



# Equal Opportunities Strategic Plan

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2014- 2016

**Equal Opportunities  
Strategic Plan**

**2014 - 2016**



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# Introduction

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The Equal Opportunities Strategic Plan 2014-2016 (hereinafter EOSP) responds to the Kingdom of Spain's Government commitment to the effective equality of women and men.

The right to equal treatment and non-discrimination and the principle of equal opportunities between women and men is embodied in our Constitution, in articles 14 and 9.2, and is essential for building a fair, united and free, socially and economically developed society, laying down the consideration of equality as a superior value of our legal system.

In Spain, since the approval of the Constitution in 1978, steps have been taken in this sphere through the adoption of provisions directed at eliminating any discriminatory treatment and at promoting equal opportunities. At the same time, the increasingly large presence of women in the job market and their achievements in education and training, as well as in various spheres of public life, are evidence of progress in our society.

Nevertheless, statistics continue to show, like in other countries around us, that significant inequalities between men and women still persist.

It is obvious that, in many contexts, discriminations have been eliminated and that inequalities have also diminished, but there are yet others in which the lack of equality remains evident in all its harshness, as in the case of violence against women.

As of today, our society does not offer women and men the same opportunities, in the employment scenario either: women continue to be employed mostly in some of the worst remunerated sectors, and are underrepresented in positions of responsibility; while on a separate note, motherhood affects female employment

## INTRODUCTION

rates and disparities remain as to the time spent on caregiving and domestic chores which make it difficult for them to reconcile personal, work and family life, placing women at a disadvantage when it comes to choosing their professional career. All of the above contributes to the fact that at the end of their working life, women's earnings are lower than those of men.

On top of these and other strongholds of inequality, the very "evolution of society" can propitiate, unless measures are taken, the appearance of new forms of discrimination in spheres such as new technologies (the Internet, in particular).

In this context, it is a priority for the Government to push for effective equality of treatment and opportunities between women and men. In the first instance, for reasons of justice and guardianship of fundamental Rights. But also because it is an essential element of economic development and social cohesion: we need to amass all the talent that we can contribute, as both women and men, in order to escape from the crisis we are in and progress towards a stronger economy, based on intelligent, sustainable and integrating growth, in compliance with the objectives of the Europe Strategy 2020.

This Plan is the instrument through which the Government defines, in those contexts which fall within the competence of the State, the priority measures and objectives for eliminating any gender-based discrimination that may persist and to attain equal opportunities between women and men.

It responds, in particular, to three priority strategic objectives:

(i) reduce the inequalities that still pervade the job market and the economy, particularly affecting equal pay; (ii) support reconciliation and co-responsibility in personal, family and work life; and (iii) eradicate the violence women suffer on account of their gender. Added to these are another three: (iv) Improve women's participation in political, economic and social life; (v) further equal opportunities between women and men through the educational system; and (vi) fully integrate the principle of equal treatment and opportunities in all of the Government's policies and actions. All of these are essential to advance towards equal treatment and real equal opportunities between women and men.

To this end the EOSP 2014-2016 adapts to current needs in this context and reinforces their strategic nature.

This plan defines the spheres of action that the Government has established as preferential, along with the objectives pursued in said spheres, the lines of action and the principle measures that will be put into place in order to achieve said objectives. The EOSP establishes, in turn, the bases for developing particular strategies or plans which facilitate, where necessary, the structuring of more precise and effective actions.

Furthermore, the process followed in preparing this plan has been directed at promoting the achievement and highest possible degree of consensus in the definition of its objectives and measures, and guaranteeing its viability. The initial draft was designed by the Institute for Women, based on the diagnosis of the situation in which the new plan is to be developed. Consideration was also given to the main instruments adopted by the EU for this type of programme, such as the European Union Strategy for Equality between Women and Men 2010-2015 and the Europe Strategy 2020, along with the content of the reports and various non-Law Proposals approved by the Equality Commission and Plenary Session of the Congress of Deputies, and the Motions approved by the Equality Commission and the Plenary Session of the Senate.

In laying down the objectives and measures of the Plan, the Government's Executive Committee for Equality Policy also took into account the essential collaboration of all the departments to be involved in its execution. The text resulting from this working period was sent to the Council for Women's Participation, a collegiate body for consultation and advice, created for the purpose of serving as a channel for women's participation in the effective achievement of the principle of equality of treatment and opportunities between women and men and the fight against gender-based discrimination (article 78.1 of **Organic Law 3/2007, of 22 March, for the Effective Equality of Women and Men, hereinafter LOIEMH**). This has been the first time that said Council has informed and participated in the process of preparing an Equal Opportunities Strategic Plan.

On a separate note, this Plan is the first that is attached, from the outset, to an Evaluation Programme, which implies, among other things, the selection of a set of indicators associated to each of its objectives, and which will allow for both monitoring and tracking of its degree of implementation and evaluation of the results obtained. In contrast, the evaluations made to date were always subsequent, which obviously limited the possibilities for adequately evaluating the efficacy of an instrument of these characteristics.

## INTRODUCTION

Finally, we would point out that the Plan tackles seven axes:

The first three define, in line with the Plan's strategic objectives, the spheres of action considered to be a priority for the next three years: employment and the fight against the pay gap; work-life balance and co-responsibility; and the eradication of violence against women.

The next three axes define actions to be taken in other contexts which are also relevant for equal opportunities: political, economic and social participation; education and development of actions in the context of other sector policies.

Finally, Axis 7 adds new thrust to the integration of the principle of equal opportunities in a cross-cutting manner, in the whole of the Government's sector policies.

## Background, legal and conceptual framework

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Equality between women and men is a universal legal principle recognised in most international texts on human rights, among which we would highlight the Convention on the elimination of all forms of discrimination against women, approved by the United Nations General Assembly in December 1979 and ratified by Spain.

The work of the United Nations in favour of equality between women and men, initially centred on encoding the civil and political rights of women and on gathering data concerning the legal and social condition of women, reached a turning point with the IV Global Women's Conference held in Beijing in 1995. Since that Conference, it has become obvious that changing women's situation is a matter that requires the implication of society as a whole and it has been considered, for the first time, that it should not be treated as a sector, but rather integrated in policies overall. At this Conference documents were approved which represent important progress in guaranteeing the recognition and full enjoyment by women of their rights: the Declaration and Platform for Action, which establish the main areas for action, along with the strategic objectives and specific measures that Governments, the international community, non-governmental organisations and the private sector should adopt in order to achieve equality between women and men. Both documents are a reflection of the international commitment to achieving the goals of equality, development and peace, and moreover represent the consolidation of agreements acquired in the cycle of celebrated global conferences.

The Millennium Declaration in 2000 represented another important milestone on this path, with the establishment of the so-called "Millennium Development Goals", to be achieved by 2015, and which include equality between men and women as one of the goals to be achieved. The latest report on the progress of the MDGs dated 2010 underlines that equal opportunities between women and

## BACKGROUND, LEGAL AND CONCEPTUAL FRAMEWORK

men and the empowerment of women are essential conditions for overcoming poverty, hunger and disease. However, progress remains slow. As of today, millions of women worldwide are victims of violence and discrimination, have no access to decent employment and their pay is considerably lower than that of men.

Equality between women and men also constitutes a fundamental value of the European Union (EU) laid down in articles 2 and 3 of the Treaty of the European Union, in articles 8, 153 and 157 of the Treaty on the Functioning of the European Union and in articles 21 and 23 of the Charter of Fundamental Rights.

Since its creation, the then European Economic Community and now European Union has adopted an important number of rules which constitute a fundamental pillar of equality policy such as, among others, Directive 2006/54/EC of the European Parliament and Council of 5 July 2006, relating to the application of the principle of equal opportunities and equal treatment between men and women in job and employment matters.

Also, to commemorate the 15<sup>th</sup> anniversary of the Beijing Declaration and Platform for Action and the 30<sup>th</sup> anniversary of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women, the European Commission adopted in March 2010, the Women's Charter, in which it renewed its commitment to gender equality and insisted on the need to incorporate equality between women and men in a cross-cutting manner in all its policies.

In May 2011, five years since the first European Gender Equality Pact of 2006, the EU Council, aware of the need to reaffirm and support the close relationship between the European Commission's Strategy for equality between women and men (2010-2015) and the Europe Strategy 2020, reasserted its will to fulfil the objectives of the EU in matters of equality between women and men and adopted a second European Gender Equality Pact (2011-2020). In this Pact, the Council encourages Member States and the European Union to adopt measures intended to close the gender gap in employment, promote a better work-life balance for women and men throughout their lives and to combat all forms of violence against women.

On a separate note, the Equal Opportunities Strategic Plan 2014-2016 is aligned with the general objectives of the Policy of Cohesion for the period 2014-2020, set out in the Regulations governing the application of European Structural and Investment Funds (ESIF), and also with Spain's objectives established in the Association Agreement 2014-2020, currently in the phase of preparation.

Given that equality between women and men is a cross-cutting principle in the context of the European Union in its efforts to increase economic, territorial and social cohesion, it must have as an objective, throughout all phases of execution of ESIF Funds, to eliminate the inequalities between men and women and to promote their equality, as well as to fight against any form of discrimination. For this reason, and in accordance with Regulations 1303/2013, of the European Parliament and Council, of 17 December 2013, establishing common provisions relating to the European Union Funds, the Member States and the Commission must ensure that equality between men and women is taken into consideration and promoted along with integration of the gender perspective in all phases of preparation and execution of programmes financed using the different Funds.

Furthermore, the missions of the European Social Fund include fostering gender equality and equal opportunities, and can finance actions aimed at:

- Fostering equality between men and women in all contexts, including access to employment, professional advancement, work-life balance and the promotion of equal pay for equal work.
- Fighting against all forms of discrimination and promoting equal opportunities.

In our legal system, the Spanish Constitution lays down in its article 14, among others, the right to equality and non-discrimination based on gender. Also, article 9.2 establishes the obligation of the public authorities to *“promote conditions so that the freedom and equality of individuals and the groups they form part of are real and effective; to remove the obstacles that prevent or hinder their fulfilment and to facilitate the participation of all citizens in political, economic, cultural and social life”*.

Many rules have been adopted since the Constitution was proclaimed, fundamentally in the civil, criminal and labour contexts, introducing equality of treatment in family and work relations. We would emphasise norms such as Law 39/1999, of 5 November, to promote the work-life balance of working persons or Law 30/2003, of 13 October, on measures to incorporate the appraisal of the gender impact in regulatory provisions prepared by the Government; and, subsequently, norms intended to provide a comprehensive response to the problem of violence and inequalities suffered by women, such as Organic Law 1/2004, of 28 December, on measures for comprehensive protection against gender-based violence and Organic Law 3/2007, of 22 March, for the Effective Equality of Women and Men.

## BACKGROUND, LEGAL AND CONCEPTUAL FRAMEWORK

More recently, Law 3/2012, of 6 July, on urgent measures to reform the job market has put into place the necessary mechanisms for a new job culture based on flexibility, which facilitates women's participation in the job market, introducing new measures such as bonuses and reductions in Social Security contributions for companies hiring women, the elimination of professional categories in the job classification system to guarantee non-discrimination between women and men, or the regulation of teleworking. With regards to Social Security matters, new measures have been adopted to facilitate the reconciliation of personal, family and work life: the benefits established for caring for minors, preventing potential situations of interrupted contributions associated to the birth and adoption or fostering of minors negatively affecting the amount of social benefits received by people, mostly working women, who subscribe to these benefits (Royal Decree 1716/2012); a revision has likewise been made of the mechanisms of access to Social Security benefits for part-time contracts (also mostly women subscribe this type of contract), guaranteeing the correct application of equal treatment and non-discrimination based on gender (Law 1/2014, of 28 February); and the protection granted to situations of reduced working hours for the care of children has been reinforced, by raising from 8 to 12 years the age limit that provides entitlement to said reduction (Royal Decree Law 16/2013, of 20 December).

In addition to applying legislative reform, active policies have been driven through the State-level Equality Plans since 1988, generally following the guidelines of the successive Community Action Programmes for equal opportunities. The articulation of these plans is set out, on a separate note, in article 17 LOIEMH in the following terms: "in matters of State competence, an Equal Opportunities Strategic Plan will be periodically approved, which will include measures to achieve the objective of equality between women and men and to eliminate gender-based discrimination".

Throughout these years, the situation of women in our country has changed. Improvements have been achieved, but obviously, there are still many objectives yet to be attained. And it is precisely this idea which underpins the preparation of the EOSP 2014-2016: that we must yet tackle those obstacles that make "actual equality" still lag behind "official equality".

In line with the provisions established for the European Union in article 8 of the Treaty on its Functioning, the LOIEMH specifies that the principle of equal treatment and opportunities must be integrated in the overall policies of the State, and that it must inform, in a cross-cutting manner, the action of all Public Authorities

(articles 14 and 15). At the same time, many of the objectives laid down in the context of equal opportunities between women and men respond to precepts regulated in our legal system.

In this context, it is necessary to reinforce the “strategic” nature that characterises this plan: a plan that makes it possible to identify the main objectives and lines of action for each one of them, and to highlight actions for preferential execution and specific instruments to face the different challenges Spanish society has yet to face in this sphere.

The EO SP therefore helps to define the guidelines, delimit the field of action, and establish the priorities around which Government action will be structured to progress in equal opportunities between women and men, tackling the main challenges that Spanish society faces for their achievement to be real and effective.



# A few figures related to equal and unequal opportunities between women and men.

## Main problems detected

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The following pages lay down some of the main indicators that serve to offer an image of the social and employment situation of women and men in Spain at the time this Plan comes into force. **The data is updated according to the latest available sources that allow a time comparison to be made.**

### ■ 1. Job Market and Pay Gap

The incorporation of women in the job market, their permanence in work and work conditions are far from being equal when compared to those of men.

The economic activity rate for women has increased in recent years, progressively diminishing the difference with the economic activity rate for men.

The difference between the employment rate between women and men has also decreased, but on account of unemployment, as women have not seen their rate of employment grow, instead it is men's employment rate that has declined significantly.

The unemployment rate has increased considerably for both women and men in recent years, but the difference between the two has shrunk considerably due to the greater increase in the unemployment rate of men.

A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

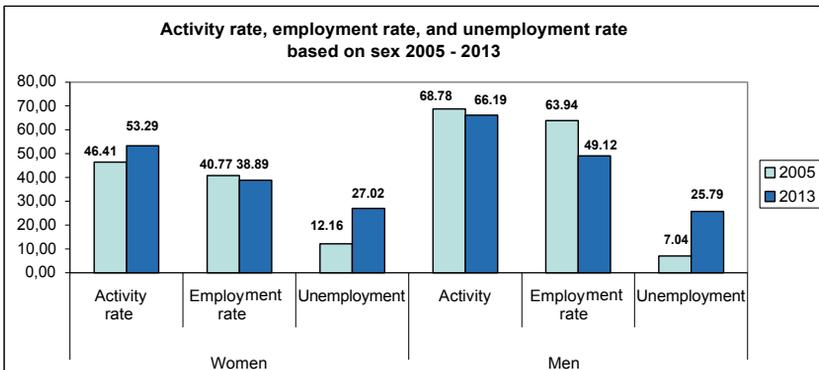
**Table 1. Activity, employment and unemployment rates**

		2013	2012	2011	2010	2009	2008	2007	2006	2005
<b>Women and Men</b>	ACTIVITY RATE	59,56	59,98	60,01	60	59,94	59,8	58,92	58,32	57,35
	EMPLOYMENT RATE	43,86	44,97	47,03	47,96	49,15	53,02	54,05	53,36	52,10
	UNEMPLOYMENT RT	26,36	25,03	21,64	20,06	18,01	11,34	8,26	8,51	9,16
<b>Women</b>	ACTIVITY RATE	53,29	53,39	52,92	52,26	51,57	50,46	48,94	47,95	46,41
	EMPLOYMENT RATE	38,89	39,83	41,19	41,56	42,08	43,88	43,63	42,41	40,77
	UNEMPLOYMENT RT	27,02	25,38	22,16	20,48	18,39	13,04	10,85	11,55	12,16
<b>Men</b>	ACTIVITY RATE	66,19	66,93	67,45	68,08	68,65	69,49	69,27	69,12	68,78
	EMPLOYMENT RATE	49,12	50,38	53,14	54,65	56,49	62,50	64,86	64,76	63,94
	UNEMPLOYMENT RT	25,79	24,73	21,21	19,73	17,72	10,06	6,37	6,31	7,04

Source: Economically Active Population Survey. National Statistics Institute (INE). More information at: [http://www.ine.es/inebaseDYN/epa30308/epa\\_resultados\\_1.htm](http://www.ine.es/inebaseDYN/epa30308/epa_resultados_1.htm)

Note: Annual figures correspond to the average for the four quarters in the year.

**GRAPH 1. ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES**



Source: Active Population Survey. National Statistics Institute (INE). More information at: [http://www.ine.es/inebaseDYN/epa30308/epa\\_resultados\\_1.htm](http://www.ine.es/inebaseDYN/epa30308/epa_resultados_1.htm)

Note: The annual figures correspond to the average for the four quarters in the year.

Another important datum to be considered, in relation to women's situation in the job market is that, in 2013, and according to the data of the average for the four quarters of that year in the Economically Active Population Survey of the National Statistics Institute, they represented 73.26% of the total number of people in part-time work.

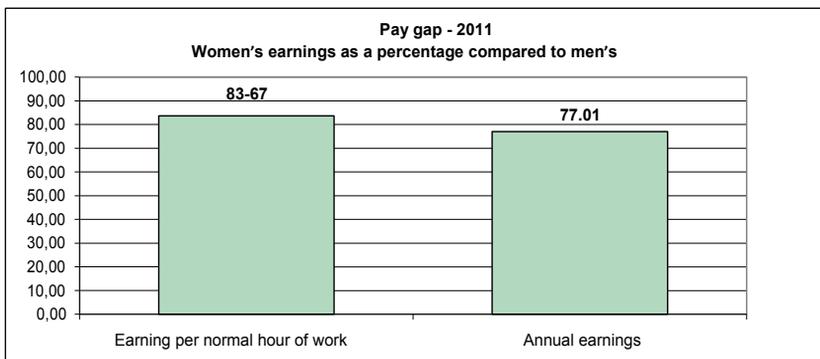
With regards to the “pay gap”, it is necessary to clarify what is commonly meant by the *pay difference or inequality*, *pay gap* and *gender-based pay discrimination*.

The concept of *pay inequality* between women and men, also called the *pay difference or pay gap*, refers to the difference in average remuneration (salary plus bonuses) for women and men. Part of these pay differences between women and men may be based on personal-type factors (level of qualification, work experience, years of service, etc.), or job-related factors (duties performed, level of responsibility, type of contract or working hours, etc.) and/or on the company worked for (size, type of activity, etc.). Once these factors are taken into consideration, the pay discrimination between women and men is the part of that difference which is not justified by a different contribution of value in the performance of a job or of a job of equal value, and which can only be explained by the gender of the person who performs said job.

According to the INE’s data, the *pay gap* between women and men in Spain, although it has shown a slight trend to decline in recent years, constitutes a persistent phenomenon.

Women’s earnings per normal hour of work represented, in 2011 –the latest available data– 83.67% of the normal hour of work for men (pay gap of 16.33%). In terms of annual earnings, that same year, the annual earnings of women were 77.01% of the annual earnings of men (22.99% pay gap).

GRAPH 2. GENDER-BASED PAY GAP



Source: Pay Structure Surveys. INE. More information at: <http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/p133&file=inebase&N=&L=0>

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

Special mention must be given to women affected by factors other than gender which can lead to situations of discrimination and aggravate the lack of effective equal opportunities in the job market; in these cases, we refer to the concept of *multiple discrimination* which reveals the connection existing between gender and factors such as disability, racial or ethnic origin, age, socioeconomic status, sexual orientation, etc.

Analysis of multiple discrimination is complex, as it is often difficult to obtain comparable statistical information, because it is contrary to our legal system to collect data concerning several of these factors (racial or ethnic origin, sexual orientation, etc.).

The following table clearly illustrates the influence of disability on activity, employment and unemployment rates, including its greater influence in the case of women.

**Table 2. Activity, employment and unemployment rates based on gender with and without a recognised disability**

2012	Women and Men	Women	Men
Persons with a disability			
Activity rate	36.6	33.5	39.2
Employment rate	24.5	22.5	26.2
Unemployment rate	33.1	32.9	33.3
Persons without a disability			
Activity rate	77.0	70.4	83.5
Employment rate	57.8	52.6	62.9
Unemployment rate	25.0	25.4	24.7

Source: Employment of Persons with a Disability. National Statistics Institute (INE). More information at: <http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/p320&file=inebase&L=0>

Note 1. Takes into consideration persons with a recognised disability, i.e. any with a degree of disability of equal to or more than 33%, according to the appraisal method established in Royal Decree 1971/1999, amended by Royal Decree 1856/2009.

Note 2. The results of cells with a value of less than 5.0 (5,000 people or households) should be treated with caution as they may be affected by major sampling errors.

It can be observed how, added to the greater difficulties of participating in the labour market for women, there is a low rate of persons with a disability participating in employment, added to the fact that men with a disability have a higher economic activity and employment rate compared to women with a disability.

It is not possible to tackle an analysis of equal opportunities between women and men without making express reference to horizontal segregation, i.e. by activities, and vertical, i.e., by positions; phenomena which also end up determining employment conditions to a great extent (pay, temporality, professional progress, etc.).

In spite of advances to date, women and men still tend to work in different types of jobs and tend to concentrate in different sectors of activity. At the same time, within the same sector and/or the same company, women tend to occupy positions of lower value and worse pay.

Likewise, mention should be made of the high feminisation of sectors such as health activities and social services, in which 77.5% of employed persons are women, or such as education, in which women represent 67.4% of the total persons employed. These are service sector activities which through their development have enabled to a great extent women's insertion in the job market. Plus, many of them are associated to the traditional roles of care and attention for others.

In construction, however, 91.7% of persons employed are male and in the manufacturing industry men represent 74.8% of the total persons employed.

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

### Table 3. Persons employed by branch of activity and sex

2013	Women			Men		
	Number of persons (thousands)	% acc. to activity	% acc. to sex	Number of persons (thousands)	% acc. to activity	% acc. to sex
<b>TOTAL</b>	<b>7,634.2</b>	<b>100.0</b>	<b>45.6</b>	<b>9,115.7</b>	<b>100.0</b>	<b>54.4</b>
T Activities of households as employers of domestic personnel and goods and services-producing activities of private households for own use	604.1	7.9	88.6	77.8	0.9	11.4
U Activities of extraterritorial organisations and bodies	5.5	0.1	79.7	1.4	0.0	20.3
Q Health and social services activities	1,028.3	13.5	77.5	298.4	3.3	22.5
P Education	756.7	9.9	67.4	366.5	4.0	32.6
S Other services	268.9	3.5	66.6	134.9	1.5	33.4
L Real estate activities	53.3	0.7	58.9	37.2	0.4	41.1
N Administrative activities and auxiliary services I	485.1	6.4	56.5	373.0	4.1	43.5
HORECA	693.5	9.1	52.5	626.6	6.9	47.5
G Wholesale and retail; motor vehicle and motorcycle repairs	1,383.4	18.1	49.4	1,418.2	15.6	50.6
K Financial and insurance activities	212.4	2.8	48.2	228.0	2.5	51.8
M Professional, scientific and technical activities	376.6	4.9	46.8	427.9	4.7	53.2
R Artistic, recreational and entertainment activities	130.3	1.7	42.8	173.9	1.9	57.2
O Public administration and defence; mandatory Social Security	502.2	6.6	40.8	727.6	8.0	59.2
J Information and communications	168.0	2.2	33.9	328.2	3.6	66.1
C Manufacturing industry	520.0	6.8	25.2	1,541.2	16.9	74.8
A Agriculture, farming, forestry and fishing	177.9	2.3	23.9	567.2	6.2	76.1
D Supply of electricity, gas, steam and air conditioning	16.3	0.2	21.3	60.4	0.7	78.7
H Transport and storage	143.3	1.9	17.7	664.6	7.3	82.3
E Water supply, drainage, decontamination and waste management	20.3	0.3	16.2	104.9	1.2	83.8
B Extraction industries	3.9	0.1	13.1	25.8	0.3	86.9
F Construction	84.3	1.1	8.3	931.9	10.2	91.7

Source: Active Population Survey. National Statistics Institute (INE). More information at: [http://www.ine.es/inebaseDYN/epa30308/epa\\_resultados\\_1.htm](http://www.ine.es/inebaseDYN/epa30308/epa_resultados_1.htm)

Note: The annual figures correspond to the average for the four quarters in the year.

In respect of vertical segregation, attention is drawn to the fact that there is a high presence of women in the “elementary occupations” category, constituting 62.5% of the persons it employs. The result is that women tend to find occupations in jobs that require lower levels of qualification.

**Table 4. Occupied persons according to occupation and sex**

2013	Women			Men		
	Number of persons (thousands)	% acc. to occupation	% acc. to sex	Number of persons (thousands)	% acc. to occupation	% acc. to sex
1 Direction and management	241.8	3.2	30.5	549.7	6.0	69.5
2 Intellectual and scientific professional and technical jobs	1,603.4	21.0	55.2	1,302.1	14.3	44.8
3 Technical jobs; support professionals		652.0	8.5	37.8	1,070.8	11.7
4 Accounting, administrative, and other office jobs	1,073.8	14.1	65.2	572.4	6.3	34.8
5 Jobs in catering services, personal care, protection and sales	2,289.3	30.0	59.3	1,573.3	17.3	40.7
G Jobs in trade and catering services	1,409.0	18.5	58.7	989.4	10.9	41.3
H Health services and personal care jobs	838.3	11.0	79.3	219.4	2.4	20.7
I Jobs in safety and protection services	42.0	0.6	10.3	364.5	4.0	89.7
6 Qualified jobs in the farming, cattle-breeding, forestry and fishing sector	88.2	1.2	19.7	360.0	3.9	80.3
7 Crafts and qualified jobs in the manufacturing and construction industries (excluding installation and Machinery work)	139.5	1.8	7.5	1,711.0	18.8	92.5
8 Installations, machinery and assembly work	163.2	2.1	13.2	1,073.2	11.8	86.8
9 Elementary occupations	1,376.5	18.0	62.5	825.6	9.1	37.5
0 Military occupations	6.5	0.1	7.7	77.8	0.9	92.3

Source: Active Population Survey. National Statistics Institute (INE). More information at: [http://www.ine.es/inebaseDYN/epa30308/epa\\_resultados\\_1.htm](http://www.ine.es/inebaseDYN/epa30308/epa_resultados_1.htm)

Note: The annual figures correspond to the average for the four quarters in the year.

