mobilité et de la Sécurité routière, n°44, <https://www.avcb-vsgb.be/fr/Publications/moniteur-de-la-mobilite.html>





CHAPTER 3 PROTECTION AND SUPPORT

- ACTION 41:** PROVIDE MULTILINGUAL INFORMATION ON COMPLAINTS OF VIOLENCE AGAINST WOMEN
- ACTION 42:** ASSESS HELPLINES AND SUPPORT LINES
- ACTION 43:** CREATE A WEBSITE ON VIOLENCE AGAINST WOMEN
- ACTION 44:** COMBAT GENDER-BASED HARASSMENT IN PUBLIC SPACES AND ESPECIALLY ON PUBLIC TRANSPORT
- ACTION 45:** SUPPORT THE CENTRE FOR VICTIMS OF SEXUAL VIOLENCE
- ACTION 46:** IMPLEMENT THE PILOT PROJECT TARGETING AN INTERSECTORAL APPROACH TO DOMESTIC VIOLENCE
- ACTION 47:** DEVELOP HOUSING SOLUTIONS THROUGH SOCIAL HOUSING AGENCY (AIS) AND ASSOCIATIONS FOR INTEGRATION THROUGH HOUSING (AIPL) SCHEMES
- ACTION 48:** PROMOTE THE SLIDING LEASE SYSTEM
- ACTION 49:** CREATE A SHELTER FOR WOMEN VICTIMS OF VIOLENCE WITH OR WITHOUT CHILDREN
- ACTION 50:** SET UP AN ALERT MECHANISM THROUGH DISPENSING PHARMACIES
- ACTION 51:** COMBAT THE PIMPING OF TEENAGE GIRLS





ACTION 41 PROVIDE MULTILINGUAL INFORMATION ON COMPLAINTS OF VIOLENCE AGAINST WOMEN

Objectives

Provide victims of gender-based and sexual violence with clear, accessible and targeted information on their rights and on the options and procedures for reporting and making complaints.

Action

Widely distribute multilingual information on how to report or lodge a complaint after an act of violence.

Provide information about the progress of a victim's complaint:

- Through the publication of a brochure widely distributed in public places and to emergency and support social services and municipalities
- Provide this information on an accessible, multilingual and updated website and through the social media accounts of the relevant institutions (see action "Create a website on violence against women").

Action manager

- Pilot:
 - > equal.brussels
- Partners:
 - > Brussels Prevention & Security
 - > Brussels Local Authorities
 - > municipalities
 - > police services
 - > emergency and support social services

Budget estimate

€10,000 (equal.brussels)

Implementation deadline

2020-2022

Monitoring indicators

- Publication of the brochure, website and social media messages
- Statistics or qualitative assessments on the impact of this distribution



ACTION 41

Development

The study "Violence contre les femmes dans la région de Bruxelles-Capitale" (Violence against women in the Brussels-Capital Region) by equal.brussels⁴⁹ shows that emergency and counselling services are relatively well known, but that only a minority of victims who have suffered violence report it, contact these services, or file a complaint.

In order to bridge this gap, victims need to be clearly informed in an accessible manner about their rights and the options for reporting and lodging a complaint and about the help and support services available to them in the Brussels-Capital Region. Helpfully, this information will also be distributed within the police services to ensure the best possible referral of victims to existing services.

This action is in addition to those in Chapter IV relating to police services.

⁴⁹ <https://equal.brussels/fr/publications/etude-de-prevalence-sur-les-violences-faites-aux-femmes-en-region-bruxelles-capitale/>



ACTION 42 ASSESS HELPLINES AND SUPPORT LINES

Objectives

Improve existing detection, support and information initiatives and identify possible gaps in terms of communication and target audiences.

Action

Assess the existing helplines (telephone, chat, applications) in the Brussels-Capital Region.

This assessment will examine whether they cover all forms of violence, whether alternatives exist in the most widely spoken languages and whether they are accessible and adapted to specific and particularly vulnerable target groups.

Budget estimate

€15,000 (equal.brussels budget)

Implementation deadline

2020-2024

Monitoring indicators

- Assessment report
- Follow-up actions that will be recommended

Action manager

- Pilot:
 - > equal.brussels
- Partners:
 - > Brussels Prevention & Security
 - > voluntary sector



ACTION 42

Development

Residents of the Brussels-Capital Region have several ways of obtaining assistance in the event of a violent situation, obtaining support or information or reporting cases of violence.

However, due to the many different forms of violence and overlapping jurisdictions, these initiatives are not always legible, coordinated or consistent.

Furthermore, it is not always clear whether initiatives such as telephone lines or chats are available for all forms of violence and whether they are accessible to specific target groups (e.g. women with disabilities, newcomers).

As part of its coordinating role, equal.brussels will therefore assess existing initiatives, in cooperation with its partners.

