

SPAIN

Report relating to the Questionnaire on Implementation of the Beijing Platform for Action (1995) and the Outcome of the Twenty-Third Special Session of the General Assembly (2000)

Part One:

Overview of achievements and challenges in promoting gender equality and women's empowerment.

(In relation to Spanish policies promoting equality of rights and opportunities, in 2003 Spain submitted the Fifth Periodic Report on Implementation of the Convention for the Elimination of all Forms of Discrimination against Women, and in April 2004 it submitted its response to the CEDAW Committee questionnaire on the periodic report. More detailed information can be found in those documents).

Equality policies in Spain are mainly promoted through Plans on Equal Opportunities between Women and Men, the fourth of which is currently being implemented. These plans, promoted by the Institute for Women's Issues, are approved by the Council of Ministers, and in many respects have served as a model to be followed by the Autonomous Communities and Local Corporations.

Approval of the third Plan on Equal Opportunities (1997-2000) heralded the introduction of equality perspectives in all government policies, and the promotion of female participation in all spheres of social life, to enable women to become co-participants in decision-making processes. The aim was thus to promote equal opportunities in the preparation, application and monitoring of all policies, measures and actions carried out — i.e. introduction of the “mainstreaming” principle.

This principle is becoming so important in Spain that all equality plans are being drawn up with mainstreaming in mind, whether they be national, regional (promoted by agencies responsible for equality issues in the Autonomous Communities), or local (promoted by city governments).

Recognizing that while much has been achieved, just as much or even more remains to be done, the fourth Plan on Equal Opportunities between Women and Men (2003-2006) was approved in March 2003, with the aim of promoting gender mainstreaming through affirmative actions in areas where necessary.

Statistics show that women's participation has increased significantly in all domains. Although the second part of the questionnaire provides a more detailed overview, the key aspects are mentioned below.

Access to education, both compulsory schooling and university, has been equalized for boys and girls. Nonetheless, there are fewer female university teachers and professors than male ones.

Since 2001, the number of women in employment has grown faster than the figure for men; yet the female unemployment rate remains twice as high as the male rate. Moreover, women continue to be hired on part-time contracts and in low-skilled activities, much more frequently than men; and sometimes they still receive lower pay for work of equal value.

Women's entry into the labour market has necessarily meant a change in the traditional values system. Reconciliation of family life and work, and a fair and equitable distribution of domestic chores between both partners are basic issues which need to be inscribed indelibly in the social structure, despite resistance and inertia from broad sectors of the population.

A change of this type cannot ignore the role played by communications media, advertising or public administrations, in transmitting the values and attitudes it is desired to equalize.

Women's participation in politics has also increased significantly, and the presence of women on electoral lists is no longer an exception. Nonetheless, they are still a minority in the Congress of Deputies, the Senate, and in government bodies at the national, autonomous and local levels. Measures therefore need to be taken to achieve genuine parity.

In other areas, improving the quality of life of women, especially among the most underprivileged groups and those living in risk situations, should continue to be a priority task of public administrations. Violence perpetrated against women, for example, remains one of the scourges of current society.

Accordingly, the fourth Plan on Equal Opportunities maps out a series of specific measures to combat the discrimination that still persists, and increase women's presence in those domains of social life where they are still under-represented. The following instruments have been taken into account in designing such measures:

- Guidelines set forth by the Community Strategic Framework on Equal Opportunities.
- Commitments of the Platform for Action of the Fourth World Conference on Women.
- Recommendations issued by various international bodies.
- Conclusions arising from evaluation of the third Plan on Equal Opportunities.
- Contributions and suggestions made by the various ministerial departments.
- Contributions and suggestions made by social agents and NGOs.

The fourth Plan is inspired in two fundamental principles:

- Defending and guaranteeing the principle of equality between men and women in all activities and policies, at all levels, and evaluating its potential effects; and
- Cooperation, as close as possible, with all agents involved: public administrations, social agents, NGOs and society at large.

The specific measures included in the Plan are coordinated around eight priority areas:

1. Introduction of the gender perspective in public policies. In this area, actions are proposed to enhance cooperation with public administrations and private institutions, in order to include the "mainstreaming" principle in the design of all policies, plans and strategies.

2. Equality between women and men in economic life. The aim here is to increase women's participation in the labour market, promote their entrepreneurial endeavours, and eliminate the barriers that deny women the same working conditions as men.
3. Participation in decision-making; in order to involve women in decision-making processes in the political, economic and social domains, and to foster their professional advancement in public administration.
4. Improvement of the quality of life for women. This includes objectives relating to health, in the broadest terms, and in education and culture, addressing shortcomings among the female population and contributing to equality in these fields, with special emphasis on the prevention and eradication of poverty and social exclusion among women.
5. Promotion of equality in civil life. This entails promoting equality in the legislative and judicial spheres, and policies for combating violence against women, together with incentives for participation with NGOs to develop gender-equality programmes.
6. Transmission of equalitarian values and attitudes, in the belief that, to achieve lasting change, action must be taken on the mechanisms that enable the traditional patriarchal system to continue exercising its influence on social structures. In this case it is a matter of fostering values and practices that promote equality and eliminate stereotypes in the media and advertising.
7. Reconciliation of family life and work, in order to achieve greater balance between men and women, so as to make activities carried out in the two domains mutually compatible. Legislation to facilitate such compatibility is also envisaged.
8. Cooperation. This includes fostering cooperation with public administration and public and private institutions, strengthening the participation of Spain in international bodies, and promoting development cooperation with NGOs and other institutions, such as the Spanish Agency for International Cooperation (AECI).

The actions of the Plan encompass nearly all areas of public administration: education, employment, the economy, health, social security, justice, the interior, the media, environment, culture, sport, immigration, research, statistics and international cooperation. It also proposes incorporation of the gender perspective in the General State Budgets.

The passing of Act 30/2003 of 13 October, containing measures to evaluate the gender impact in legislation prepared by the Government, will certainly give considerable assistance to women in achieving equality of rights and opportunities.

The Institute for Women's Issues has been working to construct indicators on various aspects of the status of women. This has involved many fields of action, as shown by the number of indicators that have been added to the "Women in Figures" database, which has grown from just over 150 in 1998 to more than 300 today. Indicators are grouped together in nine areas:

demographics, family life, education, employment, health, political participation, violence, social exclusion and social services.