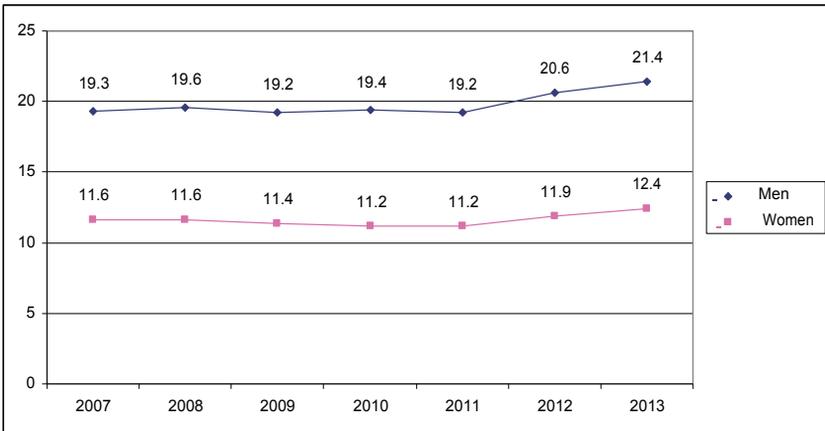
Although a more in-depth analysis is required to know the full extent of the vertical segregation phenomenon in Spain, the percentage of women and men who occupy “direction and management” positions, offers an empirical approximation which illustrates this phenomenon: only 3.2% of women in employment occupy these positions versus men, who do so in a proportion of 6.0%, meaning that men are 69.5% of the persons employed in this category, and women the remaining 30.5% only.

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

The data given here shows that, de facto, women gain access to positions of senior responsibility in a lower proportion than men in spite of the fact that in general their levels of education are higher.

Finally, the role of women as entrepreneurs and businesswomen is essential when it comes to analysing equal opportunities in employment, as reflected in the following graph:

**GRAPH 3. PERCENTAGE OF MALE AND FEMALE EMPLOYERS, INCLUDING MALE AND FEMALE ENTREPRENEURS WITH OR WITHOUT SALARIED PERSONNEL IN RELATION TO THE TOTAL NUMBER OF PERSONS OCCUPIED BY SEX (AGE 15-64). 2007-2013**



Source: INE. Economically Active Population Survey

From 2007 to 2011, the number of entrepreneurs with or without salaried personnel has remained stable, noting an increase in this percentage between 2011 and 2013; thus, in our country, whereas in 2011 the entrepreneurial and enterprising activity rate for men was 19.2% versus 11.2% for women, in 2013 it was 21.4% in the case of men versus 12.4% in the case of women.

As one can see, there continues to be a significant difference between men and women in relation to entrepreneurial and enterprising activity.

**2. Work-life balance and Co-responsibility**

24.16% of women aged between 16 and 64 with at least one child aged 14 or less, forms part of the inactive population. In absolute terms, this represents 1,237,400 women versus 176,600 men in the same situation.

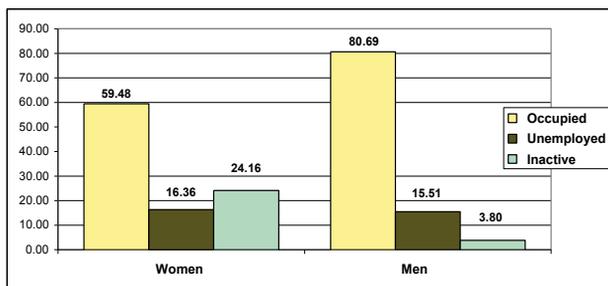
**Table 5. Persons aged between 16 and 64 with at least one child aged 14 or less, in relation to activity. Data in thousands**

	<b>Both sexes</b>	<b>Men</b>	<b>Women</b>
<b>Total</b>	<b>9763.2</b>	<b>4641.9</b>	<b>5121.3</b>
Occupied persons	6,791.3	3,745.4	3,045.9
Unemployed persons	1,557.9	720.0	837.9
Inactive persons	1,414.0	176.6	1,237.4

Source: Economically Active Population Survey. Work-life balance module. 2010. National Statistics Institute (INE). More information at: [http://www.ine.es/inebaseDYN/epa30308/epa\\_resultados\\_3.htm](http://www.ine.es/inebaseDYN/epa30308/epa_resultados_3.htm)

80.69% of men with the aforesaid characteristics were occupied, whereas this percentage was 59.48% in the case of women.

**GRAPH 4. PERSONS AGED BETWEEN 16 AND 64 WITH AT LEAST ONE CHILD AGED 14 OR LESS, IN RELATION TO ACTIVITY. PERCENTAGE**



Source: Economically Active Population Survey. Work-life balance module. 2010. National Statistics Institute. More information at: [http://www.ine.es/inebaseDYN/epa30308/epa\\_resultados\\_3.htm](http://www.ine.es/inebaseDYN/epa30308/epa_resultados_3.htm)

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

As observed from Time Use Surveys, women devote less time than men to all categories of activities, excluding those related to caring for the home and family.

Although the time use patterns of women and men appear to be drawing closer to each other, there are still significant differences in both the percentage of people of each gender devoting part of its time to different activities, as well as the time spent on these activities.

The greatest differences relate to use of time spent on caring for the home and family, hobbies and IT, and remunerated work.

**Table 6. Time Use**

Percentage of persons who carry out the activity in the course of the day and average daily duration dedicated to the activity by said persons	Survey 2009-2010				% of women who carry out the activity LESS % of men who carry out the activity	Average daily time women carry out the activity MINUS the average daily time of men that carry out the activity
	Women		Men			
	% of women	Average daily duration	% of men	Average daily duration		
Personal care	100.0	11:26	100.0	11:33	0.0	-0:07
Remunerated work	28.2	6:43	38.7	7:55	-10.5	-1:12
Studies	12.7	5:05	12.5	5:13	0.2	-0:08
Home and family	91.9	4:29	74.7	2:32	17.2	1:57
Voluntary work and meetings	14.8	1:51	9.4	2:10	5.4	-0:19
Social life and entertainment	59.3	1:43	56.0	1:54	3.3	-0:11
Sports and outdoor activities	36.9	1:40	42.7	2:03	-5.8	-0:23
Hobbies and IT	23.9	1:38	35.6	2:05	-11.7	-0:27
Media and communication	88.7	2:49	88.0	3:06	0.7	-0:17
Travel and unspecified time	81.6	1:21	86.8	1:25	-5.2	-0:04

Source: Time Use Survey 2009-2010. National Statistics Institute (INE). More information at: <http://www.ine.es/jaxi/menu.do?type=pcaxis&path=%2Ft25%2Ffe447&file=inebase&N=&L=0>

Meanwhile, the same survey reflects that women, as a whole, whether or not they carry out another activity, spend an average of 4 hours and 7 minutes per day on tasks related to the household and family, while men spend 1 hour and 54 minutes on these. By contrast, women have almost one hour less free time per day than men.

In 2013, 288,842 persons enjoyed maternity leave. In just 1.7% of cases, men made use of the possibility that is offered to them by article 48 of the Statute of

Workers' Rights, which allows the other parent to optionally enjoy part of the maternity leave.

The proportion of mothers and fathers benefitting from maternity leave and benefits has practically not changed between 2006 and 2013: those received by the mother are ninety eight percent each year considered, and those received by the father fail to reach two per cent.

**Table 7. Maternity leave and benefits**

	2013	2012	2011	2010	2009	2008	2007	2006
<b>% Mothers</b>	98.30	98.32	98.21	98.25	98.32	98.45	98.43	98.36
<b>Total maternity leaves</b>	288,842	298,732	324,405	332,557	340,512	359,160	331,642	322,600
Received by the mother	283,923	293,704	318,607	326,752	334,786	353,585	326,438	317,318
Received by the father	4,919	5,028	5,798	5,805	5,726	5,575	5,204	5,282

Source: National Social Security Institute. More information at:

[http://www.seg-social.es/Internet\\_1/Estadistica/Est/Otras Prestaciones de la Seguridad Social/Maternidad/Index.htm](http://www.seg-social.es/Internet_1/Estadistica/Est/Otras Prestaciones de la Seguridad Social/Maternidad/Index.htm)

[http://www.seg-social.es/Internet\\_1/Normativa/116462?ssSourceNodel=1139&C1=1001&C2=2010&C3=3031#documentoPDF](http://www.seg-social.es/Internet_1/Normativa/116462?ssSourceNodel=1139&C1=1001&C2=2010&C3=3031#documentoPDF)

On a separate note, in 2013, 237,988 men chose to enjoy the paternity allowance.

**Table 8. Paternity leaves and benefits**

	2013	2012	2011	2010	2009	2008	2007*
<b>Total paternity leaves</b>	237,988	245,867	269,715	275,637	273,024	279,756	173,161

Source: National Social Security Institute. More information at:

[http://www.seg-social.es/Internet\\_1/Estadistica/Est/Otras Prestaciones de la Seguridad Social/Maternidad/Index.htm](http://www.seg-social.es/Internet_1/Estadistica/Est/Otras Prestaciones de la Seguridad Social/Maternidad/Index.htm)

[http://www.seg-social.es/Internet\\_1/Normativa/116462?ssSourceNodel=1139&C1=1001&C2=2010&C3=3031#documentoPDF](http://www.seg-social.es/Internet_1/Normativa/116462?ssSourceNodel=1139&C1=1001&C2=2010&C3=3031#documentoPDF)

(\*) The date for 2007 relate to the period comprised from the coming into force of Organic Law 3/2007 which was on 24 March and 31 December that year.

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

In 2012, women were 94.98% of the persons granted parental leave to care for children and 85.67% of the persons on leave to care for relatives.

Caring for minors or adults with a disease, disability or the elderly, in addition to other family or personal responsibilities constitutes the main reason why at the end of 2013, more than 1,744,000 women and 96,000 men were not seeking employment. These figures were slightly lower than the ones for the end of 2005 in the case of men, but much higher in the case of women.

Finally, in this context it is appropriate to underline the analysis of the OECD on employment and fertility which shows that “the countries with high female employment rates also have high global fertility rates (...) successful countries have policy packages which provide continual support to parents bringing up children, facilitating male and female participation in the labour force on the basis of equality” and, therefore, making it easier to choose between maternity and employment (OECD, Closing the gender gap, 2013).

**Table 9. Percentage of women among the inactive population based on the reason for not seeking employment**

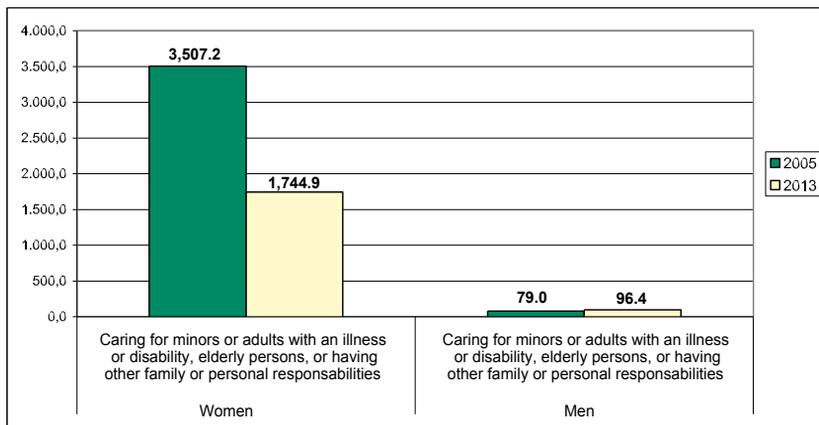
		2013	2005
<b>% WOMEN</b>	<b>Total</b>	<b>59.20</b>	<b>64.05</b>
	Believe they will not find work	70.77	80.97
	Are affected by a redundancy scheme	34.22	27.33
	Own illness or disability	49.56	59.83
	<b>Care for children, or adults with disease or disability, or elderly,</b>	<b>96.25</b>	<b>97.70</b>
	<b>Other family or personal responsibilities</b>	<b>94.18</b>	<b>97.83</b>
	Are studying or receiving training	50.35	52.46
	Are retired	36.17	30.86
	Other reasons	84.86	74.77
	Do not know	49.13	65.55
	Not classifiable	59.72	61.05

Source: Active Population Survey (EPA). National Statistics Institute (INE). More information at: [http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/e308\\_mnu&file=inebase&L=0](http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/e308_mnu&file=inebase&L=0)

Note: The figures for each year correspond to the last quarter that year.

Note of the INE: Persons not classifiable for not seeking employment personas are mainly those who have already found a job although they have not yet started to work and unemployed persons aged 75 or more.

**GRAPH 5. INACTIVE POPULATION BASED ON REASON FOR NOT SEEKING EMPLOYMENT. DATA IN THOUSANDS**



Source: Economically Active Population Survey (EPA). National Statistics Institute (INE). More information at: [http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/e308\\_mnu&file=inebase&L=0](http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/e308_mnu&file=inebase&L=0)

Note: The figures for each year correspond to the last quarter that year.

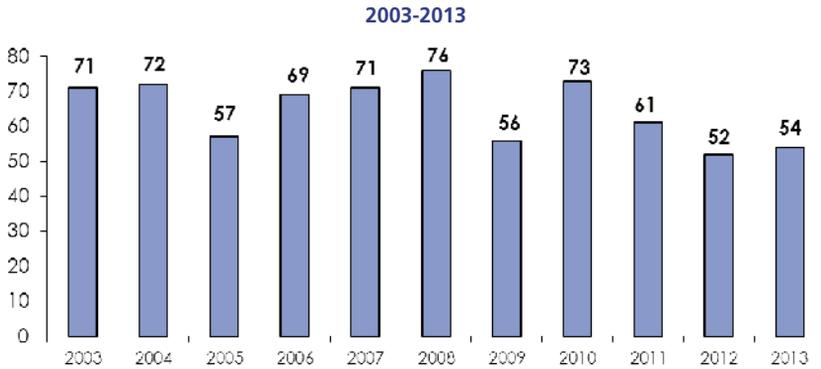
Note of the INE: Persons not classifiable for not seeking employment personas are mainly those who have already found a job although they have not yet started to work and unemployed persons aged 75 or more.

### 3. Violence against women

What follows next is a brief description of some of the most important characteristics of gender-based violence in Spain and of the main problems detected, which serve as an empirical basis for the measures designed to eradicate violence against women. The figures relate to the silence and invisibility of abuse, the need to achieve the maximum and most effective institutional response, the situation of minors and groups of women who are especially vulnerable to gender-based violence and to giving visibility and attention to other forms of violence against women. Also regarding the number of fatalities, 2012 was the year with the lowest number of fatalities (52) since statistics on gender-based violence started to be collected in 2003. In 2013, the number of assassinated women was 54. The data shows that most fatal victims were the current partners of their aggressors, were living with them and that the homicides occurred at the couple's joint residence.

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

**GRAPH 6. WOMEN KILLED BY GENDER-BASED VIOLENCE**

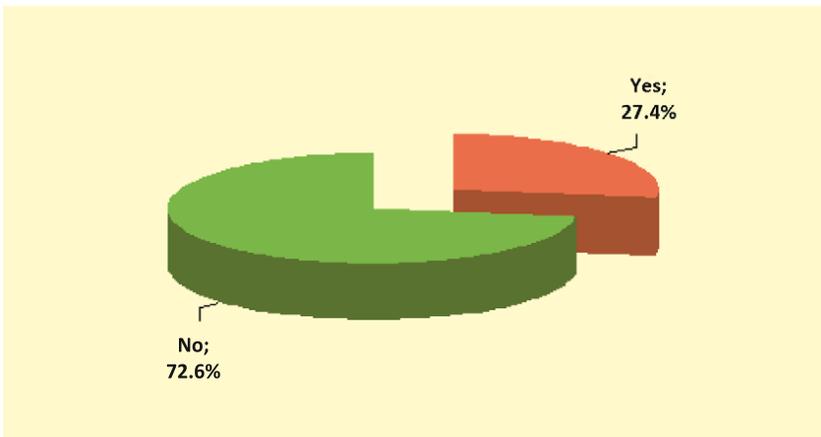


Source: Government Office against Gender-based Violence.

According to the Gender-based Violence Macro survey of 2011, although most women know where to go to lodge a complaint (82.6%), only a quarter of women who feel abused have done so (27.4 %).

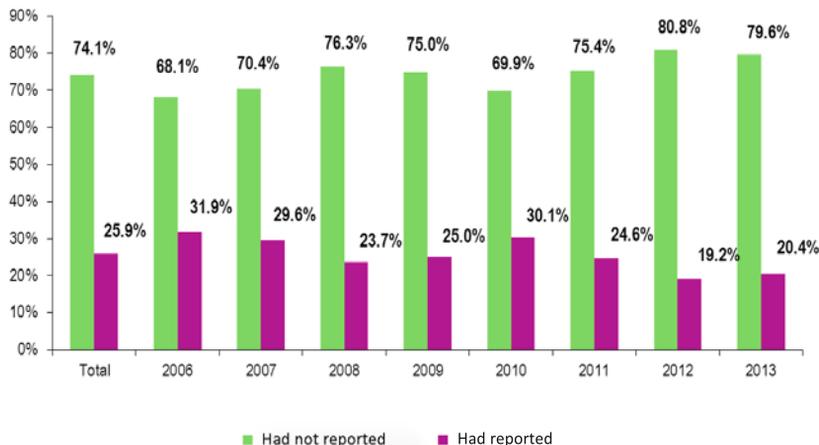
**GRAPH 7. WOMEN WHO HAVE FILED FOR ABUSE**

**Have you ever reported a situation of abuse you have endured?**



Source: Gender-based Violence Macro-survey 2011.

**GRAPH 8. FATAL VICTIMS OF GENDER-BASED VIOLENCE BY FILED COMPLAINT (%) 2006-2013**



In relation to the institutional response, the data makes it evident that the resources placed at the disposal of the victims of gender-based violence by the Public Administrations enjoy widespread recognition. As an example, the 016 helpline for information and legal advice in relation to gender-based violence, since its coming into service in September 2007 and until 31 December 2013, has attended 411,666 calls related to gender-based violence.

In connection with minors exposed to gender-based violence, more than 70% of women who declare that they are suffering or have suffered gender-based violence have underage children who are therefore, also victims of this violence; 61.7% of the women who were currently suffering abuse affirmed that the children had directly endured situations of abuse at some time.

Among minors, exposure to violence and direct suffering of abuse is equally severe:

- More than one fifth of both male and female adolescents justify violence to some extent in response to an aggression; also new forms of exerting violence are emerging as a result of the use of new technologies, which have a special impact on youth.

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

Regarding women in especially vulnerable situations:

- Women with a disability are victims of gender-based violence much more frequently than women who do not have a disability; the proportion of women with a serious disability who feel abused by the partner they live with is 4.6 times greater.
- The size of the place of residence might also have a conditioning effect when it comes to the suffering of gender-based violence becoming evident: in relation to women from rural areas, the data shows that 16.9% of women who asserted that they had been abused at some time in their life live in municipalities with less than 10,000 inhabitants (rural areas), according to the Gender-based Violence Macro-survey 2011.
- Women above 65 years of age and victims of gender-based violence are by far those least likely to file a complaint; the particularly vulnerable situation of women who, in addition to suffering gender-based violence, are old, and often financially dependent on their aggressor makes it important to help them to break their silence and provide them with effective support.
- Foreign women declare to have suffered situations of gender-based violence in a greater proportion, but it is also observed that they make a significantly higher use of the resources put into place to care for its victims.

Where other forms of violence against women are concerned, such as forced marriages, sexual aggression or female genital mutilation, although much progress is being made in collecting data on the trafficking of women and girls for the purposes of sexual exploitation, it is considered that the real dimension of this serious crime in our country is yet unknown.

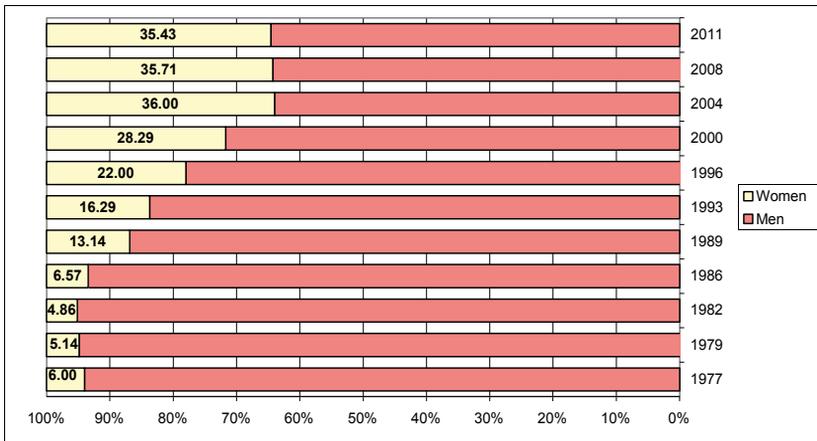
### 4. Participation in economic, social and political life

In the general elections held on 15 June 1977, 21 women and 329 men were elected to occupy the 350 seats in the Congress of Deputies; the elected women represented 6.00% of the total elected persons; the figure of elected women decreased to 18 in the general elections held in 1979 and to 17 in the ones of 1982

(representing 4.86% of the persons who were elected that year). As of that moment, the women elected as members of the Congress of Deputies has gradually increased, and in the last three electoral processes its number has stabilised between 126 and 124 female elected members in a proportion to total elected persons of 36.00% in 2004 and 35.43% in 2011.

If we collect the data for all the general elections, the percentage of elected women is 19.04% and of men is 80.96%.

**GRAPH 9. WOMEN AND MEN ELECTED TO THE CONGRESS OF DEPUTIES. 1997-2011.**  
**PERCENTAGE OF WOMEN**



Source: Prepared by the Institute for Women based on the general elections information published by the Directorate General for Domestic Policy. Ministry of the Interior. More information at: <http://www.infoelectoral.mir.es/min/>

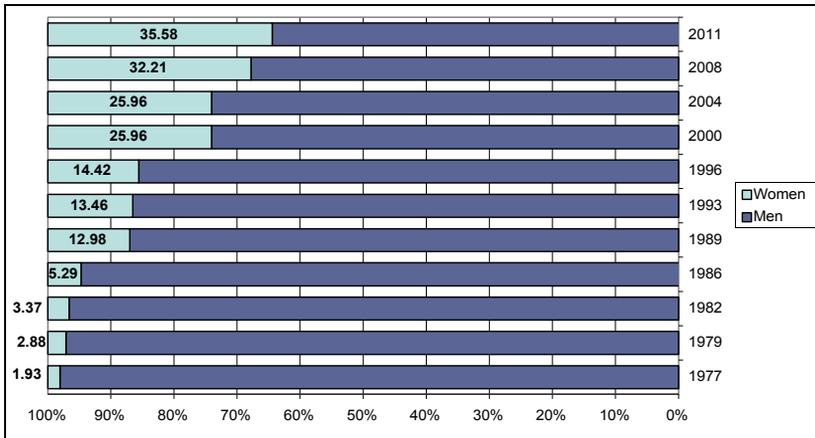
In the constituent elections celebrated on 15 June 1977, 4 women and 203 men were elected to the Senate; elected women represented 1.93% of the total elected persons.

The figure of women elected to the Senate has increased over successive general elections, and in 2011 there were 74 women and 134 men elected, with women representing a figure of 35.58% of the total elected persons.

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

If we collate the data of all general elections held since 1977, the percentage of women elected to the Senate is 15.83% and of men is 84.17%.

**GRAPH 10. WOMEN AND MEN ELECTED TO THE SENATE. 1977-2011.**  
PERCENTAGE OF WOMEN



Source: Prepared by the Institute for Women based on the general elections information published by the Directorate General for Domestic Policy. Ministry of the Interior. More information at: <http://www.infoelectoral.mir.es/min/>

According to the most recent data, women represent more than half of the persons who make up the judicial system, although their proportion drops in the jobs of highest responsibility.

In the Constitutional Court, the percentage of women in 2013 was just 16.7%.

The current Ombudsperson is a woman but, if we look at the presence of women in various constitutional bodies, in 2013 there was only a balanced presence of women in the Court of Auditors (where they represented 41.7%); the percentage of women in the State Council was 21.9%, in the General Council of the Judiciary it was 33.3%, in the Economic and Social Council it was 19.7% and 14.3% in the Central Electoral Commission.

**Table 10. Women in the judicial system**

		2012	2005
% Women	<b>TOTAL</b>	<b>57.30</b>	<b>51.02</b>
	<b>PROSECUTORS</b>	<b>62.26</b>	<b>53.37</b>
	1 <sup>st</sup> CATEGORY	25.93	11.11
	2 <sup>nd</sup> CATEGORY	58.99	47.18
	Chief Prosecutors	35.29	11.76
	Deputy Chief Prosecutors	28.36	18.52
	Others	61.45	50.44
	3 <sup>rd</sup> CATEGORY	73.42	70.02
	<b>COURT CLERKS</b>	<b>65.31</b>	<b>60.34</b>
	1 <sup>st</sup> CATEGORY	46.75	36.36
	2 <sup>nd</sup> CATEGORY	64.35	62.04
	3 <sup>rd</sup> CATEGORY	69.01	68.84
	<b>JUDICIAL CAREER MEMBERS</b>	<b>49.83</b>	<b>44.75</b>
	JUDGES	64.74	61.98
JUSTICES	47.84	41.22	
SUPREME COURT MEMBERS	12.05	4.94	

Source: Prepared by the Institute for Women based on data provided by the Ministry of Justice and by the General Council of the Judiciary.

Note: The figures corresponding to judicial career members include judges and justices on leave.

The proportion of female permanent members among male and female permanent members of the Spanish Royal Academies is minimal. The highest proportion was in 2012, the last available year, for the National Royal Academy of Pharmacy where, in all events, it was just 18.00%.

