



PROGRAMME ON GENDER EQUALITY AND WORK-LIFE BALANCE

MEMORANDUM OF
UNDERSTANDING BETWEEN
SPAIN AND THE EUROPEAN
ECONOMIC AREA (Norway,
Lichtenstein and Iceland)

November 2014



ICELAND
LICHTENSTEIN
NORWAY
eea
grants



GOBIERNO
DE ESPAÑA

MINISTERIO
DE SANIDAD, SERVICIOS SOCIALES
E IGUALDAD

SECRETARÍA
DE ESTADO
DE SERVICIOS SOCIALES
E IGUALDAD

Programme on Gender Equality and Work-Life Balance

1. Programme Operator (PO)

State Secretary for Social Services and Equality

2. Donor Programme Partner (DPP)

The Equality and Anti-Discrimination Ombud (LDO)

Total amount : 11,989,705 €

Granted amount: 10,191,250 €

Close collaboration between PO and DPP since the beginning.



Objectives

Main goal: To promote gender equality and work life balance, mainly in the labour market.

Addressed to:


- Private and public sphere
- Eradicating gender based violence.

Reduction of economic and social disparities in the EEA.

The Programme will strengthen the bilateral relationship between Norway and Spain.




Challenges:

- Equal access and participation in the labour market
 - Reduce gender pay gap
 - Increase activity and employment rates for women
 - Labour and solid Inclusion for women most vulnerable
 - Increase female entrepreneurship in economic sectors with increased growing potential.
 - Gender balance in decision making positions in private companies
 - Supporting policies that reconcile work, private and family life.
 - Increased co-responsibility
 - Tackle gender based violence
 - Education
 - Slow implementation of gender mainstreaming
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TARGET GROUPS

DIRECT

The Programme is addressed to women:

- Women from vulnerable groups (mainly Roma, rural and immigrants)
 - Women who suffer gender based violence
 - Unemployed and employed women
 - Young people
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TARGET GROUPS

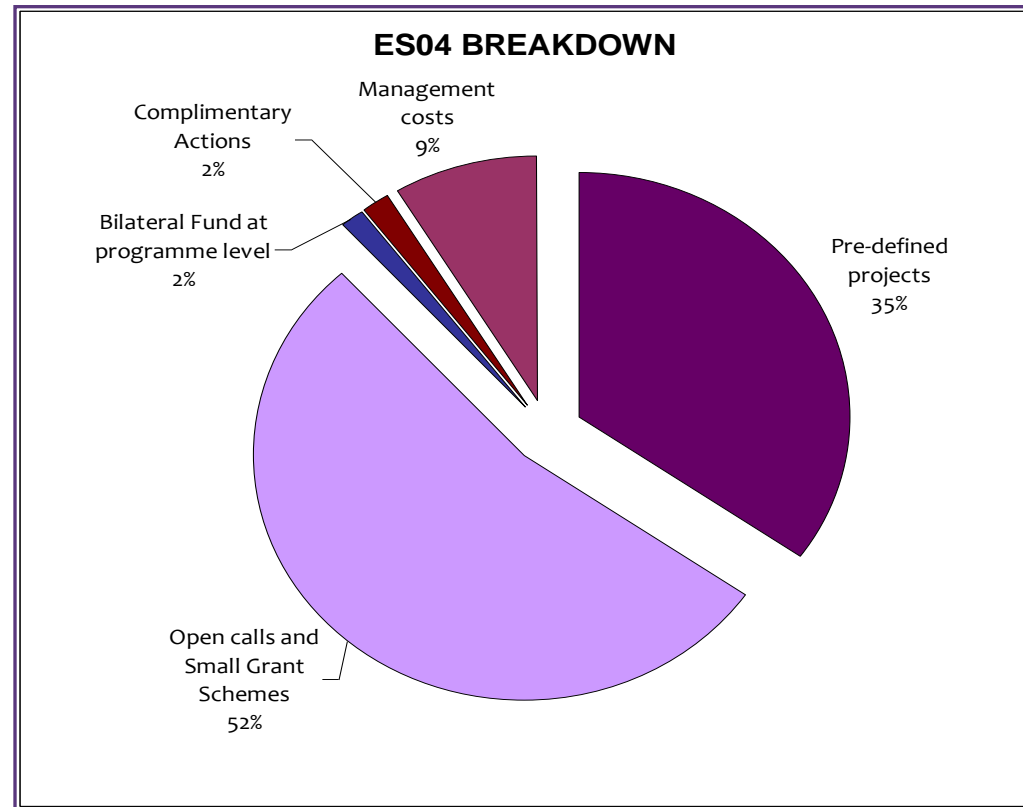
INDIRECT

The Programme identifies public and private entities and relevant structures to achieve these objectives:


