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REPORT ON RECOMMENDATIONS
FOR THE STRENGTHENING OF GENDER
MAINSTREAMING IN ACTIVE
EMPLOYMENT AND ECONOMIC
RECOVERY POLICIES AND MEASURES



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REPORT ON RECOMMENDATIONS
FOR THE STRENGTHENING OF GENDER MAINSTREAMING
IN ACTIVE EMPLOYMENT AND ECONOMIC RECOVERY
POLICIES AND MEASURES

Project

“Reinforcing employment and economic recovery
with a gender approach”

Progress

(Improvement of *Mainstreaming* in national policies
and programmes)

EDIT BY

Dirección General para la Igualdad de Oportunidades.
Secretaría de Estado de Servicios Sociales e Igualdad.
Ministerio de Sanidad, Servicios Sociales e Igualdad

CONTENTS WRITTEN BY

Coordinadora Española de Apoyo al Lobby Europeo de Mujeres. CELEM

CONTENTS COORDINATED BY

Dirección General de Igualdad de Oportunidades

GRAPHIC CONCEPT AND DESIGN BY

Pablo Hueso AC.sl

PRINT BY

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Presentation

In July 1997, the United Nations Economic and Social Council (ECOSOC) defined the concept of **gender mainstreaming** as follows:

*“Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that **women and men benefit equally, and inequality is not perpetuated**.”*

It means to transversely incorporate equal opportunities between men and women in all policies, looking from an interdisciplinary analysis, the different needs and starting positions of women and men and their incidence and impact on each one of them, making visible the inequalities and their consequences.

In Europe, this principle appears in the Treaty of Amsterdam (1997) because it includes a formal commitment of making equality between women and men a horizontal objective to integrate in all Community policies and it is reflected in the design of the *Fourth Action Programme for Equal Opportunities between Women and Men*.

In this sense, a movement forward started with the *Community Framework Strategy on Gender Equality (2001-2005)* that proposed a “dual strategy” to integrate gender mainstreaming together with specific actions for women. Today, the *Strategy on Gender Equality (2010-2015)*, is the working program of the European Commission on gender equality.

Today, the incorporation of gender mainstreaming remains a pending issue since its implementation requires not only political goodwill but the ability to adapt to changes and manage a new methodology of work of the agents involved in the design, implementation and operation of programs. Its application encounters two main problems: lack of knowledge of those involved, lack of experience and lack of resources.

Practice shows that the strategies chosen must lead to a structural change in the organizations and that promote changes in organizational culture, favoring that equal opportunities between women and men are present in all the processes as a priority to be achieved.

In order to achieve the objectives intended with the Project, a highly participatory methodology has been used, with different mechanisms for consultation with a wide and representative number of public institutions, social partners and civil society organizations who have enriched with their proposals and contributions the materials and final products of the project.

This “Report on Recommendations” aims at the people who are responsible for political planning and the objective of being a working document that facilitates the implementation of gender mainstreaming in employment policies and economic recovery measures.

This document is the culmination of a project that started as a process of knowledge transfer and dissemination of a strategic vision: the mainstreaming of gender in employment policies not only does not imply a higher cost for administrations that implement them but, as underlined by the conclusions of the Council of the European Union on “Gender equality: strengthening growth and employment”, a greater equality between the sexes can provide economic and business advantages.

We hope that this “Report on Recommendations” further increases the sensitivity of the government and all stakeholders in the design of active employment and economic recovery policies about the need to mainstream equal opportunities between women and men in all their actions and that the tools designed¹ in the project “Strengthening Employment Policies and Economic Recovery with the Gender Perspective” facilitate the process.

1. “Guide to measure the impact of employment and economic recovery policies on women” and the virtual tool www.paraligualdadenelemplo.mpsi.gob.es to carry out simulations.

Introduction

Because of the need to improve employment and economic recovery policies that are being designed and implemented at a time of crisis, which affects women with more intensity, the Dirección General para la Igualdad de Oportunidades de la Secretaría de Estado de Servicios Sociales e Igualdad (General Directorate for Equal Opportunities) started the project *Strengthening the Employment Policies and Economic Recovery with a gender perspective* in the framework of the European Commission's Progress.

The project had the following objectives:

- To improve **gender mainstreaming** in the design of employment and economic recovery policies. This has taken into account stakeholders, data and information on gender differences, assessing the impact of existing measures, the analysis of the baseline and proposed recommendations for the redesign of gender sensitive policies.
- To promote the **design of specific employment policies for the inclusion of women in general** and women with special difficulties and/or affected by multiple discrimination in particular, and with greater emphasis on younger women.

- To provide public institutions with **tools to predict and measure the impacts of these measures on women**. This has considered the impact of any employment and economic recovery measure as well as those aimed specifically at reducing the pay gap, horizontal segregation, and those targeted towards employment promotion of women in innovation, international and high competitiveness sectors.

The *“Guide to measure the impact of employment policies on women”* that has been elaborated within this Project aims at, among other objectives, assessing the impact, in a context of crisis like the actual, of employment policies on women and the definition of indicators in relation to equal opportunities between men and women: These indicators are needed for the analysis, monitoring and evaluation of projects, programs, plans and actions that may be carried out by public institutions.

This Guide is accompanied by the virtual tool allocated in <http://paralaigualdadenelempleo.mspsi.gob.es>, which has been designed and made available to the public to allow simulations about the impacts of economic and employment policies on women. This online tool contains all the documents that have been elaborated within the Project as well as information of interest and a specific bibliography.

Finally, to these two documents this Report on **“Recommendations for the Strengthening of Gender Mainstreaming in Active Employment and Economic Recovery Policies and Measures”** is added. This report aims at disseminating different proposals for the improvement of employment and economic recovery policies and measures taking into account their impacts on women and especially on those that may be subject to multiple discrimination. It has been elaborated taken into account the different inputs gathered along the project.

Methodology

A Working Group of Experts was formed during the first stages of the Project (see Appendix: Institutional participants during the project) with relevant representatives of the various administrations and public organisms, academia, social agents and civil society with the purpose of working and advancing together on gender mainstreaming in employment and economic recovery policies.

Initially the group identified, discussed and analyzed the main aspects to look at in employment and economic recovery policies as well as their formulation, implementation and evaluation of the gender perspective. It also thought about the situation of groups of women suffering multiple discrimination and/or vulnerable women groups (young and old, ethnic minorities, immigrants, etc..) In relation to four dimensions to assess gender inequalities in employment policies: rights and values, women's participation, used resources, and social practices.

The document **Situation Analysis**² was elaborated with the milestones identified in this work process, which provided the basis for the project phase aimed at the **redesign of gender sensitive employment and economic recovery policies**, which resulted on is this **Report on Recommendations**.

This Report is thus intended for planners and those responsible of public administrations that define public policies, especially in the area of employment and economic recovery measures. But also to different intervening actors such as social agents, civil society and academia.

2. The document is available at <http://paralaigualdadenelemplo.mspsi.gob.es/documents/listing/project>

The Working Group participated in three workshops to discuss about the actual state of the gender perspective in the design and evaluation of public policies, the main challenges for the future and to propose recommendations to address them. Also, at the end of the project two seminars were held with the implication of new actors. This Report presents these proposals and recommendations.