A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

**Table 11. Female permanent members of the Spanish Royal Academies**

		2012	2011	2010	2009	2008	2007	2006	2005
% Women	<b>% FEMALE PERMANENT MEMBERS</b>	<b>8.59</b>	<b>7.45</b>	<b>6.08</b>	<b>6.54</b>	<b>6.38</b>	<b>6.12</b>	<b>6.18</b>	<b>4.85</b>
	R.A. of Fine Arts San Fernando	3.57	3.51	3.28	1.67	3.23	3.70	3.51	3.39
	R.A. of Exact, Physical and Natural Sciences	4.55	4.44	4.76	2.27	2.27	2.44	2.56	2.63
	R.A. of Moral and Political Sciences	2.56	2.27	2.56	2.63	0.00	0.00	0.00	0.00
	R.A. of Doctors of Spain	11.21	11.11	8.04	12.50	12.26	10.89	12.77	9.62
	Spanish Royal Academy	12.20	11.90	9.30	6.98	7.32	7.14	7.14	7.32
	National Royal Academy of Pharmacy	18.00	15.56	13.64	11.11	11.36	11.11	11.63	11.36
	R.A. of History	13.89	8.33	8.11	8.57	8.57	9.38	8.57	3.03
	R.A. of Jurisprudence and Legislation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	National Royal Academy of Medicine	4.17	2.13	2.08	2.13	2.22	2.17	2.17	2.08
	R.A. of Veterinary Sciences	12.50	10.26	5.13	10.00	8.11	7.69	5.00	0.00
	R.A. of Engineering	6.52	6.52	6.67	6.67				
Both sexes	<b>TOTAL PERMANENT MEMBERS</b>	<b>547</b>	<b>550</b>	<b>543</b>	<b>535</b>	<b>486</b>	<b>474</b>	<b>489</b>	<b>474</b>
	R.A. of Fine Arts San Fernando	56	57	61	60	62	54	57	59
	R.A. of Exact, Physical and Natural Sciences	44	45	42	44	44	41	39	36
	R.A. of Moral and Political Sciences	39	44	39	38	36	36	36	33
	R.A. of Doctors of Spain	116	117	112	104	106	101	94	104
	Spanish Royal Academy	41	42	43	43	41	42	42	41
	National Royal Academy of Pharmacy	50	45	44	45	44	45	43	44
	R.A. of History	36	36	37	35	35	32	35	33
	R.A. of Jurisprudence and Legislation	31	32	33	34	36	38	37	32
	National Royal Academy of Medicine	48	47	48	47	45	46	46	48
	R.A. of Veterinary Sciences	40	39	39	40	37	39	40	42
	R.A. of Engineering	46	46	45	45				

Source: Prepared by the Institute for Women based on data published by the Royal Academies on their respective web pages.

The presence of women in the administrative organs and management organs of the companies listed on the IBEX-35 remains very small.

**Table 12. Percentage of women among members of the administrative organs of companies listed on the IBEX-35**

		2012	2011	2010	2009	2008	2007	2006	2005	2004
% Women	<b>Total</b>	<b>13.27</b>	<b>7.17</b>	<b>10.13</b>	<b>10.28</b>	<b>8.48</b>	<b>6.43</b>	<b>3.46</b>	<b>2.09</b>	<b>2.58</b>
	Chairwomen	2.86	1.71	0.00	2.86	2.86	2.86	2.86	0	5.41
	Vice-chairwomen	7.02	3.46	8.00	7.84	7.27	3.77	2.44	2.50	2.56
	Members	15.31	8.20	11.37	11.14	9.29	7.51	3.69	2.32	2.88
	Secretary members	0.00	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00

Source: Prepared by the Institute for Women based on data published by the National Securities Market Commission (CMNV). More information at: <http://www.cnmv.es/Portal/Consultas/EE/BusquedaIAGC.aspx>

**Table 13. Percentage of women among members of the management organs of companies listed on the IBEX-35**

		2012	2011	2010	2009	2008	2007
<b>% Women</b>	<b>Total</b>	<b>11.60</b>	<b>7.24</b>	<b>6.73</b>	<b>6.59</b>	<b>5.81</b>	<b>4.29</b>
	CEOs	0.00	0.00	0.00	2.78	3.45	3.57
	Deputy CEOs	0.00	0.00	0.00	0.00	0.00	0.00
	Board Member	9.09	5.88	4.76	0.00	0.00	0.00
	General Secretary/Technical Secretary	10.34	7.14	0.00	8.70	10.00	4.55
	Other members of senior management	12.86	7.88	7.76	7.14	6.26	4.67

Source: Prepared by the Institute for Women based on data published by the National Securities Market Commission (CMNV). More information at: <http://www.cnmv.es/Portal/Consultas/EE/BusquedaLGC.aspx>

## 5. Education

Among the adult population resident in Spain, women in general have higher levels of education, as appears from the latest data available from the Ministry of Education, Culture and Sports related to 2010. This characteristic is more evident among the young population.

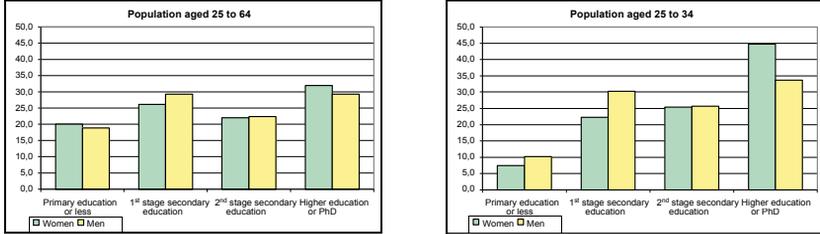
**Table 14. Level of studies of the adult population according to sex. Percentages. 2010**

	Population aged 25 to 64		Population aged 25 to 34	
	Women	Men	Women	Men
Primary education or less	20.0	18.9	7.5	10.2
1 <sup>st</sup> stage Secondary education	26.1	29.3	22.3	30.3
2 <sup>nd</sup> stage Secondary education	22.0	22.4	25.4	25.7
Higher education or PhD	32.0	29.3	44.8	33.7

Source: State System of Education Indicators. National Institute of Educational Assessment. Ministry of Education, Culture and Sport. More information at: <http://www.mecd.gob.es/servicios-al-ciudadano-mecd/estadisticas.html>

A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

**GRAPH 11. LEVEL OF EDUCATION OF THE ADULT POPULATION ACCORDING TO SEX. PERCENTAGES. 2010**



Source: State System of Education Indicators. National Institute of Educational Assessment. Ministry of Education, Culture and Sport. More information at: <http://www.mecd.gob.es/servicios-al-ciudadano-mecd/estadisticas.html>

According to the latest available data, women represent more than half of the student population enrolled on degree courses but there is no gender balance in the areas of learning: women represent more than seventy percent among the student body enrolled in Health Sciences and only 26.61% in Engineering and Architecture.

**Table 15. Student body enrolled in first and second cycle and degree studies, according to area of learning**

		Academic Year		
		2010-11	2009-10	2008-09
<b>% Women</b>	<b>TOTAL</b>	<b>53.86</b>	<b>54.02</b>	<b>54.55</b>
	Sciences	54.71	56.15	57.51
	Health sciences	70.88	71.89	73.18
	Social and legal sciences	61.23	61.82	63.03
	Arts and humanities	60.81	60.78	60.88
	Engineering and architecture	26.61	26.70	27.03

Source: University Education Statistics. National Statistics Institute (INE) More information at: <http://www.ine.es/jaxi/menu.do?type=pcaxis&path=%2Ft13%2Fp405&file=inebase&L=0>

Note: In first and second cycle studies double degrees have not been included (studies leading to acquiring two official degrees).

The percentage of women who finish their university studies is higher than the proportion of women in the enrolled student body. In relation to the student body that finished university degrees in Engineering and Architecture in 2011, the percentage of women was 29.17%.

**Table 16. Student body that finished first and second cycle and degree studies, according to area of learning**

		Year		
		2011	2010	2009
<b>% Women</b>	<b>TOTAL</b>	<b>58.56</b>	<b>60.03</b>	<b>60.76</b>
	Sciences	62.39	63.97	65.89
	Health sciences	76.17	76.60	77.50
	Social and legal sciences	66.70	68.08	68.36
	Arts and humanities	64.54	65.06	65.44
	Engineering and architecture	29.17	28.75	29.80

Source: University Education Statistics. National Statistics Institute (INE) More information at: <http://www.ine.es/jaxi/menu.do?type=pcaxis&path=%2Ft13%2Fp405&file=inebase&L=0>

Note: In first and second cycle studies double degrees have not been included (studies leading to acquiring two official degrees).

According to the data of the Ministry of Education, Culture and Sport, in 2011 women represented 94.6% of teachers in Pre-primary education, 75.3% of teachers in Primary Education, 57.4% of teachers in first stage Secondary Education and 50.1% of teachers in second stage Secondary Education.

Meanwhile, women represented 38.64% of university teaching and research personnel during academic year 2011-2012 and their proportion was just 19.53% among university professors.

**Table 17. Teaching and research personnel according to category**

		Academic Year	
		2011-12	2005-06
<b>% Women</b>	<b>TOTAL</b>	<b>38.64</b>	<b>35.43</b>
	<b>Civil servant personnel</b>	<b>34.98</b>	<b>33.50</b>
	University Professors	19.53	14.00
	University School Professors	39.34	36.38
	University School Lecturers	29.19	32.74
	Other civil servant personnel	41.10	41.27
	<b>Emeritus personnel</b>	32.11	31.01
	<b>Contracted personnel</b>	<b>21.63</b>	
		<b>41.46</b>	<b>37.49</b>

Source: Ministry of Education, Culture and Sport. More information at: <http://www.mecd.gov.es/educación-mecd/areas-educacion/universidades/estadisticas-informes/estadisticas.html>

Note 1: As of Academic Year 2010-2011 a change occurred in the overall methodology and data obtained by the Integrated System of University Information.

Note 2: All teaching and research personnel of private universities is included in this table under the “contracted personnel” category.

Note 3: In data collections prior to Academic Year 2010-2011 emeritus personnel was included in contracted personnel.

According to data of the Conference of Vice-Chancellors of Spanish Universities, in all 75 Spanish universities, there are only 5 female Vice-Chancellors. This represents 8.00% of the total.

As pointed out by the Ministry of Education, Culture and Sport in the “State System of Education Indicators” (2012 edition; latest available), the proportion of people with scientific and technical studies constitutes one of the clearest indicators of a country’s productive and scientific development.

In 2009, of every one thousand people resident in Spain aged between 20 and 29, 13 had graduated in Sciences, Mathematics and Technology. The rate of those graduating in advanced vocational training was 3.8 per thousand and of those graduating with a university degree was 8.7 per thousand.

There is a clear imbalance between female and male graduates in these studies and the difference is not being mitigated over time.

**Table 18. Rate of persons graduating from Higher Education in Sciences, Mathematics and Technology per 1,000 inhabitants of the population aged 20 to 29**

Academic Year	TOTAL HIGHER EDUCATION			ADVANCED VOCATIONAL TRAINING			UNIVERSITY DEGREE		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
2002-03	12.2	16.6	7.6	4.5	6.9	1.9	7.8	9.7	5.7
2008-09	12.5	17.0	7.8	3.8	6.3	1.2	8.7	10.7	6.6

Source: State System of Education Indicators. National Institute of Educational Assessment. Ministry of Education, Culture and Sport. More information at: <http://www.mecd.gob.es/servicios-al-ciudadano-mecd/estadisticas.html>

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

### 6. Health

The various surveys conducted in Spain indicate that the current state of health of women is in general worse than that of men, and that there is a greater proportion of women than men with limitations for conducting activities of daily living.

**Table 19. Limitation for activities of daily living**

		2012 <sup>(1)</sup>	2011-2012 <sup>(2)</sup>	2009 <sup>(3)</sup>	2006 <sup>(4)</sup>
<b>Both sexes</b>	<b>TOTAL</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
	Severely limited	4.78	3.39	5.45	4.59
	Limited but not severely	23.48	15.66	18.90	18.61
	No limitation	71.75	80.95	75.65	76.80
<b>Women</b>	<b>TOTAL</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
	Severely limited	5.89	4.14	6.39	4.77
	Limited but not severely	26.49	18.57	22.15	21.65
	No limitation	67.61	77.29	71.46	73.58
<b>Men</b>	<b>TOTAL</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
	Severely limited	3.61	2.61	4.47	4.40
	Limited but not severely	20.33	12.62	15.53	15.45
	No limitation	76.06	84.77	80.01	80.16

Source: Prepared by the Institute for Women based on the following surveys:

(1) Health and Social Integration Survey (EISS2012). INE. More information at:

<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t15/p470&file=inebase&L=0>

(2) National Health Survey 2011-2012 (ENSE-2011-2012). INE and Ministry of Health, Social Services and Equality. More information at:

<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t15/p419&file=inebase&L=0>

(3) European Health Survey 2009 (EES-2009). INE and Ministry of Health, Social Policy and Equality. More information at:

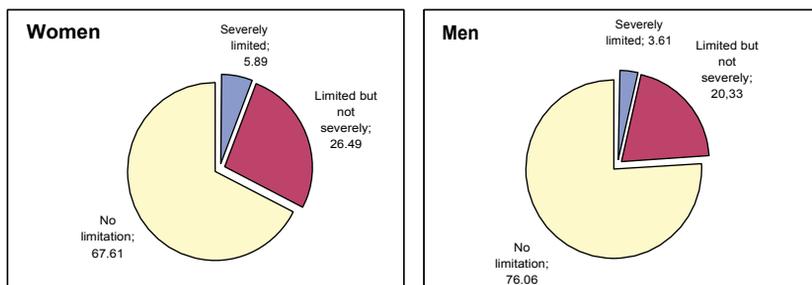
<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t15/p420&file=inebase&L=0>

(4) National Health Survey 2006 (ENS-06). INE and Ministry of Health and Consumer Affairs. More information at:

<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t15/p419&file=inebase&L=0>

Note: The data for 2012 and 2011-2012 relate to a population aged 15 plus and the previous data to a population aged 16 plus in relation to limitations for activities of daily living within the last 6 months.

GRAPH 12. LIMITATION FOR ACTIVITIES OF DAILY LIVING



Source: Prepared by the Institute for Women based on the Social Integration and Health Survey I (EISS2012). INE. More information at:

<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t15/p470&file=inebase&L=0>

In spite of that mentioned above, the figure for women’s hospital stays is lower than that for men. During 2012, the latest available year, the number of hospital stays of women was 15,242,222 (444,387 fewer than men’s). If we discount women’s hospital stays on account of pregnancy, labour and postpartum, the difference is of 2,030,315.

Table 20. Hospital stays according to the principal diagnosis. 2012

	Both sexes	Women	Men
<b>ALL CAUSES</b>	<b>30,928,831</b>	<b>15,242,222</b>	<b>15,686,609</b>
DISEASES OF THE CIRCULATORY SYSTEM	4,676,862	2,109,439	2,567,422
NEOPLASIAS	3,653,688	1,556,761	2,096,927
DISEASES OF THE RESPIRATORY SYSTEM	3,568,377	1,508,596	2,059,781
INJURIES AND POISONING	3,075,891	1,603,952	1,471,939
DISEASES OF THE DIGESTIVE SYSTEM	3,058,628	1,383,101	1,675,527
MENTAL DISORDERS	2,907,126	1,307,808	1,599,318
COMPLICATIONS OF PREGNANCY, LABOUR AND POST-PARTUM	1,585,928	1,585,928	..
DISEASES OF THE OSTEO-MIOARTICULAR SYSTEM AND CONNECTIVE TISSUE	1,500,387	831,838	668,549
DISEASES OF THE GENITOURINARY SYSTEM	1,401,160	706,153	695,008
SYMPTOMS, SIGNS AND POORLY DEFINED CONDITIONS	897,635	427,178	470,458
Other causes and stays released without a diagnosis	4,603,149	2,221,468	2,381,680

Source: Hospital Morbidity Survey 2012. National Statistics Institute (INE). More information at: <http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t15/p414&file=inebase&L=0>

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

In 2012 women represented 45.51% of persons with a recognised disability. This percentage was 47.75% in the case of persons with a recognised disability plus an inactive employment situation.

**Table 21. Persons with a recognised disability in relation to their activity**

		2012	2011	2010	2009	2008
% Women	<b>TOTAL</b>	<b>45.51</b>	<b>45.50</b>	<b>45.41</b>	<b>45.27</b>	<b>44.36</b>
	ACTIVE	41.65	41.05	38.99	38.10	36.13
	Occupied	41.77	40.65	38.18	37.91	34.83
	Unemployed	41.40	42.12	41.66	38.76	42.98
	INACTIVE	47.75	48.08	49.06	49.33	48.49
Both sexes (in thousands)	<b>TOTAL</b>	<b>1,450.80</b>	<b>1,262.00</b>	<b>1,171.90</b>	<b>1,081.80</b>	<b>873.30</b>
	ACTIVE	531.60	461.60	423.70	391.90	292.30
	Occupied	355.50	337.30	324.80	306.50	244.60
	Unemployed	176.10	124.40	98.90	85.40	47.70
	INACTIVE	919.20	800.30	748.20	690.00	581.00
Women (in thousands)	<b>TOTAL</b>	<b>660.30</b>	<b>574.20</b>	<b>532.20</b>	<b>489.70</b>	<b>387.40</b>
	ACTIVE	221.40	189.50	165.20	149.30	105.60
	Occupied	148.50	137.10	124.00	116.20	85.20
	Unemployed	72.90	52.40	41.20	33.10	20.50
	INACTIVE	438.90	384.80	367.10	340.40	281.70
Men (in thousands)	<b>TOTAL</b>	<b>790.50</b>	<b>687.70</b>	<b>639.60</b>	<b>592.10</b>	<b>486.00</b>
	ACTIVE	310.20	272.20	258.50	242.60	186.70
	Occupied	207.00	200.20	200.80	190.20	159.50
	Unemployed	103.20	72.00	57.70	52.30	27.20
	INACTIVE	480.30	415.50	381.10	349.50	299.30

Source: The Employment of Persons with a Disability (EPD). National Statistics Institute (INE). INE. More information at:

<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=/t22/p320&file=inebase&N=&L=>

Note: The figures account for persons with a recognised disability, in other words, persons whose degree of disability is higher than or equal to 33%, according to the appraisal procedure established by Royal Decree 1971/1999 amended by Royal Decree 1856/2009. The data relates to persons aged between 16 and 64.

## 7. Image of Women and the Information Society

Between 2010 and 2013 a total of 4,297 complaints have been received by the Women's Image Observatory, relating to 1,131 cases. The Institute for Women has made during that period 95 applications to ban or modify and 37 recommendations.

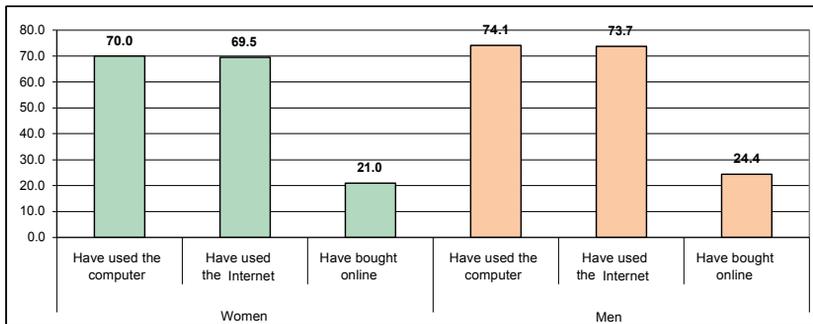
**Table 22. Number of complaints received by the Women’s Image Observatory**

	Total	Advertisement-related complaints		Media-related complaints		Other complaints	
<b>Total 2010-2013</b>	<b>4,297</b>	<b>1,149</b>	<b>27%</b>	<b>2,925</b>	<b>68%</b>	<b>223</b>	<b>5%</b>
<b>2010</b>	2,444	323	13%	2,075	85%	46	2%
<b>2011</b>	651	331	51%	266	41%	54	8%
<b>2012</b>	637	213	33%	368	58%	56	9%
<b>2013</b>	565	282	50%	216	38%	67	12%

Source: Women’s Image Observatory. Ministry of Health, Social Services and Equality.

According to INE data, in 2013, the difference in use of computers and the Internet on the part of men and women while significant also showed a trend to diminish over time. This also applies to those making purchases over the Internet for private use.

**GRAPH 13. USE OF COMPUTERS AND THE INTERNET IN THE LAST THREE MONTHS**



Source: Survey of Equipment and Use of Information and Communication Technologies in the Home. INE. More information at:

<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=%2Ft25%2Fp450&file=inebase&L=0>

Note: The data relate to percentage of persons aged 16 to 74 who have used the computer, accessed the Internet or bought online within the last three months when the Survey was conducted.

In 2012, the last year with published data available, the high and medium-high technology sectors employed almost one million two hundred thousand people. Women represented 29.38% of the persons occupied in these sectors.

**Table 23. Occupation in the high and medium-high technology sectors**

		2012	2011	2010	2009	2008	2002
% Women	<b>Total</b>	<b>29.38</b>	<b>28.79</b>	<b>28.58</b>	<b>29.35</b>	<b>28.37</b>	<b>25.84</b>
	High and medium-high tech manufacturing sectors	25.99	26.02	26.37	26.30	25.25	21.89
	High tech manufacturing sectors	38.22	40.32	37.89	40.09	38.33	32.50
	Medium-high tech manufacturing sectors	22.85	22.30	23.42	23.16	22.51	19.64
	High tech services	33.76	32.49	31.67	33.76	33.07	34.50
Both sexes (in thousands)	<b>Total</b>	<b>1,173.8</b>	<b>1,202.3</b>	<b>1,196.1</b>	<b>1,204.1</b>	<b>1,342.5</b>	<b>1,265.7</b>
	High and medium-high tech manufacturing sectors	661.4	688.3	698.1	712.1	808.0	868.3
	High tech manufacturing sectors	135.0	142.1	142.5	132.2	139.3	152.0
	Medium-high tech manufacturing sectors	526.4	546.2	555.6	579.9	669.0	716.3
	High tech services	512.4	514.0	498.0	492.0	535.0	397.4
Women (in thousands)	<b>Total</b>	<b>344.90</b>	<b>346.10</b>	<b>341.8</b>	<b>353.4</b>	<b>380.9</b>	<b>327.1</b>
	High and medium-high tech manufacturing sectors	171.90	179.10	184.1	187.3	204.0	190.1
	High tech manufacturing sectors	51.60	57.30	54.0	53.0	53.4	49.4
	Medium-high tech manufacturing sectors	120.30	121.80	130.1	134.3	150.6	140.7
	High tech services	173.00	167.00	157.7	166.1	176.9	137.1
Men (in thousands)	<b>Total</b>	<b>828.90</b>	<b>856.20</b>	<b>854.3</b>	<b>850.7</b>	<b>961.6</b>	<b>938.6</b>
	High and medium-high tech manufacturing sectors	489.50	509.20	514.0	524.8	604.0	678.2
	High tech manufacturing sectors	83.40	84.80	88.5	79.2	85.9	102.6
	Medium-high tech manufacturing sectors	406.10	424.40	425.5	445.6	518.4	575.6
	High tech services	339.40	347.00	340.3	325.9	358.1	260.3

Source: Technological research and development. High technology indicators. National Statistics Institute (INE). More information at:

<http://www.ine.es/jaxi/menu.do?type=pcaxis&path=%2Ft14%2Fp197&file=inebase&L=0>

## 8. The European Gender Equality Index

In 2013 the European Institute for Gender Equality (EIGE) presented the first gender equality indicator known as the “Gender Equality Index” for the European Union. This indicator shows the differences between men and women in the member states of the EU in areas such as *remunerated work, money, knowledge, time, power-political decision and health*. It also incorporated gender-based violence as an area for analysis, although for the time being as a “satellite area” because the data from the different countries is not homogeneous.

In relation thereto, Spain occupies tenth place, with a score of 54.0, which is, exactly the average for the group of 27 member states (at the time of preparing the index Croatia had not yet joined).

Spain's score is lower than the average in the spheres of work, money (resources) and time, while it obtains a higher score in the spheres of power, knowledge and health.

**Table 24. Results of the “European Gender Equality Index”**

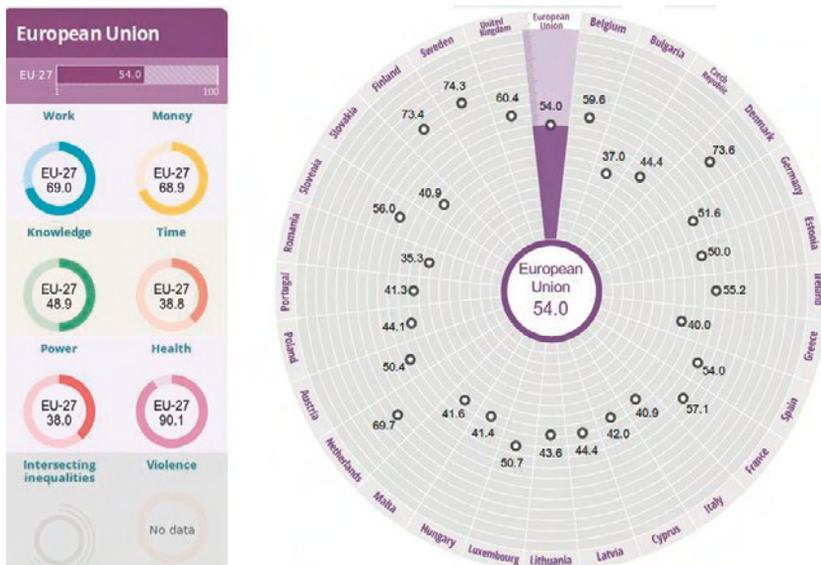
2010	European Gender Equality Index	Work	Money	Knowledge	Time	Power	Health
European Union - 27	54.0	69.0	68.9	48.9	38.8	38.0	90.1
Sweden	74.3	78.6	80.2	66.3	63.9	74.3	93.1
Denmark	73.6	81.6	79.2	75.1	64.9	60.0	91.8
Finland	73.4	82.0	78.4	67.0	63.8	68.8	89.9
Netherlands	69.7	73.1	82.5	65.5	71.3	52.2	94.7
United Kingdom	60.4	76.6	74.3	68.8	43.2	35.2	95.4
Belgium	59.6	66.4	79.3	54.7	45.3	45.2	94.1
France	57.1	67.0	75.9	49.4	35.8	50.3	90.6
Slovenia	56.0	69.1	70.2	51.4	49.1	36.0	88.7
Ireland	55.2	71.0	77.0	52.8	53.4	26.5	96.4
Spain	54.0	61.3	60.7	53.5	33.8	47.2	90.7
Germany	51.6	72.5	76.3	44.1	41.6	28.0	89.5
Luxemburg	50.7	66.4	90.9	61.1	48.9	14.7	93.9
Austria	50.4	73.9	77.9	44.6	40.0	24.3	91.6
Estonia	50.0	64.6	49.1	53.0	51.4	27.5	83.8
Latvia	44.4	54.9	42.0	38.8	35.2	38.6	77.1
Czech Republic	44.4	71.6	59.3	37.3	23.2	29.6	89.6
Poland	44.1	61.4	52.2	44.0	20.9	34.5	82.6
Lithuania	43.6	61.0	41.5	47.4	24.1	32.1	84.9
Cyprus	42.0	68.7	74.1	52.9	25.3	12.2	91.1
Malta	41.6	55.0	68.2	34.0	37.5	18.7	93.2
Hungary	41.4	55.9	54.4	35.1	32.5	24.4	83.7
Portugal	41.3	66.2	56.3	30.4	22.4	30.6	84.5
Slovakia	40.9	61.0	53.7	35.0	17.8	33.1	85.8
Italy	40.9	60.6	68.2	32.1	33.0	18.6	90.8
Greece	40.0	59.7	63.3	36.7	17.4	24.4	92.4
Bulgaria	37.0	49.9	40.7	32.0	17.3	33.8	84.5
Romania	35.3	60.4	39.0	28.8	17.8	24.9	84.0

Data source: European Institute of Gender Equality (EIGE).

