

Project **Development and Implementation of Strategies for the Foundation and Optimisation of Local Instances of Gender Equality**

Report

International Seminar: 9 – 11 February 2007

Madrid, Spain

Group of Project Partners:

Base –Frente Unitaria de trabalhadores / Portugal

Arbeitnehmer-Zentrum Königswinter (AZK) / Germany

Lithuanian Work Federation (LDF) / Lithuania

Centro Socila de Trabajadores (C.S.T.) / Spain

Arbeiter-, Freizeit- und Bildungsverein (AFB) / Italy (South Tyrol)

Democratic Trade Union Confederation of Romania (CSDR) / Romania

Fondazione Luigi Clerici (FLC) / Italy

Koepel Van Christelijke Werknemersorganisaties (ACW) / Belgium

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1) Context of the Seminar

The meeting of the work group in Madrid represents one of the planned activities of the project "DEVELOPMENT AND IMPLEMENTATION OF STRATEGIES FOR THE FOUNDATION AND OPTIMISATION OF LOCAL INSTANCES OF GENDER EQUALITY", which will take place in the period from 1 December 2006 until 28 February 2008.

After questions of content, organisation and administration were discussed at the first meeting of the project group in Königswinter in December, the goal of the second meeting of the project group is to determine the local situation of gender equality in the participating member's states. In connection with this, there will be an analysis of the respective framework conditions for local gender equality in order to develop strategies for sustainable action. An exchange of views on the different starting points shall stimulate a discussion of the possibility for solutions and alternative actions and support the activities of partners in their countries.

2) Content of the Seminar:

Gender Mainstreaming in Spanish Cities

The contextual starting point of the seminar was to become acquainted with and intensify policies, strategies and activities of local gender equality based on the example of Spain. For this purpose, a large city government, Mostoles, was selected in the municipality of Madrid, a medium-sized one, Socuéllamos, in Ciudad Real, and a rural one, Ventas de Retamosa in Toledo in the region of Castilla-La Mancha.

Reports were given by Asunción Sánchez Rubio, Equal Opportunity Representative in the City Government of Móstoles in Madrid; María del Carmen Toledo, City Councillor for Welfare in the City Government of Socéllamos in Ciudad Real; and María Victoria Solana, Mayor of Ventas de Retamosa in Toledo.

In comparing the various regions it became extremely clear that steps and offerings on the topic of equal opportunity differ according to the size of the respective municipality. For example, an entire department for women's questions in the municipality of Móstoles deals with the equality of women and men and attempts to eliminate discrimination through two programs (violence against women and employment), workshops, gender equality projects, competitions, and consciousness raising campaigns. There are also specific programs in medium-sized regions to implement gender-specific equality, especially by reinforcing continued education possibilities and social integration plans. A women's centre, educational initiatives, steps to raise consciousness, and various campaigns are involved in preventing domestic violence, making women more independent, and offering advice on rights and possibilities.

In contrast with these two municipalities, the rural Ventas de Retamosa especially emphasizes steps for raising consciousness, such as campaigns and courses in order to improve the situation and position of women in general. This takes place on the local level and does not have available funding comparable with the larger municipalities.

Furthermore, the Association of Rural Women in the region of Castilla-La Mancha presented itself. The non-governmental organisation which was established 25 years ago to support women in Spanish society especially emphasizes continued education and training, the establishment of cooperatives, and the reconciliation of family and work. Its goal is to change people's mentality concerning domestic violence and to guarantee equal opportunity for entering working life and possibilities for promotion. For this purpose, there are conscious raising campaigns for women and men as well as the continuation of various projects.

Country Reports

In addition to becoming better acquainted with Spanish reality, work was carried out on the entire project coordination. Country reports by the participants provided information on the different institutional situations of gender equality on the national levels. In this context, political institutions for gender equality were examined on the national, state, local and intermediate levels in Romania, Lithuania, Portugal, South Tyrol, Germany and Italy. The country reports were introduced through a Power Point presentation and commented on and supplemented by the representatives present. Afterwards, the presented material was discussed and commented on:

The expression "quotas for women" has a socialist touch in Romania and is therefore reluctantly used there.

There are seldom women in leading positions in Romania. Women who hold these positions often have difficulties asserting themselves on a long-term basis.

In Germany:

It is mainly applied when there are two equally good candidates, and women in leading positions in this field are rather underrepresented.

In South Tyrol:

In the province of Bolzano: no gender may be represented by less than 30%; quotas for women should be a means of breaking through male domains in the political arena.

There was the proposal to compile the presented material into a chart.

The question was raised as to the situation of work councils and trade unions in the various countries.

South Tyrol:

There is a trade union representative.

There is no commission which is comprised equally of employers and employees and concerns itself with women's questions.

Spain:

Great differences between urban and rural areas.

Steps should be taken to increase women's involvement in supervisory work (especially for migrants)

Gender mainstreaming is important for both genders. It constitutes an important aspect of the project and does not exclusively involve women's politics.

