

# GENDER IMPACT EVALUATION REPORT FROM THE DRAFT BUDGET FOR THE AUTONOMOUS REGION OF ANDALUSIA FOR 2008



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FOR THE AUTONOMOUS REGION OF ANDALUSIA FOR 2008

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## INTRODUCTION





This document presents the Gender Impact Evaluation Report from the Draft Budget for the Autonomous Region of Andalusia for 2008. This is the third Report to be published jointly with the Budget and the last of this legislature. For this reason it is an evaluation report and instrument that commits the Public Authority as a whole, through its budgetary resources, to the permanent objective of seeking equal opportunities for women and men.

In Andalusia, the opinion is that gender equality is not only important from the point of view of equity, but is also fundamental for sustainable economic growth and competitiveness in Europe. Andalusia has undergone exceptional economic growth that has situated it amongst the leading regions in terms of competitiveness. This said, the sustainability of this growth requires the incorporation into the productive sphere of all of our potential, improving and making full use of our human capital, our men and women, and fundamentally the latter. In this sense, the Lisbon Agenda established the incorporation of women into the labour market as an essential objective for the economic growth of member nations, setting the objective for the employment rate and activity rate for women at 60% for 2010.

Andalusia has focused on gender equality as an investment for the future, an investment that will allow us to consolidate the advances that have been made and to continue improving our level of wealth, our social welfare and convergence with the most advanced countries. Equality is a fundamental factor for Andalusia. Our future depends on our being sufficiently intelligent to make full use of all our potential. The present social configuration and dynamic, which gives women an excess of responsibility, is seriously limiting their own opportunities and those of the rest of society. Because if women are not able to fully develop their abilities, entire population loses potential for development.

The public budget is not only a financial instrument but also a framework within which the policies and priorities of a government are expressed. In this sense, the incorporation of the gender focus in the budget is serving as an incentive for the creation of policies designed to ensure the equality of men and women in Andalusia at every level. All of the regional government departments have included lines of action, aimed at correcting the inequalities detected in their areas of competence, and investigating the causes of these inequalities.

However, the main objective of this report is to visualise the direction of this collective effort. An effort that was initially developed as part of all of the budget programmes, applying a new analytical method: the G+ method, which serves to help identify the driving forces behind gender equality and permit the improved monitoring of advances in each of these areas.

With this project, the aim has been to take a qualitative step forward of singular importance towards creating a sustainable budget model focused on gender issues. The basic objectives of this initiative involve increasing the permeability of our organisational structure to this type of analysis (more depth), and adopting a methodology that allows us to modulate our efforts, focusing on budget programmes that have more relevance in terms of advancing towards the convergence of equal opportunities between men and women.

This report, approved by the Gender Impact Commission for the Budget of the Autonomous Region of Andalusia at its session held on 22 October 2007, is structured in the following chapters:

- The first offers a brief description of the strategic advances of the G+ project to incorporate gender awareness in the Budget of the Autonomous Region.
- The second describes the actual situation of equality between men and women in Andalusia in areas of representation, the labour market, education and gender related violence. The third describes the situation regarding the representation of men and women in the Andalusian public administration.

- Finally, each budget department presents its corresponding gender report, highlighting the lines of action implemented to correct inequalities detected in their respective areas of competence. As in the previous Report, an appendix has been added with the indicators selected for each of the budget policies, together with details of the personnel working for the Autonomous Government of Andalusia by collectives.

I would finally like to emphasise that this process is the result of the work by many people at all levels of Andalusia's public administration, an administration that is firmly committed to the equality of men and women, who we would like to thank for the effort they have made.

October 2007

**Carmen Martínez Aguayo**  
President  
Budget Gender Impact Commission



**2**

**IMPLANTATION OF THE GENDER  
PERSPECTIVE IN THE 2008 BUDGET:  
STRATEGIC ADVANCES**



## 2.1. METHODOLOGICAL ADVANCES

The production of the successive reports on gender impact on the budget for the Autonomous Region of Andalusia has represented a landmark of singular importance in the establishment of initiatives that contribute towards equal opportunities between men and women in a transverse manner.

The work carried out by the members of the Budget Gender Impact Commission, as well as the proactive collaboration of all of the different administrative centres, has situated Andalusia at the forefront of applying an analysis of the budget according to gender at national level, and made it a reference point at international level.

This has not been an easy process, as although knowledge of applying this type of methodology is well developed at standard level, its practical application is not free from problems due to the high level of specificity presented by the subjective area to which it is applied.

In this sense, the experience accumulated has shown us that the work carried out to date corresponds to an incipient methodological stage, which, considered as an advanced prospective stage and for the activation of the necessary cultural changes, has served as an extremely potent starting point for the launching of subsequent developments that permit more detailed analysis and a more consolidated organisational commitment.

We continue with a description of the changes that have taken place during 2007 within the commission, and a detailed description of the G+ project.

### 2.1.1. CHANGES IN THE GENDER IMPACT COMMISSION FOR THE BUDGETS OF THE AUTONOMOUS REGION OF ANDALUSIA

The Gender Impact Commission for the budgets of the Autonomous Region of Andalusia, regulated by Article 139, paragraph 2 of Law 18/2003 of 29 December, approving fiscal and administrative measures (in its version approved by Law 3/2004, of 28 December), is a body that depends on the Regional Ministry of Economy and Finance, whose main objective is to produce the evaluation report on the Green Paper for the Autonomous Region's Budget Law, and whose functions are aimed at promoting and supporting the preparation of preliminary drafts with a gender perspective in the different Regional Ministries, and carrying out gender audits in the Ministries, enterprises and bodies that form a part of the Autonomous Government of Andalusia.

The evaluation model for gender impact in Andalusia's budgets forms a part of a budgetary cycle, which includes the general orientation of economic policies, assigning expenditure, defining income and, finally, monitoring of budgetary policies as a whole.

This model differs substantially from other methodological proposals derived from international experiences, whereby the responsibility for promoting and producing the report does not lie with sectorial bodies who have traditionally developed equality policies, and whose influence in the process of drafting budgets and impact on the organisation as a whole is generally attenuated, but instead with the department that has the highest responsibility for negotiating, assigning and monitoring budget policies as a whole. This definition guarantees the transverse treatment of equal opportunities policies between men and women in all of the different actions susceptible to being financed by the public budget.

In order to achieve high levels of participation and consensus, the Commission was modified in its subjective configuration, and extended to the General Administration of the Autonomous Government of Andalusia as a whole; this means that the Commission is comprised of two members from each of the Regional Ministries, two members of the Andalusian Women's Institute and two members of the Andalusian Institute of Statistics, guaranteeing the equal representation of each of the aforementioned bodies. In turn, the Regional Ministry of



Economy and Finance holds the post of chairperson and vice chairperson and has a major presence on the Commission through the General Directorate for Budgets, the General Directorate of Planning, the General Directorate of European Funds, and the Vice-Ministry.

Also, it is obligatory for all of the members of the Commission to be civil servants employed by the Autonomous Government of Andalusia, and at least Heads of Department, meaning that the commission is highly specialised.

The experience obtained during this period of designing and implanting strategies aimed at introducing the gender perspective into the budgets has been highly fruitful: it has led to greater awareness and training in gender matters amongst the personnel working in the different regional government departments, an effective and progressively detailed reporting model, and a dynamic *modus operandi* that allows for collaborative work and permanent learning.

However, a series of highly important lessons have been learned from this experience: firstly, the need to streamline the model, making it sustainable in the long term, and secondly, extending its working capacity in the development of strategies that are both coherent and compatible with the level of complexity and size of the Autonomous Government of Andalusia.

Accordingly, in 2007 two major changes were introduced into the internal organisation of the Commission, aimed at:

- Firmly incorporating the gender perspective into the budgetary process, transcending the drafting of the document by introducing the gender perspective in the working dynamics of the initial stages of designing the budget. To do so, it was decided that the Vice-chairmanship of the Commission would be held by the person responsible for the General Directorate for Budgets of the Regional Ministry of Economy and Finance.
- Granting the Commission with greater flexibility in promoting incentives, management and coordination and developing analyses. To do so, a permanent secretariat was created with four members, two from the General Directorate for Budgets and two from the Regional Ministry of Economy of Finance.

## 2.1.2. THE G+ PROJECT

The goal of this project is to advance towards defining a working methodology that makes it possible to progressively and consistently analyse gender awareness in budgetary programmes and the impact of implementing the different actions from a gender perspective.

The administrative structure of the Autonomous Government of Andalusia is characterised by its size and complexity, both for the number of bodies and administrative centres it includes, and for the type of responsibilities it holds. Accordingly, a correct methodology for analysing gender impact, in the specific case of the Autonomous Government of Andalusia, should meet the following requirements:

- Pursue a progressive and sequential process of implantation.
- Include clear and simple criteria capable of standardising the analyses carried out by each of the administrative centres.
- Be flexible and open to the specific analytical needs of each of these centres.
- Be capable of formalising its decisions through documents that are produced in common, brief, self-explanatory and easy to understand.
- Make the process compatible with its day-to-day functions, striving to avoid problems caused by a lack of coordination with other processes.

The scope of the methodology proposed is to analyse, from a gender perspective, the different actions that are contained in and accordingly obtain funding from the Budget of the Autonomous Region of Andalusia, which contribute towards equal opportunities between men and women, rather than the whole or according to the intensity of the equality policy developed by the regional government, whose effectiveness in many cases bears no relation to its budgetary demands.

The objectives of the G+ Project are the following:

**To implement a system for managing cultural change making it possible to advance in adopting organisational values that emphasise the importance of gender impact analyses, as an instrument aimed at guaranteeing the rights and interests of men and women.**

The inclusion of the gender perspective in operational analysis and management represents a break from traditional routines and the incorporation of new habits and values:

- New learning processes.
- The alteration and reconstruction of the system of values, priorities and stereotypes.
- The effect on the availability of personal and professional time.
- Effects on the organisation of habitual tasks: placement within the schedule of activities, assigning priorities, carrying out additional analyses, drafting reports, and establishing internal and external communications.