The **structure** of the report responds to both, the goal of providing a flexible and practical tool for the mainstreaming of gender in employment and economic recovery policies and to the nature of the recommendations made by the Group of Experts, as follows:

- General recommendations for the integration of global equal opportunities and treatment between men and women in employment and economic recovery policies, with focus on the implementation of the **gender approach** in the development of legislation, the inclusion **gender impact** studies in all public policies and programs and their **gender evaluation**.
- Recommendations on specific subjects that are critical to improve women's economic and employment situation, for example, to increase the **creation and consolidation of companies** by women, to increase women's **employability in emerging sectors**, promote **economic empowerment**, and to take into consideration the particularities of groups of women at a more vulnerable situation.

Therefore, the **first part** contains the **recommendations for gender mainstreaming in employment policies and economic recovery measures at each stage of the policies** (Information, Planning and Evaluation.)

The **second part** presents **examples** of how to integrate gender in employment and economic recovery policies and measures. For each possible scope of public policy a different possibility is proposed with key concepts and guidelines for gender mainstreaming.

The **third part** presents the **specific recommendations of the Working Group of experts** in relation to issues that are especially interesting for the improvement the women's situation in relation to employment, economic empowerment and equal opportunities between women and men.

The bibliography used for the preparation of this Report ends this work.



one

GENERAL
RECOMMENDATIONS
FOR GENDER
MAINSTREAMING
IN EMPLOYMENT
POLICIES AND
ECONOMIC RECOVERY
MEASURES



General recommendations for gender mainstreaming in employment policies and economic recovery measures

A. Inclusive language

Traditionally, the generic masculine has been used to name the plurality of women and men: “men” encompassed “persons”, although women were included. The abusive use of this language hides and makes women invisible.

This trend has been changing over the last years and, in the case of the Spanish language, several mechanisms have been introduced to eliminate its gender bias. In this process, it is essential the propellant and exemplary role of the public administration, which must try to write public policies in a language that includes men and women.

Employment policies integrate equity objectives to achieve the objective equality between women and men, they establish measures and formulate instruments to combat discrimination, and for this reason they must use an inclusive language that names both women and men, and that makes their differences visible.

Throughout this report on recommendations, we stress on the use of the inclusive language in each stage of the integration of equal opportunities in employment policies. Given the importance it has for the fulfillment of the objectives of equality, it was considered quite useful to include this specific section, before stating the remaining recommendations proposed for the design, implementation and evaluation of gender sensitive employment policies.

B. Gender mainstreaming in each of the stages of employment policies

Addressing the general recommendations for the incorporation of equal opportunities between women and men in employment policies requires that the following stages be followed: Information, Planning, Evaluation, providing at each stage a listing and explanation of the most relevant recommendations.

a. Phase 1: Information

At this early stage, a diagnosis was made on the actual situation of women and men who are the target public of employment policies.

This phase has two key action lines:

- **To identify the current situation:** obtaining information about the reality of women and men.
- **To analyze the existing employment policies:** a review of current public policies and the gathering of the impacts on women and men, as well as the progress that these policies have meant in terms of equality.

Main recommendations for mainstreaming equal opportunities between women and men in the information stage:

1. **Check sex disaggregated information sources:** If the aim at the initial stage is to understand the situation in which men and women are, statistics, publications, surveys, etc. should be consulted so a clear diagnosis of the situation may be done.

A useful and comprehensive analysis of the situation requires reference sources that consider the gender variable.

2. **Awareness, knowledge and training on equality:** To determine the resources needed for the analysis of the situation of women and men in the specific area of interest and to analyze the

existing policies, it is essential to have equality training and awareness, as only then all aspects of equality in employment policy can be detected.

3. **Development of tools and support mechanisms to facilitate gender mainstreaming:** As a support of the awareness and training of technical and political people responsible for the design of employment policies, it is desirable to have guides, manuals, best practice compilations, etc. that may serve as reference material.
4. **Knowledge of gender mainstreaming and its tools in employment policies:** The integration of equal opportunities between women and men in employment policies requires knowledge of each stage of the integration of mainstreaming in public policies, and specific tools for its implementation (quantitative, qualitative, public policy analysis, evaluation systems, etc..).
5. **Analysis of the impact of gender on existing public policies:** It is necessary to determine the impact of existing equal opportunities between women and men measures, as well as to how they reflect both in quantitative and qualitative manners. It is the only way to develop new employment policies that incorporate objectives to correct unwanted effects produced by already existing policies or discriminations that may persist.
6. **Development of effective participation mechanisms and tools in the information process:** To determine the impact of public employment policies requires means that, from a qualitative point of view, allow the analysis of the situation in which women and men are.

This will require establishing participation and direct communication channels with all stakeholders through the means that may be most appropriate (surveys, discussion forums, discussion groups ...).

7. **Advice of experts on issues of equality and employment:** It is always useful to have experts in both equality and employment areas not only for the determination of statistical sources and the most relevant stakeholders, but also for the achievement of a more comprehensive interpretation.

To have experts on equality will allow the analysis and interpretation of the starting point with a gender perspective, that is to say, to investigate the causes of inequalities (influence of roles and stereotypes, inequality in the distribution and control of resources and power, sexual division of labor, etc.).

For this reason, and because this phase requires financial and material resources, it is advisable to count with the most relevant stakeholders (women's associations, directly involved enterprise, public administration staff, NGOs...)

- 8. Selection of information sources in both quantitative and qualitative levels:** Despite the importance of the previous recommendation, it is necessary to be aware of human and/or economic limitations or even of the urgency of implementing the employment policy. Therefore, It is very important to select the most appropriate information sources because they are key to the success of this information and analysis stage.

- 9. Collection of information on similar initiatives:** It is important to collect information on similar initiatives in place or not, and assess their impact in terms of gender , as long as they pursue o have pursued similar goals.

It is convenient to evaluate both the impact on women and men in general as well as on different groups of women and men, that is to say, the more concrete the evaluation is, the more accurate the analysis will be.

- 10. Making accurate interpretations:** Any interpretation of the reality of both women and men as well as of existing employment policies must be supported with data, so as to conclude about the situation of men and women and that it may be explained on the basis of that data.

Through this interpretation value judgments are been made, from which it will be possible to determine if they are going in the desired direction of the employment policy that is intended to implement.

- 11. Inclusive language:** It is necessary to use a language that leaves evident of the existence of men and women because in this way the different starting positions of them both will be visible in the implementation of the measure, action, program, etc..

b. Stage 2: Planning

The design of the specific objectives and the performance measures to develop must be based on the information obtained in the previous stage:

- **Design of objectives:** This involves the definition and specifications of the objectives that are pursued with the establishment of an employment policy.
- **Formulation of the actions:** consists in the establishment of concrete actions in response to the objectives that have been previously designed. Its implementation will involve the transformation of the real situation that was previously detected in the diagnosis, ensuring the mainstreaming of equal opportunities for women and men.

Main recommendations for integrating gender mainstreaming in the planning stage:

1. **Political commitment:** The government institutions that are responsible for employment policies should make an explicit political commitment to equality, recognizing and taking responsibility of public authorities in this field.