This action will be carried out, as far as possible, in conjunction with the similar measure provided for in the intra-French-speaking plan to combat domestic violence.



ACTION 43

CREATE A WEBSITE ON VIOLENCE AGAINST WOMEN

Objectives

Bring together multilingual, accurate and accessible information on gender-based violence on a regional website for both professionals and victims:

- Helplines and useful contacts
- Data and statistics, including testimonials from success stories
- Awareness or training materials
- Information on reports and complaints

Action

Work with field-based organisations and institutional actors (police, IEFH, Brussels Prevention and Security, etc.) to develop a regional website containing useful information which is updated regularly.

Action manager

- Pilots:
 - > equal.brussels
 - > Brussels Prevention & Security
- Partners:
 - > Brussels local authorities
 - > civil society organisations
 - > institutional partners

Budget estimate

€20,000 (equal.brussels budget)

Implementation deadline

2020-2022

Monitoring indicators

- Creation and publication of the website
- Use of statistics and assessment of the website visibility and traffic.



ACTION 43

Development

Due to the multiple nature of forms of violence and the very diverse, multilingual and fragmented landscape of the Brussels-Capital Region, information on violence against women is scattered. In addition, existing websites have not always been kept up to date.

In its coordinating role, equal.brussels will develop a website containing information, contacts and tools which will be updated regularly.

Although the information should not be provided solely in digital form, such a website provides a central point for professionals and victims, in addition to other forms of communication and services (e.g. the brochure referred to in the action "Information on complaints of gender-based and sexual violence").



ACTION 44

COMBAT GENDER-BASED HARASSMENT IN PUBLIC SPACES AND ESPECIALLY ON PUBLIC TRANSPORT

Objectives

Take into account the recommendations made in the Brussels Parliament resolution "designed to combat gender-based harassment in the public space and in particular in the public transport sector" of 30 April 2019.

Action manager

- Pilots:
 - > STIB
 - > Brussels Mobility

Budget estimate

STIB's budget for the renovation of stations includes this dimension.

Action

Provide bus shelters at bus stops with lighting powerful enough to illuminate dark corners.

Do everything possible to increase the visibility of passers-by and avoid constructions with dark corners.

Study the value of reviewing certain facilities, particularly in metro stations, to ensure a sense of security, or even to prevent certain types of attacks: by avoiding empty spaces in the stations, by equipping them with shops and ticket offices and fitting mirrors to avoid blind spots.

Make signs visible and clear.

Study the possibility of providing security guards in all metro stations, particularly in the early morning and late evening.

Implementation deadline

2020-2024: approximately 50 to 60 surface stops will be renovated or constructed every year by STIB and Brussels Mobility.



ACTION 44

Monitoring indicators

- Number of renovated stops that take these recommendations into account
- Study on the design of stations in order to act on limiting of certain types of attack
- Feasibility study on the presence of security officers in as many positions as possible

Development

Continued efforts should be made to ensure that "station" master plans incorporate the principles necessary to make stations safer and more welcoming so as to prevent problems (e.g. more powerful lighting, lighter-coloured materials, camera network).

With regard to surface stops, STIB will ensure that they are gradually improved based on a quality standard, which includes comfort, accessibility and the sense of security.

The various considerations contained in the resolution text will continue to be taken into account in future developments and renovations.

STIB will continue to make major investments in terms of the human presence of staff on its network and in particular in its stations, in a sustainable manner by internalising the function of more than 100 security agents.



ACTION 45

SUPPORT FOR THE CENTRE FOR VICTIMS OF SEXUAL VIOLENCE

Objectives

Support the development of the Brussels Centre for Victims of Sexual Violence (Centre bruxellois de prise en charge des violences sexuelles - CPVS), at the Brussels regional level.

Action

Participate in the development of the Centre through the working group coordinated by the Institute for Equality between Women and Men (IEFH) and responsible for monitoring the centres nationally.

Support this federal initiative, through the working group coordinated by the IEFH, so that it becomes a multidisciplinary place accessible to all victims of sexual violence in the Brussels-Capital Region.

Budget estimate

No impact.

Implementation deadline

2020-2024

Monitoring indicators

- Development of the Brussels CPVS
- Centre attendance statistics

Action manager

- Pilot:
 > equal.brussels
- Partners:
 > BLA
 > IEFH
 > BPS
 > police districts



ACTION 45

Development

Since its creation, the CPVS has been a multidisciplinary reception centre where victims can go 24 hours a day, 7 days a week, to obtain medical, psychological and forensic support and advice on filing a complaint when they have been victims of sexual violence.

The pilot project of this federal initiative was assessed positively and as a result, the Brussels office was strengthened and new centres were set up in Wallonia and Flanders.

The federated entities also participated in this expansion in order to help support the tasks of the CPVS based on their competences.