Indicators on issues such as rural women, women's participation in non-traditional professions (the Armed Forces, R&D and research, etc.), parental leave, and registered contracts, have been incorporated into the database in recent months.

The work carried out on violence indicators has been particularly important, with key changes made including a widening of the scope of relationships recognized between aggressor and victim, to cover all possible relations between couples or former-couples and family members, and an increase in the number of quantified criminal offences.

The Institute for Women's Issues has also played a key role as a member of the Monitoring Unit on Equal Opportunities, in developing indicator systems on specific issues. Thus far, work has been carried out, or is ongoing, on indicators relating to employment, the underground economy, beneficiaries of the Minimum Income Plan (*Rentas Activas de Inserción*), "marginal" groups (prostitutes, former prison inmates, drug addicts, and homeless women), education, teacher training on equality, and the reconciliation of family life and work. The work carried out by this and other Monitoring Units is analysed in the third part of the questionnaire dealing with Institutional Development.

The recently established Monitoring Unit on Domestic and Gender Violence has already made it possible to obtain preliminary data on the extent of the judicial response to cases of abuse, including the number of protection orders applied for and granted, and the type of measures adopted as a result. The Unit was created by the General Judiciary Council, with participation from the Ministry of Justice and the Ministry of Labour and Social Affairs and representation from the Autonomous Communities.

At the present time, there are various channels for collaboration with the Autonomous Communities, aimed not only at unifying criteria for producing a basic list of violence indicators, but also to obtain information on aspects of assistance surrounding this problem: information and shelter centres, 24-hour phone services, police services, health care, and so forth.

The Institute for Women's Issues is also working with the National Institute of Statistics to establish basic indicator system on equal opportunities.

One of the greatest problems in collecting statistical data stems from the lack of suitable secondary sources. In the case of potential indicators for which data is not collected but ought to be, it should be noted that the development of new indicators depends on two factors: the existence or otherwise of secondary sources, and the need to evaluate the situation in real situations.

In relation to the second point, the policies and measures being implemented on equal opportunities affect increasingly specific domains, so the indicator systems that are needed to evaluate both the situation to be altered, and the impact of the corresponding measures, must also

be increasingly specific. Thus, the issue is less a matter of studying new aspects of reality than of deepening knowledge on more specific aspects.

Lastly, there are a number of fields in which the non-existence or scarcity of indicators results from the inherent “opacity” of the target reality — issues such as forced prostitution or the underground economy, for example. The Monitoring Unit is also working specifically on these issues.

The second part of the questionnaire provides data from 1996 and 2003, where these are available, in order to demonstrate the changes that have occurred in the status of women.

Part Two:

Progress achieved in implementation of the critical areas of concern of the Beijing Platform for Action, and the further initiatives and actions identified in the Twenty-Third Special Session of the General Assembly.

Women and poverty

As stated in the Fifth Periodic Report, social exclusion is multidimensional in nature, both in its origin and in its manifestation in society. A number of different problems can cause exclusion: poverty in terms of economic income; difficulties entering the labour force and gaining access to education; lack of decent housing; lack of health care, psychological and physical capacity; absence of, or insufficient family and community support; problems gaining access to new technologies, and lack of awareness and failure by society in general to address the problem of social exclusion.

Absence of family support, which is common in cases of dysfunctional families, domestic violence or family breakdown, is often an aggravating factor in social exclusion.

Data from the European Community Households Panel (EHCP) show that economic poverty in Spain has increased from 18.5 per cent in 1996 to 18.8 per cent in 2001, the latest year for which data are available. The proportion of people at risk of poverty, i.e. those living in households whose total income equivalent is below 60 per cent of the national median is shown in the following table:

Age group (years)	Both sexes (%)		Women (%)		Men (%)	
	1996	2001	1996	2001	1996	2001
Under 16	23	25.5	25.7	26.5	21.5	24.6
16-29	20	16.3	19.8	17.7	20.1	14.9
30-44	17.4	16.6	18.3	18.8	16.6	14.4
45-64	17.7	16.4	17.6	16.8	17.8	15.9
65 and older	14.6	22.2	14.1	24.2	15.3	19.5
Total	18.5	18.8	18.7	20.3	18.4	17.3

Source: Prepared by the authors on the basis of data from EHCP, INE.

To combat social exclusion, on 25 July 2003 the Council of Ministers approved the second National Plan of Action for Social Inclusion of the Kingdom of Spain 2003-2005, which includes an evaluation of the first plan and a chapter containing four detailed examples of good practices, the selection of which involved public administrations (general, autonomous and local), NGOs and entities working on behalf of social inclusion.

The document is structured around a multifactoral concept of social exclusion and contains a diagnostic study of the social exclusion situation in Spain. Apart from specifically addressing the situation of various groups or individuals with social integration difficulties, it also makes a

global analysis of the situation in terms of access to employment, resources, assets, rights and services, support for family solidarity, and access to new technologies.

The issue of gender requires special attention, and is a constant theme throughout the document. Analysis is also made of the main results achieved by the study, which show that Spanish women are more vulnerable than men to social exclusion.

Accordingly, a detailed analysis is made by risk group, including specific studies of situations among the elderly, the handicapped, children of both sexes and single-parent families, drug addicts, HIV/AIDS patients and, most especially, immigrants, the gypsy population and underprivileged women.

Women and health

In the domain of health statistics, life expectancy for Spanish women is almost seven years longer than for men, having risen from 81.88 years in 1996 to 82.10 at the present time (compared to 75.3 for men).

The mortality rate has changed little since 1995. There are more male deaths in Spain at all age groups up to 80 years, after which the trend reverses and more women die. Data for 2001 show that the leading causes of death among women are diseases of the circulatory system (39.86 per cent), although the age of death from this cause needs to be taken into account, since it tends to occur in persons of at least 70 years old. Tumours are the second most frequent cause (21.43 per cent), with breast cancer specifically causing the largest number of fatalities in this category. Diseases of the respiratory apparatus are the third most frequent cause of death (8.78 per cent), followed by digestive ailments (4.87 per cent).

The maternal mortality rate (arising from complications in pregnancy, childbirth and puerperium) is low in Spain, although there were 17 deaths in this category in 2001 compared to 11 in 1995.