The following factors are included amongst those that may help to strengthen motivation:

- Opting for the leadership of the Budget Gender Impact Evaluation Commission and for each member within their administrative centres that promotes clear, coherent and creative lines of work, with the capacity to reach consensus in an atmosphere of active and constructive participation, and who places an emphasis on tasks linked with achieving equal gender opportunities.
- Achieving that both the persons and the organisations they belong to become closely identified with the project by:

- Explaining the benefits of implementing the project for men and women, both at personal level, and for the effectiveness of the actions implemented as part of the organisational plan.
- Developing awareness of gender transversality through training processes, informative meetings and informal relations, which integrate work on values.
- Creating an itinerary of short-term results that reinforces the dynamic of change in the long term.
- Identifying and implementing supportive elements of the system: spaces for debate, an efficient coordinative structure, accessible technical assistance instruments that are permanently updated, and simple, useful and practical materials. These general guidelines serve as basic directives for the definition of the different actions aimed at developing the remaining objectives.

**The definition of analytical instruments that make it possible to identify obstacles to gender equality within the scope of the situation the programme acts upon.**

It is essential to have knowledge and an interpretation of the actual situation that makes it possible to design different actions in developing the objectives for equality that promote the convergence of opportunities that men and women may take advantage of.

Analysing the reality of the situation, from the identification of the underlying causes to economic, social and cultural behaviour, is not an easy task, due to its extensive, complex and dynamic nature. On many occasions, highly specialised scientific knowledge is needed to provide suitable explanations.

In many fields, these explanations have been developed in great detail, while in others they are quite scarce. The availability of this information is a major aid in carrying out the ground-work required by the analysis of gender impact, although its absence does mean it is not possi-

ble to carry out analyses that guarantee that implementing actions by the government will not lead to rifts between men and women.

In order to achieve this objective, the Head of the Commission proposes:

- Creating a think tank of experts in different scientific, technical or professional areas, who provide input on obstacles to equality and elements that act against convergence.
- Filling in a 'self-positioning' questionnaire that identifies the programmes that serve as driving forces for equality (G+), and a survey on the perception the General Directorates have of the role played by the rest of the budgetary programmes included in the project.
- The creation of working documents that serve to guide the analysis of the reality the budgetary programme is designed to influence, and the impact of the programmed actions.
- Creating sub-committees within the Commission to study specific areas, or defining specific areas in order to request external studies.

**Developing simple, easily applied strategies in order to verify the gender impact of the budgetary programmes and their development over time.**

Budgets including gender considerations may lead to multiple benefits, as they help to re-orient public policies, making them more efficient and effective instruments.

Determining the differential impact of a specific action has a direct relationship with the level of knowledge of the situation being acted upon. Furthermore, the degree of efficiency and effectiveness of the action does not only depend on the intervention by the government, but is also influenced by other simultaneous factors that are often impossible to predict. This is not something exclusive of analyses with a gender perspective, but is part of the reality of public intervention. The most relevant factor, in any event, is to establish a well-informed system of analysis, with feedback and the capacity for learning in the long term.

Accordingly, each administrative centre will have to develop strategies in their specific area of competence, to include the gender variable in its ex-ante and ex-post analyses, in producing its results scenarios, in defining its objectives, and assigning its resources. The gradual accumulation of expert knowledge on the causes of inequality and the most effective resources for fighting it will generate a critical mass that will help to identify the best way of calibrating the differential impacts in terms of the convergence of taking advantage of opportunities between men and women.

Within this process of analysing budgetary programmes, the administrative centres with methodological working documents to develop strategies for evaluating gender impact in the Budget of the Autonomous Government of Andalusia.

**Using a participative methodology to identify the budgetary programmes that may prove to be driving forces for convergence in gender equality.**

Not all of the budgetary programmes of the Autonomous Government of Andalusia have the same sensitivity and relevance in terms of gender. Some serve to support the work of the administrative centres, while others are aimed at small sectors of the population, or are merely executive.

Adopting a similarly demanding level for all of the programmes involved in analysing and contributing towards equal opportunities between men and women can be perplexing and causes the focus to waver from those that are truly important, known as driving forces for equality. Accordingly, it is advisable to establish a classification that allows us to discriminate which programmes are responsible for achieving significant advances in terms of equality.

This classification includes sensitivity and gender relevance as basic concepts. The first is aimed at discovering to what extent the budgetary programme affects people directly or indirectly, while the second, having demonstrated gender sensitivity, includes the relative importance of the programme according to four basic criteria:

- **Transformative capacity:** capturing the level of competence of each budgetary programme. According to this criterion, highly relevant programmes are those that are fully competent to take action.

- Capacity for impact: capturing the volume of the population the budgetary programme acts upon. This means that the larger the volume of population, the more relevant the programme.
- Functional relevance: includes the consensus of experts on the role of specific public policies in reducing gender inequality.
- Personnel management: programmes whose actions affect the management of personnel in administrative centres of the Autonomous Government of Andalusia.

Accordingly, all of the programmes occupy a position with the chart shown below:

### G+ SCALE

			Gender sensitivity	
Relevance	Yes	No		
<b>Low</b>	<b>gI</b> Programmes affecting people of a basically internal or instrumental nature	<b>g0</b> Programmes that have no direct effect on persons and with a low or inexistent indirect effect.		
<b>Medium</b>	<b>G</b> Low impact programmes, of limited transformative capacity or reduced functional relevance			
<b>High</b>	<b>G+</b> Programmes of major interest due their transformative capacity, impact and recognised functional relevance			

In order to produce the G+ classification for the budgetary programmes, a methodology for assigning a ranking has been developed, capable of revealing programmes in which the public policies of the Autonomous Government of Andalusia have a special effect in achieving gender equality.

The scale used (g0, g1, G and G+) has been designed together with the following analytical elements:

- Input from all of the administrative centres of the Junta de Andalucía, with their subjective impressions, based on their knowledge and experience. This evaluation has a dual component: the opinion each centre has of its role, and its opinion of the role of the rest of the budgetary programmes.
- Each administrative centre filled in a form and rated its position from 0 to 10 in each of the classification criteria. It also provided a score from 0 to 10 for each of the budgetary programmes included in the regional budget.
- Objective information on the capacity for impact in terms of the population it interacts with, and the level and nature of its responsibilities.
- Finally, academic consensus on the subject to analyse which programmes may have a special capacity for impact in Andalusian society, and which may serve as factors to bring about changes towards equality.

This scoring process, which was participative and implemented with the consensus of all of the administrative centres of the Autonomous Government of Andalusia, is dynamic in nature, making it possible to adjust the situation of the budgetary programmes over time according to their perception, knowledge, experience and means of acting in relation to gender equality.

Depending on their position on the G+ scale, the budgetary programmes will be obliged to present details of progress in an indicative list of items.



## G+ REQUIREMENTS

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- g0** 1. Disaggregation of indicators relating to persons depending on their sex, if these exist.
- 
- gI** 1. Disaggregation of indicators relating to persons according to their sex  
 2. Analysis of actions that affect men and women in different ways in the management of personnel in regional ministries and bodies.  
 3. Analysis of actions aimed at people: access to resources and information.  
 4. Analysis and adaptation of information instruments to include the gender variable.
- 
- G** 1. Disaggregation of indicators relating to persons according to their sex.  
 2. Construction of indicators relevant to gender.  
 3. Analysis of actions aimed at people: access to resources and information.  
 4. Analysis and adaptation of information instruments to include the gender variable.  
 5. Developing studies that explore the causes of inequality in the scope of the programme.
- 
- G+** 1. Disaggregation of indicators relating to persons according to their sex.  
 2. Construction of indicators relevant to gender.  
 3. Analysis of actions aimed at people: access to resources and information.  
 4. Analysis and adaptation of information instruments to include the gender variable.  
 5. Developing studies that explore the causes of inequality in the scope of the programme.  
 6. Definition of strategic and operative objectives and actions to achieve gender equality in the scope of the programme
- 

- The disaggregation by gender of indicators in relation to people is an obligatory commitment for all of the budgetary programmes, regardless of their sensitivity and gender relevance. The programmes included in level g0 are considered as not having indicators of this type defined. However, if they appear for any reason, they should receive this treatment.

- The analysis of actions that affect men and women in different ways in the management of personnel in regional ministries and bodies is a requirement which, although it should be included in each of the budgetary programmes in the field of human resources management (flexibility-timetable compensation, times for holding meetings, previous planning of overtime, holiday planning, etc.), is expressly aimed at the programmes of General Services, due to the role they adopt. In this area, it would be recommendable to analyse why there are differences according to groups and levels in the number of people of different gender working in the administrative centres, and which obstacles exist to achieving a more balanced proportion; or if there are different demands for internal or external training from men or women that should be explained.
- Analysis of actions aimed at people: access to resources and information. The purpose of this action is to calibrate the presence of inequalities between men and women when accessing the resources provided by the Andalusian administration for its citizens (funding, citizens' advice offices, information through different channels, etc.).
- Analysis and adaptation of information instruments to include the gender variable. In this case, the budgetary programmes must analyse all of the IT applications, records or other information systems used to gather and process personal data, so that they include the gender variable: records of subventions, on-line applications for consultations or citizens' advice offices, questionnaires on the quality of services, etc.
- Construction of indicators relevant to gender. In the case of the programmes situated in the highest levels of the G+ classification, it is not enough to desegregate the indicators relating to people by sex. An effort will have to be made to design indicators that make it possible to detect relevant situations of inequality and provide a better control over advances made in particularly sensitive areas.
- Any situation making it impossible to obtain information in the short term to construct specific indicators should encourage us to evaluate, and if necessary, extend our sources of information.