Through this measure, the Brussels Region continues to support the CPVS and through the working group coordinated by the IEFH.



PROTECTION AND

ACTION 46

IMPLEMENT THE PILOT PROJECT TARGETING AN INTERSECTORAL APPROACH TO DOMESTIC VIOLENCE

Objectives

Implement the pilot project on the intersectoral approach to domestic violence, which aims to improve collaboration between the public prosecutor's office, the police, law courts, support services and community actors in complex domestic violence situations.

Action

Write the protocol of conduct including objectives, steps, methodology, approach, governance structure (governance/coordination, partners, operational issues).

Extend the initiative to other actors (municipalities, other police districts).

Integrate the project into the Global Security and Prevention Plan 2021-24.

Approve a budget and aspects relating to the implementation of measures and the governance of

Action manager

- Pilots:
 - > Brussels Prevention & Security (BPS)
 - > equal.brussels
- Partners:
 - > Prosecutor's Office
 - > police
 - > law courts
 - > support services and local actors

Budget estimate

Use of human resources of the Brussels administrations.

Implementation deadline

2022-2024

Monitoring indicators

- Project included in the Global Security and Prevention Plan
- Number and diversity of partners
- Number of cases handled
- Number of cases resolved



ACTION 46

Development

The creation of this pilot project for "case consultation" between the public prosecutor's office, the police, associations and the law courts aims to improve cooperation between these services on complex domestic violence situations.

The intersectoral approach is a concerted intervention by several stakeholders from different sectors to deal with part of the problem in relation to their areas of competence. This is not a multidisciplinary approach. The legal framework for this approach can be found in Article 458ter of the Criminal Code, which allows for case consultations.⁵⁰

At this stage, the project brings together some twenty interested organisations and is to be developed further under the impetus of the Brussels public authorities. The key partners in the project are as follows:

- The Brussels Public Prosecutor's Office
- Police services
- The Brussels-Capital Region (equal.brussels and Brussels Prevention & Security)
- Law courts
- Youth Assistance Services (SAJ) and Social Services (SPJ)
- The Care Home sector
- CAW
- Praxis
- SOS Enfants
- BRU-STARS
- The Service d'aide aux Justiciables - COCOM

⁵⁰ Art. 458ter creates a legal framework for the organisation of a case consultation:
- establishes a ground for justifying the breach of professional secrecy in the context of such a consultation.
- therefore grants a right to speak, to reveal secrets, and not an obligation, which cannot be sanctioned on the basis of Article 458 of the Criminal Code, if the conditions for consultation are met
- the participants in the consultation may only reveal secrets relating to the offences for which the consultation is organised.
- the case consultation has a preventive character.



PROTECTION AND

ACTION 47

DEVELOP HOUSING SOLUTIONS THROUGH SOCIAL HOUSING AGENCY AND ASSOCIATIONS FOR INTEGRATION THROUGH HOUSING SCHEMES

Objectives

Support actors developing initiatives to increase the number of housing units made available to victims of violence who find themselves in emergency situations.

Over the long term, develop innovative solutions such as group housing, allowing the empowerment of victims of domestic violence and their families with specific support to improve their long-term situation.

In the short term, find solutions to accommodate 25 families who are victims of domestic violence in temporary accommodation.

Budget estimate

AIPL: in 2020, subsidies will amount to a total of €3,706,000.00

AIS: In 2020, total subsidies to AIS will amount to a total of €19,291,374.93 for 24 AIS.

In recent years, growth in the sector has been around 13% per year.

Action

As part of the current assessment of the AIPLs, particular attention will be paid to supporting associations that develop temporary accommodation projects or partnerships for victims of domestic violence with public or subsidised housing operators.

Increase the number of temporary accommodation units managed by AIS (these units are currently the subject of partnerships between AIS and associations specialising in the care and support of women victims of domestic violence).

Continue and promote the development of partnerships between the different actors (AIS, AIPL, SISP, ...) for the provision of supportive housing.

Action manager

- Pilots:
 - > Brussels Housing
 - > equal.brussels



ACTION 47

Implementation deadlines

The AIPLs submit a multiannual programme, lasting 3 years (the duration of the approval), for the accomplishment of their basic missions. At the time of this submission, attention will be paid to associations that include this vulnerable group.

AIS: the objective is to increase the housing stock by 3,000 units between 2019 and 2024 (from 5,534 to 8,555).⁵¹

Monitoring indicators

- Percentage of the budget allocated to Associations for Integration through Housing for missions related to housing solutions for victims of domestic violence
- Temporary or permanent accommodation units made available for this group, via AIPL and AIS

Development

AIPL scheme

There are associations in the AIPL scheme that deal specifically with women victims of domestic violence, particularly in shelters for single women or women with children, in difficulty and in a break-up situation following a social, family and/or marital crisis.