Women accounted for 17.7 per cent in 2001 of deaths occurring as an acute reaction to drug consumption, up from 14.3 per cent in 1996.

The teenage birth rate (number of births per thousand women of between 15 and 19 years of age) has risen from 7.50 in 1996 to 9.04 in 2000; and voluntary interruption of pregnancy has grown from a total of 51,002 cases in 1996 to 77,125 in 2002 (abortion is decriminalized in Spain under certain circumstances). Interruptions of pregnancy among teenagers (15-19 years olds) accounted for 14.14 per cent of all abortions practised in 1996, but the figure had fallen to 13.47 per cent in 2002.

Data on AIDS show a declining trend since 1996, reflecting anti-retroviral treatments and prevention measures that have helped reduce the rate of new infections. Nonetheless, the proportion of women in the total number of cases diagnosed had risen from 20.8 per cent in 1996 to 21.34 per cent in 2002; having peaked at 22.68 per cent in 2000. The average age of women diagnosed is 30.9 years.

In the case of tobacco consumption, women who smoke on a daily basis represented 21.2 per cent of the total female population between 15 and 65 years of age in 2003, down from 24.7 per cent in 1997. The proportion of ex-smokers increased from 7.9 per cent in 1997 to 10.5 per cent in 2003, and the number of non-smokers also rose from 64.8 per cent to 66.1 per cent over the same period.

In the domain of **drug consumption**, women admitted for treatment accounted for 15.46 per cent of all cases admitted for heroin consumption in 1996 and 14.04 per cent for cocaine. The corresponding figures for 2001 are 15.60 per cent and 20.98 per cent.

In 1998, the Comprehensive Women's Health care Plan was approved, designed by the National Health Institute (the State agency that manages health issues in Spain) in collaboration with the Institute for Women's Issues. The aims of the Plan include promoting health care actions for women, strengthening and expanding deficient services, and unifying health care actions carried out on behalf of women.

Following this, once the process of transferring health jurisdictions from central government to the Autonomous Communities had been completed in 2001, Act 16/2003 on Cohesion and Quality in the National Health System was passed to promote coordination and cooperation among public health administrations in order to guarantee all citizens the right to quality health protection, under conditions of genuine equality, and to overcome health care inequalities. The fourth Plan on Equal Opportunities also contains actions to improve women's health throughout the life cycle, involving various public bodies: the Institute for Women's Issues, the Ministry of Health and Consumption, and the Ministry of Labour and Social Affairs. Actions involve prevention, dissemination and information; promotion of compliance with measures and recommendations issued by the World Health Organization; and the development of specific programmes for certain women's groups (young people; the disabled; cancer sufferers; consumers of drugs, alcohol and tobacco). Since 1997 the Institute for Women's Issues has been organizing a series of awareness-raising courses for professionals working in primary health care and family planning centres, as part of the programme for the prevention of HIV/AIDS among women, in collaboration with the National AIDS Plan of the Ministry of Health and Consumption. The same institutions are also running a programme for the prevention of pregnancy, sexually transmitted diseases and HIV/AIDS in young women, aimed at promoting healthy habits and safe sexual practices. Further information on these programmes can be found in the Fifth Periodic Report presented by Spain to the CEDAW Committee (Article 12: Health), and in the responses to the issues raised by the committee in relation to the report, submitted in April 2004 (issues 24 and 25).

The Government has also decided to create a Monitoring Unit on Women's Issues as a coordinating commission for actions by the various State bodies, with a view to ensuring equal health care for women and men.

Education and training of women

The Spanish education system is compulsory, mixed and cost-free in public schools for pupils between six and 16 years of age, thus upholding the right to education recognized in article 27.1 of the Constitution.

Although the general illiteracy rate has declined, the proportion of women who are illiterate remains twice as high as the male figure, accounting for 3.82 per cent of the total female population. The proportion of women in the overall population aged 16 or over who have followed a course of studies of some kind has remained constant at around 51 per cent since 1996. Moreover, the proportion of women among individuals who have completed the various education levels was higher than men in both 1996 and 2003. The only exception occurs in secondary education, including vocational training. In the latter case, there are areas that remain a clearly female preserve, such as domestic service, hairdressing and beauty salons, health and, to a lesser extent, administration and commerce. Since 1996, however, women have increased their presence in traditionally male areas of activity such as the automotive sector (from 0.96 per cent in 1996-97 to 2.13 per cent in 2000-2001, the latest cohort for which data are available), electricity and electronics (where the proportion of women has increased to around 2.84 per cent), and in metalworking activities (where the female presence has almost doubled from 2.60 per cent to 4.76 per cent).

Since 1996, the most notable change has occurred in university education: women have increased as a proportion of students completing studies at this level, from 51.11 per cent in 1996 to 52.43 per cent in 2003. While the size of the overall university student body has grown, the share of women increased from 52.92 per cent in the class of 1996-1997, to 53.41 per cent in 2000-2001. Nonetheless, women remain a minority on technical courses. Despite progress made over the last 10 years (women of 16-40 years of age generally attain a higher education level than their male counterparts in the same age groups), the proportion of women teachers tails off at the higher education levels, and especially in the case of full professorships. Although women only represented 15.78 per cent of university teachers in 2000-2001, this marked an improvement on the figure of 13.73 per cent in the class of 1996-1997.

This progress has been achieved thanks to measures contained in the equal opportunity plans that have been implemented since 1987. One of the factors on which insistent action has been thought necessary is the production of didactic materials, which sometimes still reflect the worldview in which traditional stereotypes are embedded. Accordingly, the Institute for Women's Issues has worked with various universities and associations in preparing materials aimed at promoting non-sexist education.

Studies such as *Lo femenino y lo masculino en el Diccionario de la Lengua de la Real Academia Española* [Masculine and Feminine in the Dictionary of the Spanish Royal Academy] highlight the under-representation of women and the male-centredness that dominates school textbooks. The Advisory Commission on Language (*NOMBRA*) has conducted a critical review of the Dictionary of the Spanish Royal Academy, and its proposals have been taken into account in the preparation of new editions. Moreover, the book *Nombra. En femenino y en masculino* [Naming. In the feminine and in the masculine] makes suggestions for exploiting existing linguistic

resources or inventing new ones, so as to represent women rather than hiding them behind masculinity or dependency thereon. In addition, the organization and running of university seminars on women's studies has been boosted by additional financial support obtained through annual public contests, the realization of joint activities, and exchange experiences.