More information at: <http://eige.europa.eu/content/gender-equality-index/>

## A FEW FIGURES RELATED TO EQUAL AND UNEQUAL...

GRAPH 14. EUROPEAN GENDER EQUALITY INDEX



Source. European Institute for Gender Equality (EIGE).

GRAPH 15. SPAIN AND THE MAIN ITEMS OF THE EUROPEAN GENDER EQUALITY INDEX

# SPAIN



2010			ES	EU-27
 Work	 61.3 69.0	<b>Work</b>	<b>61.3</b>	<b>69.0</b>
		Participation	71.6	76.6
		Segregation and quality of work	52.5	62.2
 Money	 60.7 68.9	<b>Money</b>	<b>60.7</b>	<b>68.9</b>
		Financial resources	54.2	59.5
		Economic situation	67.9	79.6
 Knowledge	 53.5 48.9	<b>Knowledge</b>	<b>53.5</b>	<b>48.9</b>
		Attainment and segregation	69.3	57.2
		Lifelong learning	41.3	41.8
 Time	 33.8 38.8	<b>Time</b>	<b>33.8</b>	<b>38.8</b>
		Care	58.2	45.5
		Social	19.6	33.0
 Power	 47.2 38.0	<b>Power</b>	<b>47.2</b>	<b>38.0</b>
		Political	75.4	49.9
		Economic	29.6	29.0
 Health	 90.7 90.1	<b>Health</b>	<b>90.7</b>	<b>90.1</b>
		Status	89.4	86.6
		Access	92.1	93.7
 <b>Intersecting Inequalities</b>		<b>Intersecting Inequalities</b>	No comparable data available	
 <b>Violence</b>		<b>Violence</b>	No comparable data available	



# The challenges, strategic objectives and structure of the EOSP 2014-2016

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In the current scenario, our society has **three fundamental challenges** for achieving real equality of opportunities between women and men:

1. In spite of the efforts made in recent decades, and although from the legal standpoint there is recognition of the equal rights of both sexes, this recognition is not in reality fully reflected in the world of employment. The progress achieved by women in education (58.56% of persons with a university degree are women) are not yet fully reflected in the workplace, and there are still notable inequalities between women and men regarding access, permanence and working conditions. An especially persistent and complex phenomenon is the pay gap. In order to advance towards a fairer and more socially cohesive society, and towards a stronger, more efficient and competitive economy it is essential to deal with these inequalities effectively. Therefore it is a priority to improve equal opportunities between women and men in access to, permanence in and working conditions of the job market and entrepreneurial activity.

**Objective 1. Improve equal opportunities between women and men in access to, permanence in and working conditions of the job market and entrepreneurial activity.**

2. One of the causes that explains these inequalities is the particular difficulty women have to reconcile their personal, family and work life, given that most domestic and care responsibilities continue to fall on their shoulders. People and families should be able to decide freely how to organise their time and how to make the different spheres of their lives compatible. However, as recognised by the European Pact for Gender Equality (2011-2020), social stereotypes and roles still persist which mean that women most frequently resort to reconciliation measures

## THE CHALLENGES, STRATEGIC OBJECTIVES...

rather than men. This fact can affect both their professional development and their financial independence, as well as the balanced growth of the population. In our country, the short-term fertility indicator is among the lowest in the world. We need to promote measures that support the reconciliation of personal, family and work life for both women and men, along with a greater balance in the responsibilities each assumes, to the benefit of families as well as to achieve real equal opportunities between women and men.

**Objective 2. Support co-responsibility and the reconciliation of personal, family and work life.**

3. The eradication of violence against women is a challenge that a fully democratic society respectful of fundamental rights must assume. Achieving a society that is free of this form of violence is a priority objective for the Government.

**Objective 3. Eradicate the violence suffered by women on account of their gender.**

The Strategic Plan is also designed to respond to **another three important challenges** that need to be tackled in order to progress towards real equality between women and men:

4. Barriers remain for women to access positions of responsibility. Different and complex reasons, occasionally related to stereotypes that condition the way of assuming or perceiving the extent of family duties, mean that women do not have the same opportunities as men with regards to economic, social and political participation in our society. Although in recent years, women's access to the legislative, executive and judicial authorities has been significant, equal opportunities in these settings continue to represent a challenge. In the economic sphere, there are also important challenges to be faced: although every day it becomes more generally accepted that it is necessary and advantageous to incorporate diversity in management positions for reasons strictly related to efficiency, efficacy and results-oriented management, women continue to be underrepresented in decision-making processes and positions, especially at the highest levels. Finally, it is also necessary to strengthen the capacity and efficiency of the association movement of women, to increase women's participa-

tion in the different spheres of our society. Therefore, it is necessary to support progress towards a balanced presence of women and men in social, economic and political life.

**Objective 4. Improve women's participation in social, economic and political life.**

5. The contribution of education to the achievement of equal opportunities between women and men is undeniable: for any person to be able to achieve the highest level of training that their own capacity permits, irrespective of their gender, and also to generate awareness and educate against gender violence and in respect based on equal treatment and opportunities between women and men. In Spain, although there is a regulatory framework which actively promotes equality between women and men in education, the data shows that inequalities persist in the educational sphere which become apparent through both horizontal and vertical segregation. Consequently, it is appropriate to adopt measures aimed at educating boys and girls in equal treatment and opportunities; at fostering an improved balance and free choice, for women and men of their educational and professional itineraries; at promoting a balanced presence of both sexes in the teaching community and in the management positions of educational establishments; and at supporting and protecting female students in a vulnerable situation.

**Objective 5. Foster equal opportunities between women and men through the educational system.**

6. The principle of equal treatment and opportunities between women and men must inform in a cross-cutting manner the actions of all Public Authorities and the Public Administrations should actively integrate it in the development of all their activities, especially the following: health, sport, image and social representation of women, information society, culture, foreign policy and development cooperation, as well as rural development. In order to properly integrate the principle of equality in the design and execution of the various policies and actions of the Government, it is necessary to improve the instruments and mechanisms designed to incorporate the principle of equality in public policies and among society in general in a cross-cutting manner.

**Objective 6. Fully integrate the principle of equal treatment and opportunities in all Government policies and actions.**

In order to achieve these objectives, the Strategic Plan is structured into **seven Axes of action**, which combine a two-sided approach:

- ◆ On the one hand, priority axes of action are defined for the spheres of employment and entrepreneurship (Axis 1); reconciliation and co-responsibility (Axis 2), and the eradication of violence against women (Axis 3); which are completed with Axis 4 regarding women's participation in social, economic and political life, and Axis 5, on education.
- ◆ On the other hand, it continues to pursue the objective of fostering integration of the principle of equal treatment and opportunities through a further two axes: Axis 6, which proposes specific measures to advance with this objective in certain especially relevant sector policies (it identifies "what to do", in relation to the specific policies); and Axis 7, which establishes measures and mechanisms for deepening said integration in the overall actions of the Government ("how to do it", in relation to overall public policies).

Each axis specifies, in the light of the diagnosis of the current situation, its specific objectives, lines of action and measures contemplated for each one.

On a separate note, the Plan has considered it fundamental to pay special attention to women in rural areas, who are key players in the balanced and sustainable development of our territory, along with those who could be victims of multiple discrimination or who are at risk of being especially vulnerable (women with a disability, victims of gender violence, immigrants, women belonging to determined ethnic groups, transsexual women, or women who suffer discrimination on account of any other personal or social circumstance).

Consequently, the different axes introduce measures that especially target these groups.

The combination of these factors provides the structure of the Strategic Plan in the following terms:

- ◆ **Introduction.**
- ◆ **Background, legal and conceptual framework.**

- ◆ **A few figures concerning the equality and inequality of opportunities between women and men. Main problems detected.**
- ◆ **The challenges, strategic objectives and structure of the EOSP 2014-2016.**
- ◆ **Axes of Action:** The 7 axes define the priority spheres of action, structuring actions in other also relevant spheres and fostering integration of the equal opportunities principle in a cross-cutting manner in all sector policies of the Government.

AXIS 1. Equality between women and men in the workplace and the fight against pay discrimination.

AXIS 2. Reconciliation of personal, family and work life and co-responsibility for domestic and family obligations.

AXIS 3. Eradication of violence against women.

AXIS 4. Women's participation in political, economic and social life.

AXIS 5. Education.

AXIS 6. Development of actions in the context of other sector policies.

AXIS 7: Instruments for integrating the principle of equality in different Government policies and actions.

- ◆ **Instruments for governance:** Includes instruments for follow-up and coordination, such as the paths for interdepartmental and territorial coordination, the participatory bodies, evaluation reports and intervention structure to enable adequate execution of the plan.
- ◆ **Monitoring and evaluation:** Sets out the reference framework of aspects to be considered, the procedures for gathering information and monitoring the EOSP 2014-2016, and the analysis to be conducted.

STRATEGIC OBJECTIVES					
<p>I. Reduce the inequalities still existing in the workplace and in the economy, particularly those affecting pay inequalities</p> <p>II. Support reconciliation of and co-responsibility for personal, family and work life</p> <p>III. Eradicate the violence women suffer on account of their gender</p> <p>IV. Improve women's participation in social, economic and political life</p> <p>V. Foster equal opportunities between women and men through the educational system</p> <p>VI. Fully integrate the principle of equal treatment and opportunities in all Government policies and actions</p>					
<p><b>Axis 1.</b> Equality between women and men in the workplace and the fight against pay discrimination</p>	<p><b>Axis 2.</b> Reconciliation of personal, family and work life and co-responsibility for family and domestic obligations</p>	<p><b>Axis 3.</b> Eradication of violence against women</p>	<p><b>Axis 4.</b> Women's participation in social, economic and political life</p>	<p><b>Axis 5.</b> Education</p>	<p><b>Axis 6.</b> Development of actions in the context of other sector policies</p>
<p>Specific objective 1. Prevent gender-based discrimination in access to employment</p>	<p>Specific objective 1. Generate awareness about the work-life balance and co-responsibility</p>	<p>Specific objective 1: Promote preventive action against gender-based violence; promote social implication and awareness about the eradication of gender-based violence; early detection of cases of gender-based violence</p>	<p>Specific objective 1. Ensure application of the principle of a balanced presence and men in the public sphere, as established in the Organic Law of Effective Equality between Women and Men (LOIEMH)</p>	<p>Specific objective 1. Foster equality awareness and training actions in families and educational centres</p>	<p>Specific objective 1. Reinforce the gender perspective in health policies</p>

Specific objective 2. Foster equal treatment and opportunities for women and men in companies	Specific objective 2. Facilitate the reconciliation of personal, family and work life	Specific objective 2: Improve the institutional response of the public authorities; providing personalised plans and progressing towards the one-stop shop	Specific objective 2. Increase women's participation in economic decision-making.	Specific objective 2. Support female students in vulnerable situations due to discrimination on multiple fronts	Specific objective 2. Promote equality in physical activity and sport
Specific objective 3. Combat the gender pay gap	Specific objective 3. Promote co-responsibility and changes in time uses	Specific objective 3. Provide a specific response to especially vulnerable groups: minors, women with a disability, the elderly, in the rural environment and immigrants	Specific objective 3. Favour the women's association movement	Specific objective 3. Work towards the elimination of gender-based stereotypes which can affect the choice of studies and professions, teaching and direction of educational centres	Specific objective 3. Avoid sexist treatment of women in the media, and promote images of a diversity of women
Specific objective 4. Foster female entrepreneurship, supporting the creation of companies and self-employment	Specific objective 4. Increase knowledge about work-life balance and co-responsibility	Specific objective 4. Give visibility to other forms of violence against women: forced marriages, trafficking of women and girls for purposes of sexual exploitation, genital mutilation and sexual assaults			Specific objective 4. Guarantee the incorporation of women and men in the Information Society in conditions of equal opportunity

## THE CHALLENGES, STRATEGIC OBJECTIVES...

<p>Specific objective 5. Promote equal treatment and opportunities in public sector employment</p>		<p>Specific objective 5. Reinforce the integration of the principle of equality in the context of culture and artistic and intellectual creation and production</p>
<p>Specific objective 6. Promote the employability of women belonging to especially vulnerable groups</p>		<p>Specific objective 6. Promote and consolidate equal opportunities and the human rights of women in international cooperation and foreign policy</p>
<p>Specific objective 7. Study the taxation and benefits system from the perspective of working women as the second income earner</p>		<p>Specific objective 7. Promote the development of women in rural and fishing environments</p>

**Axis 7: Instruments for integrating the principle of equality in Government policies and actions**

Specific objective 1. Favour knowledge generation	Specific objective 2. Develop and adjust research and statistics	Specific objective 3. Promote training and awareness	Specific objective 4. Principle of equality and responsible contracting	Specific objective 5. Improve gender impact reports	Specific objective 6. Optimise the functioning of Equality Units and Observatories	Specific objective 7. Take into account the possible forms of discrimination that may affect certain groups of women
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# Axis 1

Equality between women and men in  
the workplace and the fight against pay  
discrimination

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## **EQUALITY BETWEEN WOMEN AND MEN IN THE WORKPLACE AND THE FIGHT AGAINST PAY DISCRIMINATION**

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According to the EPA, in 2013 women's participation in the job market remained much lower than that of men.

Although women have improved their level of training in recent decades (52% of people with completed 2nd cycle studies are women) and graduate with better qualifications and records than their male colleagues, the employment rate remains far removed from achieving the objectives of the "Europe 2020" strategy. As of today, the fact that women obtain better qualifications than men (as evidenced by numerous surveys and studies by bodies and institutions such as the National Statistics Institute (INE), in its publication made in collaboration with the Institute for Women and entitled Women and Men in Spain, the Ministry of Education, Culture and Sport and various universities) this is not reflected in the workplace.

Other clear and distinguishing features between women and men, related to employment and working conditions, are evident from the horizontal and vertical segregations of the job market, work of a more temporary nature where women's employment is concerned and the higher number of part-time contracts for women.

Upon analysing what is happening and looking at types of occupation, one observes that women concentrate within a smaller number of sectors and occupations, often with the lowest pay. Thus, attention is drawn to the high presence of women in the so-called "elementary categories", where they constitute 62.5% of

## EQUALITY BETWEEN WOMEN AND MEN...

the total number of persons occupied in this type of work. Women are the vast majority among persons employed in the health and personal care services, as well as in administrative-type work.

Also, women access positions of responsibility in a much lower number than men, in spite of the fact that their levels of education are currently and in general, higher; this fact represents an incredibly important loss of talent, for both companies and for society as a whole.

Another worrying fact is the unjustifiable pay inequalities or differences existing between women and men. This gender pay gap, which according to data of the latest Pay Structure Survey, published by the INE in 2011, revealed an average difference of 16.3% in the gross income received per hour worked by men and women.

Pay differences can occasionally also cover up for gender-based discrimination in a strict sense when women and men receive different pay for doing work that is the same or of equal value.

The variables that influence and determine the gap are numerous and complex and reflect both gender-based discrimination as such, as well as inequalities linked to education and the job market; hence, the complexity of this phenomenon and how to solve it. This pay inequality not only affects the period during which women are active, it also extends throughout their lifetime, also having negative repercussions in other spheres.

On a separate note, the role of women as business people and entrepreneurs is also essential when analysing equal opportunities in employment. Thus, according to the average of the Active Population Survey for the four quarters of the year 2013, the option to be an entrepreneur without salaried personnel or a self-employed person (9%) or employer (3.4%) is chosen by a minority and, although the number of male entrepreneurs with or without salaried personnel or self-employed, in relation to the total number of occupied men is not very high, it practically doubles that of women. This proves that there is still a long way to go for women to engage in enterprise to the same extent as men.

All of the above reveals the need to continue to act in the workplace to increase the activity and employment rates of women (12.90 and 10.23 percentage points below those of men, respectively, according to the Active Population Survey for the four quarters of 2013); combat the gender-based pay gap; to promote female

entrepreneurship; reduce horizontal and vertical segregation in the job market; foster a balanced participation of women and men in companies' decision-making bodies and administrative organs, in trade union and business organisations, as well as in the public sector; reinforce equality in training and skill-building for employment; and pay special attention to women who are the object of multiple discrimination, among others.

Given the importance of guaranteeing the effective equality between women and men in access to and permanence in employment, and of preventing and correcting the gender-based pay gap, this axis is developed by means of a SPECIAL PLAN FOR THE EQUALITY OF WOMEN AND MEN IN THE WORKPLACE AND AGAINST PAY DISCRIMINATION 2014-2016.

Below follows a description of the specific objectives, lines of actions and measures this Axis 1 contains:

### **1.1. Preventing gender-based discrimination in access to employment**

To integrate equal opportunities in the design, implementation and evaluation of public policies for access to employment and economic reactivation, the following line of action is proposed:

#### ***◆ Reinforce inclusion of the principle of equal opportunities and non-discrimination in policies of access to employment***

Preventing gender-based discrimination in access to employment requires actions which facilitate the inclusion and mainstream integration of equal opportunities in the design, implementation and evaluation of public employment and economic reactivation policies. At the same time, on this point, it is relevant to incorporate measures for guaranteeing equality in access to and balanced participation in job training and employment programmes.

In order to achieve this, it is necessary to develop specific measures and actions to be carried out by the responsible departments in a coordinated manner. These measures are the following:

## EQUALITY BETWEEN WOMEN AND MEN...

1. Develop actions for the cross-cutting integration of equal opportunities in public employment policies.
2. Actions to reinforce active employment policies in spheres where female employment rates are especially low.
3. Develop actions to foster a balanced participation of women and men in job training and in work-experience without an employment contract in companies.
4. Analysis, study and disaggregation of data by gender, to favour giving visibility to the social and employment situation of women in Spain and to their participation in active employment policies.
5. Actions, in line with the Action Plan for Equality between Women and Men in the Information Society, to help reduce the technological and digital gap.
6. Promotion of one-off programmes for social and job integration which facilitate returning to work after a period of inactivity due to caring for relatives.

### **1.2. Foster equal treatment and opportunities of women and men in companies**

Companies are the main actors in the application of equality policies in the workplace. The administrations ought to not only facilitate compliance with their obligations, but also enhance the value of equality as a key element of change in its organisational model and as a development and economic growth factor.

To achieve this objective, the main line of action is directed at the corporate sphere, at fostering collective negotiation as an effective instrument for promoting equality, and at training everyone who takes part in labour relations.

At the same time, specific attention to the personal characteristics of the different women who form part of the company will be fostered, taking advantage of the diversity of profiles as an important social and economic asset.

This line of work implies:

◆ ***Implementing measures in favour of equal treatment and opportunities in the business sphere***

These measures are as follows:

7. Support the preparation of equality plans and promotion of the "Equality in the Workplace".
8. Creation of a Network of companies favouring excellence in equality between women and men so as to make progress in the recognition and visibility of their work, to act as an example, and to organise the exchange of best practices.
9. Foster collective negotiation, as an effective instrument for achieving equality, and promote a balanced participation of women and men in the parties intervening in collective negotiation.
10. Drive specific awareness and training actions for all those people taking active part in labour relations.
11. Reinforce collaboration between the Secretary of State for Social Services and Equality, the Labour and Social Security Inspectorate and the Autonomous Communities to facilitate and ensure vigilance and control of compliance with applicable regulations.
12. Monitoring and analysis of fulfilment of Heading IV of the LOIEMH, and all other current legal provisions related to this matter.

■ **1.3. Combat the gender pay gap**

In order to fulfil this objective, the following line of action will be given a boost:

◆ ***Increase knowledge about the gender pay gap, favour pay equality between women and men and generate awareness of the phenomenon***

This line of action will be developed by implementing the following measures:

## EQUALITY BETWEEN WOMEN AND MEN...

13. Improving research into the causes of the gender pay gap and measurement thereof, including the creation of a Summary Indicator.
14. Analysis and evaluation of the status of collective negotiations regarding pay clauses and professional classifications.
15. Preparation and dissemination of IT tools to self-diagnose the gender pay gap to allow those companies which voluntarily decide to use them, to detect and correct pay inequalities.
16. Information and awareness about pay discrimination, aimed at society as a whole.
17. Enhanced monitoring of compliance with current regulations in connection with pay equality, reinforcing collaboration between the different competent departments.
18. Promotion of the specific training and development of appropriate skills relating to equal opportunities and non-discrimination of the pay of the main legal operators implicated in this matter.
19. Specialised advice for women who are victims of pay discrimination and dissemination of their rights.
20. Creation of a specialised group with the participation of the social agents, in the context of the Tripartite Social Dialogue, with the objective, among others, of driving measures to combat pay discrimination.

### **1.4. Foster female entrepreneurship, supporting the creation of companies and self-employment**

This objective seeks to foster both female entrepreneurship and the self-employment of women. The main line of action will be:

#### ***◆ Foster women's incorporation in the national business fabric***

Giving this aspect more strength, visibility, and international dimension are key for increasing women's rate of activity and creating employment. The development of this line of action will be realised through the development and application of specific measures for supporting female entrepreneurs in the different phases of their project, including proposals with advantageous conditions to facilitate their access to microfinance programmes.

These measures are as follows:

21. Develop specific training actions and programmes for women entrepreneurs, along with information, advice and accompanying actions for them, paying special attention to emerging innovative sectors and the advanced use of information and communication technologies.
22. Support and boost actions intended to facilitate the creation, maintenance and growth of women's companies, and also to foster internationalisation.
23. Facilitate access to finance and microfinance lines to set up and consolidate women's entrepreneurial activities, especially in emerging, innovative and technology-related sectors.
24. Foster the enterprising spirit in school stages and in the university setting to encourage the young to develop enterprising initiatives with coordinated support from the different institutions.
25. Foster and support the creation and maintenance of networks of women entrepreneurs, which help to support their business initiatives and foster the exchange of experiences.

### **1.5. Promote equal treatment and opportunities in public sector employment**

Achieving the effective equality of women and men in public employment not only implies fulfilling a legal mandate, but also must serve as a reference and driver of change in order to achieve said equality in the private sector.

To do this, the main line of action will imply:

#### ***◆ Implementing measures in favour of equal opportunities in the public sector***

The following measures will be developed:

26. Preparation of the II Equality Plan of the General State Administration and its Public Bodies.

## EQUALITY BETWEEN WOMEN AND MEN...

27. Development and application of the implementation of measures to prevent sexual harassment and gender-based harassment in the General State Administration and in the Public Bodies associated to it.
28. Creation of the "Equality in the Workplace" seal of distinction which recognises those Departments, bodies, and other entities of the General State Administration or of other Public Administrations which stand out for applying equal treatment and opportunities policies in public employment, for adopting and implementing equality plans, for incorporating measures which favour the work-life balance, rationalised working hours, the adoption of good practices and other innovative initiatives in equality-related matters.
29. Development of actions aimed at personnel of the General State Administration, related to awareness, information and training in equal opportunities, especially with regard to the full integration of women in different levels of the organisation and to the application of measures which favour reconciliation and co-responsibility.

### ■ 1.6. Promote the employability of women belonging to especially vulnerable groups

Women in whom other additional factors concur which enhance the lack of effective equality (in general terms, women with a disability, victims of gender violence, immigrants, women belonging to certain ethnic minorities, with drug addiction problems, unemployed without any qualification or women who suffer discrimination for any other personal or social circumstance) have greater difficulties to access and remain in the job market and are at a greater risk of poverty and social exclusion.

The main line of action in this sphere will entail:

#### ◆ *Supporting the obtainment of work of women at risk or in a situation of social exclusion*

To do this, the following measures are envisaged:

30. Designing and implementing programmes to improve the employability, access to and permanence in work or in self-employment of women

belonging to especially vulnerable groups, including customised paths and accompanying measures, catering among others to women who are immigrants or who belong to ethnic minorities, with the objective of reinforcing equal treatment and non-discrimination.

31. Coordination measures for all persons and actors involved at all levels, including close collaboration with Third Sector entities.
32. Specific actions for facilitating the social integration and integration in the workplace of women who have been the victims of gender-based violence or trafficking for purposes of work and sexual exploitation.

#### **1.7. Study taxation and the system of some public benefits from the perspective of working women as the second income earner**

Taxation systems and social benefits can influence the greater or lesser development of the work activity of women and their professional prospects, and also their level of income and benefits throughout their life. Therefore, it is necessary to:

##### ***◆ Analyse the influence of tax systems and some public benefits***

In this sense, on top of the measures established in the special plan for the equality of women and men in the workplace and against pay discrimination, the following will be developed:

33. Analysis of the tax systems and public benefits to appraise their influence on the greater or lesser development of the work activity of women and their professional prospects.
34. Analyse the application of current regulations in relation to Social Security, and particularly, the impact of measures related to part-time work on male and female employees.