The accommodation structure provides local multidisciplinary support for several months. Accommodating women in an apartment gives them time and privacy to rebuild themselves and find the strength to start a new life for themselves and their children.

It is also a time to learn how to manage a home. To this end, the association offers families personalised advice and information sessions as part of specific presentations on housing-related themes.

In addition, the association helps the women to complete a series of steps related to the lost and/or vacated housing and supports them in all the steps to be taken for their new housing.

The accommodated group is recognised as homeless. Nearly 80% of the women and families accommodated by the non-profit association implement their life plan in independent housing, in particular due to the partnerships developed with the SISPs under Article 36 of the Brussels Housing Code.

⁵¹ Objective set before the COVID-19 crisis. Possibly to be reviewed based on the

growth (probably lower) in 2020.



ACTION 4

Development (cont'd)

This enables them to allocate permanent housing quickly if the public accommodated in a reception centre meets the conditions for granting social housing.

In 2019, 60 housing units were allocated under this framework, allowing victims of violence and their families to leave temporary accommodation.

It is important to continue to maintain and strengthen this reception facility. Indeed, it can be used to move directly to a structural solution without going through temporary housing allocation situations.

However, it is still important to pursue the following missions in order to provide access to housing:

- Supporting victims of domestic violence in difficulty, whether they are alone or with children, ensuring their protection and that of their children in situations of abuse.
- Accommodation in a temporary apartment, in order to support single women or women with children
- Supporting victims of domestic violence in subsidised housing in order to ensure the continuity of the work started in temporary accommodation through a post-accommodation follow-up.
- Research and support the creation of pilot projects in supportive housing, in order to find new responses to the need for housing for victims of partner violence with or without children, who have to leave the reception centre or temporary accommodation.

AIS scheme

AIS are a vital partner in achieving the Government's objective of providing a practical solution to the 15,000 Brussels households waiting for social housing.

The Government will support the development of the AIS housing supply.

Temporary accommodation in the AIS stock is being given special support. Indeed, an amount of 522.57 euros is granted for each temporary accommodation unit. This will be assessed with AIS sector to determine whether this support is sufficient to manage these housing units successfully.



PROTECTION AND

ACTION 48 PROMOTE THE SLIDING LEASE SYSTEM

Objectives

Promote the sliding lease method throughout the entire voluntary sector, which allows victims to regain their independence.

Promote the sliding lease method among the various stakeholders involved in the issue of victims of domestic violence.

Action

Encourage the use of sliding leases, which is a mechanism that facilitates access to housing for people who are financially and/or socially precarious,⁵² through the intervention of a body responsible for the social support and supervision of the process.

Promote the use of this mechanism as a step in the journey of people such as women victims of violence.

Action manager

- Pilot:
➢ Brussels Housing

Budget estimate

The budget is included in the operating expenditure for NPOs for innovative projects.

Implementation deadline

Throughout the term.

Monitoring indicator

Number of signed sliding leases.

⁵² The development of this mechanism is explained in the online brochure on the logement.brussels website:
<https://logement.brussels/actualites/nouvelle-brochure-vivre-son-bail-glissant>



ACTION 48

Development

The sliding lease system was integrated into Articles 263 to 266 of the Order on the regionalisation of residential leases of 27 July 2017.

Article 2, §1st, 33° of the Housing Code defines a sliding lease as follows: "The principal residence lease concluded with the express or tacit agreement of the principal lessor, by one of the legal persons defined by the Government for the simultaneous sub-leasing of the leased property to a person who has the right, at the end of their social support and provided that its objectives are achieved, to be assigned the principal lease automatically for which they then become the direct lessee."

A BCRG implementing decree was approved on 14 March 2019, setting out the list of organisations authorised to use the sliding lease mechanism.

This mechanism therefore promotes direct and sustainable access to decent housing for so-called financially and/or socially vulnerable people. The use of this lease should therefore be encouraged. Its increased use will be an additional tool for existing schemes, making it possible to respond quickly to the rehousing needs of women victims of violence.



PROTECTION AND

ACTION 49

CREATE A SHELTER FOR WOMEN VICTIMS OF VIOLENCE WITH OR WITHOUT CHILDREN

Objectives

Create a shelter, a temporary place of accommodation, to accommodate women victims of violence with or without children, who are waiting for a more sustainable housing solution.

Action

Create a new specific shelter for women victims of violence with or without children who are waiting for a housing solution.

Prior to the creation, an inventory of the existing offer and needs will be drawn up in order to create an adapted and modular space that responds to different possible configurations (single woman/woman with child(ren)).

Create a partnership with one or more associative actors in order to ensure the necessary psychosocial support for the people accommodated.