Another key objective in government plans involves occupational training courses aimed at enhancing women's training and employability. Thanks to the cooperation agreement signed between the Ministry of Social Affairs and the Ministry of Education, Culture and Sports, a co-educational programme has been instituted that includes activities on basic and vocational training for adult women, and the use of new technologies to promote equal opportunities between women and men in schools.

Violence against women

Prevention of domestic violence is considered a fundamental field of action within equal opportunity policies. Achievements include preparation and implementation of the First Plan of Action against Domestic Violence (1998-2000), and the current Second Comprehensive Plan against Domestic Violence (2001-2004). Both plans include aims and measures considered necessary in their jurisdictions to eradicate domestic violence and make sufficient social resources available to help alleviate the consequences caused to women who are victims of violent acts.

One of the actions undertaken in fulfilment of the first Plan involved the design and dissemination of a health protocol for cases of domestic abuse, setting forth action guidelines for health workers when dealing with victims.

Meanwhile, although some of the amendments to the Penal Code envisaged in the Second Comprehensive Plan on Violence against Women have already been implemented, other major changes have been introduced through Organic Law 11/2003 of 29 September, containing concrete measures on citizen safety, domestic violence and the social integration of foreigners; and Organic Law 15/2003 of 25 November, modifying Organic Law 10/1995 of 23 November of the Penal Code. In particular, penalties have been adjusted so that the alternative to weekend arrest is no longer a fine but community service; the penalty of special ineligibility to exercise parental authority, guardianship, curatorship, foster care or de facto guardianship has been incorporated in cases of physical or psychological violence, when the interest of the minor so requires; suspended sentence in cases of domestic violence has been made subject to compliance with certain conditions such as non-appearance in certain places, obligation to appear before the judge to report activities and justify them, etc; a specific provision has been introduced to replace prison sentences or weekend arrest, in cases of domestic violence, consisting of a ban on appearing in certain places, or approaching or communicating with the victim, family members or other persons as determined by the judge or court; a suspended sentence will be executed if the convicted party fails to comply with the rules of conduct imposed in respect of suspension and substitution of penalties; and lastly, deprivation of the right to own and carry a weapon has been included as an accessory penalty for the offence and misdemeanour covered by the Penal Code.

The most recent reforms for the prevention of domestic violence include Act 27/2003 of 31 July, which sets forth regulations on protection orders for victims of domestic violence. This Act introduces a new article (544 ter) into the Law of Criminal Procedure, empowering the judge to immediately issue a protection order for the victim once a complaint against aggression has been lodged, together with precautionary measures of a civil and penal nature, to prevent any confrontation between the aggressor and the victim, her children, or other family members. Additional measures are also envisaged for the provision of social, legal, health, psychological or any other kind of assistance and protection, established by law. The latter range from physical separation of the aggressor from the victim of domestic violence, to the granting of economic assistance to the victim if she is economically dependent on the aggressor, to enable her to survive independently or be admitted into centres established for this purpose. In addition, a central registry is established for the protection of victims of domestic violence, along with a commission to monitor implementation of the Act, consisting of representatives from the General Judiciary Council, the State Prosecutor's Office, the legal professions and the Ministries of the Interior, Justice, Labour and Social Affairs, with representation from Autonomous Communities and local bodies. It also makes it possible for the victim to obtain a judicial ruling including precautionary measures of a civil and penal nature, through a rapid and simple judicial procedure, in cases where there are well founded indications that a crime or offence against life, physical or moral integrity, sexual freedom, liberty or security has been committed.

Following creation of the Monitoring Unit on Domestic and Gender Violence and approval of Act 27/2003, a total of 7,869 protection orders were requested between 1 August and 31 December 2003, of which 6,004 (76.3 per cent) were granted. In connection with these protection orders, the judge also issued 4,987 separation orders as a penal measure. It should be noted, however, that separation orders can also be issued independently of any protection order.

The Regional Monitoring Unit on Gender Violence of the Autonomous Community of Madrid is creating a coordination point to centralize all actions arising from the protection orders issued by the judge. A task force has been set up to draft an action protocol that centralizes, not only all instruments relating to the guardianship and defence of victims of domestic violence, but also the economic, social, employment or health care assistance required by women living under protection orders. A number of programmes have also been implemented for the rehabilitation of abusers in the Autonomous Communities.

Every year a memorandum of actions against domestic violence is prepared, for broad distribution among General State Administration and Autonomous Communities. As well as listing existing resources, these memoranda describe practices implemented by both central administration and the Autonomous Communities, thereby disseminating them nationwide.

With regard to the trafficking of women, the Foreign Nationals Act 4/2000, of 11 January, amended by Organic Law 8/2000 of 22 December, addresses the rights and freedoms of foreigners in Spain and their social integration. Article 59 envisages the possibility that such persons may find themselves in an irregular situation in our country (working without a permit, or with irregular or no documentation), either as a victim or witness of, or harmed by an act of illicit trafficking in human beings, or exploitation in prostitution. If such persons cooperate or collaborate with the justice system, they shall not be expelled from Spain and shall be exempt

from administrative responsibility if they formally accuse the perpetrators of illicit trafficking in workers for exploitation in prostitution, or cooperate and collaborate with the competent police officials in police investigations aimed at breaking up such organizations. They may also choose between returning to their country or remaining in Spain; and they shall be allowed to stay in our country, obtain residency and a work permit, together with help in integrating into society under the terms of the aforementioned Act. According to information provided by the Civil Guard through female staff working on the special teams for women and children (EMUMEs) of the judicial police, persons engaging in prostitution are made aware of the channels available for reporting those who could be exploiting them. Nonetheless, despite the benefits mentioned above, victims of trafficking remain very reluctant to file complaints. In fact, in the Civil Guard jurisdiction, of a total of 23,020 women prostitutes, of whom 90.25 per cent or 20,000 were foreign nationals, just 234 (1.12 per cent) filed complaints in 2002.

The Mixed Commission on Women's Rights unanimously approved a resolution on 15 September 2003 calling for the Government to design a comprehensive plan to combat the international trafficking of women and children.

