



# Euskal BERDINTASUNERAKO Etxeak

"SCHOOL FOR EQUALITY - EUSKAL ETXEAK"

Training sessions

"EQUALITY AS A QUALITY ELEMENT IN THE MANAGEMENT OF THE  
EUSKAL ETXEAK"

SESSION 1  
6 May 2023

## Why Euskal BERDINTASUNERAKO Eskola?

Equality between women and men is not only a fundamental human right, it is one of the essential foundations for building a peaceful, prosperous and sustainable world.

**Euskal BERDINTASUNERAKO Etxeak - Berdintasunerako Eskola** was created with the aim of helping to remove, through the Euskal Etxeak, the obstacles that still persist today and keep us from progressing to a fairer, non-discriminatory and egalitarian society, offering tools to promote equality between women and men in the management and organisation of their activities.

Because from our homes, our "Euskal Etxeak", we can make progress by showing our commitment to equality, incorporating equality between women and men into the principles and values of the organization.



### Session 1: May 6

## **BASELINE: CONTEXT AND EVOLUTION OF EQUALITY POLICIES, POSITIVE ACTIONS AND GENDER MAINSTREAMING**

**What do we mean when we talk about equality? Theoretical framework and the BAC's commitment to promoting gender equality.**

### Session 2: May 13

## **TOOLS FOR THE MANAGEMENT OF EQUALITY AT THE EUSKAL ETXEAK**

**How do we get down to work? Pinpointing instruments to foster gender equality in the management of the Euskal Etxeak:**

- SWOT, Assessments and Plans for Equality - keys for their preparation.
- Positive actions and gender mainstreaming as strategies to achieve equality.

**Strategies for leadership in the management of the Euskal Etxeak from a gendered approach.**

**Grab your coffee or tea, get comfy...**



**..... and let's think for a few seconds about what has made us spend two Saturday mornings/afternoons in a workshop like this.**



## First session topics

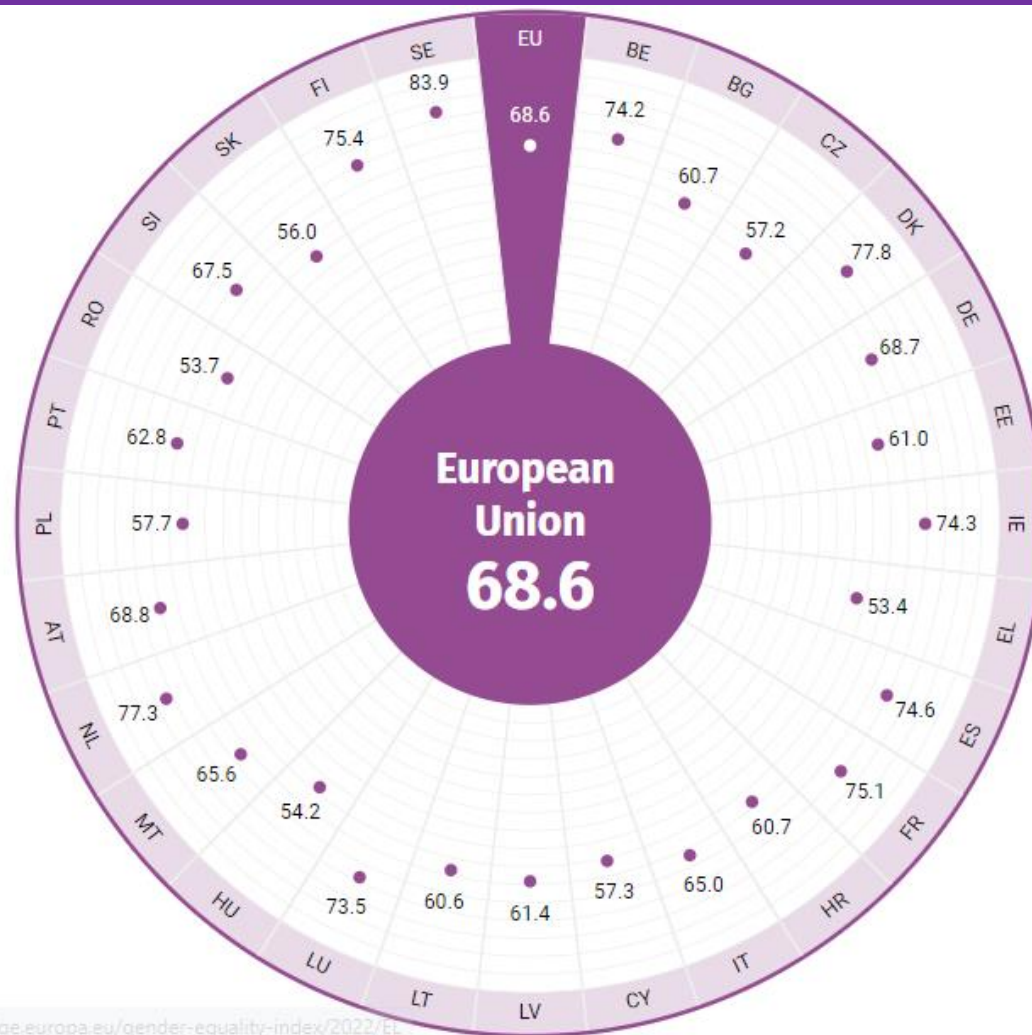
- 1.- What do we mean when we talk about equality?
- 2.- International Framework
- 3.- Equality in the Basque Country