Action manager

- Pilots:
 - > Brussels Housing
 - > SLRB
 - > CoCom
- Partner:
 - > voluntary sector providing psychosocial monitoring

Budget estimate

€5,000,000

Implementation deadline

2020-2024

Monitoring indicators

- Implementation of measure
- Number of people accommodated
- Establishment of the voluntary sector partnership



ACTION 49

Development

The project involves significantly increasing the number of places for women victims of violence who have been excluded from their homes.

The space should be able to meet the demands of single women or those accompanied by children.

It should also be thought of as a place where this vulnerable group can recover and receive appropriate social support in order to find a sustainable housing solution.



PROTECTION AND

ACTION 50

SET UP AN ALERT SYSTEM THROUGH DISPENSING PHARMACIES

Objectives

By implementing the resolution of 11 May 2020 of the Parliament of the Brussels-Capital Region, set up a community alert mechanism that allows victims of domestic violence to report the violence to which they are being subjected by going to a dispensing pharmacy.

Action

Coordinate the "Talk to your pharmacist" scheme at the Brussels regional level:

- In close consultation with pharmacist representatives and the police, set up a support system for victims of domestic violence that enables them to report the violence they are suffering by going to a dispensing pharmacy.
- Issue specific recommendations to pharmacists, police services and magistrates in terms of the response to victims and taking and following-up complaints.
- Provide for a public information and awareness campaign about the system.

Action manager

- Pilot:
 - > Brussels Prevention & Security
- Partners:
 - > pharmacist representatives
 - > police districts
 - > CPAS
 - > voluntary sector
 - > equal.brussels
 - > Brusafe

Budget estimate

No budgetary impact.

Implementation deadline

2020-2024

Monitoring indicators

- Effective implementation of the system
- Assessment and monitoring



ACTION 50

Development

The alert mechanism is similar to the one currently being tested in other European countries, including France and Spain, as well as in some Walloon municipalities.

An initial analysis of the mechanism shows that pharmacists are taking on this new responsibility with great professionalism, and the authors of the resolution consider that a similar mechanism should be planned in the Brussels region.

Furthermore, the authors of the resolution believe that in order to improve the effectiveness of such a system, pharmacists should be able to pass the reports collected directly to the police.

The measure should also be the subject of a public communication involving all stakeholders: the police, pharmacists, CPAS and field-based associations.



PROTECTION AND

ACTION 51

COMBAT THE PIMPING OF TEENAGE GIRLS

Objectives

Examine existing levers to address the phenomenon of the pimping of teenage girls, both regionally and through consultation structures with other federal entities and institutions.

Action

Based on the recommendations of the study conducted by Child Focus on this subject:

- Working with regional services and organisations, identify the measures that can be taken to combat this problem
- Liaise with other entities and the federal government through structures such as the National Action Plan against Gender-based Violence.

Action manager

- Pilot:
 - > equal.brussels
- Partners:
 - > Brussels Prevention & Security
 - > Brussels Local Authorities
 - > associative sector
 - > Federal
 - > IEFH

Budget estimate

Study already funded.

Implementation deadline

2020-2024

Monitoring indicators

- Publication of the recommendations of the "Proxénètes d'ados" (Pimping of Teens) research in 2020
- Follow-up actions to be taken in response to the recommendations



ACTION 51

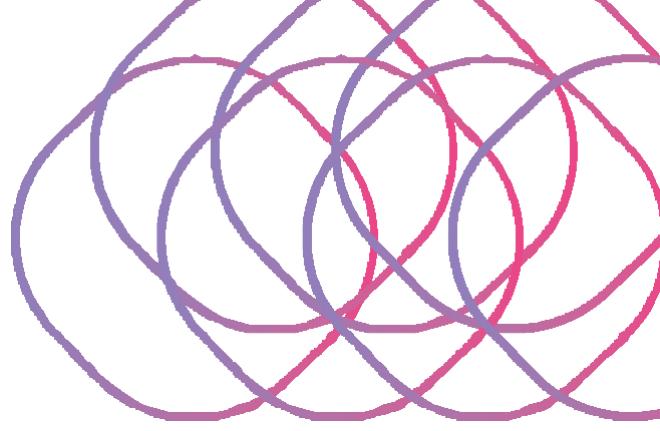
Development

In 2019-2020, equal.brussels subsidised an initial study on the issue of pimps of teenage girls in the Brussels-Capital Region.

Similar research carried out by Child Focus in Flanders has led to a first action plan on the problem.

The next step will be to implement the recommendations with Brussels stakeholders in order to develop regional prevention and control measures.

The issue will have to be addressed in a coordinated manner between the federal and the federated entities through the NAP and the IEFH.