Since 1995, the legal treatment of sexual harassment in Spain has progressed from having no penal typology of its own to being recognized as an autonomous criminal category, and also explicitly included as a very serious workplace offence. The fourth Plan on Equal Opportunities for Women and Men also contains a number of actions for the eradication of sexual harassment within its objectives of eliminating obstacles for women to enter and remain in the labour market. An example is the Optima programme, which aims to promote information, awareness and prevention of sexual harassment within or from enterprises, together with measures to support women who are victims of such treatment.

Women and armed conflict

As regards the role of women in prevention, conflict resolution and consolidation of peace on the international scene, in recent years there has been a significant increase in the participation of highly qualified women (attorneys, health care workers, university professors, etc.) on international observer teams in electoral processes in Central America, Bosnia-Herzegovina and Kosovo, and in reconstruction programmes following armed conflicts.

In terms of institutional assistance, the Spanish Agency for International Cooperation (AECI), in conjunction with NGOs, is carrying out programmes and projects on conflict prevention and resolution, which aim to contribute to reconstruction, rehabilitation and stable development in the countries concerned. At the present time, work is mainly taking place in Colombia, Guatemala, the Palestine territories, Syria, and the Balkans region.

For example, one of the objectives of the projects in Colombia is to provide support for the displaced population that is the victim of violence, mainly women who are heads of families. This support involves facilitating aid, creating the necessary conditions for sustainable development and covering the victim's most urgent needs: food aid and basic social services to enable the population to return to their countries of origin. In addition, in the long-term these projects tackle the problems of reconstruction and creating a productive economic fabric. Projects carried out in

Colombia in recent years include the following: Strengthening the Skills of Women in Marginal Communes in Santiago de Cali; Training Cultural and Political Agents for the Management of Development, Coexistence and Peace; Community Centre for Education in Comprehensive Human Development; Production Training Development for the San José de Apartado Peace Community; After-Emergency Care and Generation of Farming Alternatives for Displaced, Relocated or At-Risk Populations in the Department of Meta; and Comprehensive Pedagogy for Peace and Respect of Human Rights.

In Guatemala, for example, the project “Support for Equal Opportunities Policies in Guatemala Under the Peace Accords, Phase II” aims to facilitate the putting into practice of public equal opportunities policies promoting the full integration and development of Guatemalan women in their country’s social, political and cultural life.

In Palestine, two projects are being run on women’s physical and psychological health: “Mother and Child Health in the Nablus Area and the Balata, Fara’a and Aska Refugee Camps (Northern West Bank);” and “Emergency Psychological Support for Groups of Women Victims of Violence, Including Domestic Violence and Post-Traumatic Stress as a Consequence of the Conflict Situation in the Palestinian Territories.” Another project has been aimed at getting refugee women and mothers with Down Syndrome into society and the labour market by providing support for the production and commercialization of textiles through the establishment of microenterprises.

Lastly, various projects are also being promoted in the Balkan area. One focuses on “Prevention of Domestic Violence in the City of Mostar in Bosnia and Herzegovina”, and its aim is to establish the First Canton Plan for the eradication of all forms of violence. Another consists in the “Creation of a Textile Cooperative Managed by Women in the City of Stolac in Bosnia and Herzegovina”, which aspires to promote a textile cooperative of women belonging to all three communities, Croat, Serb and Muslim.

For its part, the Institute for Women’s Affairs, in conjunction with the Spanish Cooperation Agency is implementing the “Women and Development” project, which subsidizes projects and programmes in developing countries that take into account and render visible in all phases the participation of women and their access and development benefits. Supported projects also include one being run Colombia entitled “Training for Participation of Women in the Planning and Management of Development with Equity in the Northeastern Zone of Medellín”, and in Guatemala, “Training and Skills School for Strengthening Participation by Guatemalan Peasant Women;” and “Women’s Participation in Local Power with Gender Equity.”

In addition to these institutions, a range of NGOs, women’s organizations, research institutes and universities are working on peace-building activities with a gender perspective.

Women and the economy

The rates of activity, employment and unemployment, wage discrimination and job segregation, both horizontal and vertical, that still characterize women’s participation in the labour market, make employment one of the key areas of government action, as shown by the National Employment Incentive Plans.

Since 1996, the female activity rate has grown steadily every year, rising from 38.55 per cent in 1996 to 43.9 per cent in 2003. The proportion of all women in employment rose from 27.30 per cent in 1996 to 37.07 per cent in 2003; and the proportion of women unemployed has dropped sharply since 1996, albeit less than the rate for men, which has virtually halved since that time. Whereas 29.18 per cent of the female population was unemployed in 1996, the figure had dropped to 15.56 per cent by 2003.

As mentioned in the Fifth Periodic Report, various training programmes are being carried out in order to improve women's employability and facilitate greater job diversification, thereby helping to combat the gender segregation that still exists in the labour market, and ease women's entry into professions and job categories where they are under-represented. Although that report describes these programmes in detail, the most important outcomes and attainments are highlighted below.

In the training area, specific programmes are being implemented to promote labour market entry by women who are at risk of social exclusion. These include the Clara Programme, which has been operating a labour market entry programme for women victims of abuse since 2002, establishing a multiphase itinerary: personal and employment motivation, training, orientation, vocational training and, lastly, labour market entry. Various business organizations are participating in this programme which aims to offer this population group jobs with special characteristics in terms of flexible working hours or proximity to the home. The programme is being implemented in collaboration with agencies responsible for equality issues in the Autonomous Communities.

The Institute for Women's Issues has incorporated the content of seminars on job orientation and job search techniques for women who have been unemployed for a long time, in all its new employment programmes. The NOVA programme, meanwhile, is adapting its training actions to meet local labour-market needs, providing a wide range of alternatives through the agencies responsible for equality issues in the Autonomous Communities. Since 1999, a total of 10,462 women have participated in 261 courses in a range of specialist areas. In addition to these seminars, the promotion of women's advancement through teletraining in new technologies and teleworking has gained major importance; and the online training provided has made it possible to significantly increase the number of female users and courses given. From 112 participants in 1999, the figure has now risen to 3,576, and the number of courses given has grown from 4 to 92.