When the highest authorities are committed to equality, implementing agents consider equality a priority within employment policies

2. **Awareness, knowledge and training in equality:** To provide technical and political staff who designs and implements employment policies with basic training on equal opportunities between women and men, in order to avoid discriminatory impacts with the implementation of the designed measures.

The training on equality must be accompanied of complementary materials such as guides on good practice of equality in employment, which facilitates the practical application of the learnings.

3. **Knowledge of mainstreaming and its tools in employment policies:** Sensibility with equal opportunities between women and men is not enough in the designing and development of an

employment policy that incorporate the gender perspective. It is necessary to have knowledge and gender mainstreaming skills as well as to have support tools such as guides on gender mainstream, reports, recommendations, guides on good practices, etc.

- 4. Clear identification of stakeholders and the interested parties in the implementation of the policy:** A list of persons and entities involved in the design and development of public employment policy should be created. Those who design and implement public policy, those whom it is addressed and those who are likely to collaborate will be part of this list.

Those who should be part of the process will be selected from this list; and, the participation channels and tools should be established.

- 5. Development of employment policies that do not produce the desired effects in their implementation and development stages:** Unwanted effects refer to inequalities between women and men, given that public policies are not neutral. Therefore, it is necessary to anticipate the impacts that may occur with its implementation and foresee how they will be different for women and men.

Knowledge of the potential impacts enables the formulation and implementation of measures to prevent the emergence of both direct and indirect gender discrimination.

- 6. Inclusive language:** Abusive use of the generic masculine makes women invisible. To make visible the women and men to whom the employment policy is aimed at, requires that the objectives and measures names them, therefore an inclusive language which refers to women and men should be used.

This language will be incorporated into all documents used in the implementation and development of public policies, their projects, programs, actions, etc.

- 7. Identification and assessment of the implementation of affirmative actions:** In the economic and labor areas, men and women develop their careers unevenly due to the existence of indirect discriminations. It is therefore recommended that employment policies incorporate positive actions to correct these inequalities and discriminations.

These positive measures should be temporary, and its existence must be conditioned to the time required for the elimination of such discrimination.

8. **Sex disaggregated data:** The collection of absolute numbers and percentages of men and women in different variables of analysis that allow the identification of men and women relationships, the situations of inequality and the measurement of the reduction of gender gaps as a result of the measures, projects, programs and actions that incorporates the employment policy.
9. **Promotion of the equal participation of women and men in the decision making processes:** Women's participation in all the decision making process, the formulation of objectives, the establishment of measures and the implementation of the employment policy, must be a requirement to ensure that the interests of women are taken into account, as well as to see first hand what their needs are, what steps can respond to these needs and what effects the implementation of these measures may have on women. To know this information requires the inclusion of women's participation in the decision-making process.
10. **Expert advice on equality and employment issues:** To identify individuals with expertise on employment and equality, establishing partnerships and/or alliances with the most relevant ones, such as professional associations, corporations, unions, associations and NGOs (committed to equality), public authorities, specialists on gender equality, etc.

These partnerships will create channels for consultation and participation of the agents and experts in the technical support process of the implementation for the employment policy.

11. **Establishment of channels for the participation and direct communication with the citizens:** The participation of citizens in the public decision-making process has enormous potential for the contribution of ideas and proposals for improving the mainstreaming of gender in employment policies. It is therefore recommended to seek citizens' participation through organizations and women's social groups.
12. **Formulation of objectives and measures that aim at equality between women and men:** when defining the objectives to be achieved with the employment policy as well as the measures that will enable achievement of those objectives, specific targets and measures that address reaching equal opportunities for women and men in employment must be identified and included.

- 13. Assignment of proper and specific technical and human resources that are needed for the mainstreaming of equality between women and men:** Methods, techniques and tools for planning and implementation of the processes that gather the development of actions aimed at achieving equality between women and men in employment.

Adequate personnel, both in number and in specialization, must be allocated.

- 14. Budgets that take into account the effects of inequalities in women and men:** That is to say, budgets that are disaggregated according to the expected impact on women and men of the employment policy and on different groups of women and men.

Gender sensitive budgets should not be confused with separate budgets for women and men, as the first are more equitable, fair and effective, designed to promote equal opportunities between women and men and they do not imply greater economic investment.

c. Stage 3: Evaluation

The objective of this stage is to evaluate the feasibility, quality and consistency of the implemented employment policy, and whether it has managed to reduce the imbalances between women and men.

This requires:

- **Definition of gender indicators:** means designing both quantitative and qualitative indicators that allow the evaluation of all projects, programs and actions that the policy includes and their effectiveness, as well as general indicators to measure the progress made in relation to the elimination of inequalities between women and men promoted by the implementation of that policy.
- **Evaluation:** means the follow up of the actions that are being implemented and of the results and impacts they are having on the group of people that was targeted by the public policy.

Main recommendations for integrating gender mainstreaming in the evaluation stage:

- 1. Awareness, knowledge and training in equality:** It is time to interpret the data provided by the defined indicators. This requires having basic training in equality, because it is the only way of doing an interpretation that takes into account all the factors involved in the different relations between men and women (stereotypes, gender roles...).

In this regard, it is useful to have support and consultation materials such as guides, manuals and examples of good practices that will facilitate this work for the evaluation staff.

- 2. Inclusive language:** The visibility that has been promoted at all the stages of the gender mainstreaming is of particular relevance at this moment, since it is important to give all the agents who have been participating a report that shows the major findings of the evaluation that has been done.

- 3. Design of reliable and understandable indicators, and selection of the most relevant ones:** Indicators can be a measure, a fact, an opinion, ... in any case, evaluation indicators should be:

- **Reliable:** that is to say that the obtained measurement is not the result of chance but a direct consequence of the measure that was implemented.
- **Understandable:** That they can be easily interpreted.

The saturation of the evaluation with too many types of indicators should be avoided, carrying out a selection of those considered most effective.

- 4. Knowledge of mainstreaming and its tools:** Due to the complexity of this stage, a greater knowledge of mainstreaming and its tools is required in order to carry out an evaluation with sufficient precision. The key issue is the choice of relevant indicators (of implementation, impact, results...) and the evaluation criteria to be implemented.

- 5. Use of quantitative and qualitative indicators:** If quantitative indicators provide numerical and percentage rates, qualitative indicators are fundamental because they provide information on beliefs, attitudes and motivations ... which are the origin of inequalities.

In fact, in many cases qualitative indicators are quite illustrative because equality is not easily measured through the commonly used quantitative methodologies.

- 6. Expert advice on equality and employment issues for the evaluation of employment policies:** Regardless of the training that was recommended before, it is important to have different experts on gender in order to design precise indicators and carry out a comprehensive interpretation of the data

- 7. Definition of the time needed to complete the evaluation:** Depending on the measure, action or program that must be evaluated, a reasonable time has to be established to see the effects of the employment policy, be it by achieving the objectives or by failing to do so. The process requires the incorporation of indicators during the estimated time.

- 8. Development of effective participation mechanisms and tools:** The importance of involving stakeholders in the employment policy in the design of indicators and especially qualitative ones requires the incorporation of effective mechanisms for participation, precisely to structure that effectiveness.