CHAPTER

4

INVESTIGATION, PROSECUTION, PROCEDURAL LAW AND PROTECTIVE MEASURES

ACTION 52: SET UP A SPECIFIC RECEPTION UNIT FOR DOMESTIC AND SEXUAL VIOLENCE IN POLICE STATIONS IN THE BRUSSELS POLICE DISTRICTS

ACTION 53: PROMOTE THE IMPROVEMENT OF REPORTING AND ANALYSIS OF POLICE STATISTICS



INVESTIGATION, PROSECUTION, PROCEDURAL LAW AND PROTECTIVE MEASURES

ACTION 52

SET UP A SPECIFIC RECEPTION UNIT FOR
DOMESTIC AND SEXUAL VIOLENCE IN
POLICE STATIONS IN THE
BRUSSELS POLICE DISTRICTS

Objectives

Ensure an optimal reception for victims of domestic and sexual violence in police stations in order to guarantee that complaints are received and that complainants are dealt with in the best possible conditions by setting up a unit dedicated to these issues. The unit should be comprised of trained police officers who are aware of these issues and their specific features, in order to avoid secondary victimisation.

Action manager

- Pilots:
 - > Brussels Prevention & Security
 - > police districts
- Partners:
 - > equal.brussels, victim services

Budget estimate

Training will be provided by Brusafe through the Regional Training Plan.

Action

Create a specific unit for domestic and sexual violence in police stations in the Brussels police districts. This unit will be comprised of police officers who have been trained and made aware of these issues (in partnership with Brusafe, see the information sheets in the training chapter).

Pay particular attention to the layout of police premises to enable victims of domestic and sexual violence to be received in appropriate conditions, without having to reveal intimate and traumatic facts in front of many people.

Pay particular attention to how these types of facts are gathered in police stations, avoiding the need for such victims to explain the nature of their complaints orally, in public, sometimes in the middle of a waiting room. This is to prevent victims from giving up the right to file a complaint, leaving the perpetrators unpunished.

This measure is coupled with the need for improved encoding (see Action "Implement a training module on 'recording reports with a gendered vision'").



ACTION 52

Implementation deadline

2020-2024

Monitoring indicators

- Effective set up of these units
- Number of cases followed up

Development

The extremely low reporting rates for violence corroborate the existence of the phenomenon of dark numbers. Based on available statistics and the victimisation survey conducted in 2010 at the initiative of the IEFH, it is estimated that only 3.3% of people who declare themselves victims of domestic violence file a complaint with the police.⁵³

With regard to other forms of partner violence (psychological, sexual and economic), physical violence is much more prevalent among situations brought before the courts (62%) than emerges from the situations reported in the victimisation survey (around 10%), which could mean that a significant amount of psychological, sexual and economic partner violence does not come to the attention of the law enforcement authorities.

With regard to sexual violence, (gender-neutral) data from police crime statistics show an estimated 82% of crimes were not reported to the police in 2018.⁵⁴ With regard to sexism, there is striking discrepancy between the police data (45 incidents recorded in 2017) and the figures from a 2016 prevalence survey,⁵⁵ according to which 98% of Belgian women have been victims of street harassment at least once in their lives.

⁵³ Charlotte Vanneste, *La politique criminelle en matière de violences conjugales: une évaluation des pratiques judiciaires et de leurs effets en termes de récidive*, Brussels, March 2016

⁵⁴ www.stat.policefederale.be

⁵⁵ *Sexisme bientôt fini? – Where do we stand on sexism?*, Jump pour l'égalité, 2016.



ACTION 52

Development (cont'd)

Due to a lack of training or awareness, some police officers still refuse to register complaints of marital rape because they trivialise the facts or do not consider rape to be possible within a couple, contrary to COL4/2006.⁵⁶

The implementation of this circular, commonly referred to as the "Zero Tolerance" circular, is based on a system of appointing one reference police officer per police district and one reference magistrate per judicial district. They are responsible for publicising the circular and liaising between the various institutional and non-institutional actors involved in violence, to promote interaction and ensure a multidisciplinary and coordinated approach to violence.

Despite these tools, a representative qualitative study conducted in the French-speaking region⁵⁷ highlighted the persistence of structural difficulties in the police response to violence, particularly domestic violence. This study first of all notes a tendency to continue to refuse to register the victim's complaint: this reluctance can be analysed as the consequence of a lack of knowledge of the phenomenon of violence and its trivialisation.

In some cases, the minimisation of violence is associated with the assumption of responsibility by women, who are considered to be guilty of the violent situation in which they find themselves.

In addition to inadequate and insecure conditions for registering a complaint, the study also points to the lack of speed or proactiveness of police services, or even cases of refusal to intervene without taking into account the danger to which the victim is exposed.

A third problem relates to the lack of an integrated policy with specialised services and inadequate follow-up and guidance, including in risk situations when the identified acts do not constitute an offence.

Considering these various arguments, it seems essential that, like the units within police stations dedicated to the fight against terrorism, or the anti-gang and graffiti unit, a specific unit for domestic and sexual violence should be set up in order to combat this deadly phenomenon effectively.