- Developing studies that explore the causes of inequality in the scope of the programme. It is possible that we may not be able to identify the causal relations that justify the inequality seen in a specific area, or that we do not know where or how to look in order to detect differential behaviour between men and women. In these cases it would be recommendable to advance towards discovering the actual situation by carrying out simple analyses based on the available data, or requesting more specific studies from specialists in gender matters.
- Definition of strategic and operative objectives and actions to achieve gender equality in the scope of the programme. This is an internal, although not exclusive requirement of the budgetary programmes classified as G+ as they are considered as driving forces for change in terms of equality.
- Accordingly, each G+ programme must state the objectives it wishes to achieve in the long term and which are generally oriented towards its policy for equality between men and women. Obviously, these long-reaching objectives will have to be specified in operational or short-term goals, which will determine the nature of the most suitable actions in order to implement them.

**The design of an efficient methodology that facilitates the inclusion of the gender perspective into the day-to-day management of administration centres, within the framework of the process of creating the Budget for the Autonomous Region of Andalusia.**

The impulse required for the development of the project is made simultaneously from the Gender Impact Commission for the Budget of the Autonomous Region, and from the General Directorate for Budgets, in technical meetings held with the General Technical Secretariat and Heads of the Budget Departments of the respective regional ministries.

The stages of implementing the project have been sequenced so that they do not conflict with the dates on which there is budget-related activity.

### **Implantation sequence for the G+ Programme**

The development of the G+ Project includes the implementation of three stages: the classification of the programmes involved, advances in the evaluability of the programmes with respect to the gender perspective, and finally the development and implantation of a monitoring and control methodology for the advances achieved.

The first stage is eminently participative, in which all of the administrative centres of the Autonomous Government of Andalusia provide input on their position and expectations, as well as on the other administrative centres. The process also involves the participation and input from persons of recognised prestige in their respective professional fields.

This working stage has included four basic elements or instruments:

- A self-positioning questionnaire including issues related to the personnel of the administrative centre, the beneficiaries of the actions, training requirements, the impact of the budget programme in terms of real and potential population, its capacity for transformation or the initiatives implemented to assess the analyses of the reality and impact of public actions from a gender perspective.
- This form has two basic functions: firstly, to obtain information on the perception the administrative centre has of its role in the project, and secondly to encourage internal debate that reveals the need to adopt a proactive attitude in adopting gender analysis in the design, implementation and evaluation of public policies.
- A survey on the perception the administrative centres have of the role of the other budgetary programmes from the point of view of their capacity to bring about changes in terms of equality between men and women.

- The creation of a think-tank formed by experts in different areas of scientific, technical or professional knowledge, with the aim of obtaining an external vision that serves to contrast the suitability of the different measures that are designed, and to help identify actions and strategic issues that guarantee the sustainability of the model for including the gender perspective in the Budgets of the Autonomous Region of Andalusia..
- In order to continue making the organisation of the Autonomous Government of Andalusia permeable to this programme, an internal awareness campaign will be designed on the goals of the project, for the personnel of the General Administration of the Autonomous Government of Andalusia.

Having identified the programmes considered as driving forces for change, in a second stage the aim is to work on improving evaluability. To do so, based on the requirements established by the G+ project according to the position of each budgetary programme on the G+ scale, work will be carried out progressively and in conjunction on the diagnosis, creation of strategic objectives and definition of indicators relevant to gender.

In operational terms, once the G+ classification has been made, each programme is obliged to present a Working Plan specifying its requirements according to its position on the G+ scale to the Gender Impact Evaluation Committee for the Budgets of the Autonomous Region of Andalusia.

Finally, completing this process will require a permanent monitoring and evaluation system throughout the third stage, with a methodology that consolidates the progress made and contrasts the actions implemented by the different administrative centres. Gender audits, still pending their final design, will facilitate this process.

## 2.2. EVALUATION OF THE IMPLANTATION STRATEGY

In 2007 data on the compliance of budgetary indicators with the gender perspective was available for the first time, corresponding to the financial year 2007. This information, contained in the General Accounts of the Autonomous Region of Andalusia, makes it possible to offer an initial evaluation of the methodology used in its definition and an analysis of its implementation, opening new lines of work to help guide subsequent developments.

Also, the classification of the budgetary programmes according to the methodology of the G+ Project, according to the differential relevance of each programme in relation to equal opportunities for men and women, is an extremely important instrument in order to offer a quantitative evaluation of the effort and orientation of budgetary policies from a gender perspective.

### 2.2.1. THE GENDER PERSPECTIVE IN BUDGETARY POLICIES

As previously explained, the strategy involved in developing budgets with a gender perspective includes a classification of all of the budgetary programmes according to their contribution to equal opportunities between men and women.

The contribution made by each of these programmes is estimated according to its sensitivity and relevance to gender based on 4 fundamental criteria: their transformative power, measured according to the competences held by the administrative centre; the capacity for impact in terms of the population the programme influences; their functional relevance (the importance of the area in which it operates in relation to equal opportunities), and finally, responsibility over the management of personnel from the Autonomous Government of Andalusia.

This classification establishes four types of programmes, as a result of applying the previous criteria, which range from those that do not affect people either directly or indirectly (g0), to those that are considered driving forces for equality (G+). Programmes classified as g1 are purely instrumental or with low ratios in relation to the established criteria, which G programmes are considered as relevant without having the transformative capacity of the G+ programmes, and will contribute in proactive manner towards the implantation of the general strategy.

The transverse nature of this methodology makes it possible to evaluate, with perspective, the evolution of the equality policies incorporated in all of the budgetary policies, not only qualitatively (information contained in section 5 of this report), but also through the classification of the programmes making it possible to monitor the credits interannually, and evaluate the financial effort made by the Autonomous Region in this area.

#### Evolution of budgetary programmes according to the G+ Classification

	2007			2008			Variation rate 08/07
	Prog N°	Initial credit	%	Prog N°	Initial credit	%	
<b>g0</b>	18	4,000.1	13.7	19	4,184.1	13.1	4.6
<b>g1</b>	53	7,459.8	25.6	53	8,081.2	25.3	8.3
<b>G</b>	36	2,379.1	8.2	37	2,680.2	8.4	12.7
<b>G+</b>	37	15,348.7	52.6	37	17,016.2	53.2	10.9
<b>TOTAL</b>	<b>144</b>	<b>29,187.7</b>	<b>100</b>	<b>146</b>	<b>31,961.8</b>	<b>100</b>	<b>9.5</b>

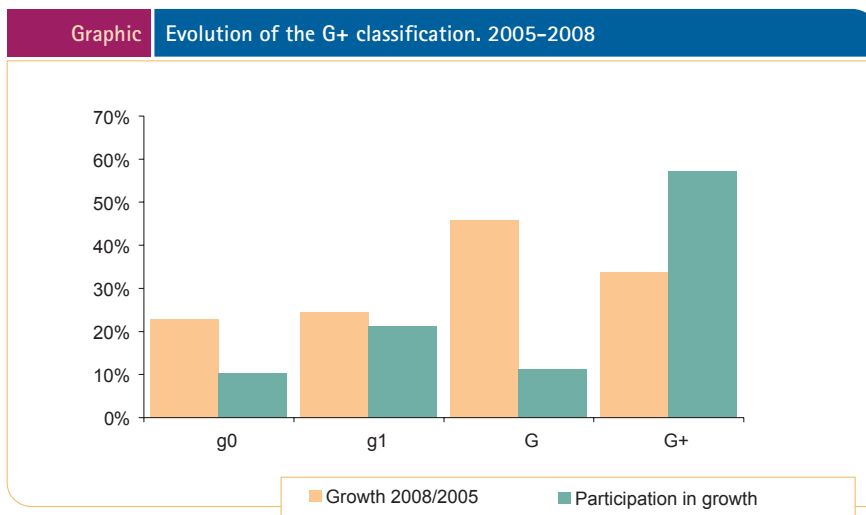
Two new budgetary programmes have been created as part of the 2008 Budget. These programmes have been classified according to their capacity to contribute towards equal opportunities between men and women within the categories g0 and G. After these incorporations, in 2008 the most numerous group of programmes continues to be those classified as g1, with 53, while those corresponding to the classifications G and G+ amount to 37 each. The remaining 19 programmes are classified as g0.

If we consider their budgetary allocation, the programmes included in the G+ classification absorb 53.2% of the Budget, increasing their participation in the total expenditure with regard to 2007 as a result of above-average growth, at 10.9% compared to 9.5%. The total volume of expenditure for these programmes amounts to 17,016 million Euros, 1,667.6 million more than in 2007, meaning that more than 60% of the additional funds of the 2008 Budget has been focused on programmes with more transformative capacity.

8.4% of the credit (8.4% of the Budget) is assigned to the G programmes, 0.2 percentage points more than the previous year, with this group having the highest interannual variation, at 12.7%. In turn, the g1 programmes, the most numerous, represent 25.3% of the Budget, slightly less than in the previous year, in the same way as the g0 projects, with a total of 4,184.1 million Euros and 13.1% of the total expenditure, compared to 13.7% in 2007.

Considering the temporal framework of the legislature, eleven new programmes have been created within this period, of which seven have been classified as G or G+, one has been included in the g1 category, and the other three belong to the g0 category. In monetary terms, the expenditure assigned to the G+ programmes has increased from 52% of the total Budget in 2005 to 53.2% in 2008, representing an accumulated growth of 34%, three points higher than the average growth in expenditure and 4,302 million Euros more focusing on gender equality. It is also important to note that despite having a lower level in the Budget, the G programmes have also grown in total during the legislature, at 46%, representing an increase in their relative participation in expenditure of 7.5% in 2005 to 8.4% in 2008.





In order to identify in which areas the most dynamic actions are concentrated in terms of gender equality, we will now discuss the grouping of G+ programmes according to expenditure policies.

In the grouping of G+ programmes by policies, it is easy to observe the general orientations of the 2008 accounts, in which social expenditure plays a more important role. At the forefront of growth during this financial year is the Social Services and Provisions Policy, which has increased by 22.2% with respect to 2007. In this case it is important to highlight the importance of the services and provisions of the Andalusian Dependency Attention System, which received a major impulse in 2008, growing by 110.0% in comparison to the previous financial, as a result of the incorporation of persons evaluated as having a severe degree of dependence

as beneficiaries. In addition, funding to provide attention for the disabled increased by 19.5%, as well as funding for the family support programme, including services as important as places in nurseries.