Promotion of female entrepreneurship is one of the key areas of action of the Institute for Women's Issues, since this is a good way of integrating women into the economy and increasing their low representation in the business fabric. Thanks to the Programme on Management Support for Women that began in 2000, the total number of firms created and wage-paying jobs generated has increased considerably, with a total of 4,439 enterprises and 1,941 jobs created by 2003. Despite this growth, the percentage of women in management posts remains way below the rate among men, and they also tend to be concentrated mainly in enterprises employing fewer than 10 workers, or with no wage-earning employees at all. Since 2001, this programme has operated the online advisory service "empresarias.net", which has been singled out as an example of good practice by the European Commission. In 2003, the service responded to a total of 10,419 queries.

With regard to the training of female managers, the Institute for Women's Issues is implementing a Business Management Training Programme for Women, to enable those that show potential for holding management posts to gain promotion to positions of responsibility. Six months after the first course had been held in 2001, six of the 15 participants had gained promotion.

In collaboration with other institutions, the Institute for Women's Issues is also running a Business Management Training Programme for women entrepreneurs who have a business idea and want to develop a viable business creation project for subsequent implementation; and for those wishing to consolidate their business, improve its profitability or evaluate other expansion alternatives. Since 1999, a total of 2,128 women have participated in these training programmes.

In order to overcome the greater difficulties that women face in obtaining financing to undertake an entrepreneurial activity, the Institute for Women's Issues grants subsidies and various other forms of assistance, including employment support "*Emprender en femenino*" [Being a Woman Entrepreneur], and the Microcredit Line for Female Entrepreneurs and Businesswomen. In the latter case, implemented in 2001, the number of women obtaining microcredits (under advantageous conditions and without the need for collateral) has doubled, with a total of 78 micro-loans being extended in 2003.

The Optima Programme, implemented in 1995, is another example of good practice identified by the European Union in terms of hiring and promotion of women within enterprises. This project aims to launch a social process to promote equal opportunities for women in employment, facilitating their hiring, permanency and promotion within enterprises, and establishing affirmative actions as a habitual practice in corporate strategy. After implementing an affirmative action plan, participating firms can be recognized as an organization that cooperates in equal opportunities between women and men, and this allows them to display the corresponding identification logo in their publicity and products. Currently, about 130,000 people are employed in the 60 firms participating in the programme, of whom about 40 per cent are women.

All these programmes and actions are disseminated through a variety of training and dissemination forums and fairs.

Women and decision-making

Although chapters 7 and 8 of the Fifth Periodic Report analyse progress on women's participation in the various spheres of decision-making, elections have since been held in 2003 and 2004 at the national, autonomous community and local levels, so the latest data are presented here along together with other relevant information.

Female membership of political parties has been on the rise: data for 1996 and 2001 show a growing percentage of female membership in parties with seats in parliament.

	Both sexes		Women		Men		% Women	
	1996	2001	1996	2001	1996	2001	1996	2001
PP	504,367	632,566	149,798	207,231	354,569	425,335	29.70	32.76
PSOE	365,445	419,155	90,227	119,003	275,218	300,152	24.69	28.40
IU	57,000	67,802	-	19,667	-	48,135	-	29.01
PNV	31,830	30,442	12,191	10,505	19,639	19,937	38.30	34.51

This larger number of women in political parties has also been reflected in a greater female presence in the National Parliament: whereas in the 1996-2000 legislature, women accounted for 23.96 per cent of deputies and 13.96 per cent of senators, in the current legislature elected in March 2004, the corresponding figures have risen to 31.73 per cent and 23.3 per cent.

There has been a similar increase in the Autonomous Community parliaments: from 19.58 per cent female participation in 1995, the figure had risen to 35.30 per cent by 2003.

In the European Parliament, where new elections are scheduled for June 2004, women occupied 32.81 per cent of all seats corresponding to Spain in 1994, and 34.38 per cent in 1999 — figures that are above the European Union average (27.64 per cent and 29.71 per cent, respectively).

The largest increase in female participation has occurred in the executive branch of government since the last general elections in Spain: whereas in 1996, four women headed ministries, representing a 28.57 per cent share, since the 2004 elections the proportion has risen to 50 per cent. Although the President of the Government has thus far always been a man, the most recent appointments made by the current president include a woman as one of the vice-presidents.

As regards management positions in State Administration, 9.7 per cent of such posts were held by women in 1996; but by 2002 the figure had risen to 16.1 per cent. 36. [sic]¹

There has also been an increase in the female presence in Autonomous Community governments: whereas, 11.33 per cent of councillors were women in 1996, the percentage has risen to 28.57 per cent following the latest elections in the Autonomous Communities in 2003, and one of the communities currently has a woman president.

At the local government level, the proportion of women mayors grew from 6.5 per cent in 1995 to 12.34 per cent in 2003, with women town councillors increasing from 16.45 per cent to 21.10 per cent in 2002.

Women's participation in the judiciary has also risen, from 31.02 per cent in 1996 to 41.89 per cent in 2004, with the most significant improvements occurring in the Supreme Court and the Constitutional Court, where two female judges currently sit.

¹ Translator's note "I've marked (sic) against a stray number 36. This may refer to the number of women in decision-making posts (16.1% of the total), but it is not clear."

Women and the environment

In fulfilment of its goal of promoting equal opportunity policies for the social advancement of women, the third Plan for Equal Opportunities between Women and Men (1997-2000) has promoted active participation by women in environment programmes. Measures to help women take initiatives in promoting an environmental ethic geared towards rational resource use and sensible consumer habits, and the use of technologies and production methods that respect the environment, include the following: informational campaigns to build awareness among women, as consumers, of the impact that products, technologies and industries have on health and the environment; encouragement for women to participate in efforts to restore the environment, both urban and rural, and promote the use of good practices; training courses on new technologies that have an environmental impact; technical assistance in connection with women's business initiatives, in order to promote the use of environment-friendly technologies and production methods; awareness-raising among women on the need to reconcile the environment and sustainable development; encouragement for women to participate in ecological tourism activities, through self-employment, cooperatives or the creation of family businesses.

The fourth Plan on Equal Opportunities, for its part, envisages training courses for women in emerging sectors such as the environment and sustainable development, especially for young women, those over 45 years old, and women with disabilities. Activities carried out include the organization of environmental management courses, aimed at enhancing the employability of women with secondary or higher education, run by the Institute for Women's Issues in conjunction with the agencies responsible for equality in the Autonomous Communities as part of the NOVA Programme.