- 9. Develop sex disaggregated gender indicators:** Gender indicators will allow detecting inequality situations that exist in the area of employment. In order to be effective, that measurement requires that the indicators are disaggregated by sex and they are sensitive to diversity, that is to say, the gender variable is considered in interaction with other significant variables such as age, socioeconomic status, ethnicity, location geographical, ability, occupation, family status or living situation...

The numerical representation of men and women should be gathered in parallel in all records of information, whether they are surveys, databases, interviews, and questionnaires.

- 10. Evaluate the impact of the different alternatives:** The evaluation should be directed towards the assessment and the measurement of the impact of the employment policy in relation to the elimination of the inequalities between women and men in that area. It is also advisable to extend

this assessment towards specific groups of men and women. For example, the measurement of the impact of the employment policy on groups of women of different ages.

- 11. Publicizing the results of the evaluation:** The most effective way to share the results of the employment policy is through the dissemination of the final evaluation report. This report serves as a feedback tool about the results, processes, and resource use, impacts generated, corrective actions that were taken...

Summary table of recommendations for gender mainstreaming in each of the stages of employment policies:

Recommendations by stage	
Stage	Recommendation
Information	<ol style="list-style-type: none"> 1. Check sex disaggregated information sources. 2. Awareness, knowledge and training on equality. 3. Development of tools and support mechanisms to facilitate the integration of gender mainstreaming. 4. Knowledge of mainstreaming and its tools in employment policies. 5. Analysis of the impact of gender on existing public policies. 6. Development of effective mechanisms and tools for participation in the information process. 7. Expert advice on equality and employment issues. 8. Selection of quantitative and qualitative information sources. 9. Collect information about similar initiatives. 10. Accurate interpretations. 11. Inclusive language.

Planning

1. Political commitment.
2. Awareness, knowledge and training on equality.
3. Knowledge of mainstreaming and its tools in employment policies.
4. Clear identification of the stakeholders and interested parties in the implementation of the policy.
5. Development of employment policies that in their implementation and development stages do not produce the desired effects.
6. Inclusive language.
7. Identification and assessment about the implementation of possible affirmative actions.
8. Sex disaggregate data.
9. Promotion of the equal and equitable participation of women and men in the decision making processes.
10. Expert advice on equality and employment issues.
11. Establishment of channels for the participation and direct communication with citizens.
12. Formulation of objectives and measures aimed at between women and men equality.
13. Proper and explicit assignment of technical and human resources that are required for gender mainstreaming.
14. Gender-sensitive budgets.

Evaluation

1. Awareness, knowledge and training on equality.
2. Inclusive language.
3. Design reliable and understandable indicators, and select the most relevant ones.
4. Knowledge of mainstreaming and its tools.
5. Use of quantitative and qualitative indicators.
6. Expert advice on employment and equality matters for the evaluation of employment policies.
7. Definition of the time needed to complete the evaluation.
8. Development of effective participation mechanisms and tools.
9. Development of sex disaggregated indicators for the evaluation.
10. Evaluation of the impact of different alternatives.
11. Diffusion of the evaluation results.

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EXAMPLES OF THE
STRENGTHENING
OF THE GENDER
PERSPECTIVE
IN SOME EMPLOYMENT
POLICIES
AND ECONOMIC
RECOVERY MEASURES
BY POLICY AREA



Examples of the strengthening of the gender perspective in some employment policies and economic recovery measures by policy area

SCOPE	
Employment and self employment improvement	
PROPOSED ACTION	
Training for women in male-dominated sectors (Automobile mechanic industry)	
INFORMATION STAGE	
Selected recommendation	Select quantitative and qualitative information sources (Recommendation 8)
Observations	We believe it is important to incorporate the opinion and availability of businesses that may participate in work or training practices or hiring later on. Their participation is critical to achieve the goal of job placement so they must be a priority source of information.
PLANNING STAGE	
Selected recommendation	Identification and assessment of the possible implementation of affirmative actions (Recommendation 7)
Observations	To design a concrete and realistic goal is essential. We understand that in the economic climate we live in, women in this professional activity have even greater difficulties to assist to specific technical training, therefore the design of positive actions and to have gender sensitive budgets to promote them is a priority.



EVALUATION STAGE	
Selected recommendation	Determination of the time to conduct the evaluation (Recommendation 7)
Observations	Considering that this is job training, it would be necessary not only to assess the success or failure of the training and women's participation but also their possibilities for accessing employment after the vocational training, so we could estimate to run evaluation of at least six months from the implementation of the measure, and evaluate not only numerically the achieved occupancy rate, but also include qualitative indicators about satisfaction, adequacy of training for job placement

SCOPE

Improving co-responsibility and the conciliation of work life balance, personal and family

PROPOSED ACTION

Awareness campaign for the promotion of conciliation and responsibility for women and men

INFORMATION STAGE	
Selected recommendation	Sex disaggregated information sources (Recommendation 1)
Observations	There are numerous statistics in this area that show, for example, the unequal number of leaves for dependents care taken by workers female and male workers. It would be necessary to analyze the existing public policies at this moment in time (there have been significant efforts in this line) to detect possible actions for the promotion of reconciliation.

PLANNING STAGE	
Selected recommendation	Identification of stakeholders (Recommendation 4)
Observations	It is necessary to work not only with the final beneficiaries (in this example it would be the workers) but also to design an awareness campaign directed at companies and other agents involved in the job placement process.
EVALUATION STAGE	
Selected recommendation	Using quantitative and qualitative indicators (Recommendation 5)
Observations	In addition to analyzing the direct effects (people who report the possibility of taking conciliatory measures, numbers of people applying for leave of absence) it would be desirable the incorporation of qualitative indicators that could determine the perception of both men and women about the success of the campaign, their understanding, if they identified themselves with it, if companies are receptive ...
SCOPE Social protection	
PROPOSED ACTION Access to unemployment benefits for people who have exhausted the contributory pension and have family responsibilities	
INFORMATION STAGE	
Selected recommendation	Awareness, knowledge and training on equality (Recommendation 2)

Observations	Before designing employment policies, technical and political staff should know the initial situation and the inequalities for women and men in the labor market that put women in unequal conditions when it comes to perceive subsidies and unemployment insurance payments. Only with knowledge and training on equality in the workplace is it possible to understand the origins of such discrimination and how to deal with them.
PLANNING STAGE	
Selected recommendation	Knowledge of mainstreaming and its tools in employment policies (Recommendation 3)
Observations	It is fundamental both for the design of objectives and measures to eliminate the inequalities between men and women that take place in the workplace and particularly in social protection (access to benefits, duration, amount..) and for the non-generation of new inequalities, that the people involved in the design have knowledge of gender mainstreaming and its implementation within the employment policies.
EVALUATION STAGE	
Selected recommendation	Using quantitative and qualitative indicators (Recommendation 5)
Observations	<p>If you want to evaluate the gender impact of the implementation of a measure of social protection (the use of unemployment benefits received by men and women), will have to rely on quantitative indicators that provide information on percentage, number or rate of use, amounts, duration, etc.</p> <p>While a gender impact assessment useful and quality, will require the use of qualitative indicators to complement quantitative information, since use only quantitative indicators can not accurately measure the equality or inequality.</p>