The Health policy is the most important in terms of expenditure classified as G+, with 7,091.2 million Euros in 2008, with a variation in excess of that of the expenditure as a whole, with an additional provision of 10.6%.

The G+ programmes included in the Education policy will receive a total of 6,349.4 million Euros in 2008, 557.9 million Euros more than in the previous year. The Education policy is a basic cornerstone for equal opportunities and an essential requisite in models of sustainable economic growth based on competitiveness. In the same line of strengthening human capital, growth in the budget programme for Employment training exceeded the growth of the budget by 1.2 percentage points, and reached a total of 346 million Euros.

Also in the area of economic development, it is important to note the provisions made in this section of the Budget for Economic Promotion and Enterprise Activity, whose actions, aimed at promoting the work of entrepreneurs of both genders, amounts to 385.2 million Euros, and the Agricultural and Fishing policy, providing Rural Development with 6.9 million Euros more than in 2007.

Finally, attention should be drawn to funding destined for the Security and Civil Protection policy, amounting to 395.7 million Euros in 2008. As part of the programme for the Administration of Justice, actions by the Autonomous Region are included to act against gender-related violence from a penal perspective.

### 2.2.2. THE GENDER INDICATORS FOR 2006 IN PERSPECTIVE

Indicators are an important part of the process of constructing public policies, as they make it possible to specify and define the objectives, and are a key factor in monitoring their evolution over time.

Different types of indicators exist: they capture the resources that are available, the actions implemented, the desired results and the impacts produced. All of these aspects, which in many cases are complementary, are important in terms of management and control within the framework of a results-oriented budgetary strategy.

The construction and availability of indicators depends on the expert knowledge that exists of the situation, of the sources of data available and delays in obtaining information. However, it is preferable to have an indicator that still needs refining, instead of being without it.

In more specific terms, gender indicators are designed to provide information on the objectives and level of progress of gender equality. However, these are not the only source, or in many cases the decisive source of information in order to evaluate the actions that are underway. In some strategic budgetary programmes, the qualitative analysis of progress in inserting the gender perspective – in the definition, implementation and monitoring of policies – is more useful than the number of actions implemented.

The process of improving the evaluability of all of the budgetary programmes, contained in the advance strategy of the budgets with gender perspective, is aimed at achieving a programming sequence that is consistent, transparent and sustainable. Within this process, it is essential to construct gender indicators that are coherent with the objectives defined and the actions that are programmed; consistent by being well defined and sustainable, and relevant, by capturing the information that best explains the evolution of the progress achieved.

2006 was the first budget year in which indicators with gender perspective were included in the budget for the Autonomous Region of Andalusia. Based on a participative methodology, all of the administrative centres proposed 544 indicators for 14 of the 18 budgetary policies.

At this stage the objectives were aimed at obtaining the highest possible level of information broken down by gender based on the indicators referring to people, highlighting the actions directly related with the gender perspective, and disseminating the available information systems.

This seminal experience was highly fruitful as it has made it possible to set the organisation as a whole on the path towards improvement based on participative processes – the administrative centres, the Gender Impact Commission for the budgets, and the General Directorate of Budgets of the Autonomous Government of Andalusia – with the ability to simultaneously advance in a series of areas:

- Dealing with the problem relating to the availability of sources of information.
- Making use of the gender variable in IT applications and the records of the Autonomous Government.
- Discriminating in terms of gender based on the information obtained through the indicators.
- Determining the nature and scope of the budgetary indicators.

A description and analysis follows of the gender indicators for the budget of the Autonomous Region of Andalusia for 2006, on the basis budgetary departments.

## 01 REGIONAL MINISTRY OF THE PRESIDENCY

The Regional Ministry of the Presidency defined a total of ten gender indicators for the budgetary year 2006, which compile information on the number of people using computer-based information services, the number of people entering the journalism competition, training grants for External Action and International Cooperation, and the participation of both genders in the training courses organised in the area of External Action as trainers and students.

In general terms, a good level of implementation was achieved in relation to the estimates for these projects, particularly the number of women taking part in training sessions on External Action, who outnumbered men by nine percentage points, when a balanced participation had been expected.

With regard to the number of training grants allocated, it is important to note that although the prediction included the possible participation of men, in the end all of these grants were given to women.

### 09 REGIONAL MINISTRY OF GOVERNANCE

The Regional Ministry of Governance included twenty-one indicators: four corresponding to programme 22B on Andalusia's Emergency Network, eleven on volunteer matters, and six included in the budgetary programme on migratory policies.

In this last case, it is important to note that the II Integral Plan for Immigration in Andalusia 2006-2009 stipulates that all of the actions carried out by the General Directorate of Migratory Policies should be based on a gender perspective, with the specific objective of studying in detail the gender relations of the immigrant population resident in Andalusia.

The indicators defined in this field for the 2006 budget include the number of investigations, reports and publications to be made, the number of awareness programmes on gender issues, participation in meetings held on the development of EU projects, and the number of grants given to programmes that focus on the gender perspective.

In all of these cases a level of implementation is seen that goes far beyond the initial predictions, especially actions in relation to research and reports, at 200%, training activities and meetings with experts at 211%, and subventions for gender programmes, at 115%.

In the area of volunteer work, the indicators refer to training activities, grants for women's associations, reports and awareness campaigns on gender matters, the level of participation of men and women in volunteer work, agreements signed with Andalusian universities working on the gender perspective, and finally the number of training grants awarded.

The level of implementation of the indicators is satisfactory in all cases, with substantial increases in participation in training activities, essentially amongst women, at 353% (204% for men).

Funding for women's associations also experienced a notable increase, above the initially predicted level, with an implementation of 119.3%.

Finally, on observing the indicators corresponding to Security and Civil Protection in relation to the number of jobs created and maintained in the region's Emergency Network, it may be seen that in both cases women are the majority, and the levels of implementation are higher than the initial predictions.

## 10 REGIONAL MINISTRY OF ECONOMY AND FINANCE

In the field of research and statistical information, the 2006 budget included eight gender indicators, corresponding to budgetary programme 54F, which provide information on the prolific activity carried out by this regional authority.

The content of the indicators refers to statistical activities, requests for information and applications, library consultations, students attending training activities, awards for the best educational records and doctoral theses, and studies, reports and analyses of guidelines.

In this area, apart from the analysis derived from the implementation of the indicators, it is considered that the strategic role of the Andalusian Institute of Statistics lies in its responsibility to create information supporting analyses on inequalities between men and women. These qualitative issues are covered in more detail in section 5 of this report.

### 11 REGIONAL MINISTRY OF JUSTICE AND PUBLIC ADMINISTRATION

For the budgetary year 2006, the Regional Ministry of Justice and Public Administration defined a total of thirty-one gender indicators: eleven corresponding to Justice Administration, and twenty relating to young offenders.

In the area of Justice Administration, the indicators basically gather information on actions connected with gender-related violence. These include the number of cases dealt with by the Victims' Assistance Service, a free public service offering legal, psychological and social support for victims requesting attention.

The data reveals a marked numerical difference between men and women helped by this service, at 1,373 and 8,866.

With regard to training in gender-related violence matters, a wide range of students have attended courses for judges and magistrates, legal personnel, the police and court secretaries, with a higher presence of women amongst the trainers giving the courses.

In the case of the attention programme for young offenders, the data reveals that there are significant differences between genders, with a considerably higher number of young males. However, there has been a more marked increase in the number of young female offenders in relation to the original estimates.

### 12 REGIONAL MINISTRY OF INNOVATION, SCIENCE AND ENTERPRISE

The Regional Ministry of Innovation, Science and Enterprise defined forty gender indicators for the 2006 Budget, corresponding to the programmes 42J, Universities; 54A Scientific Research and Innovation, and 72A, Entrepreneurs and Enterprise Promotion.

Within the Universities programme, a total of 14 indicators were proposed in relation to grants for work experience in companies, students enrolled at graduate, post-graduate and doctoral level, teaching and research staff, and administration and services personnel.

The data resulting from the general audit reveals a highly satisfactory situation in the case of university grants awarded for work experience in companies, particularly those awarded to women, representing 261.6% of the initial estimate (210.2% for men).

Continuing with the trend seen over recent years, it was seen that in 2004 a total of 19,914 more women than men enrolled in graduate and post-graduate studies, with a total of 6,163 more women graduating. However, in the case of students at doctoral level, there is a bias in favour of men.

With regard to teaching and research personnel, although the initial prediction suggested a higher presence of women, the final figures revealed a higher growth for men, with 6,386 compared to 5,556 women, with implementation levels of 142% and 114% respectively.

In terms of the administrative and service personnel of Andalusia's universities, the data reveals that there are more women, and that more women have been contracted – 126% compared to 77.2% for men – representing 63% of the total. In the case of service personnel these figures are reversed, with a higher number of men than the initial predictions.

The gender indicators defined for scientific research and innovation include the number of post-doctoral research grants, funding for research and technological development groups, research awards, participants in research groups and enterprises, and the number of male and female doctors contracted.

In this area it is important to note that compared to the equal participation seen in research awards, in the case of research groups and enterprises and in the contracting of doctors, the presence of women has been lower than expected. From the six research awards that were announced, five were received by men; female participation in research groups only stood at 31%, and the number of female doctors represented 38% of the total. In this last case, however, it should be noted that their presence increased by 200%.



In the area of entrepreneurs and enterprise promotion, there has been a considerable increase in the number of posts created and maintained with respect to the predictions, with implementation levels of 155% and 127% for men and women respectively.

Also, the profile of the student body for courses and grants for training in social economy and entrepreneurial matters has a clearly female bias, with a ratio in comparison to the total of 60% and 64% respectively.