⁵⁶ Joint Circular of the Minister of Justice and the College of Public Prosecutors on Criminal Policy

⁵⁷ Violences faites aux femmes: pourquoi la Police doit jouer son rôle?, Vie Féminine, Brussels, 2018 (http://engrenageinfernale.be/wp-content/uploads/2018/04/Etude2018_RôlePoliceViolences.pdf)



INVESTIGATIONS, PROSECUTIONS, PROCEDURAL LAW AND PROTECTIVE MEASURES



ACTION 53

PROMOTE THE IMPROVEMENT OF REPORTING AND ANALYSIS OF POLICE STATISTICS

Objectives

Promote the improvement of reporting and analysis of police statistics through:

- Statistics broken down by gender
- Statistical monitoring of the number of femicides in the Brussels Region
- Recording and analysis of victim indicators
- Raising the awareness of analysts (police, regional and local) about the issue of violence against women

Budget estimate

The budget is included in the PGSP budget.

Implementation deadline

The entire duration of the PGSP.

Action

As part of the "analysis" section of the Global Security and Prevention Plan of Brussels Prevention & Security:

- Develop the collaboration with the 6 Brussels police districts in order to obtain quantitative and qualitative data.
- As part of the BPS/OBPS collaboration with the federal police, identify available gender data and monitor the progress of the reform of the General National Database (GND) extending the coding to victim data

This measure is related to the **Action** "Implement a training module on 'recording reports with a gendered vision'".

Action manager

- Pilot:
 - > Brussels Prevention & Security (BPS)
- Partners:
 - > equal.brussels
 - > police (federal and local)
 - > other partners from the "Victim Assistance" sector



ACTION 53

Monitoring indicator

Availability of police statistics broken down by victims' gender

Development

The Istanbul Convention requires the publication and distribution of statistical data on violence covered by the Convention.

In addition to data on the perpetrators, data on the victims, their gender and their relationship to the perpetrator regarding all violence covered by the Istanbul Convention, especially concerning deaths within the couple or between ex-partners, will make it possible to fulfil this international obligation.

CHAPTER

5

REGIONAL, NATIONAL AND INTERNATIONAL COOPERATION

ACTION 54: ENSURE CONSISTENCY BETWEEN THE BRUSSELS ACTION PLANS

ACTION 55: CREATE A WORKING GROUP TO MONITOR THE INTERFEDERAL AND INTERNATIONAL ASPECTS IN THE FIGHT AGAINST VIOLENCE

ACTION 56: INTERNATIONAL COOPERATION AND CONSULTATION





REGIONAL, NATIONAL AND INTERNATIONAL COOPERATION

ACTION 54

ENSURE CONSISTENCY BETWEEN THE BRUSSELS ACTION PLANS

Objectives

Promote an intersectional approach to violence through maximum consultation between the different Brussels Action Plans on violence, discrimination and inequalities.

Action

Organise regular consultations and make adjustments to allow cross-interaction between the various Brussels bodies and Action Plans, the themes of which influence each other:

- The SOGI Plan (social orientation and gender identity) (pilot: equal.brussels)
- The Brussels Plan against Racism (pilot: equal.brussels)
- The Global Prevention and Security Plan (pilot: Brussels Prevention and Security)
- The Single Parent Family Support Plan
- The Council for Equality between Women and Men
- The Brussels Disability Council
- Intra-French-speaking Action Plan to Combat Violence against Women

In this way, it is necessary to ensure that the multiple forms of discrimination and inequality are taken into account and to develop measures in the light of this intersectional approach.

Action manager

- Pilot:
 - > equal.brussels
- Partners:
 - > Brussels Prevention & Security
 - > Brussels Councils

Budget estimate

No budgetary impact.

Implementation deadline

2020-2024, throughout the term.

Monitoring indicators

- Meeting reports
- Contacts between pilots and partners
- Development of coordinated actions



ACTION 54

Development

Article 4 § 3 of the Istanbul Convention requires the Parties to ensure the implementation of the provisions of the Convention without discrimination. This provision sets out a non-exhaustive list of grounds for discrimination based on Article 14 of the European Convention on Human Rights and the list contained in Protocol No. 124.

Furthermore, it includes grounds of gender, sexual orientation, gender identity, age, health status, disability, marital status, and migrant or refugee status or any other status.

This obligation stems from the observation that discrimination against certain groups of women is unfortunately still widespread.

Forms of discrimination and violence based on gender identity, sexual orientation or ethno-cultural identity are not isolated phenomena, but interact with each other.

This is why it is very important that the policies developed in the Brussels-Capital Region take into account the intersectional aspects and the way inequalities interact structurally.