SCOPE	
Economic recovery measures	
PROPOSED ACTION	
A credit line for new female and male entrepreneurs	
INFORMATION STAGE	
Selected recommendation	Analysis of the gender impact of existing public policies to support entrepreneurship (Recommendation 5)
Observations	<p>The support for entrepreneurship is aimed at both men and women, although the reality is that there is a higher number of male entrepreneurs.</p> <p>To know what causes this and how the policies that support entrepreneurship continue to maintain the existing inequalities in the access and use requires analyzing them from a gender perspective. That is to say, why are more companies run by men than by women? Why do female entrepreneurs risk less than male ones? Why do women run smaller businesses? Do public policies to support entrepreneurship have done anything to reduce these differences?</p>
PLANNING STAGE	
Selected recommendation	Identification and assessment of the implementation of affirmative action (Recommendation 7)
Observations	<p>The unequal use of public policies to support female and male entrepreneurship that places women at a disadvantage, requires the support of positive actions. In this case, there is a microcredit line targeted exclusively for female entrepreneurs.</p> <p>The use of this positive action could be considered a temporary measure that will disappear when both the access to and the use of policies to support entrepreneurship are equal for men and women and when the number of enterprises run by women is equal to that of companies run by men.</p>



EVALUATION STAGE	
Selected recommendation	Development of sex disaggregated indicators for the evaluation (Recommendation 9)
Observations	<p>The use of sex-disaggregated indicators is essential to measure the access to policies that support entrepreneurship, to analyze the differentiations between the female entrepreneurship and the male one.</p> <p>Sex disaggregated indicators must incorporate diversity, for example, within the group of female entrepreneurs, assess which are the age groups that access to these measures, what is the rate of immigrant women have use their actions...</p>

SCOPE
Measures to bring out the hidden economy

PROPOSED ACTION
Information campaign on the new legislative developments in the domestic service sector

INFORMATION STAGE	
Selected recommendation	An information campaign about the new legislative developments in the domestic service sector (Recommendation 6)
Observations	<p>It is crucial to take into account all stakeholders, especially employers who face major changes when hiring people in this sector. There are also many specialized companies within the sector and nonprofit organizations that carry out intermediary functions, therefore it is of great interest to count with all of them to detect the main demands and needs, as well as people working in the domestic service sector (mostly women).</p>

PLANNING STAGE	
Selected recommendation	Political commitment (Royal Decree 1620/2011 of 14 November) (Recommendation 1)
Observations	It is quite evident that in this sector is essential, and it has been shown by the current law, to make visible the women working in domestic service through measures such as registration in social security from the first hour of work, or the incorporation of a written contract.
EVALUATION STAGE	
Selected recommendation	Determination of the time frame to conduct the evaluation (Recommendation 7)
Observations	Given the current legislation that provides for a transitional period of 6 months for employers to register their staff in the Social Security based on hours worked, is necessary to establish a minimum period of 6 months to assess the initial impact of the measurement.
SCOPE	
Women in vulnerable groups	
PROPOSED ACTION	
A service for the incorporation, maintenance and promotion of immigrant workers	
INFORMATION STAGE	
Selected recommendation	Development of effective mechanisms and tools for the participation in the reporting process (Recommendation 6)

Observations	<p>It is essential to know the actual work situation of immigrant women and men for the establishment of a measure to support and integrate them in jobs, especially in the case of illegal immigrants who work in the informal sector because the data that is available is only an estimation.</p> <p>It is, therefore, a priority to establish mechanisms for the participation of agents who provide qualitative information on the situation of immigrant women and men in this sector, for example immigrant forums, associations, NGOs, ...</p>
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PLANNING STAGE

Selected recommendation	Gender sensitive budgets (Recommendation 14)
Observations	<p>Usually the number of immigrant women who use employment services in Spain is higher than that of immigrant men, although this does not mean that the budgets for the development of this type of measure should be separated, a gender-sensitive approach to budgets must be used, directing it in a fair and proportionate manner according to needs.</p>

EVALUATION STAGE

Selected recommendation	Make public the results of the evaluation (Recommendation 11)
Observations	<p>After the evaluation, a final report with the results, the development process, the analysis of the gender impact, and so on should be elaborated.</p> <p>It is of great value to have public awareness of this final report, as it enables the identification of the actions and results by the stakeholders, provides information on the use of the resources and makes visible the situations of inequality of immigrant women and men and also if the measure has enabled the reduction and/or elimination of these disparities.</p>

three

SPECIFIC THEMATIC
RECOMMENDATIONS
OF THE PROJECT'S
WORKING GROUP
OF EXPERTS



Specific thematic recommendations of the project's working group of experts

The Working Group has studied some of the measures that have been promoted in Spain since the beginning of the crisis in order to mitigate its effects, revive the economy and create jobs³, concluding that the measures taken represent an advance in relation to equal opportunities between women and men. However, in addition to the general recommendations on integrating gender mainstreaming made and that have been the subject of the first part of this report, the Group made a series of thematic recommendations of particular interest in order to move towards equal opportunities between women and men in the employment and the economy.

These recommendations are:

- A.** Achievement of a more holistic and inclusive concept of "work" in economic and employment policies.
- B.** Encouragement of a greater women's participation in technical training.
- C.** Increase of women's participation in technological activities (ICT) and R+D+i.
- D.** Strengthening policies and measures to promote equal pay in enterprises.
- E.** Supporting women's entrepreneurship and self-employment as well as female entrepreneurs.
- F.** To promote the regularization of women working in the hidden economy.
- G.** To promote the integration of women subject to multiple discrimination in the labor market.

3. The measures studied were: Agreement for the social and economic growth, employment and guaranteed pensions, February 2nd, 2011; Royal Decree-Law 1/2011 of February 11th for urgent action to promote the transition to stable employment and retraining of the unemployed; Royal Decree Law 3/2011 of February 18th on urgent measures to improve employability and reform labor market active policies; Law 2/2011 of March 4th on Sustainable Economy; Law 5/2011 of March 29th on Social Economy; Royal Decree Law 5/2011 of April 29th on Measures for the Adjustment and Control of Submerged Employment and Development of Housing Rehabilitation.

In this third part we will address each one of these recommendations. First, we present the rationale for each recommendation made by the Group of Experts as proposed in the document Situation Report⁴, and then a table that lists the objectives of the recommendation, the key points to its development from the gender perspective and the stakeholders involved.

A. Achievement of a more holistic and inclusive concept of “work” in economic and employment policies

STARTING POINT OF THE RECOMMENDATION

Experts say...

The productive economy is based not only on the labor market, from which many women are excluded, but is also found in homes, informal and private spaces. Moreover, in times of crisis the production and exchange of goods and services outside “regular” spaces of the economy intensifies, because it is a strategy for saving and mitigation of the effects of unemployment. Women provide much of this “unpaid” and “invisible” production.

Although the gender approach in economic and employment policies must necessarily be accompanied by a commitment to the budgetary sustainability, a partial analysis and traditional indicators that do not reflect the global reality of the economy or the society should not be used for planning and managing them. In this way, sometimes measures are taken that do not account with the concerns and needs of most women and in economic sectors that have failed to redistribute growth evenly across the society, for example the financial, the construction or the automobile sector... In that sense, public investment should be strengthened in areas related to welfare and the care of dependents, such as childcare, public services care for the elderly, health, education...