Work Groups:

Different work groups were supposed to work on different questions. They were divided according to language. The **first group** examined the question:

What are the organisational prerequisites for local instances of gender equality- in respect to

- culture (values and norms)
- structure (actors/leadership levels and areas of activity)
- programs
- goals and target groups

In Romania:

cultural values and norms:

- tradition of the patriarch
- special attention is given to the family in legislation
- values and norms are geared towards the family
- the term "gender" refers more to the family

Structure:

- present on the national level
- voluntary on the lower levels
- managers: women (representatives)

Programs:

- national coordination
 - develops programs with the EU and the Romanian government
 - programs with social partners and NGOs
- on local level

The **second group** examined the following questions:

How does the work of these instances function?

- *political and economic networking*
- *work with target groups*
- *work with the media, PR*

Local level:

- visionary prerequisites

current problems:

- competition on the local level
 - a committee in town hall could take on the coordination

Work through a network:

- very essential
- gender work as cross-sectional work without it disappearing; the importance cannot get lost; cooperation among departments

Target groups would be:

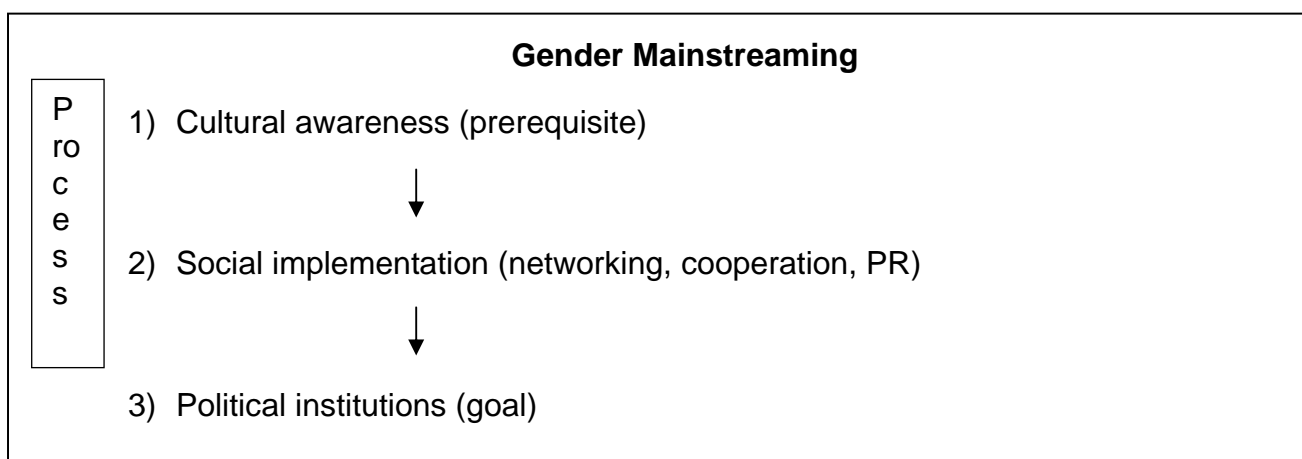
- family work
- teaching personnel
- family as a unit

In Lithuania:

- young people
- pregnant women

Media:

In the media, a great deal is geared towards male figures. Elimination on this level would be visionary.



National barriers have to be overcome so that projects achieve their goals.

The question of the **third group** is:

What are your main tasks and areas of activity?

In Spain:

Large municipalities receive money from the Spanish government (subsidies, money for women's agencies)

Small municipalities receive no money. They depend on voluntary organisations.

Mid-sized municipalities receive resources based on agreements.

In Portugal:

How can a model be created for all countries?

There are already big differences between Spain and Portugal: another administrative structure (in Portugal the regional governments hardly have any power) and constitutional differences (there is a committee in Portugal, but with difficulties).

Evaluation of the Work

Since the seminar constitutes a part of the project, the participants should become as active as possible. Therefore, it would be advisable to plan with more time in the next seminar and define the program more clearly. The goals should always be kept in mind, especially in terms of a possible document.

Additionally, one should consider that all the participants speak different languages, and language problems can often result from the interpreting.

Furthermore, an evaluation of the group work by the participants is desired.

It would be desirable if the participants could prepare before the beginning of the seminar. For this reason, one should make sure that documents such as a seminar program or possible papers are sent in advance. In general, one also expressed the wish to work on a model.

Prospect for a Next Meeting

When and where:

Milan 20 - 22 April 2007

Topic:

Countries - Basics II

Perspective goal:

Educational concept (Lithuania)

Some questions for preparation:

Step I: DETERMINING THE TARGET GROUP

- Who should the target group be?
- What should one observe in terms of the target group?

Step II: Conception Check-List

- What is important for the foundation of local instances of gender equality?
 1. Cultural prerequisites
(values and norms)
 2. Structural prerequisites
(actors/leadership levels and areas of activity/budgets)
How can these prerequisites be created?

III. What should one observe in order to define the implementation process?

- Who is the target group?
- What is the goal?
(Working world, reconciliation of family/profession, participation, dismantling gender discrimination, domestic violence, etc...)
- How is the program?
- Definition of the tasks / areas of activities
- What is the working method?
- How is the quality management of the working methods organized? Efficient - in terms of real improvement

VI. How can one optimise the existing instances?