# SETTING THE SCENE: HISTORY AND EVOLUTION OF EQUALITY POLICIES, POSITIVE ACTIONS AND GENDER MAINSTREAMING

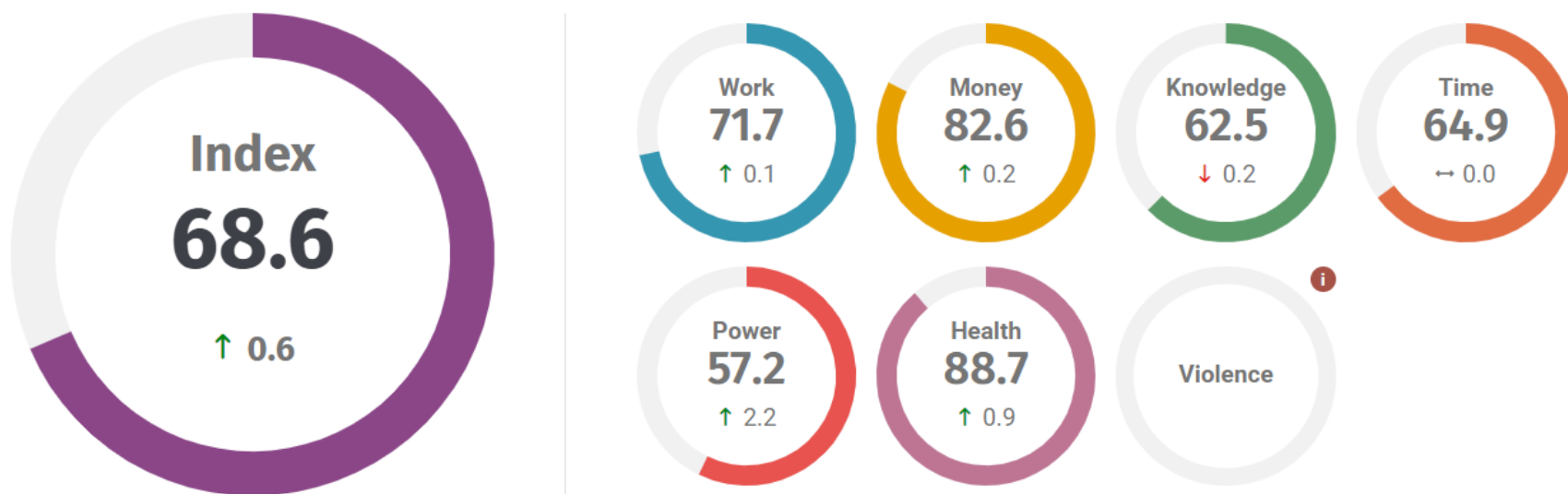
The **Gender Equality Index** gives the EU and the Member States a **score from 1 to 100**.

A score of 100 would mean that a country had reached full equality between women and men.





## Gender Equality Index by domain



The EU is the closest to gender equality in the **domain of health** (88.7 points), especially in the sub-domain of access to health services (97.6 points).