## EQUALITY BETWEEN WOMEN AND MEN...

Summary table of the content of Axis 1:

### TABLE OF OBJECTIVES AND AGENTS

Axis 1: "EQUALITY BETWEEN WOMEN AND MEN IN THE WORKPLACE AND THE FIGHT AGAINST PAY DISCRIMINATION"	
Objectives	Responsible Agents
1.1. Prevent gender-based discrimination in access to employment	<ul style="list-style-type: none"> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> <li>– Under-secretariat</li> </ul> </li> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> </ul>
1.2. Foster equal treatment and opportunities of women and men in companies	<ul style="list-style-type: none"> <li>• Ministry of Industry, Energy and Tourism                             <ul style="list-style-type: none"> <li>– State Secretariat for Energy</li> <li>– General Secretariat for Industry and SMEs</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment.</li> <li>– State Secretariat for Social Security</li> <li>– General Secretariat of Immigration and Emigration</li> <li>– Under-secretariat</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> </ul>
1.3. Combat the gender pay gap	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> <li>– Under-secretariat</li> </ul> </li> <li>• Ministry of Economy and Competitiveness                             <ul style="list-style-type: none"> <li>– State Secretariat of Economy and Support for Companies</li> </ul> </li> </ul>

Axis 1: "EQUALITY BETWEEN WOMEN AND MEN IN THE WORKPLACE AND THE FIGHT AGAINST PAY DISCRIMINATION"	
Objectives	Responsible Agents
1.4. Foster female entrepreneurship, supporting the creation of companies and self-employment	<ul style="list-style-type: none"> <li>• Ministry of Industry, Energy and Tourism:                             <ul style="list-style-type: none"> <li>– State Secretariat of Telecommunications and for the Information Society</li> <li>– General Secretariat for Industry and SMEs</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> <li>– General Secretariat of Immigration and Emigration</li> </ul> </li> <li>• Ministry of the Economy and Competitiveness                             <ul style="list-style-type: none"> <li>– State Secretariat of Trade</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> </ul>
1.5. Promote equal treatment and opportunities in public sector employment	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of Tax</li> <li>– State Secretariat of the Public Administrations</li> </ul> </li> <li>• Other government departments</li> </ul>
1.6. Promote the employability of women belonging to especially vulnerable groups	<ul style="list-style-type: none"> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> <li>– General Secretariat of Immigration and Emigration</li> </ul> </li> <li>• Ministry of Agriculture, Food and the Environment                             <ul style="list-style-type: none"> <li>– General Secretariat for Agriculture and Food</li> </ul> </li> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> </ul>

## EQUALITY BETWEEN WOMEN AND MEN...

### Axis 1: "EQUALITY BETWEEN WOMEN AND MEN IN THE WORKPLACE AND THE FIGHT AGAINST PAY DISCRIMINATION"

Objectives	Responsible Agents
1.7. Study of taxation and the system of some public benefits from the perspective of working women as the second income earner	<ul style="list-style-type: none"><li>• Ministry of Employment and Social Security<ul style="list-style-type: none"><li>– State Secretariat for Employment</li><li>– State Secretariat of Social Security</li></ul></li><li>• Exchequer and Ministry of Public Administration<ul style="list-style-type: none"><li>– State Secretariat of Tax</li></ul></li><li>• Ministry of Health, Social Services and Equality<ul style="list-style-type: none"><li>– State Secretariat for Social Services and Equality</li></ul></li></ul>

# Axis 2

Reconciliation of personal, family and work life and co-responsibility for domestic and family obligations

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# AXIS 2

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## **RECONCILIATION OF PERSONAL, FAMILY AND WORK LIFE AND CO-RESPONSIBILITY FOR DOMESTIC AND FAMILY OBLIGATIONS**

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One of the causes that explains the lower female labour participation in relation to men is associated to a greater difficulty to achieve a reconciliation between personal, family and work life, because most domestic and care responsibilities continue to fall on their shoulders. These facts can be occasionally furthered by the difficulties to access services to care for minors and other dependent persons, which influences the decision as to the choice of career path, the greater use of part-time contracts and more frequent interruptions during the professional career.

When it comes to tackling reconciliation, it is necessary to refer also to co-responsibility, in other words, to balance in the distribution between women and men in domestic chores and duties of care. The lack of co-responsibility is one of the factors that most influences the maintenance of important inequalities in the employment, political and social sphere.

Time Use Surveys reveal how men and women have a very different distribution of time. Thus, in the latest survey carried out by the National Statistics Institute (INE), we see that women devote daily, on tasks related to the home and family, an average of 4 hours and 7 minutes, whereas men devote 1 hours and 54 minutes. Women have, in contrast, almost one hour less of free time per day than men.

According to the latest data available from the Social Security, on the other hand, in 2012, almost 95% of persons applying for leave to care for children and almost 86% of those applying to care for dependent persons were women. In the

## RECONCILIATION OF PERSONAL, FAMILY AND WORK LIFE

same way, according to the latest Economically Active Population Survey (EPA), women represented 73.26% of the total persons occupied in part-time work.

Meanwhile, maternity and paternity leave has been well received by society. In 2013, according to data of the National Institute of Social Security, 288,842 permits of the first type were granted and 237,988 of the second. However, in relation to maternity leave, which can be enjoyed by both parents, excluding the part relating to compulsory rest for the mother, only 4,919 men applied to enjoy it (just 1.7%).

Concern for the birth rate and work-life balance and co-responsibility is directly related to economic growth, employment and the sustainability of the fundamental benefits and services of the Welfare State. In an increasingly aging society, demographic renewal requires measures to be adopted aimed at generating awareness in society about the needs of families, and at creating conditions which allow for an improved balance between family life and professional life. In countries where it is difficult to reconcile work and private life, women's employment rates tend to be low, as maternity often makes them abandon the job market and the birth rates are equally low, because many families consider that they cannot afford to have children. In contrast, the most successful public policies which have allowed the fertility rate to rise in some European countries, have focused more on satisfying the specific needs of reconciliation of work and family life, in a social context that favours equality between women and men which facilitates co-responsibility, reducing the opportunity costs for women and increasing the social value of motherhood.

For all of the above, this axis is aimed at fostering the implementation of measures which allow reconciliation of the personal, work and family life of men and women and reducing the differences in time use and in the distribution of domestic chores and family obligations, reducing the inequalities between women and men existing in this regard.

Given the strategic importance of this axis, and the fact that reconciliation and co-responsibility measures are essential in family policies, specific actions will be developed through the implementation of the COMPREHENSIVE PLAN FOR FAMILY SUPPORT.

Below is a description of the specific objectives, lines of action and measures of this Axis 2:

**2 1. Generate awareness about the work-life balance and co-responsibility**

This objective seeks to increase awareness on the part of the public administrations, the entrepreneurial fabric and citizens about the benefits of fostering balance in the assumption of family obligations and facilitating the reconciliation of personal, family and work life. This objective will be developed through the following lines of action:

◆ *Execute institutional awareness campaigns*

Aimed at generating awareness and directed at both the business world and at citizens.

More specifically, the following measures will be carried out:

35. Development of awareness actions about the benefits of measures which facilitate the reconciliation of personal, family and work life for men and women, and to foster co-responsibility in the domestic sphere and in the care of children, the elderly and/or dependents.
36. Development of information and training actions which promote values in business management based on equality and co-responsibility.
37. Development of information and awareness actions to enhance family mediation and the co-responsibility of the parents in conflictive family cases.
38. Creation of an information system about maternity which contains all state benefits, autonomous community and local support measures for maternity, with information about both public and private resources, and which disseminates information about the social value of maternity and parental co-responsibility.
39. Enhancement, through the health services, of men's implication in duties of care and development of the emotional bond and attachment through increased participation in education for maternity/paternity and child-rearing.

### 2.2. Facilitate reconciliation of personal, work and family life

With a view to implementing specific measures to foster reconciliation and, consequently, facilitate women's participation in the job market, the following lines of action are established, along with their corresponding specific measures:

- ◆ ***Promote the development of services for caring for children and people in a dependent situation and improvement of the support for maternity of the National Health System (Sistema Nacional de Salud - SNS)***
  40. Study of the impact of the taxation system on the reconciliation of the personal, family and work life of women and men, in the context of its reform.
  41. Incorporation into the Association Agreement of Spain in the context of the cohesion policy 2014-2020, of a line of action related to the reconciliation of personal, family and work life, which promotes the development of quality services to support reconciliation through the generation of stable and quality employment.
  42. Promotion of services aimed at the care and education of under 3-year olds and complementary services for the care of minors to cover the needs of reconciliation, by funding these services through grants chargeable to the tax generated through Income Tax collection (IRPF).
  43. Prioritisation of the use of services to care for dependents, as opposed to the financial benefits contemplated in the Law for the promotion of personal independence and care for persons in situations of dependency.
  44. Development and implementation of the Strategy for Attention to Normal Delivery and Reproductive Health in aspects related to pregnancy, post-partum, breastfeeding and co-responsibility in child-rearing.
- ◆ ***Foster reconciliation policies in companies and in the Public Administration***

This line of action is directed at public and private companies and at the General State Administration and its Public Bodies, and will include the following measures:

45. Analysis and dissemination of the reconciliation and co-responsibility measures of the companies which have obtained the "Equality in the Workplace" seal of distinction, and proposal to improve in the context of the network of companies having the seal of distinction.
46. Promotion of the improvement of reconciliation measures in the context of equality plans in the public business sector of the State.
47. Incentives to increase the number of companies which develop reconciliation and co-responsibility measures, by means of funding grants to implement equality plans in small and medium-sized companies.
48. Study of measures to favour the exercise of reconciliation rights by female and male economically dependent self-employed workers.
49. Consideration given to the existence of equality plans which contemplate measures to foster reconciliation and co-responsibility, in the regulatory bases to award grants to NGOs, as an objective valuation criterion for applicants.
50. Collaboration with Business Schools and with the National Institute of Public Administration (INAP) to incorporate or improve the handling of reconciliation and co-responsibility in its training plans for senior management personnel.
51. Inclusion, among the priority axes of the II Equality Plan between women and men in the General State Administration and its Public Bodies, of the reconciliation of personal, family and work life by driving the execution of specific actions in this area and monitoring and evaluating their implementation.
52. Driving, within tripartite social dialogue, for the creation of a specific group for the purpose of studying the gender impact on teleworking and its consequences for reconciliation, as well as other alternative reconciliation measures.
53. Preparation and dissemination of a "Guide for the reconciliation of personal, family and work life in the General State Administration", to improve the information available to personnel and human resources managers about the entitlements, permits and flexible working hours

## RECONCILIATION OF PERSONAL, FAMILY AND WORK LIFE

available in the General State Administration for reconciliation purposes, in order to foster knowledge and use thereof.

54. Study and, if applicable, implementation of new flexible working hours measures which allow public sector employees to reduce, during certain periods and for reasons directly related to reconciliation and duly accredited, their working week by recovering the time by which said working week was reduced in the following week or weeks.
55. Enhancement of the implementation of reconciliation plans in local entities, in collaboration with the Spanish Federation of Municipalities and Provinces, which can serve as an example of good practices for dissemination on a national level.
56. Analysis of the good practices developed by other countries, and implementation where applicable to the reality of our country.

### ◆ *Promote the development of parental leave attending to the principle of equality between women and men*

The following measures will be put into practice:

57. Continue to advance in the development of measures which support reconciliation and co-responsibility, with special attention to parental leave.
58. Extension to cases of simple and provisional foster care as established in the Civil Code or, where applicable, the civil laws of the Autonomous Communities, of the right to reduction of the working day for the worker, in the case of minors affected by cancer or any other serious disease, and to Social Security protection, within the limits established in the context of Social Dialogue and the Toledo Pact.

### ■ **2.3. Promote co-responsibility and changes in time use**

With this objective the following line of action is proposed with its corresponding specific measures:

◆ **Promote co-responsibility, cultural change in time uses and the rationalisation of timetables**

59. Develop actions aimed at fostering a more balanced distribution in use of time and co-responsibility, in the framework of educational programmes on equal opportunities promoted by the equality and educational authorities.
60. Work for the rationalisation of timetables in cooperation with the media to adjust their programming so as to contribute to this effect.
61. Support public dissemination of the good practices of organisations, companies, political, economic and social positions which make a rational, sensible and co-responsible use of time.
62. Development of pilot experiences of working online with the use of new technologies, in the context of the General State Administration and its Public Bodies with a view to favouring reconciliation and a better organisation and rationalisation of working hours.
63. Identification and dissemination of good practices in urban planning and urban and rural mobility, which have a favourable influence on facilitating reconciliation and co-responsibility as well as people's autonomy.
64. Actions directed at disseminating, generating awareness of and fostering positive parenting and programmes to support child-rearing, oriented at strengthening family and community responsibility and capacity, making it easier for persons to exercise parental responsibilities, positive guidelines for bringing up children and teenagers in their care, attending to their superior interest in a non-violent environment.
65. Enhancing the adoption of legislative measures in relation to civil rights, to foster co-responsibility, both while parents live together and when they do not.

■ **2.4. Increase knowledge about reconciliation and co-responsibility**

There is a requirement to reinforce knowledge about the current situation and future forecasts in order to keep the necessary responses updated and improve on them. To this effect, one must:

## RECONCILIATION OF PERSONAL, FAMILY AND WORK LIFE

### ◆ *Diagnose the evolution of existing needs*

This line of action is directed at improving knowledge about the difficulties caused by the different time uses of women and men and their different implication in the care of minors and other dependent persons.

To this end, at least the following measure will be put into practice:

66. Execution of a study of the situation and existing needs in relation to time uses, working hours, nurseries and other care services which take into account, among others, the singularities of organisational and infrastructure requirements derived from applying the principle of reconciliation to different rural or urban territorial environments.

Summary table of the content of Axis 2:

### TABLE OF OBJECTIVES AND AGENTS

Axis 2: "RECONCILIATION OF PERSONAL, FAMILY AND WORK LIFE AND CO-RESPONSIBILITY FOR DOMESTIC AND FAMILY OBLIGATIONS"	
Objectives	Responsible Agents
2.1. Generate awareness about the work-life balance and co-responsibility	<ul style="list-style-type: none"> <li>● Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> <li>– Under-secretariat</li> </ul> </li> <li>● Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>● Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of the Public Administrations</li> </ul> </li> <li>● Ministry of Justice                             <ul style="list-style-type: none"> <li>– State Secretariat for Justice</li> <li>– Under-secretariat</li> </ul> </li> <li>● Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> </ul>

Axis 2: "RECONCILIATION OF PERSONAL, FAMILY AND WORK LIFE AND CO-RESPONSIBILITY FOR DOMESTIC AND FAMILY OBLIGATIONS"

Objectives	Responsible Agents
2.2. Facilitate the reconciliation of personal, work and family life	<ul style="list-style-type: none"> <li>• Ministry of Employment and Social Security:                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> <li>– State Secretariat of Social Security</li> <li>– General Secretariat of Immigration and Emigration</li> <li>– Under-secretariat</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Agriculture, Food and the Environment                             <ul style="list-style-type: none"> <li>– General Secretariat of Agriculture and Food</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of Budgets and Expenditure</li> <li>– State Secretariat of Tax</li> <li>– State Secretariat of the Public Administrations</li> <li>– Under-secretariat</li> </ul> </li> <li>• Other government departments</li> </ul>
2.3. Promote co-responsibility and changes in time uses	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> <li>– General Secretariat of Immigration and Emigration</li> <li>– Under-secretariat</li> </ul> </li> <li>• Ministry of Agriculture, Food and the Environment                             <ul style="list-style-type: none"> <li>– General Secretariat of Agriculture and Food</li> </ul> </li> <li>• Ministry of Justice                             <ul style="list-style-type: none"> <li>– State Secretariat of Justice</li> <li>– Under-secretariat</li> </ul> </li> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> <li>– State Secretariat for Culture</li> <li>– Senior Sports Council</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of the Public Administrations</li> </ul> </li> <li>• Other government departments</li> </ul>
2.4. Increase knowledge about work-life balance and co-responsibility	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> </ul>



# Axis 3

Eradication of violence against women

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## ERADICATION OF VIOLENCE AGAINST WOMEN

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The studies and annual reports prepared by the Domestic Violence and Gender-based Violence Observatory of the General Council of the Judiciary, the Prosecutor of the Delegate Chamber for Violence against Women, and the State Observatory of Violence against Women reveal that it is necessary to continue acting from a comprehensive and systematic perspective.

The present axis is directed at preventing violence against women, at assisting and protecting the victims of this type of violence, centring on the search for an effective response, by means of coordinating agents and personalising care, in order to eradicate this scourge.

According to data provided by the Government Office for Gender-based Violence:

- In 2011, 2012 and 2013, the number of women assassinated through gender-based violence has been 61, 52 and 54, respectively.
- According to the Gender-based Violence Macro-survey 2011, although the immense majority of women know where to turn to in order to file a complaint (82.6%), only a quarter of women who feel that they are abused have actually done so (27.4%). Silence remains one of the greatest accomplices of abuse.
- Of the total fatal victims, 73.4% had not filed against their aggressors.

## ERADICATION OF VIOLENCE AGAINST WOMEN

- 18.9% of the 54 fatal victims of 2013 had filed a complaint concerning the situation they were enduring (10 women).
- In 2013, 54.8% of fatal victims were living with their aggressor.
- More than 70% of women who refer to suffering or having suffered gender-based violence have children who are minors and who live exposed to the situation and who, consequently are also the victims of same.
- 61.7% of women who were suffering abuse confirmed that their underage children also suffered it directly.

It continues to be necessary to give visibility to cases that still remain hidden and to act specifically with those women who have accessed the channels of assistance and protection.

The Government Office for Gender-based Violence has driven the NATIONAL STRATEGY FOR THE ERADICATION OF VIOLENCE AGAINST WOMEN (2013-2016), which was approved by the Council of Ministers on 26 July 2013.

This Strategy is an expression of the public authorities' commitment to the process of eradicating violence against women, and brings together in a single document two hundred and eighty four actions with a total budget for all four years of € 1,558,611,634.

The National Strategy is the instrument that structures the actions which, according to the sphere of competence inherent to the Territorial Administrations, and Public Bodies and Organs, and the actions of civil society, are carried out with a view to promoting a society that is free of gender-based violence, and respectful with the human rights of women. To this effect, the Strategy will contribute to achieving the effective equality of women and men, which is not possible as long as the exercise of different forms of violence against women is perpetuated, on account of their gender.

In this regard, the National Strategy is an instrument prepared under the principle of participation, effectively implicating in its preparation the different public bodies, civil society, professionals and entities representing different groups. Its content has taken into account the contributions made by all implicated agents

who have thus contributed to defining the established objectives and the measures for achieving them.

The National Strategy for the Eradication of Violence against Women 2013-2016, based on the premise that in order to achieve a society that is free of violence against women it is necessary to promote effective equality between women and men, is inscribed within this Plan. Next, we list the main objectives and lines of action to be developed on this subject, although complete and comprehensive development of this axis occurs by means of the execution of said Plan.

■ **3.1. Promote preventive against gender-based violence; promote social implication and awareness about the eradication of gender-based violence; early detection of cases of gender-based violence**

The purpose of the measures set out under this axis is to generate awareness among society to eradicate this form of violence. Therefore, emphasis is made on primary prevention, to reduce the likelihood of the problem appearing in the population, by correcting risk factors and reinforcing personal skills to deal with it.

◆ ***Reinforce the prevention and detection of cases of gender-based violence***

The measures set out under this line of action will seek to:

67. Organise awareness and information campaigns about this type of violence, which help towards its prevention.
68. Reinforce prevention, training in equality and respect for fundamental rights in all educational stages. Carry out actions aimed at giving visibility to the problem, generating awareness, training the agents involved in eradicating gender-based violence and training in equality and respect for fundamental rights in all educational stages.
69. Improve detecting, bringing forward the identification of early signs, the detection of specific cases and improving the institutional re-

## ERADICATION OF VIOLENCE AGAINST WOMEN

sponse, both in already known cases and in hidden potential cases, moving away from a reactive response towards a proactive response on the part of any involved agent from the educational, health and social sphere.

### 3.2. Improve the institutional response of the public authorities, providing personalised plans and progressing towards the one-stop shop

Within this objective, a series of measures are established aimed at achieving maximum individualisation and personalisation of the response, avoiding revictimisation and maximising the efficiency of existing resources by means of networking, allowing women to exercise their rights effectively. In other words, reinforce secondary prevention directed at reducing prevalence, ensuring early detection of the problem and procuring a quick and effective intervention.

#### ◆ *Personalise the attention given to the victims*

This line of action is structured around the following specific measures:

70. Improve the response of the Justice Administration and of the Security Forces and Bodies, guaranteeing maximum protection and due repair of damage caused.
71. Ensure a minimum female presence among the members of the Security Forces and Bodies, including in satellite units operating in the rural environment.
72. Foster coordination to protect the victims of gender-based violence, through the "Comprehensive tracking system in cases of gender-based violence (VdG or VIOGEN System)".
73. Guarantee the assistance response directed at women who suffer from violence, reinforcing personalised attention and networked action of the different public resources made available to offer comprehensive attention and recovery for women and furthering the specialised training of

the male and female professionals who intervene in assisting women who suffer gender-based violence and their children.

74. Approve a protocol for taking action in the sphere of the General State Administration, in relation to situations of special protection affecting the victims of gender-based violence, especially in relation to mobility and in the context of the Plan for Equality between Women and Men in the General State Administration and in its Public Bodies.

### **3.3. Provide a specific response to especially vulnerable groups: minors, women with a disability, the elderly, in the rural environment and immigrants**

These measures are designed to provide more effective and personalised attention to all victims. They include and also consolidate recognised attention to women who suffer violence and who are immigrants in an irregular situation.

The main line of action consists of:

#### ***♦ Reducing the occurrence of violence in especially vulnerable groups***

Each one of these groups constitutes a specific objective, within the general objective of attending to especially vulnerable groups: male and female minors, women with a disability, women in the rural environment, women above 65 years of age and immigrant women.

In this sense, the following will be developed:

75. Specific attention to the children of women who suffer violence; women with a disability; women in the rural environment; women aged more than 65; and immigrant women, in collaboration with the competent administrations.
76. Advance in the coordination and effective networking between state resources and autonomous community resources to improve the professional response of the agents involved in attending and protecting the women who are victims of gender-based violence.

### ■ **3.4. Give visibility to other forms of violence against women: forced marriages, trafficking of women and girls for purposes of sexual exploitation, genital mutilation and sexual assaults**

Forced marriages, female genital mutilation, trafficking of women and girls for purposes of sexual exploitation, sexual harassment or assaults require, progressively, an approach to all these forms of violence, from a situation of social and professional knowledge and awareness in relation thereto. Current Spanish regulations on aliens contemplate a specific procedure for protecting the victims of trafficking, this situation being maintained and consolidated in the context of the present Plan.

The lines of action on which fulfilment of this objective will be structured will be:

#### ◆ *Give visibility to the forms of violence against women*

To this effect, the following measures will be adopted:

77. Reinforce knowledge about and visibility of these forms of violence, generating awareness among the population and professionals regarding its existence and the need to act against them.

#### ◆ *Provide measures to combat the trafficking of women and girls for purposes of sexual exploitation*

78. Approve a comprehensive Plan for combatting the trafficking of women and girls for purposes of sexual exploitation.

Summary table of the content of Axis 3:

**TABLE OF OBJECTIVES AND AGENTS**

Axis 3: "ERADICATION OF VIOLENCE AGAINST WOMEN"	
Objectives	Responsible Agents
<p>3.1. Promote preventive action against gender-based violence; promote social implication and awareness about the eradication of gender-based violence; early detection of cases of gender-based violence</p>	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> <li>– General Secretariat of Health and Consumer Affairs</li> </ul> </li> <li>• Ministry of the Interior                             <ul style="list-style-type: none"> <li>– State Secretariat for Security</li> </ul> </li> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> <li>– State Secretariat for Culture</li> <li>– Senior Sports Council</li> </ul> </li> </ul>
<p>3.2. Improve the institutional response of the public authorities, providing personalised plans and progressing towards the one-stop shop</p>	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of the Interior                             <ul style="list-style-type: none"> <li>– State Secretariat for Security</li> <li>– Secretariat General for Penitentiary Institutions</li> </ul> </li> <li>• Ministry of Agriculture, Food and the Environment                             <ul style="list-style-type: none"> <li>– General Secretariat of Agriculture and Food</li> </ul> </li> <li>• Ministry of Justice                             <ul style="list-style-type: none"> <li>– State Secretariat of Justice</li> <li>– Under-secretariat</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of Tax</li> <li>– State Secretariat of Budgets and Expenditure de</li> <li>– State Secretariat of the Public Administrations</li> </ul> </li> </ul>

## ERADICATION OF VIOLENCE AGAINST WOMEN

### Axis 3: "ERADICATION OF VIOLENCE AGAINST WOMEN"

Objectives	Responsible Agents
<p>3.3. Provide a specific response to especially vulnerable groups: minors, women with a disability, the elderly, in the rural environment and immigrants</p>	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality               <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> <li>– General Secretariat of Health and Consumer Affairs</li> </ul> </li> <li>• Ministry of Employment and Social Security               <ul style="list-style-type: none"> <li>– General Secretariat of Immigration and Emigration</li> <li>– State Secretariat for Employment</li> </ul> </li> <li>• Ministry of the Interior               <ul style="list-style-type: none"> <li>– State Secretariat for Security</li> </ul> </li> <li>• Ministry of Education, Culture and Sport               <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> <li>• Ministry of Agriculture, Food and the Environment               <ul style="list-style-type: none"> <li>– General Secretariat of Agriculture and Food</li> </ul> </li> <li>• Ministry of Justice               <ul style="list-style-type: none"> <li>– State Secretariat of Justice</li> <li>– Under-secretariat</li> </ul> </li> </ul>
<p>3.4. Giving visibility to other forms of violence against women: forced marriages, trafficking of women and girls for purposes of sexual exploitation, genital mutilation and sexual assaults</p>	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality               <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> <li>– General Secretariat of Health and Consumer Affairs</li> </ul> </li> <li>• Ministry of Employment and Social Security               <ul style="list-style-type: none"> <li>– General Secretariat of Immigration and Emigration</li> </ul> </li> <li>• Ministry of the Interior               <ul style="list-style-type: none"> <li>– State Secretariat for Security</li> <li>– Secretariat General of Penitentiary Institutions</li> </ul> </li> <li>• Ministry of Education, Culture and Sport               <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> <li>• Ministry of Justice               <ul style="list-style-type: none"> <li>– State Secretariat of Justice</li> <li>– Under-secretariat</li> </ul> </li> </ul>

# Axis 4

Women's participation in political,  
economic and social life

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# AXIS 4

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## WOMEN'S PARTICIPATION IN POLITICAL, ECONOMIC AND SOCIAL LIFE

In recent years, women's access to legislative and executive power has been significant, but it is a sphere in which progress is still required. During the present legislature, 36% of the seats in the Congress of Deputies and 33% of the seats in the Senate are occupied by women. As for the Government, it has 30.77% women members.

The highest organs of the judicial power, in spite of the massive presence of women among Law faculty students until the moment of professional practice, continue to have notable imbalances: thus, among members of the Supreme Court, according to the 2012 data included in the Gender Impact Report for the 2014 Budgets of the General Council of the Judiciary, women only represent 12.35%, whereas in the Constitutional Court, according to data of the File of High Office members 2013, they reach 16.7%.

Aside from the three traditional powers, there are others spheres of exercise of responsibility which clearly have a shortfall in the presence of women. According to the latest data available from "Women in Figures", in 2012, women represented 32.6% of high office positions in the General State Administration. The same source revealed how the differences are still greater in the cultural sphere, reflecting that in 2012 just 8.6% of permanent members of the Royal Academies were women. This situation is repeated in the university sphere; in the academic year 2011-2012, the number of female professors in Spanish universities reached 38.64%, with this percentage declining to 19.53% in the case of academic chairs of the Public Universities. With regards to the field of research, women continue

## WOMEN'S PARTICIPATION IN POLITICAL, ECONOMIC AND SOCIAL LIFE

to be underrepresented, as they barely reach 39% of the total persons employed in R&D.

In 2012, the women who formed part of the Boards of Directors of companies listed on the IBEX-35 represented 13.27%. In relation to the presence of women in executive committees, the Active Population Survey reflected how, in 2013, the percentage of women occupied in direction and senior management positions (30.4%) remained far below that of men (69.6%).

Within the participatory sphere, women's organisations arise from the need to find spaces, away from family and domestic spheres, where they can share their difficulties and contributions, helping to extend fulfilment of social rights, mainly among society's most vulnerable groups, caused by marginalisation, unemployment, immigration, disability, violence, ethnic group, etc. The fact of grouping together around safeguarding their rights allows women to face situations which, until now, were experienced solely as personal situations, lacking knowledge even about the potential resources for facing them and recovering the self-confidence necessary to do so.

