

"Spain: Social Values and Attitudes Towards Women"



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EQUALITY OF OPPORTUNITIES BETWEEN WOMEN & MEN

- Equality as a principle and value
- Equality as a right

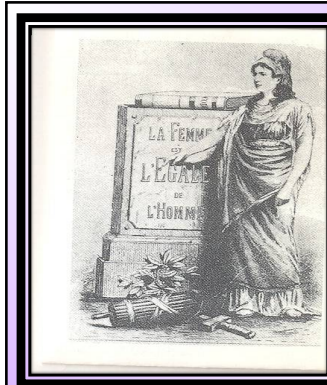
Art. 14 CE: "Los españoles son iguales ante la ley, sin que pueda prevalecer discriminación alguna por razón de nacimiento, raza, sexo, religión, opinión o cualquier otra condición o circunstancia personal o social"

The Spanish people are equal before the law, without prevailing discrimination for whatever reason of birth, race, sex, religion, opinion, or whatever other condition or personal or social circumstance"



CONCEPT OF PUBLIC POLITICS:

All actions developed and promoted by the Government in all levels, federal or autonomous, and all branches executive, legislative and judicial defend and promote public politics of gender equality



During XIX The Spanish Republic indicates that:
"Women are equal to Men"

Library: Margarite-Durand, Paris



II REPUBLIC: 1931-1936

Republican Constitution 1931:

Art. 25 " Gender will not be a fundament of judicial privilege"

- Some rights are given to women
- Discrimination supression



FRANCO'S RULING: 1939-1975

- **First stage: 1939 to 1950**
 - Franco eliminates all fundamental rights obtained by the Republican Constitution in 1931
 - Franco imposes a patriarchal gender system
- **Second stage: 1960 a 1975 (Franco's passing)**
 - A very slow integration of women in to employment
 - «Sección Femenina»: the only public institution dedicated to women.



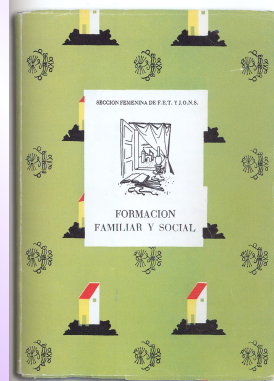
WOMEN OF THE MOUNTAINS



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DEMOCRATIC TRANSITION: 1975-1978

- **1975: Franco's death. End of Dictatorial Government**
- **1977: UCD Government**
 - Eliminates «Sección Femenina»
 - Creation of the Women's Right Department.
- **1978: Spanish Constitution**
 - Articles 9.2 & 14
 - Equality among women & men



WOMEN OF THE MOUNTAINS

STRATEGIES TO IMPLEMENT MECHANISMS OF EQUALITY OF GENDER IN THE SPANISH GOVERNMENT AND SOCIETY

- Elimination of legislative discriminations
- The creation of new laws of equality
- Positive Actions
- Mainstreaming



1982: FIRST SOCIALIST GOVERNMENT

- Great Legislative Activity
- Equality Organisms
 - The creation of the WOMEN'S INSTITUTE (1983)
 - By 1990, new Federal & Autonomic laws.



PLANES PARA LA IGUALDAD ENTRE MUJERES Y HOMBRES (PIOM)

- I PIOM (1988-1990)
- II PIOM (1993-1995)
- III PIOM (1997-2000)
- IV PIOM (2003-2006)



STRUCTURE OF EQUAL RIGHTS

1-FEDERAL

- The General Secretary of Equality (2004)
 - Equality Support
 - Special Delegation against Gender Violence
- Women's Institute (1983)
 - Women's Conference
 - Governmental Rights among Congress & Senate

The Law of Equality creates three new areas in the Government's Administration :

- **Interministerial Commission** of equality between Women and Men
- Equality Unity
- The Advisory Council of Women