The Institute of Agricultural and Fisheries Research, Development and Training included ten gender indicators, whose content refers to the number of contracts for research personnel, student training, providing funding for course attendance and the number of grant holders in training. A satisfactory level of implementation is observed in all cases.

With regard to training grants, there is a predominance of women, 78 compared to 45, while in the case of persons trained and the reinforcement of research personnel, there are higher ratios for men.

### 13 REGIONAL MINISTRY OF PUBLIC WORKS AND TRANSPORT

The Regional Ministry of Public Works and Transport included twenty-two gender indicators, two of which correspond to the Family Support Service, eight to Architecture and Housing, six to Territorial and Urban Planning, one to Integrated Actions, and four to General Services.

The gender indicator defined in the budgetary programme “Family Support Service” includes persons benefiting from the basic functional improvement of housing. This indicator reveals a very high level of implementation, with a ratio of 162% in relation to the initial prevision.

In the case of the Architecture and Housing programme, eight gender indicators were included, whose content refers to beneficiaries of grants for rehabilitating residential properties and regional authority grants, requests for rented accommodation for young people, and the number of men and women responsible for directing housing projects.

In terms of residential rehabilitation, the implementation levels surpass the initial provisions considerably, in excess of 230% in the case of rehabilitating public residential housing, and 168% in the case of rehabilitation projects by the regional authorities. Differentiating both programmes by gender reveals a higher presence of men, a situation that should be taken into account to identify possible situations of inequality.

In the area of Territorial and Urban Planning, the gender indicators provide information on the overseeing of work and the beneficiaries of actions in public spaces, as well as beneficiaries of funding to Local Corporations for urban planning projects; with regard to the initial provisions, this indicator has experienced an implementation level of 144%. The differentiation made by gender identifies the demographic structure of the local corporations receiving financial support.

Programme I 81C, Integrated Actions, incorporated two indicators on the beneficiaries of actions carried out in Local Corporations. This data has considerably exceeded the initial provisions. The differences observed between genders (1,262,188 men and 1,314,926 women) basically respond to the demographic structure of the areas in which actions of this kind have been carried out.

Finally, the General Services programme proposed two gender indicators related to the number of trainers and participants in training actions. In both cases, there was a higher male presence.

#### 14 REGIONAL MINISTRY OF EMPLOYMENT

the Regional Ministry of Employment defined six gender indicators for the budgetary year 2006 as part of programme 44J, Administration and Management of the Free Time Service, which provide information on the workers, disabled and pensioners who benefited from stays in Free time Residences.

In all of the cases, the level of implementation was highly satisfactory, especially in relation to stays by pensioners, whose ratio reached 140%. Breaking down the information by gender revealed that more women benefited from free time stays than men.

In turn, the Andalusian Employment Service included twenty-six gender indicators in the budgetary programmes for the Promotion of Employment, Training for Employment, and Labour Intermediation and Integration.

In matters relating to the Promotion of Employment, eight gender indicators were defined which capture information on jobs that are created or transformed (part time – full time), new self-employed workers and posts occupied by disabled workers.

The data related to the number of posts created reveals that more women have been contracted than men, 5,351 and 4,984 respectively, in direct relation to their situation in the labour market.

Similarly, the data on the number of jobs that have been transformed reveals the same tendency as the previous case: a level above the predicted value, of 202% for women and 136% for men, and a slightly higher number of transformed contracts for women (2,490 compared to 2,408).

With respect to posts occupied by disabled persons, very satisfactory progress has been made in the presence of women, rising from 28% in the initial prediction to 40% in the final analysis. The level of implementation for both genders is in excess of 100%, reaching 181% for women.

The gender indicator that provides information on the number of new female self-employed workers reveals that there has been a significant increase over the predicted number, with a level of achievement of 163% compared to 45% for men.

The budgetary programme Training for Employment included ten gender indicators on the number of students trained, their level of insertion in the labour market, the participation of men and women in distance learning programmes and trainer training courses, and the number of people on programme contracts.

In general terms, the indicators have achieved the expected level of achievement, highlighting the level of participation by women in training programmes, at 219% (51,683 students), and 122% in the case of men (30,042 students).

The gender indicators that provide information on students with programme contracts, those who have found work, those trained using distance learning programmes and students on trainer training courses, reveal a higher participation by women, particularly in trainer training courses, representing 69% of the participants.

In the field of Labour Intermediation and Placement, nine gender indicators were designed, which include the number of persons registered seeking employment: 546,271 women and 312,156 men.

In 2006, the number of appointments dealt with by the Territorial Units of Employment, Local and Technological Development, created to promote employment and promote local and technological development in Andalusia, stood at 82,964 women and 72,848 men.

With regard to the number of men and women involved in the Andalusian Intermediation System, women represented 61% of the total.

## 15 REGIONAL MINISTRY OF TOURISM, COMMERCE AND SPORT

The Regional Ministry of Tourism, Commerce and Sport incorporated eighteen gender indicators into its 2006 budget, twelve of which belong to the budget programme of Sports Activities and Promotion, four to Sports Centres, and two to Commercial Planning and Promotion.

The budget programme for Sports Activities and Promotion adopted the objective of promoting sporting activities and equality between men and women in participation in sports programmes and competitions.

The indicators for this programme provide information on the participation by boys and girls in sports activities in schools, sports licences granted to affiliated sportsmen and women, participants in the university sports programme and Andalusian championships, and the number of sportsmen and women entered in the sporting talent detection programme.

Girls have had a high profile in school sports and championships, exceeding the number of boys in both cases. This is not this case in university sports or in the talent programme, in which there is a predominance of males.

The original estimate for participation in affiliated sports has been exceeded in the case of women, with a ratio of 140% with respect to the quantity foreseen in the budget calculations, rising from 68,000 to 95,000 participants, a figure that is still far from the 348,404 men with sports association licences.

The Sports Centre programme included four gender indicators that provide information on prizes and grants. In the former there is a predominance of men, while 80% of the training grants were taken by women.

Finally, the budgetary programme for Commercial Planning and Promotion proposed two gender indicators in relation to the number of training grants offered for internal commerce. Based on a prediction of an equal distribution between genders, the figures revealed higher ratios for women, at 140% as compared to 120% for men.

### 16 REGIONAL MINISTRY OF AGRICULTURE AND FISHING

The Regional Ministry of Agriculture and Fishing defined sixteen gender indicators for the budgetary year 2006.

The General Directorate of Rural Development implements and monitors European programmes aimed at diversifying rural economies, with objectives that include equality between men and women in the rural environment. The gender indicators provided by this administrative centre include employment created and maintained with the financial support obtained, the number of rural tourism and crafts establishments, projects for the incorporation of young people, and the number of projects that include a gender perspective.

During 2006, the Rural Development programmes led to the implementation of 2,203 projects with private investment of 147.6 million Euros. This led to the creation of 2,491 jobs, of which 48% were for women, and the consolidation of 3,050 jobs, 39% of which were for women.

The indicators related to enterprise promotion in the agro-tourism and crafts sector, as well as the promotion of projects aimed at incorporating young people, revealed a mainly masculine bias.

## 17 REGIONAL MINISTRY OF HEALTH

The Regional Ministry of Health defined eighty-eight gender indicators, as part of the budgetary programmes developed by the Ministry and the Andalusian Health Service.

In the area of Support Services for Families, 18 gender indicators were defined that provide information on the number of professionals providing dental service, people in need of home care, patients kept at home, carers, mental health out-patient consultations for children and young adults, places in day hospitals for children and young adults with mental health problems, and the number of patients hospitalised in the same programme. The information provided by these indicators made it possible to reach the following conclusions:

- 44% of dentists were women.
- Women represented 60% of the population requiring home help services.

- The largest number of patients receiving treatment at home were men.
- 87% of carers are women.
- Young adult males and boys make more intensive use of outpatient consultancies for mental health and day hospitals. However, the majority of hospitalised patients are girls.

In terms of Healthcare, the gender indicators included in the budget for 2006 provided information on the number of people receiving treatment in emergency rooms, people entering hospital, surgery, medical consultations in health centres and at home, paediatric consultations and nursing consultations.

According to these indicators, in most cases women use the health services more intensely than men, which is mainly explained by the demographic structure – with more women in the most advanced aged cohorts, and by specific needs such as monitoring pregnancies, births, etc.

However, a diametrically opposed behaviour is seen in paediatric consultancies, also explained by a purely demographic component.

The budget programme for Public Health and Participation has included fourteen different types of gender indicators, including the number of people affected by annual outbreaks of diseases that must be reported, alert declarations and urgent declarations of illnesses. In these cases, the information provided by the indicators reveals a clearly masculine bias, which also seen in the case of persons being treated with methadone.

The information collected in relation to the Alimentation programme and the No Smoking programme, developed in secondary schools, reveals a higher masculine presence, while on the contrary, the population indicator covered by the Hipoacusia programme indicated a higher feminine presence.

In the budgetary programme 41J, Inspection of Health Services, the gender indicators provided data on the number of people insured with temporary incapacities, controls for personnel of the Autonomous Government in a situation of temporary incapacity, and finally, controls applied to personnel in the Andalusian public health system in relation to temporary incapacity. In all three cases the level of implementation clearly exceeded the initial predictions, and in all cases revealed a clearly female bias.

In terms of Health, lifelong and postgraduate training, twelve gender indicators have been defined, based on people taking part in internal training actions, training given by the Public Health Emergency Office and the Andalusian School of Public Health, number of resident doctors and matrons in training. In all cases, with the exception of the professionals trained by the ASPH, the data revealed a predominantly feminine presence.

No especially relevant bias was revealed in relation to blood and plasma donations made by men and women.

Finally, programme 41K, Quality Policy and Modernisation, indicated that 50% of the publications made included analyses from a gender perspective.

## 18 REGIONAL MINISTRY OF EDUCATION

In the budgetary year 2006, the regional ministry of Education defined fifty-six gender indicators in nine of its ten budget programmes.

The budget programme “Family Support Service” has the objective of making it possible to apply measures in favour of Andalusian families in the educational area, with the aim of reconciling family and professional life. The indicators included in this programme referred to activities outside of school hours, early morning classes and canteen services.