The importance of the association movement, as an instrument of social integration and participation in public matters and before the public authorities, is based, among other things, on its contribution to consolidating and preserving democracy, constituting an important function as agents of social change and transformation.

It is important for the association movement to be favoured and supported from the public administrations, as through this movement it is possible to reach the places that the administration cannot.

This axis 4 establishes lines of action will make it possible to advance gradually towards a balanced participation of women and men in the different spheres of political, economic and social decision-making. They are directed at society in general, in both the public and the private sector.

Below is a description of the specific objectives, lines of action and measures that will be developed through this axis:

**4.1. Ensure application of the principle of a balance between women and men in the public sphere, as established in the Organic Law of Effective Equality between Women and Men (LOIEMH)**

The aim is to know about the percentage of women and men positions of political representation and at the same time to foster the presence of women in senior positions of the Administration. This objective will be fulfilled through the following lines of action:

◆ ***Analyse the balance between women and men in positions of political representation and decision-making***

To do this, the following measure will be put into effect:

79. Periodic monitoring of the application of the balanced presence between women and men in positions of political representation and decision-making, analysing its evolution and detecting the difficulties that might hinder its fulfilment.

◆ ***Promote women's participation in positions of representation and direction of the General State Administration***

To this effect, the following measures will be implemented:

80. Detection of potential difficulties existing in order to identify, where applicable, measures which make it possible to promote a more balanced presence of women and men at all senior management levels of the General State Administration.
81. Design of a tool that helps to systematically collect periodic data on the presence of women and men in the senior positions of the General State Administration.
82. Preparation of a periodic report containing the data collected under the preceding point.

### 4.2. Increase women's participation in economic decision-making

With a view to achieving an increased presence of women in decision-making positions in the business sphere, the following line of action is proposed:

#### ◆ *Increase women's participation in positions of authority and senior management in the economic sphere*

A collaboration framework will be created with the business fabric to help achieve specific progress in coming years and actions intended to generate awareness and to involve businesses in selecting and promoting the talent of women and to drive a cultural change that fosters new styles of leadership and new forms of work organisation will be promoted.

Measures intended to favour and facilitate training and skill-building for women will be established, with a view to enhancing their presence in senior management positions, including on Executive Committees and company Boards of Directors. In addition to specific training and skill-building, the creation of networks of women in positions of responsibility and management will be favoured, the relation with other networks and the exchange of experiences and good practices.

To this effect, the following measures will be implemented:

83. Preparation of a periodic report to analyse the composition and evolution of the Boards of Directors of companies with a public majority stake, listed companies and those included in article 75 of the LOIEMH, as well as the evolution thereof.
84. Periodic gathering of information about the presence of women in senior management positions.
85. Specific training actions for the pre-executive or executive women of companies.
86. Support for the integration of women in high level work networks.
87. Design and execution of measures which favour the voluntary implementation in companies of the principle of a balance between women

and men in their human resources policies, with special attention paid to Executive Committees and Boards of Directors; among other measures, the signing of collaboration agreements will be favoured, which include actions aimed at ensuring a balanced presence of women and men in internal and external professional training processes, the presence of women in the final selection of candidates, and organisational measures and flexible working hours, which facilitate reconciliation and promote the enjoyment of reconciliation measures by both men and women.

88. Measures to generate awareness in companies and society as a whole, about the advantages, including financial-type benefits provided by a balanced participation of women and men in the decision-making positions of businesses.

#### **4.3. Favour the women's association movement**

With a view to supporting the association movement whose beneficiaries are women, the following lines of action and associated measures are proposed so as to back up its organisations in their efforts to achieve an increased participation in the different social sectors, providing them with help to carry out their programmes.

##### ***◆ Provide technical, financial and social support to the women's association movement***

The following measures will be implemented to do this:

89. Dissemination, among women's associations, of community initiatives in relation to European Funds, so as to propitiate their participation.
90. Technical support for women's associations for the presentation and co-funding of projects, in the different calls for proposals of the European Union.
91. Assistance for women's associations in the management of public grants.

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92. Financial aid for the women's association movement, through calls for grants.
93. Evaluation of the achievements and impacts of actions and programmes put into effect by women's associations to develop the principle of equality between women and men.
94. Measures to make visible, before society in general, the contributions made by the women's association movement in favour of equal opportunities and for the benefit of society.
95. Promotion of young persons' participation in the youth association movement, reinforcing the commitment towards equal opportunities.

◆ ***Improve coordination between the General State Administration and associations, with a view to fostering cooperation between the women's associations working in favour of equal opportunities***

In order to optimise efforts and resources, mechanisms should be established to achieve a greater coordination between the General State Administration and the women's association movement on the one part, and to propitiate greater cooperation between the associations working in the same fields of action, on another.

The following actions will be put into effect for this purpose:

96. Foster the exchange of information and experiences between women's associations, within the European framework.
97. Coordinate relations between associations in such a way that collaboration is fostered between entities acting within the same field of intervention.
98. Working meetings, work days, or seminars organised on the part of the General State Administration, with the participation of associations working with groups of women of similar characteristics and for the same purpose.

Summary table of the content of Axis 4:

**TABLE OF OBJECTIVES AND AGENTS**

Axis 4: "PARTICIPATION AND BALANCED PRESENCE IN POSITIONS OF RESPONSIBILITY"	
Objectives	Responsible Agents
4.1. Ensure application of the principle of a balance between women and men in the public sphere, as established in the Organic Law of Effective Equality between Women and Men (LOIEMH)	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality.                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration.                             <ul style="list-style-type: none"> <li>– State Secretariat of Tax</li> <li>– State Secretariat of the Public Administrations</li> </ul> </li> <li>• Ministry of the Interior                             <ul style="list-style-type: none"> <li>– State Secretariat for Security</li> <li>– Secretariat General for Penitentiary Institutions</li> </ul> </li> <li>• Ministry of Defence                             <ul style="list-style-type: none"> <li>– Under-secretariat</li> </ul> </li> <li>• Other government departments</li> </ul>
4.2 Increase women's participation in economic decision-making	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Industry, Energy and Tourism                             <ul style="list-style-type: none"> <li>– General Secretariat for Industry and SMEs</li> </ul> </li> <li>• Ministry of Economy and Competitiveness.                             <ul style="list-style-type: none"> <li>– State Secretariat for Economic Affairs and Support for Business</li> <li>– State Secretariat for Commerce</li> </ul> </li> <li>• Ministry of Agriculture, Food and the Environment                             <ul style="list-style-type: none"> <li>– General Secretariat of Agriculture and Food</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of Tax</li> <li>– State Secretariat of Budgets and Expenditure</li> </ul> </li> </ul>

**WOMEN'S PARTICIPATION IN POLITICAL, ECONOMIC AND SOCIAL LIFE**

Axis 4: "PARTICIPATION AND BALANCED PRESENCE IN POSITIONS OF RESPONSIBILITY"	
Objectives	Responsible Agents
4.3. Favour the women's association movement	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Agriculture, Food and the Environment                             <ul style="list-style-type: none"> <li>– General Secretariat of Agriculture and Food</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– General Secretariat of Immigration and Emigration</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of Tax</li> <li>– State Secretariat of Budgets and Expenditure</li> </ul> </li> </ul>

# Axis 5

Education

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# AXIS 5

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## EDUCATION

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Education's contribution to achieving equal opportunities between women and men is undeniable: both to make it possible for anyone to achieve the maximum learning permitted by their own capacity irrespective of their gender, as well as to generate awareness and educate against gender violence and respect based on equal treatment and opportunities.

In spite of this, the work carried out in this sphere in recent decades, and although there has been an obvious change in mentality in educational centres and their practices, in the light of the different academic results and various analyses of the Spanish educational system it remains evident that differences persist, which are unfavourable to women and reveal not only a horizontal but also a vertical segregation. This difference undoubtedly has multiple origins, but it is clear that there remains an underlying historical allocation of roles, which does not respond solely to personal motivations, but rather to a general context.

The prevalence of cultural patterns determines the existence of certain male-dominated professional fields – such as engineering – and other female-dominated ones – such as education or health. It is necessary to deepen an educational model that allows any person to decide on their training and professional itinerary without any type of conditioning factors or prior determinisms. And although this model does not depend solely on the educational community, and also overlaps with cultural, social and family spheres, it should not be omitted from this situation.

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Thus, according to sources of the Ministry of Education, Culture and Sport, in spite of the fact that 54.3% of all university students are women and that women are 59.1% of university graduates, there is a clear difference between the two genders when it comes to choosing academic specialisations. Women have a majority presence in all university fields of study (70.5% in Health Sciences, 61.1% in Social and Legal Sciences, 61.7% in Arts and Humanities and 53.6% in Sciences), excluding technical qualifications, with the rate of women dropping to 26.4% in the field of engineering and architecture (Data and Figures of the Spanish University System. Academic Year 2012-2013, Ministry of Education, Culture and Sport. General Secretariat for Universities, Sub-directorate General of University Monitoring and Coordination).

Equally, in relation to the General Education System, although female presence is 48.6% and 62.1% in the Special Education System, horizontal segregation remains evident. In the Baccalaureate, the Science and Technology option is selected by just 37.2% of female pupils. In Vocational Training, at both medium and higher level, in spite of representing 44.7% and 50.2% of total registered students respectively, in specialisations considered to be traditionally masculine, such as Mechanical Manufacturing, Electricity and Electronics, and Maintenance of Self-propelled Vehicles, females do not reach 10% of the total students.

The difference between young people when it comes to choosing academic specialisations has to be based on people's free decision according to their skills, desires and expectations, and in this regard, work must be done to prevent it from responding to stereotypes and outdated ideas regarding gender roles and identities. The choice of professional career paths and educational specialisations is a fundamental decision which determines lifetime opportunities. Therefore, it must be made evident that the distribution of students by fields in vocational training centres or by specialisations in secondary education centres cannot be a reflection of any type of role.

The need for career guidance tutors to deal specifically with the problem of career choice based on gender seems evident. At the same time, career guidance teams need to be aware of the influence of this factor and therefore must have the capacity to question stereotypes and prejudice. Working on all this, providing examples and progressing in demonstrative methodologies is essential.

On a separate note, it must be remembered that the family is fundamental for progressing towards a fairer and more balanced model, not only in education, but also in all of society, having a definitive influence on this type of concepts on

the part of students. Families' support is fundamental for promoting equal opportunities in educational centres and therefore their awareness of the subject and implication is a necessity.

In connection with vertical segregation, teachers play a fundamental role in the way young people will understand the meaning of equal opportunities. Women are the majority among pre-school and primary school teachers (79.1%) with a lack of male gender models for boys and girls. Also, the reduction of women's presence is more evident as we move up the educational scale.

In this context, progress towards a balance is occurring, but perhaps not at the required pace. Thus, in academic year 2005-06, women represented 13.7% of all University Professors and, in academic year 2010-2011, this figure had climbed to 18.4%, which is still a far sight from being able to be considered significant progress. The same occurs in the management positions of educational centres and on university governing boards. There is a greater proportion of men as directors of educational centres (32.20% were women in academic year 2009-10) and among educational inspectors (32% women in 2010).

In Spain, the position of the teaching profession in the professional hierarchy has been relatively low and women have traditionally accepted the "lower pay and lower status of the teaching profession, as it is a job that is compatible with their domestic chores". This is a situation which influences freedom of choice, contributes to the pay gap phenomenon and which cannot be satisfactory in a context of equal opportunities.

Therefore, it is necessary to execute actions in all stages of education aimed at educating in favour of equal opportunities, aimed at correcting this reality and fostering change among students.

In light of the above, it has been considered necessary to incorporate a specific axis for education in the present plan, aimed at promoting equal opportunities through the educational system, and a balance in the choice of fields of training and profession, promoting a change in culture among teachers, students and society as a whole, and driving for real and effective equality in the choice of learning itineraries.

Below is a list of the specific objectives, lines of action and measures to be developed in this axis:

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### ■ 5.1. Foster equality awareness and training actions in families and educational centres

In order to fulfil this objective, the following lines of action will be developed:

#### ◆ *Implementation of pilot initiatives and methods of intervention*

This line of action contemplates the following measures:

99. Development of pilot initiatives for education in equality between boys and girls to promote real and effective equality of opportunities.
100. Design and dissemination among teachers of educational centres, of specific methodologies for a better inclusion of the principle of equal opportunities between women and men.
101. Monitoring and support for the actions developed to put into practice the cross-cutting principle of equal opportunities in the context of the II National Strategic Plan for Children and Adolescents (PENIA). In particular, those directed at promoting education in the emotional, sexual and reproductive health of young boys and girls.
102. Strengthening training in equal opportunities in the context of those university careers with particular potential for transmitting social values (Pedagogy, Teaching, Journalism, Law, Physical Activity and Sports Sciences, etc.), as well as in other cycles of Vocational Training or Special Regime Education with similar characteristics (Physical Activities and Sports Animation (TAFAD), Sports Technicians, etc.).
103. Fostering training of teachers, both initially and continually, in education for equality and non-discrimination and in the prevention of gender-based violence.
104. Drive for the introduction of equality and non-discrimination criteria in textbooks and educational materials, by introducing contributions made by women in their content.
105. Collaborate with the educational administrations of the Autonomous Communities to put the measures established into practice.

106. Creation of a work group with the participation of representatives of the university sphere (gender institutes) and the Spanish Royal Academy (RAE), to further and agree on criteria in the sphere of non-sexist language.

## **5.2. Support female students in vulnerable situations due to discrimination on multiple fronts**

In order to fulfil this objective, the following line of action will be developed:

### **◆ Adapt the institutional response in educational matters to the needs of especially vulnerable groups**

With a view to supporting those female students who are in a situation of discrimination on multiple fronts and in order to contribute to their success in school, the following measures will be implemented:

107. Preparation of specific educational support and reinforcement programmes directed at especially vulnerable groups, likely to suffer discrimination on multiple fronts (immigrant youths, of gypsy origin, socioeconomically disadvantaged, with a disability or from rural environments).
108. Design of social and employment guidance courses for female students in especially vulnerable situations and their families, for the purpose of facilitating their continuing in the educational system.
109. Structuring, as a pilot experience, in coordination with the competent administrations, a specific unit for guidance and monitoring, in order to avoid early school leaving by female students who are members of groups at risk and to facilitate their integration in the school centre in conditions of equality, supporting the family and carrying out personalised monitoring, with particular attention paid to detecting cases of gender-based violence.
110. Drive for collaboration with local government bodies, such as Local Authorities and local associations and social agents, to execute a personalised and comprehensive support and accompaniment plan for groups

## EDUCATION

of women in vulnerable situations, which allows for joint and effective action.

111. Foster training in those spheres which are potentially creators of employment and in which women are underrepresented.

The actions included in this axis will be complemented through the Special Plan for the Equality of women and men in the sphere of employment and against pay discrimination 2014-2016, given the importance of education in the choice of vocational and professional career paths.

### **5.3. Work towards the elimination of gender-based stereotypes which can affect the choice of studies and professions, teaching and direction of educational centres**

This objective pursues favouring education in equal treatment and opportunities between women and men, through actions that affect both the educational environment as well as teachers and students and the directors of educational centres, and which propitiate the choice of career paths based on capacities, free from stereotyped prejudice. In this case, the entire educational community, especially career guidance teams, along with parents associations must be aware of and act to reinforce education in equality.

In connection with this objective, the following lines of action are considered:

#### **◆ *Educational path from the perspective of education in equality***

The following measures will be developed:

112. Awareness campaigns directed at informing students about those areas in which they are underrepresented.
113. Collaboration in the preparation of pedagogical supervision plans, in relation to the production of teaching materials susceptible to the incorporation of the principle of equal treatment and opportunities between women and men, with the competent administrations. This includes the

analysis of textbooks and teaching materials, also in collaboration with the publishing houses.

114. Driving and reinforcement of training in equal treatment and opportunities, as part of the continuous training of teachers in all stages of education.
115. Analysis and, where applicable, incorporation in the educational model of measures and activities put into place by other countries, sufficiently tested and which have proven their efficacy.
116. Foster the exchange of meetings, knowledge, skills and experiences among the educational community, in engineering schools and technology firms, from the first levels of the educational stage.
117. Actions directed at enhancing singular capacities, attitudes and behaviours, in technology matters, in the initial stages of school training.
118. Collaboration with Professional Associations and Chambers of Commerce, especially in those fields where women or men are clearly underrepresented, to help study potential measures that would make it possible to foster a more balanced participation.

◆ ***Reinforcement of equal opportunities in career guidance***

With a view to reducing segmentation in the access to occupational training for employment, the following measures are proposed:

119. Improve training in non-sexist career guidance for teachers and professionals who take part in the activities of informing, attracting, guiding, advising and accompanying students.
120. Eliminate sexist stereotypes in the design of academic information and guidance campaigns; in particular, at times when students are facing choices in training.
121. Holding conferences and preparing materials (guides, videos, digital formats, etc.) for non-sexist information and guidance in secondary educa-

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tion centres which analyse the pay differences between the different economic activities and occupations with data disaggregated by gender.

◆ ***Balanced gender distribution among teachers and in the management positions of educational centres***

122. Awareness campaigns, with the objective of promoting a greater gender balance in the teaching profession, especially in the pre-school and primary levels, as well as in the scientific and technological areas of the different educational centres.
123. Programmes of incentives and training activities directed at increasing the proportion of women in management positions in the educational sector.

Summary table of the content of Axis 5:

### TABLE OF OBJECTIVES AND AGENTS

Axis 5: "EDUCATION"	
Objectives	Responsible Agents
5.1. Foster equality awareness and training actions in families and educational centres	<ul style="list-style-type: none"> <li>• Ministry of Education, Culture and Sport               <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> <li>– Senior Sports Council</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality               <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> <li>– General Secretariat of Health and Consumer Affairs</li> </ul> </li> </ul>
5.2. Support female students in vulnerable situations due to discrimination on multiple fronts	<ul style="list-style-type: none"> <li>• Ministry of Education, Culture and Sport               <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality               <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Employment and Social Security               <ul style="list-style-type: none"> <li>– General Secretariat of Immigration and Emigration</li> </ul> </li> </ul>

Axis 5: "EDUCATION"	
Objectives	Responsible Agents
5.3. Work towards the elimination of gender-based stereotypes which can affect the choice of studies and professions, teaching and direction of educational centres	<ul style="list-style-type: none"> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> </ul> </li> </ul>



# Axis 6

Development of actions in the context of other sector policies

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# AXIS 6

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## DEVELOPMENT OF ACTIONS IN THE CONTEXT OF OTHER SECTOR POLICIES

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Axis 6 incorporates in the plan, actions in the context of other sector policies, conceived as corrective actions which seek to eliminate situations of inequality in specific spheres not included in the previous axes. It relates to spheres such as health; sport; the image and social representation of women; the information society; foreign policy and international development cooperation; and in the rural and fishing environments, which, due to their nature and repercussion should also be included in this plan.

The specific objectives are the following:

### ■ 6.1. Reinforce the gender perspective in health policies

According to the National Statistics Institute, the life expectancy of Spanish women at birth was 85.13 in 2012, while for men it was 79.38. However, at age 65, men can expect 9.6 years of life in good health, as opposed to women's 8.9 years. Therefore, women live longer but their extended longevity is accompanied to a greater extent by disability and poor health, and the start of this poor quality of life occurs at earlier ages.

According to electoral roll data for 2013, more than 8.3 million people aged over 65 live in Spain. Women represent more than 57% of this population and present worse perceived health and pain conditions (functional and psychological).

## DEVELOPMENT OF ACTIONS IN THE CONTEXT OF OTHER SECTOR POLICIES

According to information from the Disabilities, Independence and Dependency Situations Survey 2008, prepared by the National Statistics Institute, there are 3.85 million people who declare that they have some form of disability, of which 59.8% are women.

Women and men have medical consultations and visit the emergency services with varying frequencies and for different reasons. They are also admitted to hospital and prescribed medications in an unequal manner. Women visit primary care and specialists more often. The differential treatment and diagnostic response of women and men reveals a tendency to medicate the life of women, not only on account of their worse perceived health (according to data of the National and European Health Survey exploited by the Institute for Women), but also for other reasons and the design of health policies and services which tends to intervene to a greater extent in the health of women.

In looking at lifestyles in general, men have less healthy behaviours in relation to the consumption of addictive substances. However, among teenage girls aged 14 to 18, we find a slightly more prevalent use of cigarettes, alcohol and hypnosedatives without medical prescription. As of age 25, the percentage of women who smoke every day is greater than that of men. The daily consumption of tranquillisers exceeds that of men at all ages. Another factor to be taken into account among the young population is the start of sexual relations. The line of action contemplated in this plan aims to reinforce a singular vision towards the situation of women in health policies, by means of integrating actions, both mainstream and sector-related, always from a participatory standpoint with special attention to more vulnerable persons.

A necessary corollary of all this is to try to identify and respond to the specific problem presented by women in relation to the consequences of food on health. Eating disorders, different problems resulting from nutritional practice and scenarios of deriving illnesses (anorexia, bulimia, obesity) justify the special care given to them in this plan. It is necessary to improve and individualise knowledge, and, plausibly, to put into practice actions and specific programmes with a demonstrative content.

This sphere contemplates the following lines of action:

- ◆ ***Promoting equality in social wellbeing and health policies, and also driving specific health and quality of life policies for women***

The proposed measures are as follows:

124. Promotion of the generation of knowledge about health, supporting research and dissemination of specialised information.

125. Collection of information broken down by gender and age by the health information and social services systems and analysis of the data.
126. Preparation of singular indicators of the health of women.
127. Preparation of specialised publications about women's health.
128. Awareness campaigns and training of professionals and personnel of the social and health services to exchange good practices in relation to women's health.
129. Actions to study, train and inform about occupational health and occupational risk prevention for women, emphasising the characteristics of their working conditions, for the purpose of detecting and preventing causes, protecting and improving occupational health.
130. Development of the Action Plan 2013-2016 of the National Strategy on Drugs, giving priority to actions for the prevention of substance abuse, taking into account the greater prevalence of the consumption of alcohol, tobacco and psychotropic drugs.
131. Promotion of a quality system in programmes for the detection and prevention of cancers, as agreed in the basic portfolio of services of the National Health System.
132. Development of specific programmes and actions in relation to women's dietary health, with special attention to the prevention of anorexia and bulimia.

◆ ***Promotion of social wellbeing and health programmes with women in situations or at risk of social exclusion***

The measures proposed are the following:

133. Incorporation in health and social assistance policies of guidelines which cater to the specific needs of women in a situation or at risk of social exclusion or facing singular difficulties (widows, gypsy women, women with a disability, and other situations).

## DEVELOPMENT OF ACTIONS IN THE CONTEXT OF OTHER SECTOR POLICIES

134. Transfer of knowledge, methodological resources, and accumulated experience to the management teams of penitentiary centres in order to promote an improvement in the social situation of women deprived of their freedom.
135. Promotion of access to treatment for drug-consuming women, improving active capture through the health, social and educational services, adapting them to the specific needs of women.
136. Promotion of training primary care team professionals in the spheres of health and social services about the health of immigrant women, women with a disability, elderly women and transsexual women.

### 6.2. Promote equality in physical activity and sport

According to data of the Sociological Research Centre (CIS) and the Sports Council (CSD) (1990-2010), men practice sports more than women – by 17.9 percentage points – and this difference is maintained throughout the years.

In relation to federated and high performance sports, there are currently major differences between men and women:

- Of the total federated licences, 77% belong to men and just 18% to women (5% of licences, not discriminated).
- High performance sports can be analysed on the basis of programmes such as the Olympic Sports Association (ADO)/Support Programme for Paralympic Sports (ADOP) which have enhanced equal opportunities between male and female sportspersons or of the Olympic or Paralympic Games. In London 2012, women's participation was 40.1% versus 59.9% of men, in the case of the Olympic games; in the Paralympic Games, just 21.9% of women, versus 78.1% of men. Of the 17 medals Spain won in the London Olympic Games, 11 were obtained by women or female teams, and in the Paralympic Games, of the 42 medals obtained, 15 were won by women or female teams.

In the practice of activities, there are very distinct preferences on the part of women and men. Women's preferred activity is recreational swimming, followed

by aerobics, rhythmic gymnastics or bodily expression, while men prefer football followed by recreational cycling or recreational swimming.

From the data used to collect information regarding sports professions, it is noted that:

- In the case of professional positions, of the 66 Spanish federations, only 3 of them are directed by women.
- There are also major differences among technical personnel. Only 12% of all positions in the Spanish federations are occupied by women.
- Among the teaching and research personnel of the Spanish National Institute of Physical Education (INEF) and the faculties of Physical Activity and Sports Sciences of Spain, just 30% of the total of these positions are occupied by women.
- From the academic point of view, there are also major differences among enrolled students, both in the university sphere and in vocational training or specific sports training modules.

The following lines of action are proposed:

◆ ***Favour female sports practice in the different spheres of sport, helping to eliminate elements of inequality***

The measures to be developed are:

137. Specific support for projects of the Spanish sports federations which foster the participation and obtainment of goods results by sportswomen and/or female teams.
138. Driving for the collaboration and coordination between institutions and entities with competences in physical activity and sport (Autonomous Communities, local entities, universities, federations, clubs, etc.), to favour the increased participation of women in the sphere of physical activity and sport at all levels, especially to favour their incorporation in the management bodies of sports organisations.

## DEVELOPMENT OF ACTIONS IN THE CONTEXT OF OTHER SECTOR POLICIES

139. Celebration of working days, meetings, seminars and groups for the purpose of generating and disseminating knowledge (supporting the production of studies and research work) about all those aspects which help to achieve the effective equality of women and men in the practice of physical activity and sports.

◆ ***Giving adequate visibility, both quantitatively and qualitatively, to the women involved in the sphere of physical activity and sport***

140. Promote, among both public and privately-owned media, agreements and commitments to ensure greater and adequate visibility of the women involved in the sphere of physical activity and sport.

141. Support and production of outreach materials, especially those related to new information technologies (webs, blogs, mobile applications, social media, etc.), about the implication of women in the sphere of physical activity and sport.

142. Fostering recognition of the sports achievements of women in all spheres and at any level.

### **6.3. Avoid the sexist treatment of the image of women in the media and promote images of a diversity of women**

The advances achieved in real equality between women and men are often hindered by the image sometimes projected of women.

The results will not be complete if said representation continues to foster inequality, by disseminating a stereotyped image of women and men, and no action is taken against the use of content that is damaging.

All of these factors, which constitute what has been referred to as a sexist treatment of the image of women, perpetuate discrimination and unequal opportunities.