2- AUTONOMOUS

- Women's Institute

3- LOCAL

- City Hall and City Council



1996-2004: PARTIDO POPULAR GOVERNMENT

- Equality in labor laws
 - 1999: Family Law

2004- today: 2nd SOCIALIST GOVERNMENT

Equality of Gender as a top priority

- Creation of the General Secretary of Equality
- Special Government Delegation against Gender Violence
- Equal Government / 1st Female Vicepresident
- Integral Law against Gender Violence
- 54 measures of Family Life – Labor and Women's Rights
- Family and Dependence Law



FIRST EQUAL GOVERNMENT IN SPAIN 2004

VICEPRESIDENTA PRIMERA Y PRESIDENCIA	María Teresa Fernández
FOMENTO	Magdalena Álvarez
SANIDAD Y CONSUMO	Elena Salgado
CULTURA	Carmen Calvo
EDUCACIÓN Y CIENCIA	Mercedes Cabrerá
VIVIENDA	María Antonia Trujillo
MEDIO AMBIENTE	Cristina Narbona
AGRICULTURA Y PESCA	Elena Espinosa



VICEPRESIDENTA SEGUNDA Y MINISTRO DE ECONOMÍA	Pedro Solbes
ASUNTOS EXTERIORES Y COOPERACIÓN	Miguel Ángel Moratinos
TRABAJO, ASUNTOS SOCIALES E INMIGRACIÓN	Jesús Caldera
DEFENSA	José Antonio Alonso
JUSTICIA	Juan Fernando López Aguilar
INTERIOR	Alfredo Pérez Rubalcaba
ADMINISTRACIONES PÚBLICAS	Jordi Sevilla
INDUSTRIA, COMERCIO Y TURISMO	José Montilla



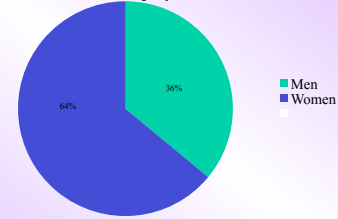
LESS POWER

Prior to 2005, in General Government Management there was not one single woman. Only 2.32% of the General Advisors were women. And 9.2% of all CEO's in Spain were women



UNEMPLOYED WOMEN

2005 Unemployment



2005 SALARY DISCRIMINATION

The annual salary average is 40% higher for men than for women. Very diverse employment opportunities for women.



Other discriminations

In 2005 the Spanish legal system received more than 250 lawsuits for discrimination:

- Access for Employment
- Maternity Leave
- Sexual Harassment



WHY A LAW OF EQUALITY?

THREE MAIN REASONS:

- 1.- To comply with National and European Law
EU Law 2002/73/CEE
Spanish Constitution: Art. 9.2 y 14
- 2.- To correct the unequal situation between women and men:
Employment, Economic and Social
- 3.- To improve the PIOMS limitations



Tabla 1. Porcentaje de jóvenes conviviendo con sus padres

GRUPOS DE EDAD	1987	1990	1995	2000	2001	2005	2006	2007	2008
TOTAL									
16-19	94,7	95,0	94,9	94,0	93,9	91,7	92,2	91,6	92,3
20-24	82,9	84,3	88,4	88,0	86,3	80,3	78,5	77,2	77,1
25-29	43,5	48,7	58,0	60,8	60,1	53,0	50,9	48,3	46,5
30-34	17,8	19,9	24,8	26,0	26,5	23,5	22,3	21,7	21,0
VARONES									
16-19	95,4	95,5	95,7	94,8	94,7	92,5	92,9	92,7	93,4
20-24	89,3	89,2	91,3	89,6	88,2	84,4	82,4	81,8	81,8
25-29	52,4	57,6	66,9	68,7	66,7	59,2	57,8	54,6	53,4
30-34	21,0	23,3	29,8	31,2	31,8	27,8	26,1	25,6	24,8
MUJERES									
16-19	93,9	94,4	94,2	93,2	93,1	90,9	91,5	90,4	91,0
20-24	76,3	79,2	85,3	86,3	84,2	76,0	74,4	72,5	72,3
25-29	34,4	39,6	48,8	52,6	53,2	46,4	43,5	41,5	39,2
30-34	14,5	16,6	19,6	20,6	21,0	18,8	18,3	17,5	16,8

Fuente: EPA 1987-2000, 4º trimestre; 2001-2008, media anual.

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