In all cases, the level of implementation for the measures has been excellent. The disaggregation of these measure by gender does not present and differences that may not be explai-



ned by the demographic structure at these ages. A total of 317,122 pupils attended the early morning classes; 503,808 children attended activities out of school hours; and a total of 111,423 children used the school canteen service. The relevant factor in measures of this kind is not their analysis by gender, but the global capacity of the service, as its availability helps reconcile the family and professional life of men and women.

This budgetary programme also gathered information on the number of beneficiaries of the free textbook service, and children taking part in the language and youth programme. In the first case, a total of 511,695 boys and girls, without any significant gender differences, took advantage of receiving free textbooks for this academic year.

In turn, the Language and Youth programme is one of the measures of the Andalusian Family Support Plan, which allows children studying at baccalaureate level or in specific vocational training in secondary education schools in Andalusia to practice and perfect their knowledge of another language. This initiative benefited a total of 5,000 young people, with a female participation 220% higher than for males.

In the area of teacher training, seven gender indicators were included that provide information on the number of teachers appointed on gender subjects, assessors in the educational environment, individual funding for teachers, and teachers who take part in training activities.

Based on the information provided by these indicators, it was seen that all of the centres have a teacher appointed to deal with gender issues; from the 5,400 grants given to teachers for training, these were received by 57% of teachers; teacher trainers are mainly men (60%), and from the 170,556 people taking part in training actions for teachers, 60% were women.

With regard to the budgetary programme Infant and Primary Education, two gender indicators were defined, disaggregated by gender. The indicators provided figures on the number of children benefiting from free infant education, with an optimum level of implementation with regard to the initial prevision – 480% in boys and 572% for girls. The data revealed that in 2006

a total of 216,370 children were enrolled in infant education, of which 104,907 were girls, and 111,463 were boys.

The budgetary programme on Secondary Education and Vocational Training defined five gender indicators disaggregated by sex, especially those relating to students in obligatory secondary education, baccalaureate, graduate and post-graduate level. No significant bias was detected in enrolment corresponding to secondary education and students at higher level. However, there was a higher presence of female students at baccalaureate level, representing 57% of the total, in excess of the initial prevision.

Two gender indicators were included for special education, on students with special educational needs and home help. It was deduced from the analysis that students with special educational needs at state schools are 63% male. Home schooling revealed that 55% of students were male.

Within the scope of the Compensatory Education programme, four indicators disaggregated by gender were proposed for students in the Immigrant Student Plan, young people integrated in the Social Guarantee programme, boys and girls in live-in schools and school residences, and finally, the level of use of school transport services. The following considerations may be applied to this group of indicators:

- In all cases, the real evolution observed was in line with the estimates.
- Students involved in Social Guarantee programmes were 66% male. However, this is 5% less than the original estimate.
- No other significant bias in terms of gender was observed for the rest of the indicators.

In the case of adult education, three gender indicators were defined, disaggregated by sex, in relation to students in basic training, secondary education for adults, professional training and baccalaureate studies, students on special education plans (new technologies, university

access programmes and training cycles, etc.), and students studying English using the official distance learning programme “That’s English”.

In general terms, a higher level of women was observed – in excess of 60% - although there was a positive evolution with regard to the initial estimate for men, in the first and second case, with implementation ratios of 123% and 137% respectively.

According to the indicators included for special types of education, there was a higher overall number of women, at 62%, and specifically in Official Language Schools, in which their participation exceeds that of men by 93%.

Finally, in relation to the co-education projects implemented, there was a level of implementation with respect to the initial prevision of 168%, with a total of 166 projects.

### 19 REGIONAL MINISTRY OF EQUALITY AND SOCIAL WELFARE

The Regional Ministry of Equality and Social Welfare includes a wide range of budgetary programmes that play a strategic role in ensuring that Andalusian society advances in the area of equal opportunities. A total of eighty gender indicators were defined for the 2006 budget.

The budgetary programme “Drug Dependency Plan” included eight indicators, disaggregated by sex. The figures reveal that the majority of people in treatment are male, with a total of 14,320 men and 2,768 women. This tendency is repeated in data on patients being treated with methadone, patients in drop-in centres and shelters, patients in internment programmes, and the total number of patients involved in programmes.

With regard to information and awareness in preventing drug addiction, the number of phone calls to the special hotline amounted to 1,273, 80% of which were by women.

Further data provided on drug dependency issues refers to education in prevention programmes, with information on the teachers trained and students taking part in prevention pro-

grammes. In the first case, the disaggregation by gender reveals that more male teachers were trained, while in the second there is no significant gender bias.

In the case of the budgetary programme on Care for the Disabled, six gender indicators were included referring to places in official residences, places in employment centres, carers receiving support, funded accessibility plans, people received in evaluation and guidance centres, and individual funding. The following factors may be observed from these indicators:

- The level of implementation is satisfactory, particularly with regard to funded accessibility plans, which achieved a level of compliance of 720% with respect to the initial prevision.
- The number of official residential places rose to 2,385, 65% of which were occupied by males. A similar level of participation was seen in official occupational centres..
- 80% of the carers receiving support were women.
- A total of 52,041 people received attention in the evaluation and guidance centres, without any significant differences in terms of gender.
- The 3,330 individual grants given were shared out equally between men and women.

Nine gender indicators were designed for 2006 for care services for the elderly which, in general terms, achieved a suitable level of implementation in relation to the initial prevision.

The information includes the number of people receiving funding for carers, and beneficiaries of individual grants. In both cases, as would be expected, most of these funds were destined to women, at 69% and 60% respectively.

According to the information gathered in the Social Tourism Programme, a total of 7,639 women and 5,366 men took part, with 4,553 women and 1,599 men taking part in University education activities.

Other gender indicators defined in this programme provide information on the number of people staying in residential centres, disaggregated by gender. Women represented the majority in public and private centres, with 70% of the 6,645 places in residential centres occupied by women.

A total of 20,330 people received subventions to buy optical products, of which 11,701 were for women, representing 58% of the total.

Details were also included on people participating in the “Intergenerational Meeting”, an annual event at which young and old people have a chance to discuss the problems facing each age group. The event had a high level of participation by women, at 82% .

The Attention for Infancy programme covers the promotion of children’s rights, and the prevention of situations of risk. Four gender indicators were defined as part of this programme, providing data disaggregated by gender on:

- The number of children in guardianship: 3,339 boys and 3,339 girls.
- The number of children in adoption or foster homes: 2,488 boys and 3,732 girls.
- Number of children in residential care: 1,100 boys and 826 girls.
- Children attended in early infancy centres: 5,300 boys and 5,345 girls.

The Family Support Service programme is focused on strategic requirements in order to achieve equality. This programme, considered as a driving force for change, includes measures that make it easier to reconcile family and professional life..

A total of twenty-two gender indicators were designed in 2006 for this programme, for places in the day-care centre programme for the elderly and disables, family break centres, residences for the elderly and disabled, new places and users of socio-educational centres, and finally people using the subsidised canteen service.

The indicators on care for the elderly revealed that:

- There are 3,570 places in the day stay programme, of which 70% were occupied by women.
- A total of 7,112 people benefited from the Family Break programme, of which 68% were women.
- Out of 4,152 places in funded residences, 69.8% were occupied by women.

In terms of gender indicators for the Family Support Service on attention for persons with disabilities, a bias was observed that was contrary to that seen in the previous group of indicators. In the case of places in day stay centres, as well as in supported residences and family break centres, these were mainly occupied by men.

In the area of care for children, the gender indicators gathered data from the Socio-educational Centres, for children aged 0-3. In 2006, the total number of places in these centres increased by 3,579, and the number of children using the service rose to 34,204 (14,115 girls and 20,510 boys).

The last of the indicators from programme 31P referred to subsidised canteen services which were used by 57,195 people, of which 70% were women.

Programme 32E, Professional Placement, defined amongst its objectives providing care for people in situations of need, promoting measures to ensure their active insertion in the labour market. This programme defines two gender indicators, providing information on the number of beneficiaries. In 2006 there were a total of 17,574 male beneficiaries, and 13,024 female beneficiaries.

The budgetary programme for Care Pensions includes eight gender indicators, with a clear bias towards women. This situation corresponds to their late inclusion in the labour market and lack of contributions to the Social Security system, as well as the specific demographic structure by ages. This reveals that:

- The number of elderly people with illnesses and disabilities rose to 12,736, of which 84% were women.
- From 21,548 extraordinary subventions paid for disability pensions, 85% of the beneficiaries are women.
- In 2006, 75% of the people receiving extraordinary aid for non-contributory pensions were women.

### The Andalusian Women's Institute

The Women's Institute serves as a driving force behind policies for equality in the Autonomous Region of Andalusia, and develops positive action measures for the promotion of women.

In 2006, as part of the programme Actions for Equality and the Promotion of Women, a total of twenty-three gender indicators were included.

The gender indicator referring to shelters for women who have suffered gender related violence provides data on the number of users, as well as the psychological attention they receive, telephone consultations, on-line legal assistance and the number of beneficiaries of economic aid.

The level of implementation achieved by the on-line legal service is particularly outstanding, having reached a level of 627% in comparison to the initial prevision.

In the case of the psychological attention programme for women who have suffered domestic or gender related violence, a total of 1,417 women took part, and 16,274 telephone calls were received on the information hotline made available by the AVI for consultations in this area.

A total of 175 women who had been victims of gender related violence received economic aid, while 220 have received special training.

In the case of promoting and improving employment for women, 1,611 women from rural areas took part in the occupational training programme, with 4,074 female students taking part in training in new technologies for employment.

The data provided by the gender indicators offers information on the number of female users taking part in the specific job-finding programme for female university students, with an implementation ratio of 129.3%.

With regard to female self-employment, a total of 3,721 women took part in guidance and training programmes, while 220 companies took part in the International Fair for women's businesses.