This intersectional approach will be ensured by regularly evaluating the possible cross-interactions between the different action plans and through the central role of equal.brussels and other regional institutions



REGIONAL, NATIONAL AND INTERNATIONAL COOPERATION

ACTION 55

CREATE A WORKING GROUP TO MONITOR THE INTERFEDERAL AND INTERNATIONAL ASPECTS IN THE FIGHT AGAINST VIOLENCE

Objectives

Interfederal and international contributions and exchanges must be coordinated and planned in consultation with other Brussels bodies in order to increase their effectiveness and consistency.

Action

Create a working group with equal, Brussels Prevention and Security and Brussels International to discuss and coordinate the interfederal (e.g. in the framework of the National Action Plan on Gender-based Violence) and international (e.g. in the framework of the Istanbul Convention) aspects of the fight against violence at the regional level.

Action manager

- Pilots:
 - > equal.brussels
 - > Brussels International
 - > Brussels Prevention & Security

Budget estimate

No budgetary impact.

Implementation deadline

2020-2024

Monitoring indicators

- Meeting reports of this working group
- Joint initiatives and reports

Development

The Brussels institutions responsible for implementing the policy on violence against women are also regularly questioned in the context of international and interfederal reports and collaborations.

In order to guarantee the consistency and effectiveness of Brussels policy, it is therefore important that they consult each other regularly based on their respective competences in order to ensure that quality and relevant contributions are made to these cross-regional collaborations.

REGIONAL, NATIONAL AND INTERNATIONAL COOPERATION

ACTION 56

INTERNATIONAL COOPERATION AND CONSULTATION

Objectives

Take inspiration from projects and policies carried out abroad, assess Brussels actions through benchmarking and contribute to international collaborations and treaties.

Action

This collective action involves several actions:

- Monitor what other countries are doing on violence against women through partnerships, conferences and other initiatives.
- Publicise Brussels initiatives through exchanges with other regions and countries, in order to assess the policy implemented in light of international standards.
- Contribute to reports and analyses, for example in the context of the Istanbul Convention or the Convention on the Elimination of All Forms of Discrimination against Women
- Implement the recommendations of the Grevo Report on the application by Belgium of the Istanbul Convention, which are the responsibility of the Brussels Region.

Action manager

- Pilot:
 - > equal.brussels
- Partners:
 - > Brussels International
 - > institutional partners
 - > civil society
 - > IEFH

Budget estimate

No budgetary impact.

Implementation deadline

2020-2024

Monitoring indicators

- Collection of recommendations and good practices
- International reports and proceedings



ACTION 56

Development

Despite the regional nature of this plan, it is also important to evaluate it against national and international collaborations and standards.

By ratifying the Istanbul Convention, the Brussels-Capital Region is committed to combating violence against women.

This commitment also provides an opportunity to learn from what has been developed in other countries to prevent and combat violence.

Contributing to national and international reports facilitates international cooperation and discussions and aligns Brussels policy with the expertise and experience of other regions and countries.

The Istanbul Convention establishes a monitoring mechanism to assess the level of implementation by its Parties.

This monitoring mechanism has two pillars: the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO), an independent expert body and the Committee of the Parties, a political body composed of official representatives of the Parties to the Convention.

The Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) is an independent human rights monitoring body responsible for following up on the implementation of the Istanbul Convention by the Parties to the Convention.

It is comprised of 15 independent and impartial experts appointed based on their recognised expertise in the fields of human rights, gender equality, violence against women and/or assistance to and protection of victims.

A report will be issued periodically by this body. The reports must also be sent to all parliaments.

GLOSSARY

AGRBC:	Decree of the Government of the Brussels-Capital Region
AIPL:	Associations for Integration through Housing
AIS:	Social Housing Agency
BM:	Brussels Mobility
BNG:	Banque Nationale Générale
BPL:	Brussels Local Authorities
BPS:	Brussels Prevention & Security
BRUSAFE:	Regional School for Security, Prevention and Rescue Professions RAMC:
	Regional Active Modes Commission
CPVS:	Centre for Victims of Sexual Violence SNC:
	Sustainable Neighbourhood Contract
URC:	Urban Renewal Contract
ERAP:	Regional School of Public Administration
ERIP:	Regional and Intercommunal Police School
	BISA: Brussels Institute of Statistics and
Analysis IS:	Impact Study
IEFH:	Institute for the Equality of Women and Men
FTE:	Full Time Equivalent
IIS:	Interfederal Institute of Statistics
MAAS:	Mobility as a Service
PAD:	Sustainable Development Plan
NAP:	National Action Plan to combat all forms of gender-based violence PCD:
Development Plan	Municipal
PGSP:	Global Security and Prevention Plan
PRDD:	Regional Sustainable Development Plan
PRRAS:	Regional Land Use Plan
BCR:	Brussels-Capital Region
EIR:	Environmental Impact Report SISP:
	Public Social Housing Company
STIB:	Société des Transports Intercommunaux de Bruxelles





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