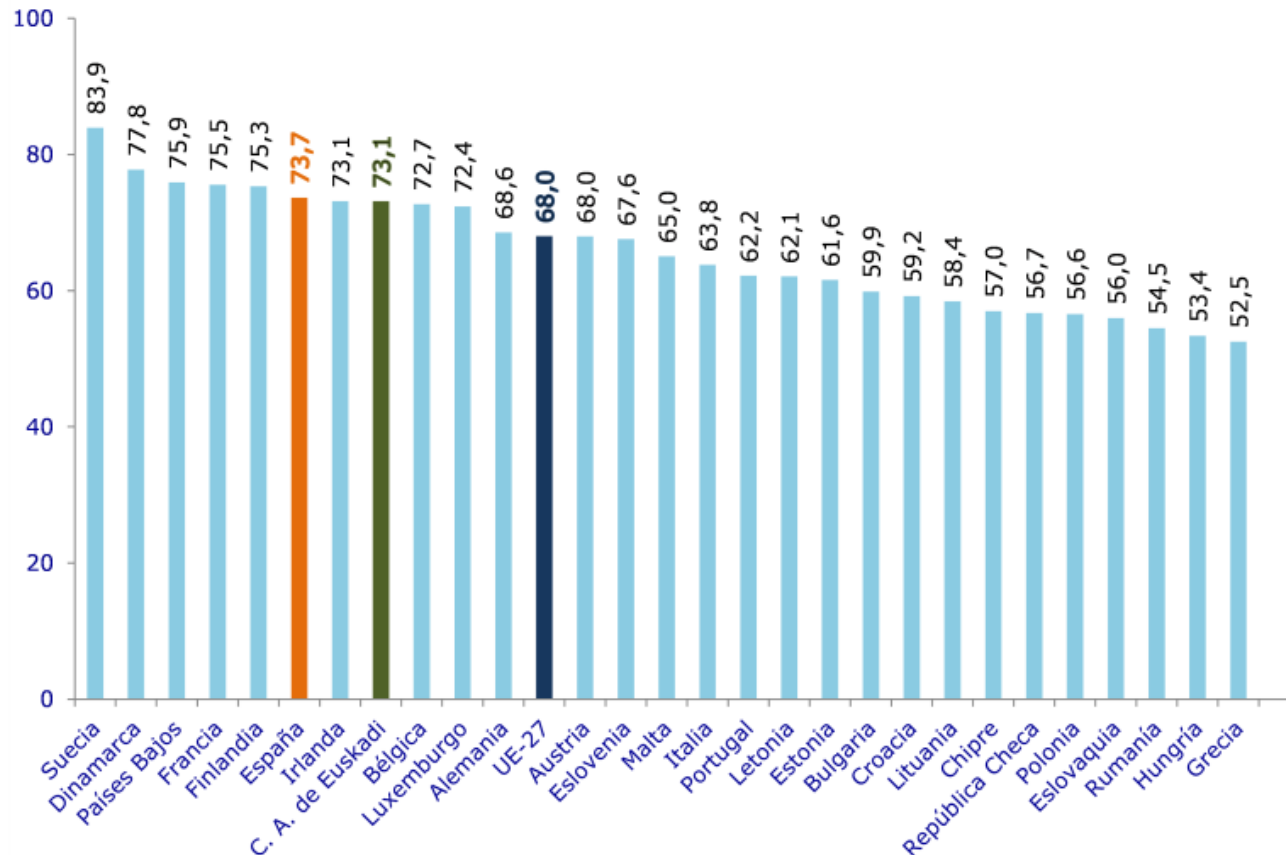
Gender inequalities are most pronounced in the **domain of power** (57.2 points), especially in the sub-domain of economic decision-making (52.1 points).





## GENDER EQUALITY INDEX

### Gender Equality Index



Fuentes: Eustat. Índice de igualdad de género y EIGE

8th place in the European Union

- The Gender Equality Index of the Basque Country is standing at 73.1 points out of 100
- The highest values were found in the Health, Money and Employment domains, while the lowest was in Power
- Between 2010 and 2019, five measurements were carried out that reflected the successive advances in the value of the GEI in the Basque Country, going from 68.9 points in 2010 to 73.1 in 2019, which translates into an increase of 4.3 points.

## WHY IS THIS HAPPENING?



Women and men are born into a social environment that defines us.

We are assigned a series of roles and stereotypes and these roles and stereotypes do not have the same value and are hierarchical.

THE HEGEMONIC "MASCULINE" IS HIERARCHISED, WHILE "THE FEMININE" IS DEVALUED AND ""DEVIANTS" ARE SOCIALLY REJECTED.