The Legal Defence Service for cases of discrimination in the workplace is free and for the whole of the region. Its role is to offer consultancy services as well as legal defence in labour matters in cases of sexual discrimination. According to the data provided by the gender indicator, the Service provided support for a total of 1,246 women.

In the area of promoting associationism amongst women, information is provided on the training offered for women's associations, including data on courses on new technologies, which were attended by 1,685 women, with a further 1,357 receiving specific training on gender issues.

The gender impact was also evaluated for a total of 108 statutory Andalusian projects.

Finally, the total number of women who received information at the Municipal Information Centres for Women represented an increase of 272,306 over the initial estimate.

### Andalusian Youth Institute

As part of the budgetary programme "Promotion and Services for Young People", the AYI defined twelve gender indicators for the 2006 budget.



The gender indicators for this programme include data disaggregated by gender on students assisting training courses for young people as part of the 2006 Training Plan, a total of 1,178 male and 2,673 female students, as well as data on the trainers hired to give these courses, who were predominantly female.

In the case of the Language and Youth programme, a total of 1,394 young men and 3,007 young women took part.

Another of the gender indicators refers to the number of stopovers in the INTURJOVEN network of hostels and campsites for young people. A total of 541,800 stays were registered, without any significant differences by gender.

More women than men requested the Carnet Joven card in 2006, 19,475 in comparison to 15,025 men.

### 20 REGIONAL MINISTRY OF CULTURE

The Regional Ministry of Culture included thirty-two gender indicators for the budgetary year 2006, as part of the programmes Cultural Assets, General Services, Cultural Promotion, Museums, Cultural Cooperation, Books and Documentary Heritage, and Strategic Planning.

The General Services programme includes two gender indicators that describe the number of members of staff, disaggregated by sex.

The budget programme on Cultural Assets defines four gender indicators, which provide disaggregated data on beneficiaries of training grants, and the number of students taking part in courses and master's degrees.

A level of implementation far in excess of the initial estimate was observed for this last indicator, with a level of 244% for female students and 142% for male students.

In turn, programme 45C, Cultural Promotion, defines four gender indicators. The information provided by these gender indicators refers to the number of students enrolled in courses and workshops, a total of 1,672 men and 1,673 women, as well as beneficiaries of grants for completing and extending their studies.

The Museums programme defined twelve gender indicators, whose content provides data on students attending training workshops, beneficiaries of training grants, students attending the Museum Specialist master's course, and the number of people visiting exhibitions.

In general terms, there was an adequate implementation with regard to the initial estimate, both in terms of the participation of students, equally balanced between both genders, and the number of grants, which were equally shared between men and women.

The objectives of the Cultural Cooperation programme include supporting private and public enterprises in organising cultural activities, and define three gender indicators, whose content includes data, disaggregated by sex, on the number of users of the information and documentation services.

In all cases there was a level of implementation higher than the initial expectations, at 184% for male users and 198% for female users.

The budgetary programme Books and Bibliographic and Documentary Heritage included three gender indicators on funding for cultural research, for individuals and the number of associations receiving funding. Once again, a good level of implementation was observed, higher than the initial previsions.

Finally, in the area of strategic planning an support for Cultural Industries, four gender indicators were defined.

These provided information, disaggregated by sex, on the users of the management and maintenance services for the system, as well as on corporate infrastructures, with a higher level of use by men in both cases.

## 21 REGIONAL MINISTRY OF THE ENVIRONMENT

The Regional Ministry of the Environment developed sixteen gender indicators for 2006 in four budget programmes: General Services, Environmental Education and Sustainability, Protected Natural Spaces and Environmental Services, Conservation and the Use of Natural Resources.

The budgetary programme for General Services provides data disaggregated by gender on the number of people who own farms.

In the case of Environmental Education and Sustainability, two gender indicators are defined for students who have received education on environmental matters, representing a total of 750 female students and 650 male students.

The Protected Natural Spaces and Environmental Services programmes also include two indicators with data disaggregated by gender on the number of workers with jobs associated with the management of public uses. This data revealed that there were a total of 228 female workers, compared to 136 male workers.

Finally, the budgetary programme “Conservation and Use of Natural Resources” defines ten gender indicators, providing information on areas such as the numbers of hunters, fishermen and hunting reserve guards authorised. Examining the data obtained in this case, there is a considerable difference between the number of women and men authorised, with a clearly male bias.

Other gender indicators refer to people employed by the INFOCA plan, with the data clearly revealing the male bias of this sector, with 3,659 male workers and 201 female workers.

A gender indicator was defined for programme 51C, Planning and Supervision of Water Infrastructures, referring to the number of people helped in improving water supplies, with no substantial differences detected between men and women.



**3**

**EQUALITY IN REALITY: PROGRESS**



### 3.1. INTRODUCTION

A situation of equality or inequality between men and women may be measured or evaluated in many different ways, and in more or less detail. The proliferation of statistics disaggregated by gender and specific studies on inequality have considerably extended the perspective and social awareness of the issue. The way is open to transcend the opinions people have of equality or inequality. This has served to contrast the hypothesis that we live in an equal society, a utopia that would seem to have been achieved through the formal inclusion of equality matters in legislation.

The panorama of equality between men and women in Andalusia we present in this document is an essential factor in attesting to the current situation and if we are on the right track, and if we are progressing as a society in equality between men and women in Andalusia. Because this is an issue that affects all society, and the image we have of it should reflect the results of efforts by society, and not only those included in the budgets of the Regional Ministries and Public Authorities, described in the following chapter.

In this case, continuing with the line begun in the two previous reports, a general overview is presented of the situation of men and women by analysing a series of variables in different areas. The areas normally used by international organisations for evaluating human progress and development, analysed by the United Nations in their Human Development Reports, and those which analyse the progress and competitiveness of countries, such as the Davos Forum, exploring the presence of men and women in decision-making and administrative bodies,

employment, economic activity and education. Finally, the situation of Andalusia in relation to gender violence is included as a summary indicator.

Efforts have been made in each area to demonstrate the current situation and the progress made during the course of this legislature (2004-present).

**Demography and statistics.** On this occasion, apart from the demographic structure by age and sex, provincial profiles have been included together with a series of statistics reflecting differences according to gender, such as life expectancy or causes of death.

**Social presence and participation.** A profile is given for men and women in power and involved in decision-making processes in the same areas as in the 2007 report, analysing progress since the start of this legislature in 2004..

**Labour market and income.** This section describes progresses in the labour market through the most commonly used rates and indices: activity, inactivity, employment and unemployment. The period analysed in this case is from 2003-2006, as the annual data from the Active Population Survey, the main source of information used, is more reliable and suitable for analysis. This section includes work-related accidents, an issue of major social importance, as well as from a gender perspective.

**Education and New Technologies.** Apart from developments in pupils and teachers in different areas, this report includes data on the use of new technologies.

**Gender violence.** Official data is included on accusations and deaths caused by gender violence, as well as trends since 2004.



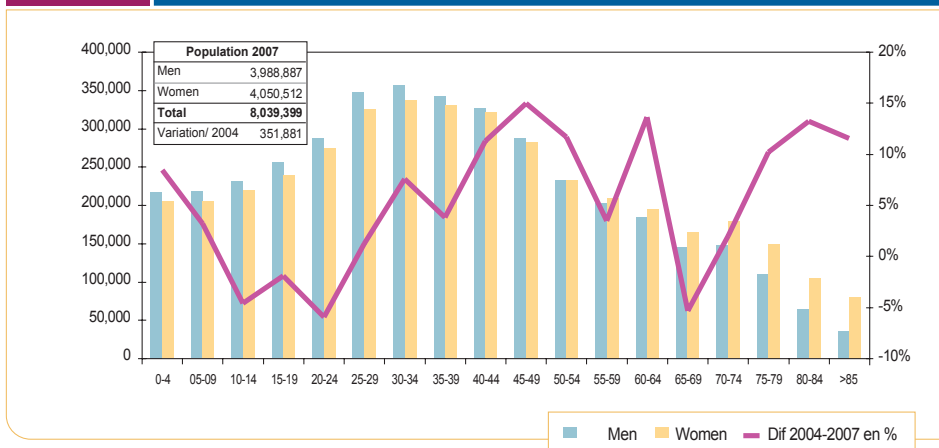
## 3.2. DEMOGRAPHICS AND STATISTICS

### POBLACIÓN

On 1 January 2007, Andalusia had a total of 8,039,399 residents according to the municipal records, 17.8% of the total population of Spain. 49.6% are men and 50.4% are women, with 61,600 more women than men in absolute terms.

In three years (2004-2007) the population of Andalusia has grown by 5% - 351,881 people of which 54% are male. The following graph shows the population structure by 5-year age groups and sex, as well as the evolution of each age group since 2004, expressed as a percentage of growth or reduction.

**Gráfico 3.1.** Population according to 5-Yearly Age groups and gender in Andalusia: 2007, and percentage variation compared to 2004

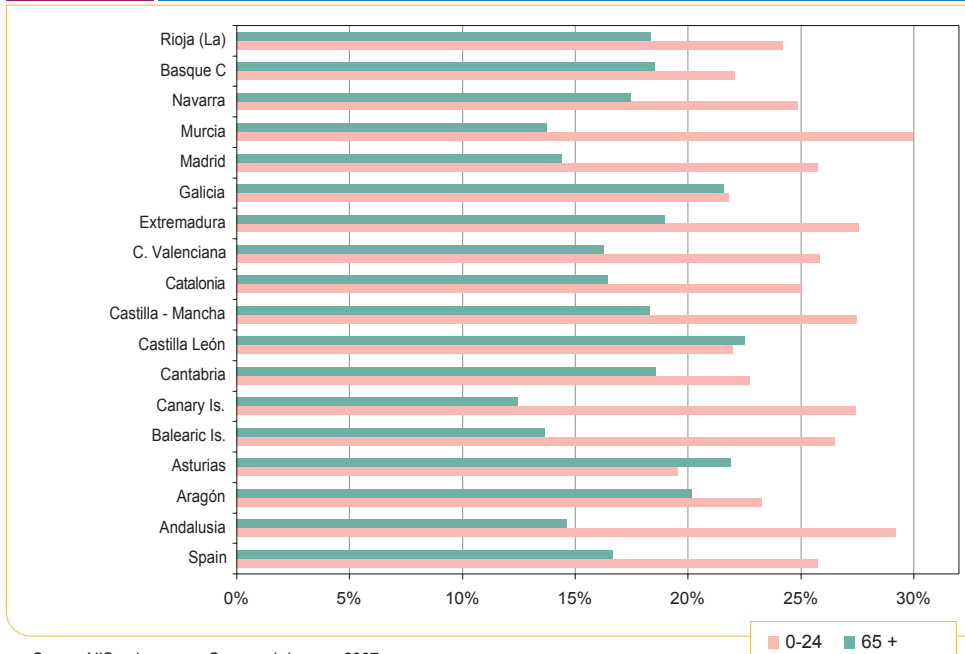


Source NIS, advance on Census, 1 January 2007

Andalusia is the autonomous region with the highest population aged 0 to 24 in the State, more than 20% of the national total. In the three basic age groups, Andalusia has a younger population than the rest of Spain.