As regards other actions, and according to data collected by the Institute for Women's Issues in preparing the Fifth Periodic Report of Spain on the Convention for the Elimination of all Forms of Discrimination against Women, the Ministry of Science and Technology has implemented a Natural Environment Restoration Programme that takes the form of an employment workshop aimed particularly at promoting, improving and fostering women's labour market participation.

In 1999, the Ministry of Environmental Affairs and the Ministry of Labour and Social Affairs signed an agreement to cooperate on actions to promote equal opportunities between men and women in the environment sector.

At the international level, the Spanish Presidency of the European Union (during 2002) promoted a policy of equal opportunities between men and women in the EU Environment and Agricultural Councils, pursuant to the commitment to mainstream gender in all EU policies,. Activities included a seminar on "European Environment Policies and Women", which was held in 2002 in conjunction with the Ministry of Environmental Affairs to address the following issues: the need to conduct more in-depth research on the environment and gender; the need to propose specific measures and actions to implement gender mainstreaming in environmental policies, by encouraging women's participation; and the need to set up training programmes to facilitate equality between women and men. The main proposals and outcomes to emerge from the seminar were set out in a document published by the Ministry of Environmental Affairs, which stresses the need for gender mainstreaming in environmental activities, including through

programmes, tools and methodologies, the establishment of an ad hoc working group, and the creation of professional women's networks. Emphasis was also placed on the need to collect data and indicators with a gender breakdown and to promote training for women to improve their skills, bearing in mind that the environmental sector is a major source of employment.

The Ministry of Agriculture, Fisheries and Food and the Institute for Women's Issues signed a cooperation agreement with a view to organization of the third World Congress of Rural Women, held in Madrid on 2-4 October 2002 (for further information see the response to the questionnaire relating to the Fifth Periodic Report).

Women and the media

In the part dealing with the transmission of equalitarian values and attitudes, the fourth Plan on Equal Opportunities between Women and Men includes a number of measures aimed at avoiding a stereotyped and sexist image of women in the media and advertising. The Institute for Women's Issues has implemented a variety of activities and programmes aimed at achieving this objective.

Ever since 2001, the Institute has been working to promote non-discriminatory treatment of the image of women in the media, through agreements with *Ente Público Radio Televisión Española* (RTVE) [the Spanish Public Radio and Television Board]. This includes monitoring and analysis of programming in terms of the image and presence of women in the media, and training for radio and television professionals. Research has been carried out on the representation of women and men in television news and daily information programmes; a gender information manual has been prepared, which will serve as material for a future information sciences faculty course focusing on the gender perspective, in addition to a specific manual dealing with the reporting practices in cases of violence against women; training courses on "Gender and the Media" have also been provided for workers in radio stations and television channels, both public and private; a practical gender information workshop has been held, with modules on the treatment of gender contents for practising professionals and students undergoing training for subsequent professional entry into the audiovisual media sector. There have also been forums on issues such as "Women, Violence and the Media."

Furthermore, since 1999, the Institute has made awards to the media and advertising agencies for their efforts to promote non-violence against women (see the Fifth Periodic Report of Spain).

At the level of society at large, awareness-raising campaigns are being held on domestic violence, the distribution of domestic chores, reconciliation of family life and work, and workplace equality. Every year International Women's Day is commemorated on 8 March, by placing advertisements in the press.

Since 1994, the Monitoring Unit on Sexist Advertising has observed, analysed and channelled complaints arising from sexist publicity appearing in any of the media, requesting firms to alter or withdraw advertising campaigns classified as sexist, and giving advice on non-sexist content, thereby helping to suppress discriminatory messages. Thanks to greater society awareness, the

number of complaints lodged has risen substantially from 464 in 1995 to 654 in 2003. The Monitoring Unit prepares an annual report which is highly influential in the media.

The Girl Child

School enrolment rates have been rising since 1996. Among the under-threes, the average rate of schooling has risen from 6.80 per cent in the class of 1996-1997, to 8.73 per cent in 2000-2001.

Equality issues have been incorporated in teacher training programmes through courses held under cooperation agreements with the Ministry of Education, Culture and Sports; and teaching materials have been prepared that analyse language use in the school, curricular contents and didactic materials, the position of women in the education system, affective-sexual education, school, personal and vocational guidance, and school violence. The aim here is to foster an education that takes into account the interests, needs, values and points of view of girls and women.

With the aim of promoting equalitarian education among families, since 1989 the Institute for Women's Issues and the Spanish Confederation of Parents Associations have maintained a framework agreement for cooperation in carrying out educational activities. Activities include publication of the bimonthly magazine "*Ser Padres/Madres*" [Parenting], which contains training on coeducation; a trainer training course for parents; a seminar on "Training and Awareness Raising on Integration: Strategies to Promote Interculturality in Schools by Parents Associations"; a course on "Professional Orientation from the Family: Career Choice and Non-Traditional Training Cycles" for teenage parents; and distribution of informational and didactic materials from the Institute for Women's Issues.

With a view to eradicating violence against women and girls, the Relaciona project promotes training for teachers in infant, primary and secondary schools who are interested in developing activities aimed at preventing violence against women, in the framework of the Second Comprehensive Plan against Domestic Violence (2001-2004). This has been offered annually since 1999 to agencies responsible for equality in the Autonomous Communities, and these collaborate with local equality agents and schools in the various municipios of the autonomous community to hold meetings with teachers, parents and other educational stakeholders throughout the project, to provide didactic materials and guidance to assist in their coordination and development. The experiences of teachers and assistants are drawn upon to identify practices that prevent violence in the education community, and concepts are reviewed in terms of masculine and feminine models in our society, denial of "the other" as the origin of situations of violence, authority and power, sexuality, and modes of communication and relationship between people in the school community, in order to identify new practices for preventing violence. In 2003, the project has been implemented in schools and municipalities in the Autonomous Communities requesting it, with participation by 241 teachers of both sexes from different levels, together with parents.