- Ministry of Education, schools
 - Autonomous Communities
 - Municipalities
 - Others: Spanish Confederation of Business Organizations (CEOE), Chambers of Commerce, etc.
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Structure of the Programme

- Predefined Projects
- Open Calls and Small Grants Scheme
- Bilateral Relations (national & programme level)
- Complementary actions



PREDEFINED PROJECTS

- Equality plans in schools
 - Equilibrio/balance project
 - Entrepreneur women in selected economical sectors
 - Raising awareness, training, professional growth, the development of leadership and the promotion of women to facilitate their access to decision-making positions within their companies.
 - Project on the exchange of best practices and legal instruments in the fight against gender based violence.
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PREDEFINED PROJECTS

EQUALITY PLANS IN SCHOOLS (“Plurales”)

Objective: establishing a methodology that enables to take forward gender equality in the educational curricula of teaching centres in Spain.

Providing to the Spanish and Norwegian education authorities the relevant tools to incorporate changes in their educational models to ensure equal opportunities for male and female students.

Promoter: Women and Equal Opportunity Institute



PREDEFINED PROJECTS

EQUILIBRIO BALANCE PROJECT

Objective: Fostering implementation and follow-up of equality plans in local bodies in Spain as well as promoting the exchange of good practices on reconciliation between Spain and Norway.

Promoter: Women and Equal Opportunity Institute



PREDEFINED PROJECTS

PROMOTING WOMEN ENTREPRENEURSHIP IN EMERGING SECTORS

Objective: Personal training and coaching for entrepreneur women for the implementation of projects in emerging sectors and for the facilitation to the access to funding.

Promoter: INCYDE Foundation



PREDEFINED PROJECTS

PROMOCIONA

Objective: Project for business awareness, talent selection, training, career growth and leadership support to enhance balanced participation in decision-making positions in companies.

Promoter: CEOE



PREDEFINED PROJECTS

PROJECT ON EXCHANGE OF GOOD PRACTICES FOR THE ERADICATION OF GENDER-BASED VIOLENCE

Objective: The project seeks to gain an understanding of the various legal provisions and measures on eradication of gender-based violence that have been successfully implemented in other countries as well as to examine their scope and feasibility for their potential implementation in Spain, Norway and Iceland.

Promoter: Regional Government Office for Gender Violence



Open call on Gender Based Violence

Coordination body: Government Delegation against GBV.

Beneficiaries: 6 Autonomous Communities out of 8 applicants.

Amount granted: 170,000 € per project

Starting date: September 2014

End date: August 2015



Open call on a competitive basis

Coordination body: Women's Institute

Beneficiaries: 61 entities out of 232 applicants

Three lines of projects:

- Gender Pay Gap: Universities, Union Organisations and Business Organisations
- Entrepreneurship: NGOs and Local Entities
- Inclusion. NGOs

Amount granted: 5,422,454 €

Starting date: December 2014

End date: November 2015



Open call on a competitive basis

			Budget
Line	Beneficiaries	Admitted	Average
Gender pay gap	Universities	3	173.776
	Union organisations	3	230.441
	Enterprise organisations	3	173.776
Entrepreneurship	NGOs	20	62.794
	Local entities	7	183.984
Inclusion	NGOs	25	45.788
Total budget			5.422.454

Bilateral Relations at National Level

Mainstreaming gender issues in all the Programmes under Spanish Memorandum:

- Review of all programmes and projects from a gender mainstreaming perspective.
- Integration of the strategy in all public policies.

Intersectionality and multiple-discrimination:

- Cooperation between LDO and Spanish Council for the Promotion of Equal Treatment and Non Discrimination: sharing knowledge, experience, know-how and networking.

Strengthening bilateral relations Spain-Norway.



Bilateral Relations at Programme Level


- Match making seminar. December 2013. (Madrid).
 - Best practices exchanged in presence of women on boards' workshop. 27 May 2014. (Madrid). ICA Seminar.
 - Seminar “Women and Enterprise”. Menéndez Pelayo International University. August 2014 (Santander).
 - Seminar on Leadership, Diversity and Work life Balance, 20-21 October 2014 (Madrid). IESE Seminar.
 - Seminar on Roma Women, August-September 2015 (Oslo). To be coordinated with ES 06 (Culture).
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Complementary Actions

- International seminar on the Implementation of Good Practices GBV (Madrid). October 2013
- Fostering women leadership in Agrifood Cooperatives. 2014-2015.



Lessons learned and conclusions

- Complete Programme
 - Difficult process getting partners from the Donors
 - Difficult to both fulfill national legislation and EEA Regulation
 - Importance of the close collaboration DPP – PO
 - Relevant exchange of knowledge between involved countries
 - Helpful for the beneficiary country
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THANKS FOR YOUR
ATTENTION