4. Based on the work, debates and reflections of the Working Group established within the project. However, its content is not unanimous, nor the result of consensus, and does not necessarily reflect the opinion of each and every person who participated in the Group, precisely because of the diversity and multiple approaches and interests thereof.

Achievement of a more holistic and inclusive concept of "work" in economic and employment policies

Observations	<ul style="list-style-type: none"> • To act on the social and economic inequalities between women and men to eradicate them. • To design and implement public policies that reflect the true economic and social situation, so they are truly effective and they promote quality employment and economic empowerment on equal opportunities between women and men. • To design and to implement employment policies aimed at women in vulnerable situations taking into account their real needs. • To promote the conciliation of family, work and personal life and to support co-responsibility between women and men about care tasks. • To facilitate the access to benefits and pensions for people without sufficient contribution periods have been devoted to family care or the support of family economic activities
Key concepts	<ul style="list-style-type: none"> • Sex disaggregate data, introducing analysis variables to identify situations of inequality and measure the reduction of gender gaps: <ul style="list-style-type: none"> - Participation in formal and informal economy. - Use of time. - Access to resources and economic power, etc. • Investigate the causes of the unequal situations that have been identified and acted on them. • Incorporate gender indicators in the information systems used for the assessment assess and follow up of public policies. • Eliminate all the stereotypes in the decision and action stages. • Arrange for an orderly participation of all stakeholders.

Stakeholders

- Government agencies, especially the ones responsible for the economy, employment, social affairs, welfare and social protection, finances, equality and public employment services.
- Labour unions.
- Universities.
- Civil society organizations.

B. Encouragement of a greater women's participation in technical training

STARTING POINT OF THE RECOMMENDATION

Experts say...

The participation of women in technical training actions (engineering, computer science, electronics, etc.), both at the university and vocational training levels continues in very low numbers and what is worse, it has not increased over the years. The lack of specific measures and actions to solve this problem threatens the balanced participation of men and women in sectors related to the new technologies (ICT, renewable energy, eco-industries, biotechnology, etc.), which will be one of the promoters of sustainable development. Failure to act decisively will force women to remain in the social services sector.

The new degrees of Vocational and professional certifications related to technologies should incorporate mechanisms to encourage the participation of women, especially the younger ones. Also, technical information and guidance services in Occupational Training of schools are essential to guide women towards them, especially those with lower skills who need more specific guidance.

There remain important sub-groups of women in need of qualification and requalification, needs that have been unresolved to date:

- Women aged 45-50 with low qualifications
- Women in poverty or at risk of social exclusion, who have many added difficulties to access public services
- Women subjected to multiple discrimination, especially disabled women, Romani women and immigrant women, with a level of professional qualification generally low.

Most of these women have additional difficulties in accessing public services and need complementary resources to be integrated into training circuits. Among the measures and service catalogs that have been recently approved as part of the reform of active labor policies, support services must be defined for these groups. It is essential to improve the coordination between the employment and the social services to facilitate access and to ensure equality in the itineraries. "Shock plans" can alleviate the situation but long-term reforms that take into account women in more vulnerable situations are needed.

Encouragement of a greater women's participation in technical training

Objectives

- To remove the horizontal segregation of women in the labor market.
- To increase the access and the maintenance of women's employment in non-traditional sectors and to encourage sustainable economic growth.
- To design and develop policies and measures to inform, for example, advertising campaigns about technical careers and courses.
- To design technical training programs and professional certifications that take into account women's needs and offer information and guidance for them.
- To design training programs that incorporates both technical training fellowships and access to jobs in technical fields.
- To promote conciliation of family, work and personal life and support co-responsibility for both women and men about care tasks.

Implications

- Sex disaggregate data, introducing variables of analysis to identify the inequality situations and to measure the reduction of the gender gaps:
 - Technical training programs at university and professional training levels, socio-economic profiles of students.
 - Access to grants and funding programs for career and technical training.
- Investigate the causes of inequality situations that have been identified and acted on them.
- Incorporate gender indicators in the evaluation of public policies.
- Eliminate all stereotypes in the decision and action stages.
- Arrange the orderly participation of stakeholders and work closely with business organizations, especially female entrepreneurs and financial institutions.

Stakeholders

- Government agencies, especially those responsible of economic areas, employment, industry, commerce and equality.
- Chambers of commerce, business associations and companies in the technology sector.
- Universities, business schools and vocational schools.
- Labour unions.
- Civil society organizations.

C. Increase of women's participation in technological activities (ICT) and R+D+i



STARTING POINT OF THE RECOMMENDATION

Experts say...

The gender digital gap is widely documented, both in terms of the access and use and the different benefits women and men obtain from the information and communication technologies. The advancement of women's use of ICT is undeniable and the difference in Internet access has dropped to 7 points at the end of 2010. Taking into account the data of people 10 to 15 years old, girls outperform boys.

However, the challenges lie elsewhere. In this way, inequalities in women's participation in the decision-making in technology sectors (both public and private), in the production and management of digital knowledge and in the fields of R+D+i (research, development, innovation). The participation of women in R+D in the ICT sector is only 23%.

Regarding the intermediate responsibility positions in the technology sector, women are a minority in the productive areas and slightly less in areas like human resources, marketing, etc., thus persisting inequality in the decision making and productive processes.

Although some specific measures have been set up under the Plan Avanza Ciudadanía, the gender chapter is still insufficient and other options should be considered to incorporate the goal of eliminating inequalities between women and men in all public programs linked to the Information Society. To increase public resources directed towards women in these programs is crucial.

Increase of women's participation in technological activities (ICT) and R+D+i

Objectives

- To remove the horizontal and vertical segregation of women in the labor market.
- To increase the access and maintenance of women's employment in technological sectors and activities.

- To bridge the digital divide between women and men.
- To encourage women's promotion to knowledge-intensive and decision making positions in the public and private technology sectors, and in the production and management of digital knowledge in the fields of R+D+I.
- To design and to develop policies and measures to inform about training courses and technology-oriented careers and entrepreneurship, such as advertising campaigns to break the existing stereotypes.
- To design training programs in new technologies that take into account the needs of women.
- To design technology-training programs that incorporate both grants for training and the access to employment in technology sectors.
- To promote the conciliation of family, work and personal life and the support of co-responsibility of women and men.

Implications

- Sex disaggregate data, introducing analysis variables that allow to identify inequality situations and to measure the reduction of the gender gaps:
 - Technical training programs at the college and vocational school levels; socio-economic profiles of students.
 - Access to grants and funding programs for career and technical training.
 - Population employed in the technology industry: socioeconomic profiles and data on companies in the sector: activities, job positions, training, promotion processes and career development, salaries, etc.
- Investigate the causes of inequality situations that have been identified and acted on them.
- Incorporate gender indicators in the evaluation of public policies.
- Eliminate all the stereotypes in the decision and action stages.
- Arrange the orderly participation of stakeholders and work closely with business organizations, especially those of female entrepreneurs and financial institutions.