Although the practice of female genital mutilation in Spain is already implicitly penalized as a crime of injury (Article 149 of Organic Law 10/1995 of 23 November, of the Penal Code) with severe penalties ranging up to 12 years' imprisonment, Organic Law 11/2003 of 29 September,

which provides for concrete measures on citizen safety, domestic violence and social integration of foreign nationals, makes express mention of this practice in the new section 2 of this Article. Genital mutilation in any of its manifestations is specifically mentioned as one of the types of injury referred to in that Article, punishable with a prison term of between six and 12 years. It is further provided that if the victim is underage or disabled, the penalty of special ineligibility to exercise parental authority can be applied if the judge considers this appropriate to the interests of the child in question. In addition, training is being provided to professional social and health workers, supported by information campaigns targeting the immigrant population to explain the serious consequences of such conduct. All official forms used in applying for a permit or foreigner identity card include a pamphlet informing them of the criminal nature of genital mutilation in Spain.

In the case of young girls who are being sexually exploited, there is no need for prior complaint, since Spanish law gives primacy to their comprehensive protection, which results in automatic guardianship on the part of the various regional administrations. Although no sexually exploited child will be expelled from the country, attempts will be made to locate her parents or guardians for the purpose of family reunion. The Children's Group (GRUME), located in the Provincial Brigades of the Judicial Police nationwide, also handles cases of sexually exploited children. Much of the work performed by the investigative units of national security agencies entails studying networks that engage in the abduction of young women or girls; in addition to participation in all initiatives, governmental or otherwise, that combat child sex abuse, and specifically child sex tourism, from other non-police but complementary platforms. Since 2003, the Ministry of Labour and Social Affairs has established the Spanish Task Force on Child Sex Tourism for the Spanish Campaign against Child Sex Tourism, in order to fulfil the objectives set out in the Plan against Commercial Sexual Exploitation of Childhood and Adolescence, which was approved at the plenary meeting of the Childhood Monitoring Unit in 2002, and to direct the campaign to prevent and eliminate sex tourism and sexual abuse suffered by children in destination countries.

Part Three:

Institutional development

As mentioned in previous reports, the Institute for Women's Issues is an autonomous national body attached to the Ministry of Labour and Social Affairs, with a mission to promote conditions that facilitate social equality between the genders, and participation by women in the political, cultural, economic and social life of the country.

The Institute monitors efforts to bring laws into line with the principle of equality, preparing reports on proposed legislation and subsidiary regulations. It also processes, through administrative channels, the complaints of gender-based discrimination that women bring to the Institute's notice.

The Institute for Women's Issues also has a governing council that coordinates equality policies with different ministerial departments. Its membership includes representatives from a number of NGOs working in different fields, as well as major trade unions.

In the context of the transfer of competencies on women's issues to the Autonomous Communities, all such communities now have mechanisms in place to ensure equality of opportunities within their territories.

Coordination with the Autonomous Communities is channelled through the Sectoral Women's Conference, which has been meeting regularly since 1995. This body provides a forum for discussions aimed primarily at achieving maximum consistency in the establishment and application of equal opportunity policies defined by the State and the Autonomous Communities.

Cooperation agreements provide another important mechanism for coordinating the work of the State, the Autonomous Communities and local governments.

During the current reporting period, an increasing number of departments in legislatures and city governments are providing advisory services and resources for social programmes targeting women. These efforts are carried out through cooperation agreements between local administrations and the Institute for Women's Issues.

Equality policy monitoring is also performed by Women's Councils, participation bodies in regional and local Women's Associations.

Ever since its creation, the Institute has provided technical, financial and infrastructure support to NGOs. Other entities, agencies and institutions are also doing important work in this area, including the Mixed Commission on Women's Rights (Standing Parliamentary Commission), the universities and others, with which it works closely.

Nonetheless, the main innovations mentioned in previous sections include implementation of the Monitoring Unit on Equal Opportunities between Women and Men, and the Monitoring Unit on

Domestic and Gender Violence, as key mechanisms for overseeing progress made in implementing policies and programmes for equal opportunities.

The overarching aim of the Monitoring Unit on Equal Opportunities between Women and Men, created by Royal Decree 1686/2000 of 6 October, is to build an information system capable of accurately reflecting the situation of women in relation to men, and the effect of institutional policies implemented to promote women's participation on an equal footing in all domains.

The Monitoring Unit is integrated into the Ministry of Labour and Social Affairs, and operates in plenary, standing committee, and taskforce modes. In November 2001, three taskforces were established on employment, education and social exclusion, and in 2003 a taskforce was set up on conciliation.

The aims of the Monitoring Units are, firstly, to collect, analyse and disseminate periodic and systematic information on the situation of women and men at each point in time, and the corresponding trends, in order to understand the social and employment changes that have taken place, and to propose policies aimed at improving the situation of women in various domains:

- The Employment Commission. This has completed a study on "Basic Labour Indicators of the Status of Women in Spain and its Regions," and it is now working on "Women in the Underground Economy, with Special Reference to Domestic Employees."
- The Committee on Social Exclusion. The activities of this committee have centred on a study entitled "Proposals for an Indicator System to Study Social Exclusion in Spain from a Gender Perspective." This year it is carrying out a study on "The Social Reality of Homeless Women, Prostitutes, Former Prison Inmates and Drug Addicts."
- The Education Commission. This committee's activity began with a study for "Development of Indicators on Teacher Training in Equality;" and is now working on "The Current Status of Education for Equality in Spain."
- The Conciliation Commission. This year the commission is conducting a study on "Reconciliation of Family Life and Work: Current Situation, Needs and Demands."

Among the Autonomous Communities and town halls, the number of Monitoring Units on Equal Opportunities between Women and Men is increasing, as an instrument for monitoring equality policies implemented at the regional and local levels.

The recently created Monitoring Unit on Domestic and Gender Violence has the following objectives: to collect all judicial rulings handed down by courts and tribunals on issues relating to domestic violence; analyse them; prepare action proposals based on such analysis, including suggestions for legislation where appropriate; establish criteria to enable legal statistics to monitor processes relating to this issue; propose specialization courses on domestic violence for members of the legal profession and justice administration staff; analyse the sociological reality of domestic violence phenomena, promoting studies and surveys where necessary; consider the possibility of making certain judges responsible exclusively for hearing domestic violence cases; obtain information from courts, tribunals and government judiciary bodies on measures taken in the course of domestic violence proceedings; and monitor application of the "Practical Guidelines for Actions against Domestic Violence," updating them as necessary.