MEN	WOMEN
STRONG	WEAK
PRODUCTIVE ROLE	REPRODUCTIVE ROLE
SEXUALLY ACTIVE	FULFILLING
POWER	OBEDIENT
EFFICIENT	SENSITIVE
PROVIDER	CAREGIVER
PUBLIC SPACE	DOMESTIC SPACE





Euskal  
BERDINTASUNERAKO  
Etxeak  
berdintasunerako eskola

EUSKO JAURLARITZA



GOBIERNO VASCO

LEHENDAKARITZA

*Kanpoan den Euskal*

*Komunitatearentzako zuzendaritza*

OFFICE OF THE BASQUE PREMIER

*Direction for the Basque Community*

*Abroad*

**EUSKADI**  
BASQUE COUNTRY



## PATRIARCHAL SYSTEM



WOMEN and MEN do not have the same opportunities and possibilities to access and enjoy their rights in the different moments and spaces of life. That is why we talk about inequality between WOMEN and MEN.

## Equality between women and men

- ☐ It emphasizes the differences between people.
- ☐ Makes visible their different positions in our societies.
- ☐ Recognizes the initial barriers to equal opportunities.
- ☐ Seeks to take action to reduce basic social inequality gaps.





## International Framework

A bit of history.....



- **1946: Commission on the Status of Women**, responsible for promoting women's rights by documenting the realities of women's lives around the world, developing international standards on gender equality and women's empowerment, including:
  - Convention on the Political Rights of Women (1953).
  - Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (1962).

In **1963** she drafted the Declaration on the Elimination of Discrimination against Women, which was adopted by the UN General Assembly in 1967. This declaration was followed in **1979** by the **main legally binding instrument on women's human rights**:

**The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**

## International Framework

1975: International Women's Year



La Conferencia Mundial del Año Internacional de la Mujer se inauguró en el gimnasio Juan de la Barrera en la Ciudad de México el 19 de junio de 1975. Al centro de la imagen, Flo Kennedy, de los Estados Unidos, y varias otras mujeres se manifiestan afuera del Tribuna.

Foto: Naciones Unidas / B Lane



Primer día de la Conferencia mundial del año internacional de la Mujer en la Ciudad de México 29 de junio de 1975.

Foto: Lane George Pressen / año internacional de la mujer, B. Lane

First World Conference on Women in Mexico City,

1976-1985: United Nations Decade for Women: Equality, Development and Peace.

## International Framework

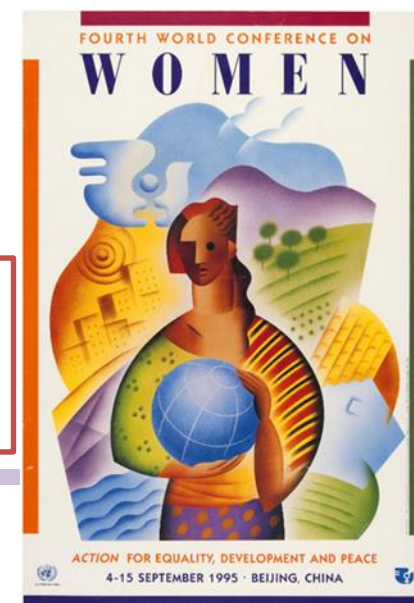
1980: Second World Conference on Women, Copenhagen.



1985: Third World Conference on Women,  
Nairobi.



1995: Fourth World  
Conference on Women,  
Beijing..





# Dual Approach: Specific Actions / Gender Mainstreaming

## The evolution of Equality Intervention Approaches

The different treatment of the phenomenon of social discrimination against women has led to changes in the approach to the problem. The cause of the problem has been shifting from internal to external:

LA MUJER COMO  
CENTRO DE  
ATENCIÓN UN SER  
ABSTRACTO Y  
COMPLETAMENTE  
ESTEREOTIPADO,  
CUYA NATURALEZA  
ERA LA CAUSANTE  
DE SU SITUACIÓN

VISTAS COMO UN  
GRUPO CON  
SITUACIONES Y  
DIFICULTADES  
"INTRINSECAS"  
COMUNES, QUE LES  
IMPIDE PARTICIPAR  
EN LA SOCIEDAD  
EN CONDICIONES  
DE IGUALDAD

SE RECONOCE QUE LAS  
DESIGUALDADES SON  
CONSECUENCIA DE LA  
DISCRIMINACIÓN  
HISTÓRICA QUE HAN  
SUFRIDO LAS MUJERES  
POLÍTICAS ESPECÍFICAS  
ACCIONES ESPECÍFICAS  
DE COMPENSACIÓN Y  
PLANES DE ACCIÓN  
POSITIVA QUE REDUZCAN  
LOS OBSTÁCULOS