Stakeholders

- Government agencies, especially those responsible for economic issues, employment, industry, commerce and equality.
- Chambers of commerce, business associations and companies in the technology sector.
- Universities, business schools and training centers.
- Labour unions.
- Civil society organizations.

D. Strengthening policies and measures to promote equal pay in enterprises



STARTING POINT OF THE RECOMMENDATION

Experts say...

The pay gap is calculated on the average earnings per hour worked is of 16 % in Spain. Although advances in this area are undeniable, and the gap has been reduced, this inequality remains unacceptable both politically and socially. Therefore it is necessary to strengthen policies and measures to promote in business a clear practice of non-wage discrimination, designing transparency and objectivity measures in wage standards, career development, application of incentives, etc..

The measures taken within the Sustainable Economy Act, referring to the transparency of remuneration apply only to management levels in financial institutions and listed companies, so even recognizing that these are areas where there is a significant wage discrimination, they are insufficient and they should be expanded to other sectors. Moreover, the representation of women at these levels is very low.

Strengthening policies and measures to promote equal pay in enterprises

Objectives

- To act on wage inequalities between women and men to eradicate and eliminate the gender wage gap.
- To design and implement public policies that encourage clear practices for equal pay in businesses.
- To design and develop policies and measures that promotes the vertical and horizontal promotion of women in businesses, and the development of their careers on the same conditions as men.
- To design and develop policies and measures to promote the equal presence of women on boards of directors.
- To promote conciliation of family, work and personal life and the support of co-responsibility between women and men about care tasks.
- To strengthen measures to promote parental leave.

Implications

- Sex disaggregate data, introducing analysis variables to identify inequality situations and to measure the reduction of gender gaps:
 - Participation of women and men in businesses, departments, hierarchical levels, education, age, family responsibilities (dependent children, elderly, people with chronic disease and people with disabilities) and pay structures.
 - Indicators should focus not only on wages but also on incentives, bonuses, and allowances.
- Investigate the causes of identified unequal situations and acted on them.
- Incorporate gender indicators in the evaluation of public policies.
- Eliminate all stereotypes in the decision and action stages.
- Arrange and orderly participation of all stakeholders and the close cooperation of labour unions and employer organizations.

Stakeholders	<ul style="list-style-type: none"> • Government agencies, especially those responsible for economic subjects, employment, industry, commerce and equality. • Labour unions and employers' associations. • Chambers of commerce. • Civil society organizations.
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E. Supporting women's entrepreneurship and self-employment as well as female entrepreneurs



STARTING POINT OF THE RECOMMENDATION

Experts say...

Support programs for women entrepreneurs and business owners have been strategic in driving women's participation in the economy. But more financial resources are needed (given the problems of access to credit faced by women); more programs are required to support the business (not only from the standpoint of investment, but for the financing of circulating), greater access of self-employed women and micro business to public programs (of which they are often excluded because of their size); extended coverage of the programs directed at business support, business training for women and stronger support for female entrepreneurs networks. Additionally, it should also be addressed the development of social infrastructure for childcare (including care for children from 0 to 3 years) and older people, which would permit the conciliation of the personal and professional life of female entrepreneurs.

On the other hand, it would be required to work in the modification of certain social behaviors, which may hinder the development of business projects by women. Thus we find, among other behaviors, the reluctance in the private sphere for women to use family wealth to develop their

business idea, the distrust of financial institutions and consequently the more difficult access to bank loans for women as well as the need to change the perception of entrepreneurs to reinforce a positive social image.

Supporting women's entrepreneurship and self-employment as well as female entrepreneurs

Objectives

- To increase the number of companies launched and managed by women.
- To design and develop policies and incentive measures, for example, advertising campaigns, including women's entrepreneurship in non-traditional sectors of female entrepreneurship.
- To design and to develop policies and measures to promote the creation and consolidation of women's enterprises through comprehensive services that accompany them throughout the process.
- To design and to develop policies and measures, including access to finance programs as required by every entrepreneur and every company, not reducing them to microcredits.
- To design entrepreneurship training programs that take into account the needs of entrepreneurs and female business owners.
- To promote the conciliation of family, work and personal life and the co-responsibility of women and men for care tasks.

Implications

- Disaggregate data by sex, introducing analysis variables to identify inequality situations and to measure the reduction of gender gaps:
 - Enterprises by sector, firm size, turnover, business life, business specific times, etc..

	<p>- Profiles and needs of entrepreneurs</p> <ul style="list-style-type: none"> • Investigate the causes of inequality situations that are identified and acted on them. • Incorporate gender indicators in the evaluation of public policies. • Eliminate all stereotypes the decision and action stages. • Arrange an orderly participation of stakeholders and work closely with business organizations, especially those of women entrepreneurs and financial institutions.
<p>Stakeholders</p>	<ul style="list-style-type: none"> • Government agencies, especially those responsible for economic issues, employment, industry, commerce and equality. • Chambers of commerce. • Banks and trusts. • Universities, business schools and training centers. • Civil society organizations specialized in female entrepreneurship and business associations, especially those of women entrepreneurs.

F. To promote the regularization of women working in the hidden economy

STARTING POINT OF THE RECOMMENDATION

Experts say...

It is well known that the hidden economy has a high participation of women primarily because of the domestic service employment, where some estimates indicate that nearly half a million

women work without legal coverage, but also because of other activities and occupations at the boundary between precariousness and legal employment as is the case of family caregivers protected under the Dependency Law.

Furthermore, the activity of many women in family businesses as well as in the rural areas, without being registered in Social Security, is another source of hidden work.

The measures for the regularization of hidden work that recently approved have not addressed these issues. Moreover, there is an unresolved debate about the desirability of more flexible and tailored to specific situations such as domestic workers who work less than 20 hours, households where more than one person works in a small family business but only one of them is registered in Social Security, small business initiatives in emerging economies for which the social security charges may be excessive.

It would also be advisable to carry out an analysis of the situation to identify the different types of underground economy that exist, how they affect women, their causes and effects, and possible measures to combat them. In this way the negative impacts of working in the underground economy in relation to social protection for sickness, unemployment and retirement would become visible, because they are vital to ensure the protection and independence of women.

To promote the regularization of women working in the hidden economy

Objectives

- To design and develop policies and measures that address the needs of the people working in all types of underground economy and even in all activities and occupations at the boundary between precariousness and legal employment, including:
 - Rural and urban family businesses where several people work and only one is registered in the Social Security.
 - Domestic workers who work less than 20 hours.
 - Small entrepreneurship initiatives in emerging economies for which the social security charges may be excessive.
 - Family caregivers covered under the Dependency Law.