Between 2010 and 2013, the Women's Image Observatory has received a total of 4,297 complaints from citizens for stereotyped and/or oppressive representations of women (this number of complaints represents 37.4% of the total of all

complaints received since 1995, since the start of the activity of the Women's Image Observatory (OIM).

At the same time, the percentage of specific media-related complaints have been gradually increasing; in the last four years it represents 68% of the complaints received. TV programming is the main target of most rejection (53% of total complaints between 2010 and 2013, and 77.6% of those related to the media). Particular criticism is directed at reality TV shows, where the very design of these formats involves a continuing discriminatory and humiliating treatment towards women.

The number of cases reported in the same period of time has been 1,131, of which 54% related to advertisements and 32% to the media, with the remaining 13% corresponding to other diverse content.

Generalisation of the use of communication technologies and the emergence of digital media and social media also helps on occasion to facilitate the stereotyped representation of the image of women over the Internet.

Current data reveal the need to intensify actions which help to adapt the social representation of women to the regulatory framework and to their current reality.

The following lines of action are contemplated:

◆ ***Create awareness among the media, companies and society in general about the non-sexist treatment of the image of women***

With a view to achieving the generation of a non-sexist image of women in the mass media and audiovisual broadcasting material, the intention is to drive for a commitment from businesses to provide a decent and egalitarian image of women in their commercial communication strategies. The role of the Women's Image Observatory will be enhanced under this line of action.

The measures proposed are the following:

143. Foster companies' commitment to preparing non-stereotyped and non-discriminatory communication strategies, in the context of actions to promote equality in companies.

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144. Generate awareness among social agents to include these principles in their equality plan negotiation processes and/or collective bargaining agreements.
145. Preparation of reference materials and standard actions in relation to Corporations' Social Responsibility.
146. Reinforce the actions required from the Women's Image Observatory so that it can more effectively fulfil legislation related to unfair and illicit advertising for being sexist nature.

### ◆ *Drive for the self-regulation of private media regarding the treatment of the image of women*

The following measure is proposed, directed at the main media associations and media themselves:

147. Promotion of the creation of a working group created by the main media associations, with a view to preparing a proposal of rules and to offer an incentive for the main media to create internal measures.

### ◆ *Cooperation with publicly-owned media to foster a real and egalitarian image of women*

Directed at professionals of the publicly-owned media, the following measures are proposed:

148. Promotion of training/specialisation of the professionals affiliated to said media.
149. Collaboration in the monitoring and detection non-egalitarian content, which might be transmitted through the publicly-owned media, with the participation of the Women's Image Observatory.
150. Collaboration in the design and dissemination of content regarding the cultural, political, economic, sporting and social participation of women, to enable the creation of non-stereotyped female references, with the participation of the Women's Image Observatory.

151. Collaboration with publicly-owned state media to fulfil usage of a non-sexist image.

**6.4. Guarantee the incorporation of women and men in the Information Society (IS) in conditions of equal opportunity**

The gender-based digital gap, globally, has declined in recent years. According to the Survey on Equipment and the Use of Information and Communication Technologies in households conducted by the National Statistics Institute in 2013, the difference between the percentage of women and men who had used a computer in the last 3 months was 4.1 points, whereas in 2008, this difference was of 7.1 points. A similar reduction can be observed in analysing the use of the Internet. However, this gap is maintained, and is even enlarged if we refer to the intensity and frequency of more complex or professional uses of new technologies, as well as in the creation thereof.

On a separate note, ICT research personnel and designers are mostly male, which makes it difficult for them to be representative of diversity.

The gender-based digital gap remains in spite of the majority presence of women in all branches of university learning, excluding technical qualifications. Similarly, the presence of female directors in the main European companies of the telecommunications sector is still very low. The factors which determine the persistence of digital gaps are multiple in nature, and include variables such as gender, age, education, income, racial or ethnic origin, rural or urban origin, etc.

It is necessary, therefore, to guarantee that men and women - particularly those who are in especially vulnerable situations – join the Information Society in conditions of equal opportunity.

For this to happen, the present plan promotes actions aimed at influencing ICT policies and agents so as to guarantee the integration of the gender-based perspective in policies of the Information Society. On a separate note, actions will be structured to improve knowledge about the situation of women in the Information Society and its determining factors.

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- ◆ ***Improve the situation of women in relation to existing gaps in the access, types and intensity of use and advanced uses, as users and creators, in the sphere of the Information Society***

The proposed measures are as follows:

152. Design of actions directed at favouring the approach and training of women, especially those who are most vulnerable to digital exclusion, in the use of ICTs, and to foster their access to the Internet as well as to equipment and common spaces (telecentres).
153. Execution of training courses on Internet access for adults, directed especially at women.
154. Design of actions to foster the role of women as creators of content on the Internet, and to promote contents and resources which respond to the needs of women and promote equal opportunities.
155. Development of awareness actions for the population in general and ICT agents in particular, directed at disseminating knowledge about the situation of women in the Information Society.

The objectives and actions envisaged will be approached through the "ACTION PLAN FOR EQUALITY BETWEEN WOMEN AND MEN IN THE INFORMATION SOCIETY" prepared in collaboration by the ensemble of competent authorities and in the context of the Digital Agenda.

### **6.5. Reinforce the integration of the principle of equality in the context of culture and artistic and intellectual creation and production**

The percentage of women who have graduated in university studies related to the cultural, artistic and intellectual context exceeds 60%. According to data of the latest University Education Survey of the INE, in academic year 2010-2011, the percentage of women who graduated in Fine Arts was 65.3%, in Translation and Interpreting it was 77.2% or in Art History 73.4%, just to mention three examples.

However, this greater participation in the educational sphere does not translate into a similar participation in the employment sphere. According to data from the

Cultural Statistics Yearbook 2013, prepared by the Ministry of Education, Culture and Sport, of the more than 488,000 persons occupied in the "cultural sector", 58.5% were men.

According to the latest Cultural Habits Survey in Spain, by the Ministry of Education, Culture and Sport, women read in a greater proportion than men, books that are unrelated to their profession or studies (48.4% of women as opposed to 38% of men), while they read to a lesser extent books related to their profession or studies (20.2% versus 24.7% in the case of men). Women go to the theatre more (9.8% compared to 7.4%), whereas they attend current music concerts in a lesser proportion (10.7% compared to 13.1%).

Therefore, actions can be developed which facilitate the presence of women in this context, while adjusting the offer to the different cultural demand existing between men and women so that both can have similar opportunities of access and enjoyment.

It is also appropriate to foster an increased participation of women in the sphere of literary, scientific, musical, audiovisual and artistic creation. According to the data of the Cultural Statistics Yearbook related to 2012, the percentage of first copyright registrations made by women in the General Register of Intellectual Property was just 30%.

And, finally, it is necessary to continue to enhance the value of the fundamental contributions women have made to the general history of humanity in its different cultural and artistic disciplines. A contribution which has in general been overlooked due to the excessive lead role given to the male gender, and which, therefore needs to be rescued.

In light of all of the above, the following lines of action are outlined in this context:

◆ ***Promote a more balanced presence of women in the context of culture, and artistic and intellectual creation and production***

156. Strengthen the development of active policies to aid artistic and intellectual creation and production by female authors, with particular effect on its dissemination.

## DEVELOPMENT OF ACTIONS IN THE CONTEXT OF OTHER SECTOR POLICIES

157. Integration of the gender perspective in actions intended to foster culture designed in the context of teaching in primary education, secondary education and vocational training.
158. Development of new indicators to help make more visible the presence of women in the cultural sphere, and in particular, in positions of responsibility.
159. Preparation of a study that associates the difference in cultural habits between women and men with the existing cultural offer, so as to be able to introduce the corrective measures required in relation to any imbalances that might exist.
160. Ensure there is a balanced composition of the Juries responsible for awarding prizes granted by the Ministry of Education, Culture and Sport.

### ◆ *Drive for the recognition of women's past and present contributions in the cultural and artistic context*

161. Generate awareness of the role of women in history and in society through museum displays, collections and activities organised by museums. Also to favour the presence and attention in museums to women who form part of vulnerable groups. This measure should be reinforced following approval and implementation of the Plan Museos+ Sociales (The Plan for Museums with a More Social content).
162. Promotion of the work carried out by centres, such as the Women's Library, whose fundamental objective is to collect all types of productions produced by, for and about women.
163. Foster and support the development of festivals, contests, and other types of spaces or events which are specifically dedicated to generating knowledge about women's contributions in literary, scientific, musical, cinematographic, audiovisual or artistic spheres.

**6.6. Promote and consolidate equal opportunities and human rights in international cooperation and foreign policy**

Spain has earned recognition in international forums for its support for equality policies, both within and beyond its borders, and in a special manner for its integration of the gender-based approach as a hallmark of its identity in its development policy and contribution to the most relevant forums and documents for compliance with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Platform.

In the national setting there are elements to be considered which need to continue to be reinforced as consolidated, such as coherence between the equality policy and development policy. Improved coordination has been achieved with other units of the Ministry of Foreign Affairs and Cooperation, such as the Office for Human Rights, and also with the decentralised agents of cooperation and with civil society as a whole.

The current IV Master Plan of Spanish Cooperation 2013-2016 defines, among its 8 priorities, the defence of women's rights and gender equality as its 5<sup>th</sup> strategic orientation, supporting measures for the mainstreaming approach of Gender in Development (GED), to improve the consistency of policies for real and official equality, and specific actions for reducing the worst forms of discrimination against women and girls.

In the multilateral context, in addition to the presence and leadership maintained in the international forums in favour of women's rights, Spain has been one of the countries to have most firmly supported the creation of UN Women, within the UN reform, defending many other initiatives, of both the UNDP, UNICEF, WB, and also regional bodies such as ECLAC, ECOWAS, the African Union or NEPAD.

In the context of Europe, Spain has been one of the most active countries in building the agenda for the efficiency of aid associated to the defence of women's rights and gender equality, and an active member of the Gender Network of the OECD's Development Aid Commission (DAC).

In the building of the Post 2015 and Beijing+20 Agenda, Spain has adopted an active position, making proposals for the international agenda, meaning that it is fundamental to include specific foreign policy measures in this Strategic Plan

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in order to continue to maintain a position of leadership and recognition in the international context and also in the national context, in relation to cooperation and development and equality policies.

The lines of action in this sphere will be directed at:

### ◆ *Gender equality in Spanish foreign policy*

The measures proposed are as follows:

164. Consolidate the principles of equality and non-discrimination and the Human Rights approach in Spain's both bilateral and multilateral foreign relations.
165. Consolidation of Spain's international image as a leading country in the development of equality policies.
166. Play a significant role in the international forums of the UN and the EU, as well as in other international forums in which Spain participates.
167. Reinforce an active equality policy in promoting the presence of Spanish persons in international bodies.
168. Reinforce fulfilment of the Action Plan for development contained in Resolution 1,325 of the Security Council on "Women, peace and security", in coordination with other Ministries.

### ◆ *Equal opportunities and rights in international cooperation for development*

As a requirement to strengthen democracy, sustainable development and peace, the following measures are proposed under this heading:

169. Application of the measures required to promote the rights of women and gender equality under the IV Master Plan 2013-2016 and the Gender Strategy in Spanish Development Cooperation.

170. Cross-cutting approach to gender in development (GED) in the Spanish Cooperation system, in both policy positioning documents and in strategic planning or operational programming, as well as in management (bilateral and multilateral instruments), monitoring and evaluation.
171. Cross-cutting integration of the GED approach in the main instruments of Cooperation, such as the Country Association Frameworks, regional programmes or conventions and projects of non-governmental organisations for development (NGOD) and other actors in the field of cooperation.
172. Support for specific projects and initiatives which promote the rights of women in equality policies, in the economic, social, civil, political and cultural sphere, as well as the empowerment of women who suffer the worst forms of discrimination and the strengthening of women's organisations in society.
173. Improve the effectiveness, coherence of policies and the harmonisation of actors in Spanish cooperation in relation to gender, reinforcing working groups and knowledge-management networks, research, awareness and specific training programmes.
174. Reinforce participation in international forums on gender and development (UN, EU and regionals), supporting the double priority of gender in the Post 2015 Agenda.
175. Establish frameworks of strategic association with international bodies which defend gender equality as a priority.

### **6.7. Promote the development of women in rural and fishing environments**

There have always been significant differences between the rural and urban settings but also, frequently, development in both surroundings as not advanced at the same speed.

Although women's situation in rural areas has changed considerably in recent years, deep-running discriminations remain which are even more intense than in the urban setting.

## DEVELOPMENT OF ACTIONS IN THE CONTEXT OF OTHER SECTOR POLICIES

It is necessary to improve the living and working conditions in rural zones to guarantee their permanence and survival, but in particular, it is necessary to do so catering to the particular situation of women in the rural medium, as they face specific obstacles which limit the development of their employment, social and economic expectations. Therefore, it can be said that women in rural areas suffer a double discrimination: for being women and for living in the rural context.

However, women play a fundamental role in the development of rural areas. According to details provided by the Municipal Electoral Roll 2013, they make up almost half of the rural population – approximately 48% of rural inhabitants are women – and they carry out functions which are of vital importance in rural society. These functions include their role as educators, carers and administrators of the household, which in the rural environment, and due to the entrenched nature of the traditional gender-based role distribution, falls mostly on women. Women are also the major players in basic health assistance and the group of consumers with most weight in the rural environment.

The employment situation of women in rural areas is further harmed by the fact that most - 71.2% - persons owning agricultural holdings are men, according to the Survey on Agricultural Holdings of the National Statistics Institute. In this regard, it is important to mention the contribution of Law 35/2011, of 4 October, on the shared ownership of agricultural holdings, intended to recognise the full rights of women in the farming sector.

The development of rural areas involves creating opportunities and improving the employment situation of women, but must also be based on fostering their educational, cultural, leisure, opportunities and access to technologies, services and infrastructures. It is also necessary to foster female participation in and influence on decision-making, on both a social and political level. This last point is perhaps the one that is most lacking at present and one of the main sources of marginalisation.

Although rural areas include coastlines, the role of women in fishing activities deserves a particular mention.

In coastal areas, women and men are committed to activities directly and indirectly related to fishing. Gender has also determined the roles and activities performed by women and men in this sphere.

According to the latest data collected by the Social Marine Institute, in 2012, the number of female affiliates to the special regime of seafarers was 8,876, representing 15.38% of the total number of persons employed in the fishing sector.

The sustainability and growth of the fishing sector necessarily requires recognition of the fundamental role women perform in the sector, propitiating the creation of new opportunities which improve and consolidate their employment situation, through planning actions which promote their educational, cultural, and leisure opportunities, and access to technologies, services and infrastructures as well as social and political participation.

Women who live in rural areas constitute one of the priority groups, given their greater risk of vulnerability, within the NATIONAL STRATEGY FOR THE ERADICATION OF VIOLENCE AGAINST WOMEN 2013-2016, but it is also necessary to cater to the need to favour adequate development of their socioeconomic conditions. To do this, a PLAN FOR THE PROMOTION OF WOMEN IN RURAL AREAS will be drawn up.

The lines of action in these spheres are set out below:

◆ ***Promote entrepreneurship among women in rural and fishing environments***

176. Facilitate access to lines of financing and micro-financing to implement and consolidate women's entrepreneurial activity in the rural environment.
177. Foster female entrepreneurship in rural areas, as well as the associative fabric, associations and networks of rural female entrepreneurs and businesswomen, as a key mechanism for economic revitalisation of the environment.
178. Foster the incorporation of young women in the generation renewal of farm holdings.
179. Further the access of women in rural areas to shared ownership.

## DEVELOPMENT OF ACTIONS IN THE CONTEXT OF OTHER SECTOR POLICIES

180. Support the consolidation of the rural family business, contemplating the singularity of its needs and the promotion of its products.
181. Analyse and make progress in a singular regime for employment purposes, for women in rural areas, which entails extending subsidy periods.
182. Carry out a qualitative and quantitative study which gives visibility to the reality of women in the fishing sector.

### ◆ *Improve the socioeconomic conditions of women in rural and fishing environments*

183. Take into considerations the specific characteristics of the rural environment when it comes to establishing lines of cooperation with the local and autonomous community administrations, in order to foster the reconciliation of personal, family and work life.
184. Promote the increased presence and participation of women in the management bodies of rural cooperatives, farming and fishing organisations and local action groups.
185. Foster the coordination of relations between associations in the rural environment.
186. Foster training in and access to the digital society for women in rural and fishing environments, especially in order to favour their incorporation in those areas which can potentially create employment and in which they are underrepresented.
187. Design actions directed at favouring the approach and training of women from the rural and fishing environments in the use of ICTs and fostering their access to both the Internet and to common spaces and equipment (telecentres).
188. Foster and support the association of women from the rural and fishing sectors.

Summary table of the contents of Axis 6:

**TABLE OF OBJECTIVES AND AGENTS**

Axis 6: "DEVELOPMENT OF SPECIFIC EQUALITY POLICIES"	
Objectives	Responsible Agents
6.1. Reinforce the gender perspective in health policies	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> <li>– General Secretariat for Health and Consumer Affairs</li> </ul> </li> <li>• Ministry of the Interior                             <ul style="list-style-type: none"> <li>– Secretariat General for Penitentiary Institutions</li> </ul> </li> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> <li>– Senior Sports Council</li> </ul> </li> <li>• Ministry of the Economy and Competitiveness                             <ul style="list-style-type: none"> <li>– State Secretariat for Research, Development and Innovation</li> <li>– State Secretariat for the Economy and Support for Business</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– General Secretariat of Immigration and Emigration</li> </ul> </li> </ul>
6.2. Promote equality in physical activity and sport	<ul style="list-style-type: none"> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– Senior Sports Council</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> </ul>
6.3. Avoid the sexist treatment of the image of women in the media and promote images of a diversity of women	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> </ul> </li> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– Senior Sports Council</li> </ul> </li> <li>• Ministry of Industry, Energy and Tourism                             <ul style="list-style-type: none"> <li>– State Secretariat of Telecommunications and for the Information Society</li> </ul> </li> </ul>

## DEVELOPMENT OF ACTIONS IN THE CONTEXT OF OTHER SECTOR POLICIES

### Axis 6: "DEVELOPMENT OF SPECIFIC EQUALITY POLICIES"

Objectives	Responsible Agents
<p>6.4. Guarantee the incorporation of women and men in the Information Society in conditions of equal opportunity</p>	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality               <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Education, Culture and Sport               <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> <li>• Ministry of the Economy and Competitiveness               <ul style="list-style-type: none"> <li>– State Secretariat for the Economy and Support for Business</li> <li>– State Secretariat for Research, Development and Innovation</li> </ul> </li> <li>• Ministry of Industry, Energy and Tourism               <ul style="list-style-type: none"> <li>– State Secretariat of Telecommunications and for the Information Society</li> </ul> </li> <li>• Ministry of Employment and Social Security               <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> </ul> </li> <li>• Ministry of Justice               <ul style="list-style-type: none"> <li>– Under-secretariat</li> </ul> </li> <li>• Ministry of Agriculture, Food and the Environment               <ul style="list-style-type: none"> <li>– General Secretariat of Agriculture and Food</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration               <ul style="list-style-type: none"> <li>– State Secretariat of the Public Administrations</li> </ul> </li> </ul>
<p>6.5 Reinforce the integration of the principle of equality in the context of culture and artistic and intellectual creation and production</p>	<ul style="list-style-type: none"> <li>• Ministry of Education, Culture and Sport               <ul style="list-style-type: none"> <li>– State Secretariat for Culture</li> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> <li>• Ministry of the Economy and Competitiveness               <ul style="list-style-type: none"> <li>– State Secretariat for Research, Development and Innovation</li> <li>– State Secretariat for the Economy and Support for Business</li> </ul> </li> <li>• Ministry of Industry, Energy and Tourism               <ul style="list-style-type: none"> <li>– State Secretariat of Telecommunications and for the Information Society</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality               <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> </ul>

Axis 6: "DEVELOPMENT OF SPECIFIC EQUALITY POLICIES"

Objectives	Responsible Agents
<p>6.6. Promote and consolidate equal opportunities and the human rights of women in international cooperation and foreign policy</p>	<ul style="list-style-type: none"> <li>• Ministry of Foreign Affairs and Cooperation                             <ul style="list-style-type: none"> <li>– State Secretariat for International Cooperation and for Latin America</li> <li>– State Secretariat of Foreign Affairs</li> <li>– State Secretariat for the EU</li> </ul> </li> <li>• Ministry of Defence                             <ul style="list-style-type: none"> <li>– Under-secretariat</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> </ul>
<p>6.7. Promote the development of women in rural and fishing environments</p>	<ul style="list-style-type: none"> <li>• Ministry of Agriculture, Food and the Environment                             <ul style="list-style-type: none"> <li>– State Secretariat for the Environment</li> <li>– General Secretariat of Agriculture and Food</li> </ul> </li> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of the Economy and Competitiveness                             <ul style="list-style-type: none"> <li>– State Secretariat of the Economy and Support for Business</li> </ul> </li> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– State Secretariat for Employment</li> <li>– State Secretariat of the Social Security</li> </ul> </li> <li>• Ministry of Industry, Energy and Tourism                             <ul style="list-style-type: none"> <li>– State Secretariat of Telecommunications and for the Information Society</li> <li>– State Secretariat for Tourism</li> </ul> </li> </ul>



# AXIS 7

Instruments for integrating  
the principle of equality  
in Government policies and actions

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## INSTRUMENTS FOR INTEGRATING THE PRINCIPLE OF EQUALITY IN GOVERNMENT POLICIES AND ACTIONS

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The principle of equal treatment and opportunities must be integrated in the design and execution of all public policies and actions. Said integration therefore has a cross-cutting nature and affects the actions of all public authorities. The Council of Europe, in the year 1998, defined “gender mainstreaming as “... the (re)organisation, improvement, development and evaluation of political processes in such a way that an equal opportunities perspective is incorporated in all policies, at all levels and in all stages, by the actors normally involved in adopting political measures”.

This principle is therefore not exclusive to equality bodies, and rather should involve all public agents.

In light of this, it has been deemed appropriate to incorporate in this plan a series of determinations to reinforce application of this principle. What follows is a list of the specific objectives, lines of action and measures to be developed through this axis:

### **7.1. Favour knowledge generation**

The promotion of equal treatment and opportunities at all levels, must be extended to those spheres in which knowledge is generated and, in particular, to the university sphere.

## INSTRUMENTS FOR INTEGRATING THE PRINCIPLE...

Knowledge of reality is fundamental in order to be able to adopt appropriate decisions, aimed at changing conditions which propitiate inequality. It is also a tool which makes it possible to give visibility to women's role.

It is necessary to promote awareness of women's reality, along with a balanced presence between women and men in the field of research and in universities, thus favouring equality.

The measures to fulfil this objective will be structured by the following lines of action:

◆ ***Reinforce studies and research with a gender-perspective, especially in the State Plan of Scientific and Technical Research and Innovation***

With a view to reinforcing Studies about Women, Equal Opportunities and Gender, especially in the new State Plan for Scientific and Technical Research and Innovation, acknowledging its strategic relevance within the generation of knowledge and in the context of increased competitiveness and innovation, the following measures are proposed:

189. Fostering the execution of studies and research into aspects related to equal treatment and opportunities.
190. Promote gender studies and studies to foster equal treatment and opportunities at university graduate and postgraduate level.
191. Reinforce a specific line of gender study projects, in the context of the State Plan for Scientific and Technical Research and Innovation.
192. Ensure fulfilment of the introduction of the gender perspective, as a cross-cutting dimension, in research, technological development, and innovation.
193. Support for activities complementary to research on equal opportunities, women and gender (conferences, seminars, working days...).

194. Creation of a joint working group between the Institute for Women, the National Agency for Evaluation and Forecasting (ANEP) and the Women and Science Unit of the Ministry of the Economy and Competitiveness, to create an area for the evaluation of gender projects.

◆ ***Reinforce integration of the Equal Opportunities principle in the university sphere***

To do this, specific measures are contemplated for supporting and monitoring the equality units of Universities and to promote their activities.

The specific support and monitoring measures will centre on:

195. Monitoring compliance with the commitments acquired by universities through the Agreements of the Councils of Vice-chancellors to create these administrative units for equal opportunities.
196. Opening paths of communication with the Conference of Vice-Chancellors of Spanish Universities, to drive joint measures which foster equal opportunities in this sphere.
197. Create a network between the equality units of Universities with the support of the Institute for Women.

◆ ***Increase the participation of women in the spheres of science, technology and research***

This line of action comprises different measures related to integration of the principle of equal opportunities between women and men:

198. Monitoring the application of the provision of Law 14/2011, of 1 June, on Science, Technology and Innovation, with regards to the balanced composition of the organs, boards and committees regulated therein, as well as the organs of evaluation and selection of the of the Spanish System of Science, Technology and Innovation.

## INSTRUMENTS FOR INTEGRATING THE PRINCIPLE...

199. Strengthen integration of the principle of equal treatment and opportunities between women and men in the Spanish Strategy for Science and Technology and Innovation, and also in the State Plan for Scientific and Technical Research and Innovation, incorporating corrective measures to stimulate and give recognition to the presence of women in research teams.
200. The System of Information on Science, Technology and Innovation will collect, process and disseminate the data broken down by gender and will include indicators of presence and productivity.
201. Measures will be adopted intended to reinforce application and monitoring of the principle of equal treatment and opportunities in the procedures for selecting and evaluating the research personnel at the service of the public Universities and in the Public Research Bodies of the General State Administration, as well as in the procedures for awarding grants and subsidies, in collaboration with the Conference of Vice-Chancellors.

### 7.2. Develop and adjust research and statistics

It is fundamental to be able to have indicators and statistics which make it possible to provide an accurate diagnosis of reality, both to guarantee the design of public policies and actions and to evaluate their result. With this objective, the following lines of action are suggested:

#### *Have the necessary statistical information broken down by gender*

The measures to be developed will be:

202. Monitor application of the principles and criteria established in legislation with the participation of the Observatory for Equal Opportunities between Women and Men.
203. Analysis of the incorporation of the gender perspective in the National Statistics Plan and in the State Plan of Scientific and Technical Research and Innovation, and also in the Statistical Plans of each Government Department.

204. Analysis of judicial statistics and study of the need to extend the data they comprise to favour the visibility of judicial disputes, in social, employment and family affairs.

◆ ***Development of dissemination tools with a gender perspective***

In parallel with the development of statistics and studies, it is necessary to have adequate dissemination systems. It is necessary to disseminate data broken down by gender in order to foster knowledge concerning situations of inequality and to contribute to the application of equality policies between men and women. IN this regard, the following measures will be developed:

205. Development of a State System of Gender Indicators which updates the "Women in Figures" database to become a gauge of the situation between women and men.
206. Development of reference information systems in Web format which make it possible to locate specific statistics, surveys and studies which fulfil the required search criteria.
207. Creation of a database in the Institute for Women, to disseminate all studies which have been prepared with this body's funding since its creation.