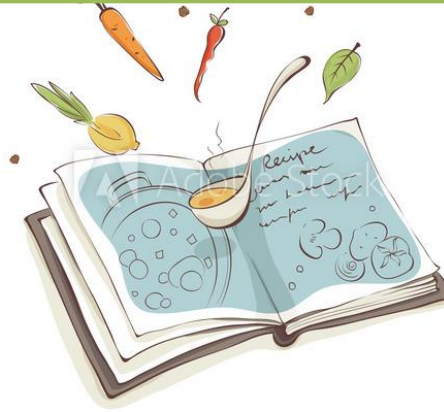
POLÍTICAS  
TRASVERSALES O  
ENFOQUE  
INTEGRADO DE  
GÉNERO  
EN TODOS LOS  
PROGRAMAS Y  
MEDIDAS PARA  
ROMPER LAS  
BARRERAS  
ESTRUCTURALES QUE  
IMPIDEN LA  
IGUALDAD



**Gender mainstreaming ..... is as  
simple as:  
add the word women and shake.**



There is no magic recipe for applying the gender perspective in the Euskal Etxeak



CREATIVITY



WORK PROCESS







## What is gender mainstreaming?

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The GENDER MAINSTREAMING\* is a new way of seeing, of looking at reality. It implies the recognition and consideration of the particularities and differences between the living conditions, social, economic and cultural situations and positions and needs of women and men in all phases of any intervention, i.e. in decision-making, planning, implementation and evaluation. The ultimate goal is to contribute to the improvement of society, balancing the positions of women and men in all aspects of social life. Achieving real equality.