	<ul style="list-style-type: none"> • To design and develop policies and measures for the prevention of the informal economy, including advertising campaigns that make visible the lack of social protection in for sickness, unemployment and retirement of people in the sector. • To design and develop policies and measures for the prevention of work in the informal economy and farms, including advertising campaigns in rural areas (where the lack of information is even greater) to make visible the lack of social protection for sickness, unemployment and retirement people in the sector.
<p>Implications</p>	<ul style="list-style-type: none"> • Sex disaggregate data, introducing analysis variables to identify inequality situations and measure the reduction of gender gaps <ul style="list-style-type: none"> - Population in relation to social and economic characteristics, age, ethnicity, race, education level, income level, access to resources. - Records of farms or the Register of European Programs and Funding; records of people receiving agricultural subsidies. - Household income in rural areas. Women's access to productive resources such as land, and credit. • Investigate the causes of the inequality situations that have been identified and act on them. • Incorporate gender indicators in the evaluation of public policies. • Eliminate all stereotypes in the decision and action stages. • Arrange an orderly participation of stakeholders and work closely with immigrants' nonprofit organizations, labor unions and associations.
<p>Stakeholders</p>	<ul style="list-style-type: none"> • Government agencies, especially those responsible for labor issues, public employment services, social affairs, health, education, welfare and social protection, agriculture, education, industry, tourism, trade and equality. • Civil society immigrants' organizations, labor unions and associations, farming and ranching trade unions.

G. To promote the integration of women subject to multiple discrimination in the labor market

STARTING POINT OF THE RECOMMENDATION

Experts say...

The economic recovery and employment measures have to work harder to improve the situation of women in general and those subject to multiple discrimination in particular, the latter being a concept that needs to be incorporated into public policy.

Furthermore, it is necessary to resolve the current difficulties to obtain reliable data periodically, either by the absence of information systems or disaggregation of the data, either by the unconstitutional conditions to identify specific individual characteristics. These difficulties result in difficulties to study the situation of many of the groups based on statistical data and furthermore, to track their evolution after the development of the programs and measures that can be implemented.

In this context, the draft Law on Equal Treatment and Non Discrimination represents a major advance in this area as it establishes a mandate for the government to introduce in the preparation of studies, reports or statistics that relate or affect aspects of equal treatment, indicators and procedures that may ease the understanding of the causes, the extent, evolution, nature and effects of the discrimination on the grounds provided in the Act.

On the other hand, it is essential to continue working on a number of elements, not easily quantifiable and deeply rooted in the society, such as stereotypes, attitudes, and values, which contribute to the maintenance of inequality situations.

Finally, there still remains the need to strengthen the mechanisms for collaboration or cooperation among government organizations themselves as well as with third sector specialist that work directly with women subject to multiple discrimination. Public policies in this area have to assume that this is a process that requires long term projects, programs or actions that have stability and continuity over time.

To promote the integration of women subject to multiple discrimination in the labor market

Objectives

- To design and develop policies and measures that address the needs of specific groups, such:
 - Single parents (availability of childcare and other services to facilitate conciliation).
 - Women re-entering the labor market (correct adaptation to training opportunities).
 - Women with disabilities.
 - Ethnic minorities.
 - Immigrant women.
- To design and develop policies and measures for the care and social integration of people from groups in vulnerable situations and susceptible to multiple discrimination.
- To design and implement programs (including campaigns) aimed at eliminating stereotypes, attitudes and values that contribute to maintaining situations of inequality and discrimination.
- To design training programs according to the specific needs of women in the mentioned groups and that these programs are accompanied by active employment policies that facilitate the access and the permanence in the labor market.
- To promote the conciliation of family, work and personal life and co-responsibility of women and men for care tasks.

Implications

- Sex disaggregate data, introducing analysis variables to identify inequality situations and to measure the reduction of gender gaps:
 - Population in relation to social and economic characteristics, age, ethnicity, race, education level, employment status. Taken into considerations that the most vulnerable groups and subject to multiple discrimination may include: single mothers, young women or older women, immigrants, ethnic minorities, Romani women and women

	<p>with disabilities, but also the long-term unemployed and inactive women, or even those living in rural areas.</p> <ul style="list-style-type: none">- Employment status, educational levels, income levels, access to resources, family responsibilities (dependent children, elderly, people with disabilities or chronic illness).- Access to services, profiles of the user population, type of services, etc. <ul style="list-style-type: none">• Investigate the causes of the inequality situations that have been identified and acted on them.• Incorporate gender indicators in the evaluation of public policies.• Eliminate all stereotypes in the decision and action process.• Arrange an orderly participation of stakeholders and work closely with nonprofit organizations aimed at people at risk of social exclusion and vulnerability.
Stakeholders	<ul style="list-style-type: none">• Government agencies, especially those responsible for labor issues, public employment services, social affairs, health, education, welfare and social protection, equality.• Vocational training centers and universities.• Civil society organizations aimed at people at risk of social exclusion and vulnerability.



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appendix



Institutional participants during the Project

MANAGEMENT CENTER

ADMINISTRACIÓN GENERAL DEL ESTADO	Secretaría de Estado de Servicios Sociales e Igualdad
	Secretaría de Estado de Empleo. Servicio Público de Empleo Estatal
	Oficina Económica del Presidente del Gobierno
	Dirección General de Política Económica
	Agencia de Evaluación y Calidad
	Dirección General de Formación Profesional
	Dirección General de Política de la PYME
	Consejo Superior de Investigaciones Científicas
	Dirección General de Desarrollo Sostenible del Medio Rural
	Observatorio Militar para la Igualdad

INSTITUTION

LABOUR UNIONS	Unión General de Trabajadores (UGT) Comisiones Obreras (CCOO) Unión Sindical Obrera (USO)
BUSINESS ORGANIZATIONS	Confederación Española de Organizaciones Empresariales (CEOE) Confederación Española de la PYME(CEPYME) Cámara de Comercio de Madrid Consejo Superior de Cámaras de Comercio Asociación de Trabajadores Autónomos (ATA) FEHRCAREM

<p>UNIVERSITIES AND BUSINESS SCHOOLS</p>	<p>Universidad de Oviedo Universidad Autónoma IESE Business School</p>
<p>LOCAL ENTITIES</p>	<p>Ayuntamiento de León Ayuntamiento de Collado Villaba Ayuntamiento de Linares Ayuntamiento de A Coruña Federación Española de Municipios y Provincias (FEMP) Barcelona Activa</p>
<p>EQUALITY ORGANISMS</p>	<p>Instituto de la Mujer Instituto de la Mujer de Extremadura</p>
<p>NONPROFIT SECTOR</p>	<p>Federación de Asociaciones de Mujeres en la Economía Social - ESFERA Organización de Mujeres. Empresarias y Gerencia Activa - OMEGA Fundación Mujeres Federación Española de Mujeres Empresarias, de Negocios y Profesionales (FEMENP) Plataforma por Permisos Iguales e Intransferibles de Nacimiento y Adopción - PPIINA Federación de Asociaciones de Mujeres Rurales - FADEMUR Asociación de Hombres por la Igualdad de Género - AHIGE Asociación de Mujeres Opañel Fundación Más Familia</p>



 <p>GOBIERNO DE ESPAÑA</p>	<p>MINISTERIO DE SANIDAD, SERVICIOS SOCIALES E IGUALDAD</p>	<p>SECRETARÍA DE ESTADO DE SERVICIOS SOCIALES E IGUALDAD</p> <p>DIRECCIÓN GENERAL PARA LA IGUALDAD DE OPORTUNIDADES</p>
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COLECCIÓN
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ECONOMÍA MUJER EMPRESA

Proyecto cofinanciado por la Comisión Europea en el marco del Programa PROGRESS (2007-2013)