■ **7.3. Promote training and awareness**

The main line of action will imply:

◆ ***Fulfilling the legal mandate to train and generate awareness about equal treatment and opportunities between women and men and the prevention of gender-based violence***

The measures proposed are the following:

208. Generalised incorporation of training in equal opportunities between women and men and in the prevention of gender-based violence in the initial and continuous training of the General State Administration.

## INSTRUMENTS FOR INTEGRATING THE PRINCIPLE...

209. Awareness and training in matters related to equal opportunities between women and men and the prevention of gender-based violence, for society in general and professionals in different spheres: employment, social services, business organisations and in the legal context.

### ■ **7.4. Principle of equality and responsible public contracting**

The following line of action is proposed in relation to the execution of public contracts, which may establish special conditions in accordance with the legislation on public sector contracts.

#### ◆ *Promote equal treatment and opportunities in public contracting processes*

The following measures are established:

210. Study experiences developed in the national context and in other EU countries, related to the integration of the principle of equal opportunities between women and men in the spheres of public contracting and subsidies.
211. Incorporation, in training courses for technical personnel in charge of contracting, and for people with responsibility for decision-making, of specific content regarding how to promote equal treatment and opportunities between women and men.

### ■ **7.5. Improve the evaluation of the regulatory impact and budgeting with a gender perspective**

The preparation of gender impact reports is a necessary tool for forecasting the potential direct and indirect differential effects that approval of a regulation might have on women and men. However, prior studies demonstrate the insufficient quality of most reports drawn up and note the difficulty of access to same for interested parties.

On a separate note, budgeting with a gender perspective entails the preparation of impact reports linked to budgeting regulations and these are one of the most powerful mainstreaming tools in existence, as they focus on the very core of economic decisions, analysing the potential differential effects that budgeting items may have on men and women, and evaluating the possibility of taking advantage of budgetary programmes as agents for change.

In consequence, the following lines of action are established:

◆ ***In relation to improving the quality and availability of the gender impact reports for draft regulations and especially relevant plans***

The proposed measures are as follows:

212. Preparation of a study to learn about the current situation and, in particular, analyse in quantitative and qualitative terms, the gender impact reports that by law ought to have accompanied draft regulations and especially relevant plans, processed since the approval of Law 30/2003, de of 13 October, on measures to incorporate the evaluation of gender impact on regulatory provisions drafted by the Government and its subsequent development (in Royal Decree 1083/2009), with a view to checking for any deficiencies and making proposals for actions that can help to improve the quality of these reports.
213. Preparing a model gender impact report which provides a unified structure and generation of content, attending to the needs detected in the current period and in correspondence with the objectives and lines of action established in this Plan.
214. Creation of a centralised database, which facilitates access to and consultation of these reports.

## INSTRUMENTS FOR INTEGRATING THE PRINCIPLE...

215. Training actions directed at the people who in each government department are responsible for preparing draft regulations and the corresponding impact reports or for providing essential information for the drafting thereof; especially, those of a statistical nature.

### ◆ *In relation to improving the gender impact reports which accompany the General State Budgets*

The proposed measures are as follows:

216. Study of the incorporation of gender impact reports on the analyses of tax expenditure and income, analysing the relevance of the most appropriate moment for carrying out these reports.
217. Analysis of new methodologies for increasing the “economic value” of these impact reports, linking said value with the potential for change in relation to equal opportunities that each budgetary programme may have.

## 7.6. Optimise the functioning of Equality Units and Observatories

This objective entails the following line of action:

### ◆ *Revise and provide grounds for the development of the Equality Units and Observatories*

To do this, the following measures are contemplated:

218. Organise mechanisms for coordination between the observatories belonging to different bodies, which help to optimise the resources assigned to monitoring, vigilance, and information, in relation to the situation of men and women in the different spheres.
219. Arrange rationalisation measures for optimising their results, preventing duplicities and making them more accessible to society as a whole, using the resources of the Observatory for Equal Opportunities between Women and Men, so as to centralise information regarding the activities developed by other Observatories.

- 220. Promote the work of the Observatory of Equal Opportunities between Women and Men, not only as a body for collecting information, but also as a forum for exchanging good practices, debating ideas and proposing options.
- 221. Development of the regulations governing the equality units and promotion of coordination between them to achieve their improved efficiency and effectiveness.
- 222. Development of actions to disseminate the competences and activities developed by the equality units and observatories, within government departments.

**7.7. Take into account, in the design and implementation of the public policies of the various spheres of intervention, the possible forms of multiple discrimination to which certain groups of women may be subject**

Public policies should not only take into account the cross-cutting inclusion of the principle of equal opportunities between women and men, but also the possible influence of other variables, which concur to generate situations of multiple discrimination in the various spheres of intervention. Therefore, the following line of action is proposed:

***◆ Take other variables into consideration in order to detect multiple discrimination***

In this sense, the following measures are proposed:

- 223. Give consideration to the possible situations of multiple discrimination which can occur in planning actions to develop the specific objectives of this Strategic Plan.
- 224. Give consideration in sector plans for specific policies directed at certain groups of women, as in combining circumstances related to ethnicity, age, socioeconomic status, sexual orientation, functional diversity, geographical location, educational level or country of origin, and their condition of women, they may be victims of multiple discrimination.

## INSTRUMENTS FOR INTEGRATING THE PRINCIPLE...

Summary table of the content of Axis 7:

### TABLE OF OBJECTIVES AND AGENTS

Axis 7: "DEVELOPMENT OF STRATEGIES AND INSTRUMENTS"	
Objectives	Responsible Agents
7.1. Favour knowledge generation	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of the Economy and Competitiveness                             <ul style="list-style-type: none"> <li>– State Secretariat for Research, Development and Innovation</li> <li>– State Secretariat of the Economy and Support for Business</li> </ul> </li> <li>• Ministry of Education, Culture and Sport                             <ul style="list-style-type: none"> <li>– State Secretariat for Education, Professional Training and Universities</li> </ul> </li> </ul>
7.2. Develop and adjust research and statistics	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of the Economy and Competitiveness                             <ul style="list-style-type: none"> <li>– State Secretariat of the Economy and Support for Business</li> </ul> </li> <li>• Ministry of Agriculture, Food and the Environment                             <ul style="list-style-type: none"> <li>– General Secretariat of Agriculture and Food</li> </ul> </li> <li>• Ministry of Justice                             <ul style="list-style-type: none"> <li>– State Secretariat of Justice</li> <li>– Under-secretariat</li> </ul> </li> <li>• Other government departments</li> </ul>
7.3. Promote training and awareness	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of Tax</li> <li>– State Secretariat of the Public Administrations</li> </ul> </li> </ul>
7.4. Principle of equality and responsible public contracting	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of Budgets and Expenditure</li> </ul> </li> <li>• Other government departments</li> </ul>

Axis 7: "DEVELOPMENT OF STRATEGIES AND INSTRUMENTS"

Objectives	Responsible Agents
7.5. Improved evaluation of the regulatory impact and budgeting with the gender perspective	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of the Public Administrations</li> <li>– State Secretariat of Budgets and Expenditure</li> </ul> </li> <li>• Other government departments</li> </ul>
7.6. Optimise the functioning of Equality Units and Observatories	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Exchequer and Ministry of Public Administration                             <ul style="list-style-type: none"> <li>– State Secretariat of the Public Administrations</li> <li>– State Secretariat of Budgets and Expenditure</li> </ul> </li> <li>• Other government departments</li> </ul>
7.7. Take into account, in the design and implementation of the public policies of the various spheres of intervention, the possible forms of multiple discrimination to which certain groups of women may be subject	<ul style="list-style-type: none"> <li>• Ministry of Health, Social Services and Equality                             <ul style="list-style-type: none"> <li>– State Secretariat for Social Services and Equality</li> </ul> </li> <li>• Ministry of Employment and Social Security                             <ul style="list-style-type: none"> <li>– General Secretariat of Immigration and Emigration</li> </ul> </li> <li>• Other government departments</li> </ul>



## Instruments for governing the EOSP

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The implementation of this EOSP implies the development of a specific governance model, adapted to the organisation and to the objectives set out in the plan. This section, which does not constitute one of the plan's axes, attempts to cover the set of tools and activities that the administrations involved should develop in executing the plan to ensure that it is applied and can be subsequently evaluated, in a context of coordination, integration and transparency.

### Evaluation reports

The plan includes a “follow-up and evaluation” programme in the Annex, which has two purposes: determining the degree of progress in the implementation of the EOSP and to contribute to the achievement of effective equality between women and men and the elimination of inequalities between them.

It is structured in two main sections:

1. General follow-up of the 2014-2016 EOSP. The purpose is to obtain sufficient and updated information on the actions developed in the framework of the Strategic Plan.
2. Evaluation of the 2014-2016 EOSP. The purpose is to examine the achievements obtained through the actions and, thus, a measure of their contribution to the evolution of the field of equality and women's affairs.

The programme includes an interim evaluation and a final evaluation of the fulfilment of the plan.

### **Institutional cooperation**

In implementing this Plan, the guiding principle of cooperation in public actions must be guaranteed, boosting the development of joint actions and policies between the different public administrations and, in particular, promoting cooperation and coordination between them.

In parallel and in order to optimise the efforts and resources invested, cooperation between the administrations and the women's associative movement is required. For this to take place, it is essential to encourage and foster the exchange of information and experiences between women's associations, within the European Framework.

### **Coordination bodies**

The Inter-ministerial Committee for Equality between women and men is responsible for coordinating the policies and measures in respect of equality adopted by the ministerial departments, as well as the analyses, debates and follow-ups on the Equal Opportunities Strategic Plan.

The Delegate Committee for Equality Policies, regulated by Royal Decree 1886/2011 also plays an important role in coordinating and promoting the plan.

### **Participation body**

The Women's Participation Council is a collegiate body of a participatory nature, established for consultation and assessment. It is attached to the Central State Government, through the Ministry of Health, Social Services and Equality. Its functions include compulsory, but not binding, reporting on the Equal Opportunities Strategic Plan.

### **Intervention structure that will enable proper execution of the plan**

The agents involved in the implementation of the Strategic Plan are all the ministerial departments of the General State Administration. The application of the equality policies requires the implication of the Government as a whole. In

this sense, the Equality Units of each Ministry and the Women's Institute have an especially important role to play.

Thus, to the extent that the EOSP is a document that affects the whole General State Administration, it should be organised in accordance with the distribution of functions. In other words, fulfilling the objectives of the Strategic Plan is a commitment of each of the government departments, within the sphere of the policies they implement.

The State Secretariat for Social Services and Equality and the General Directorate for Equal Opportunities are the benchmarks for the application of sector equality policies.

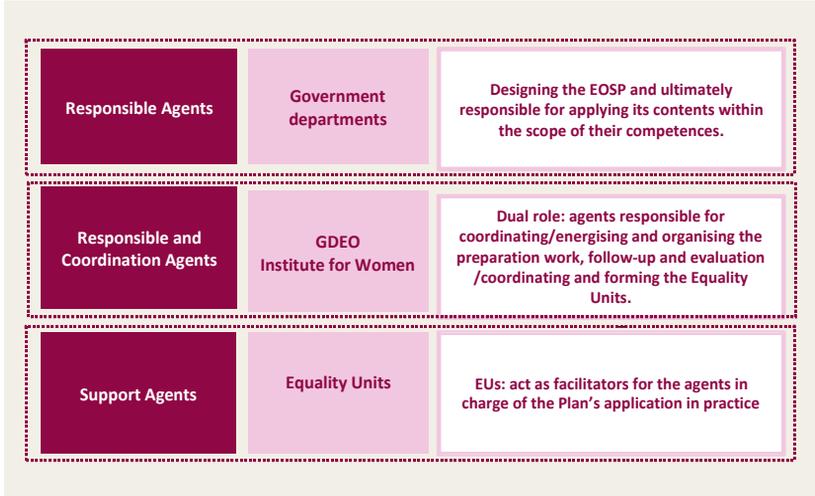
Finally, the Institute for Women, which is attached to the General Directorate of Equal Opportunities (GDEO), is responsible for, among others, the functions of coordinating the works that must be performed by the different Ministries in terms of equality and the provision of assessment and cooperation with the Government in this sphere.

On this basis, the Strategic Plan will be organised around the following three types of agent:

- **Responsible Agents:** Each of the Government Departments, and in particular the Ministry of Health, Social Services and Equality, through the General Directorate for Equal Opportunities and the Institute for Women, are in charge of designing the EOSP and applying its contents, within the sphere of their competences.
- **Support Agents:** The Equality Units of the different Government Departments in charge of overseeing the execution of the different measures for the competent organisations in each case.
- **Coordination Agents:** The General Directorate for Equal Opportunities and the Institute for Women, in charge of boosting and organising the EOSP preparation, follow-up and evaluation works. Therefore, they will assume the coordinating functions for the Equality Units.

## INSTRUMENTS FOR GOVERNING THE EOSP

All of the above in accordance with the following scheme:



## Financial estimate

<b>AXIS</b>	<b>2014-2016</b>
1. Equality between women and men in the workplace and the fight against pay discrimination . . . . .	576,504,087
2. Reconciliation of personal, family and work life and co-responsibility for domestic and family obligations . . . . .	1,529,019,029
3. Eradication of Violence against women . . . . .	898,250,176
4. Women's participation in political, economic and social life . . . . .	19,458,607
5. Education . . . . .	31,945,427
6. Development of actions in the context of other sector policies. . . . .	58,696,965
7. Instruments for integrating the principle of equality in Government policies and actions . . . . .	13,100,139
<b>TOTAL . . . . .</b>	<b>3,126,974,430</b>



# ANNEX

Monitoring and Evaluation of the EOSP 2014-2016

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## MONITORING AND EVALUATION OF THE EOSP 2014-2016

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### Introduction

The purpose of carrying out a *Monitoring and Evaluation of the Plan* is to determine the degree of progress achieved with the EOSP on the one hand and on the other, its contribution to the achievement of effective equality between women and men and the elimination of inequality between them.

In this sense, this follow-up and evaluation programme establishes the benchmark framework for the aspects that must be considered, the procedures for collecting information and analyses that should be followed and the responsibilities of the different agents involved.

The evaluation is structured in three parts:

- *EOSP 2014-2016 Indicators System*. The idea is to define the set of variables that should be considered when studying the progress and results of the EOSP. The indicators system constitutes the principal tool used for monitoring and evaluating the Plan.
- *Follow-up of the EOSP 2014-2016*. The purpose is to obtain sufficient and updated information on the actions performed in order to fulfil the Plan.

## ANNEX

- *Evaluation of the EOSP 2014-2016.* The purpose is to examine the achievements obtained through the actions and, with this, the contribution of those actions to the development of the equality and gender environment. Notwithstanding, this process will be based on the snapshot resulting from an ex-ante or starting baseline evaluation.

### ■ Indicators system of the EOSP 2014-2016

For the purposes of this Monitoring and Evaluation Plan, the concept of indicators established by the OECD ("*Parameter, or a value derived from parameters, that points to, provides information about and/or describes the state of a phenomenon and has a significance extending beyond that directly associated with any given parametric value*") will be used.

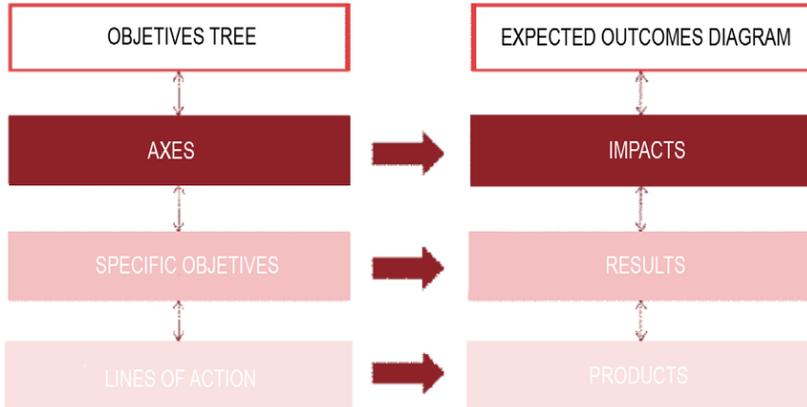
The purpose of the indicators system is to:

- Supply data that will help to quantify what is being done in each of the seven axes of the EOSP, and the effects that those actions are having.
- Help to prepare the interim report on execution and evaluation of the Strategic Plan, particularly the ex-post evaluation.

Three types of indicator are identified for this purpose:

- **Product** indicators. These represent the quantity and quality of the goods or services that are generated in executing the lines of action of the EOSP.
- **Result** indicators. These describe the medium-term direct effects achieved by the EOSP on the corresponding variable.
- **Impact** indicators. These refer to the medium and long-term indirect effects, to which the EOSP contributes together with other plans and programmes that have repercussions for society at large.

RELATIONSHIP BETWEEN ARTICULATION OF THE EOSP STRATEGY AND THE INDICATOR TYPES



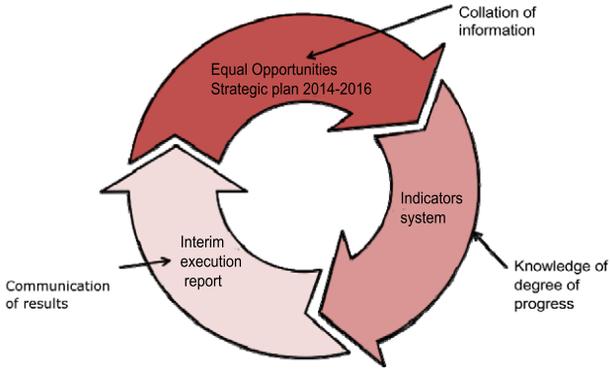
An indicators system, which must be validated by the government departments, will be used. An interdepartmental working group will be created to prepare the indicators system. The Institute for Women will present an indicators proposal to this group, to debate until a consensus is reached in the working group created ad hoc for this purpose.

This indicators system must be based on the axes, specific objectives and lines of action established Strategic Plan. To the extent that development of this plan is ongoing and the plan therefore subject to amendments or the adoption of new actions, the indicators system can be reviewed and adapted.

**Follow-up on EOSP 2014-2016**

Information should be compiled from the indicators system applied, in order to follow-up on the Plan, at least once, before the EOSP’s period of enforcement elapses; this should then be used to prepare an interim execution report that sets out the milestones reached and/or obstacles encountered, along with the description of the actions performed.

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### *Interim execution report*

One of the conclusions reached from the ex-post evaluation of the EOSP 2008- 2011 was the lack of quantitative data that would permit an in-depth analysis of the achievements obtained with the plan. This was due, to a large extent, to the lack of a systematised method for collecting data and processing information during its implementation; or in other words, the absence of regular and due follow-up on the plan itself.

In order to address this issue, an interim execution report on the EOSP 2014-2016 will be prepared, covering the specific actions that the General State Administration is performing.

In this sense, the purpose of the report is, on the one hand, to provide quantitative data on the actions and results of the activities of the EOSP and, on the other, to determine the degree to which the objectives established in that strategic plan have been achieved, thus reinforcing accountability, decision-making and transparency.

In general terms, the following questions should be answered: "What is being done?", "What are the results?" and "What is there left to do?". Consequently, it is proposed that the interim execution report should be set out in four sections:

- **Evolution of the environment.** Brief introduction to the situation of women in terms of equality and non-discrimination. A form containing a group of environmental indicators that are considered key, will be filled in, to achieve a global vision of, among other aspects, the employment market, co-responsibility and reconciliation, or the balanced representation of women.
- **Achieved actions and results of the EOSP.** Description of both the activities carried out during this period in line with the Strategic Plan's objectives, and the achievements and challenges encountered in those activities.
- **Difficulties encountered and measures implemented by the responsible agents.** This section will cover the main obstacles encountered during the implementation and execution of the actions of the EOSP, along with the measures taken to overcome them and/or proposed recommendations for the future.
- **Conclusions.** This report must contain a final section synthesising the main conclusions reached from the implementation of the EOSP.

The information required to prepare the first two sections will be obtained from the indicators system.

Interim execution report

An interim report will be prepared on the execution of the plan achieved to date. This information will be used for the ex-post evaluation.

### **Evaluation of the EOSP 2014-2016**

Once the EOSP 2014-2016 has been completed, there should be an **ex-post evaluation** to show how it has contributed the equal opportunities and non-discrimination, and how to take advantage of the accumulated experience in the future.

Specifically, the purpose of the *ex post* evaluation is to be aware of which actions have been put into practice and through which processes, the degree to which the proposed objectives have been achieved and how the Axes of the EOSP

## ANNEX

2014-2016 have influenced the personal, family, employment and participation spheres of women in Spain.

Consequently and as described below, the proposed approach is to study the following evaluation criteria, **without prejudice to any future adjustments that, upon carrying out the ex-post evaluation, are deemed to be appropriate:**

- Quality of execution of the EOSP.
- Analysis of the effectiveness.
- Analysis of mainstreaming.
- Analysis of achievements.
- Review of diagnosis and update of the WTSO (Weaknesses, Threats, Strengths, Opportunities).

### *Quality of execution of the EOSP*

With this criterion, the purpose is to achieve in-depth knowledge of the operative and supporting processes related to the management and follow-up on the Plan, as a possible justification of degree of effectiveness.

To analyse this criterion, the following **aspects** are identified, a priori:

- Management and follow-up processes to apply the EOSP.
- Internal communication and coordination instruments used.
- Participation of the different agents of the EOSP in its execution and follow-up.
- Appropriateness of the resources used.

Both primary and secondary **sources** will be used. In principle, of the information collation **techniques**, the main ones used will be interviews and question-

naires. Both tools will be focused on the internal agents of the EOSP, as the parties responsible for its application (the different Ministries, in other words).

### *Analysis of effectiveness*

The purpose is to determine the achievements from the lines of action and the degree of achievement of the objectives set.

The **aspects** that will be analysed in relation to this criterion, in principle, will be, broadly speaking:

- Plans of the GSA that have contributed to the fulfilment of the EOSP objectives.
- Lines / actions of a specific nature that have been put into practice.
- General degree of fulfilment of the objectives of the Strategic Plan in its different Axes.

Of the secondary **sources** of information, the following will be considered, at the bare minimum:

- EOSP indicators system.
- EOSP interim execution report.

With regard to the primary sources, the **fieldwork** may consist of interviews and questionnaires, in such a way that the data obtained from the use of the indicators system can be qualified, and the conclusions improved. As occurs with the analysis of the quality of execution, the interviews and questionnaires will be directed at the agents with the most important roles within the EOSP 2014-2016, such as the different government departments.

### *Analysis of mainstreaming*

The proposed approach is an in-depth study of the mainstreaming of the plan to determine in detail the degree of application of this form of intervention in the promotion of equal opportunities and non-discrimination. Thus, the idea is to

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highlight the mainstreaming actions and the specific barriers that the EOSP has met. Secondly, the purpose is to highlight the benefits obtained with the mainstreaming of the application of gender policies.

The initially proposed **evaluation aspects**, in relation to mainstreaming, are as follows:

- Lines of action of the EOSP in connection with mainstreaming that have been implemented.
- Main obstacles encountered upon modifying the everyday functions of the EOSP agents and tying their actions to other agents related to equal opportunities between women and men.
- Added value or differentiating value that the mainstreaming measures have contributed.

Again, both secondary and primary **sources** will be combined. Of the secondary ones, the EOSP interim execution report may be taken into account, along with the biennial follow-up reports on the application of the LOIEMH.

With regard to **fieldwork**, the responsible or supporting agents of the Ministries will be presented with both interviews and questionnaires.

### *Analysis of achievements*

In this context, the proposed approach is to study the results and impacts achieved by the Strategic Plan, with special attention paid to the most significant Axes of the EOSP.

To the extent that the results and impacts correspond too many objectives and actions proposed in the EOSP, both the specific interventions and mainstreaming interventions may be taken into account in the analysis.

In this sense, the analysis of achievements must refer, as relevant **aspects**, not just to the results obtained in each one of the EOSP Axes, but also to the decrease or elimination of inequalities.

The main **secondary sources** will consist of the EOSP indicators system, the official databases and the interim execution report.

The **primary** sources will be interviews, questionnaires and discussion groups:

- Interviews and Questionnaires: to Responsible Agents and Support Agents in the Ministries.
- Discussion groups: External and internal agents.

### ***Review of the diagnosis and SWOT analysis (Strengths, Weaknesses, Opportunities, Threats)***

With this criterion, the idea is to analyse the main changes in the environment and identify the priorities of non-discrimination and equal opportunities between men and women, which the General State Administration must address in the future.

In this sense, the following **aspects** are proposed for analysis:

- Main changes that have occurred in the environment.
- Weaknesses of the environment on which the EOSP has had an effect.
- Weakness on which the EOSP should have an effect in the future.

The official databases will be used as the main **secondary source**, whilst the discussion groups, with the participation of internal and external agents both, will be used as the **primary** source.



## ACCRONYMS

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ADO = Olympic Sports Association  
ADOP = Support Programme for Paralympic Sports  
AGE = General State Administration  
ANEP = National Agency of Evaluation and Forecasting  
CCAA = Autonomous Communities  
CEDAW = Convention on the Elimination of All Forms of Discrimination against Women  
CEPAL = Economic Commission for Latin America and the Caribbean  
CIS = Sociological Research Centre  
CNMV = National Securities Market Commission  
CSD = Senior Sports Council  
EC = European Commission  
ECOWAS = Economic Community of West African States  
EES = European Health Survey  
EIGE = European Institute for Gender Equality  
EISS = Social Integration and Health Survey  
ENSE = National Health Survey  
EOSP = Equal Opportunities Strategic Plan  
EPA = Economically Active Population Survey  
EPD = Employment for People with a Disability  
ES = Spain  
ESF = European Structural and Investment Funds  
EU = European Union  
GED = Gender in Development Approach  
ICT = Information and Communication Technologies  
INAP = National Institute of the Public Administration  
INE = National Statistics Institute  
INEF = National Institute of Physical Education  
IS = Information Society  
LOIEMH = Organic Law for the Effective Equality of Women and Men

## ACCRONYMS

NEPAD = New Economic Programme for African Development  
NGO = Non-Governmental Organisation  
NGOD = Non-Governmental Organisations for Development  
OECD = Organisation for Economic Cooperation and Development  
OIM = Women's Image Observatory  
PENIA = National Strategic Plan for Children and Adolescents  
RAE = Spanish Royal Academy  
SME = Small and Medium-sized Enterprises  
SNS = National Health System  
TAFAD = Senior Technician in Animation, Physical Activities and Sports  
UN = United Nations  
UNDP = United Nations Development Programme  
UNICEF = United Nations International Children's Emergency Fund  
UNO = United Nations Organisation  
VIOGEN = Gender-based violence  
WB = World Bank







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