# Equality between women and men in the Basque Country

# HIGH DEGREE OF AUTONOMY



Parliament



Government



Ombudsman



Police

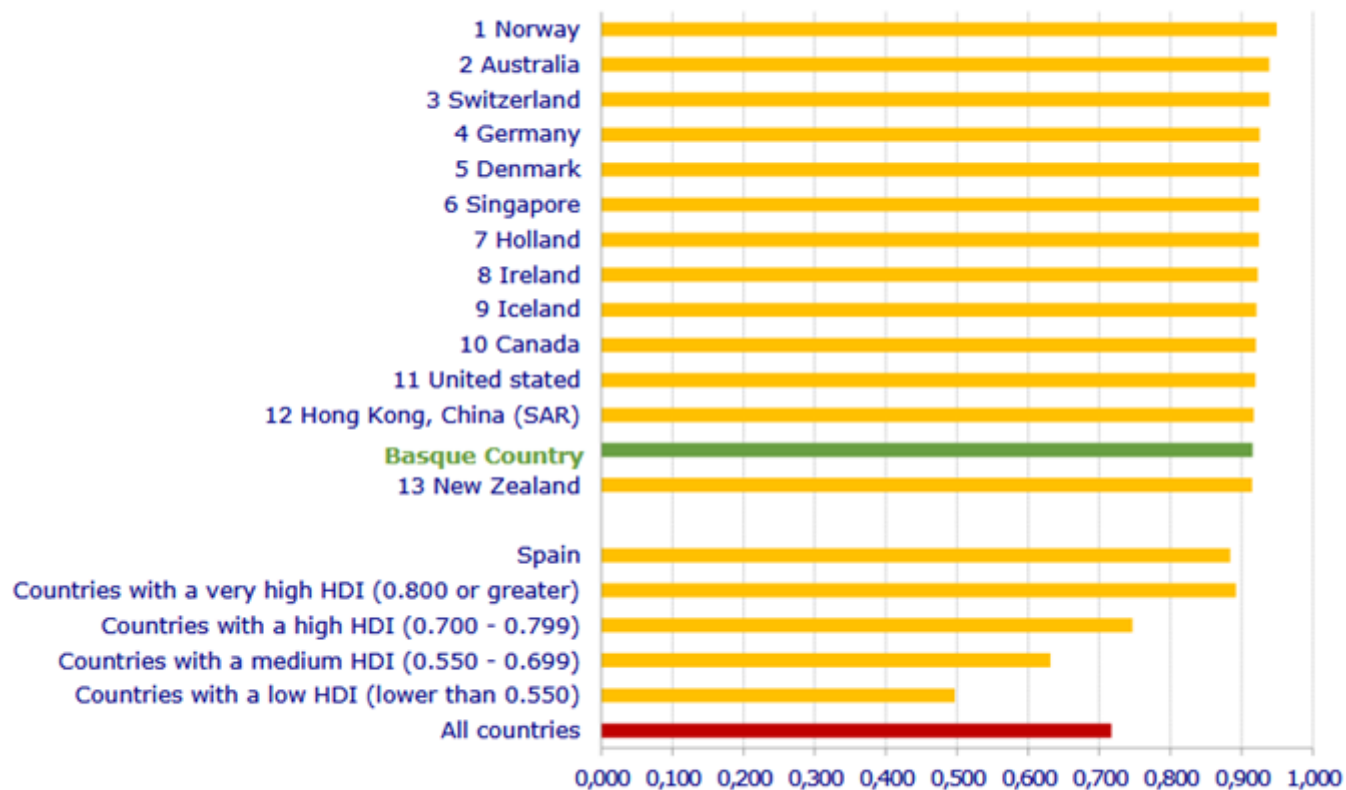


Taxation



Universal healthcare system

**Graph 1. Human Development Index**



Source: Eustat. Social indicators

Country with a very high HDI



Autonomous body created in 1988, attached to the Equality, Justice and Social Policies Department, which



## Promotes Equality Policies

To drive, regulate, advise, coordinate and evaluate equality policies



## Raises awareness amongst society

Through campaigns, programmes, workshops, etc.



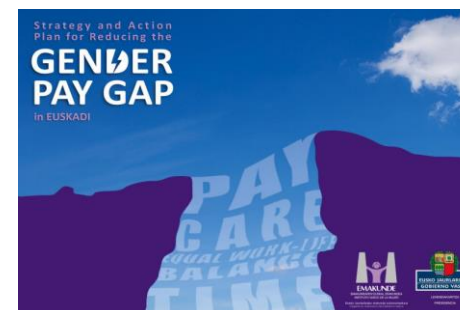
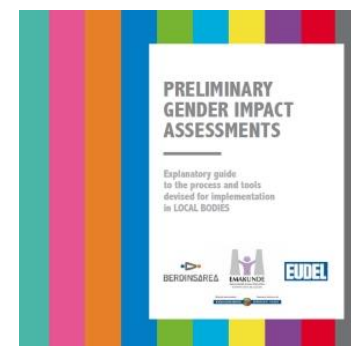
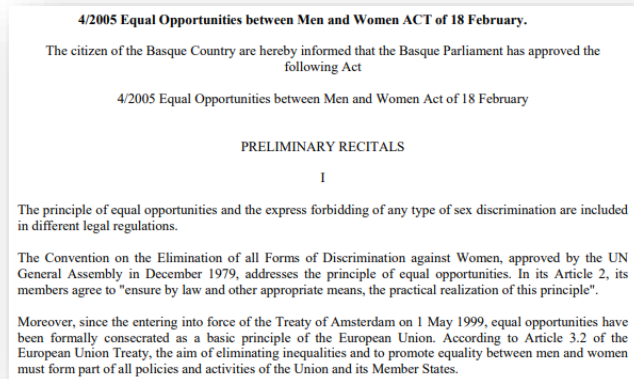
To eliminate all forms of discrimination against women and promote equality in the Basque Autonomous Community



# AREAS OF INTERVENTION

## Work with the public sector

- Basque Government's departments and provincial and local Administrations
- Basque Parliament
- Ararteko (Basque Country Ombudsman)
- Basque Public University...





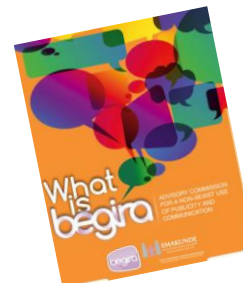
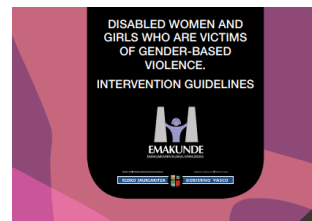
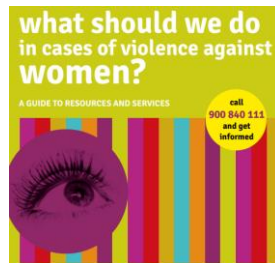


# AREAS OF INTERVENTION

## Work with society

- Equality in companies and organisations
- Women's empowerment
- Defence in cases of discrimination
- Prevention of violence against women
- Institutional response to violence against women
- Planning, studies and documentation
- A change in values (schools, media, men...)
- Internationalisation

**Support  
service for  
businesses**  
TO PROMOTE  
THE EQUALITY  
OF WOMEN AND MEN







# ESKERRIK ASKO