Asturias, Castilla-León and Galicia have the oldest populations. In these autonomous regions, the population aged 65 or over is equal to or higher than that from 0 to 24 years of age.

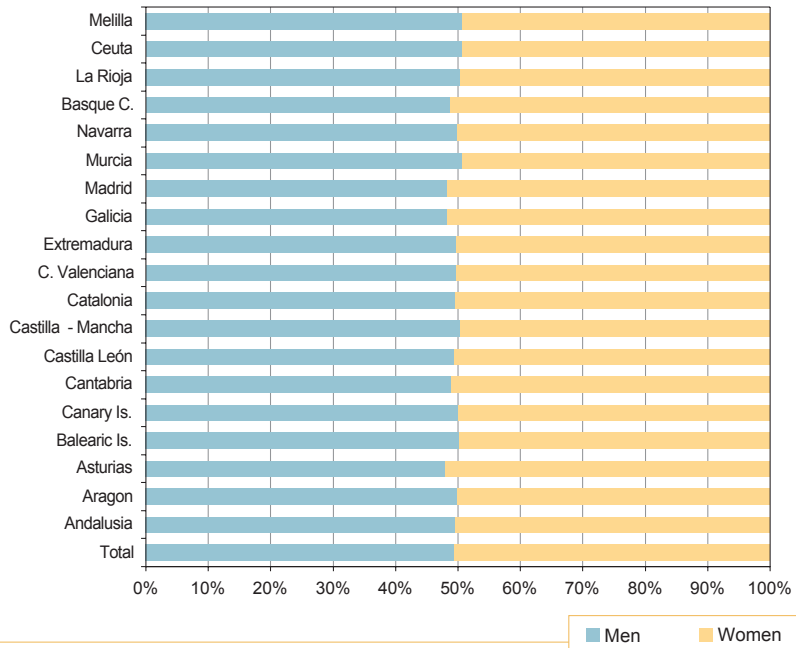
Graphic 3.2. Demographic structure, autonomous regions. Population from 0-25 and 65 older. 2007.



Source NIS, advance on Census, 1 January 2007.

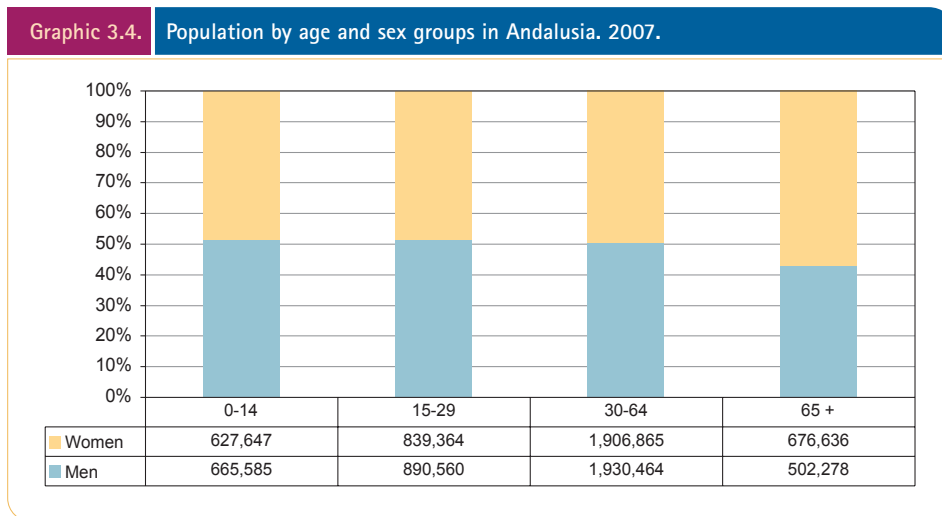
By genders, there is a clear numeric equality between men and women in Spain, with a percentage difference of only a few decimal points.

**Graphic 3.3.** Demographic Equality of men & women in Spain. 2007.



Source: NIS. Advance of the census as of 1 January 2007.

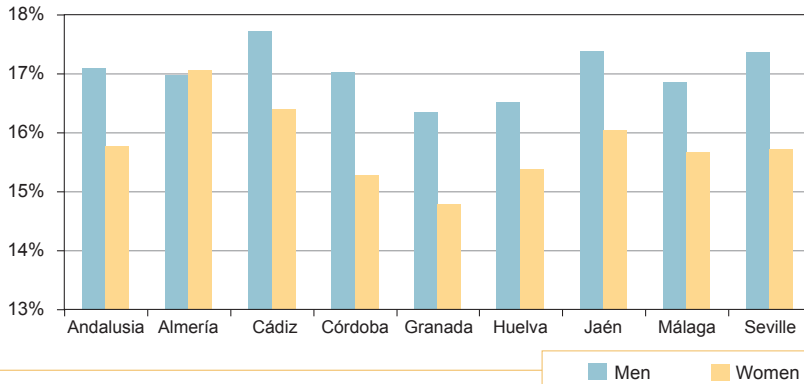
In Andalusia, by age groups and gender, it may be seen in the following graphs that there is a distribution of practically 50% in all ages except for those age 65+, in which women represent close to 60%.



Source: NIS. Advance of the census as of 1 January 2007.

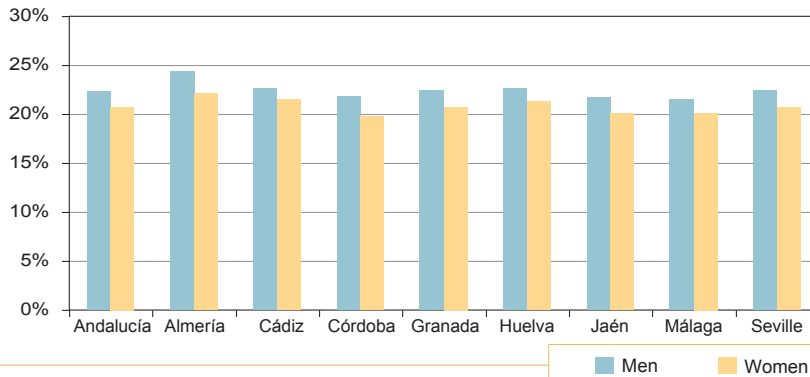
In the case of the demographic structure of Andalusia's provinces, there are more boys than girls aged 0-14, and more women than men aged 65+.

**Graphic 3.5.** Population aged 0–14 (%) out of total by province and gender. Andalusia 2007



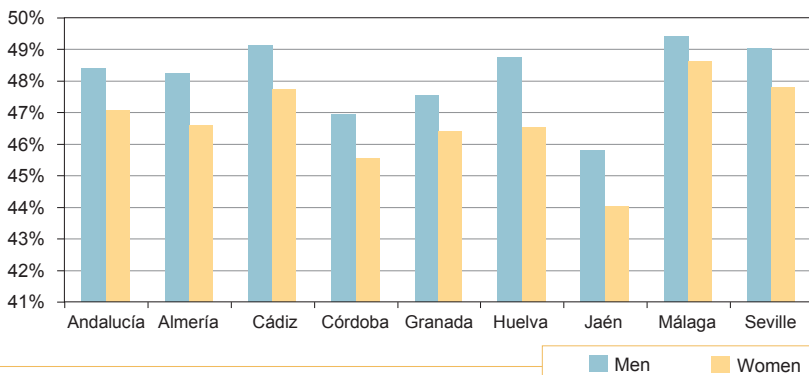
Source NIS, advance on the Census as of 1 January 2007

**Graphic 3.6.** Population aged 15–29 (%) out of total by province and gender. Andalusia 2007



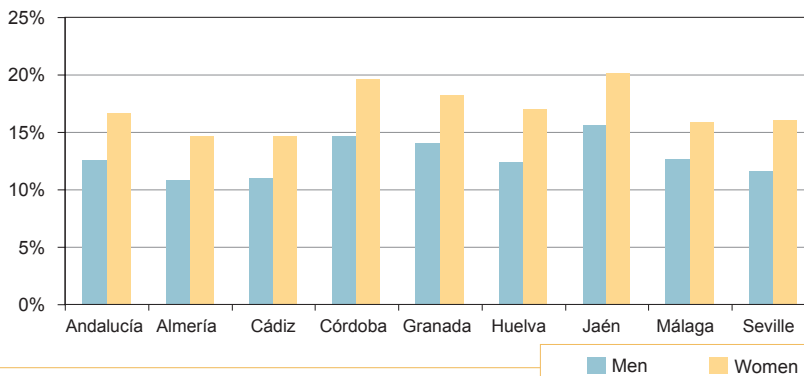
Source NIS, advance on the Census as of 1 January 2007

Graphic 3.7. Population aged 30-64 (%) out of total by province and gender. Andalucía 2007



Source NIS, advance on the Census as of 1 January 2007

Graphic 3.8. Population aged 65+ (%) out of total by province and gender. 2007

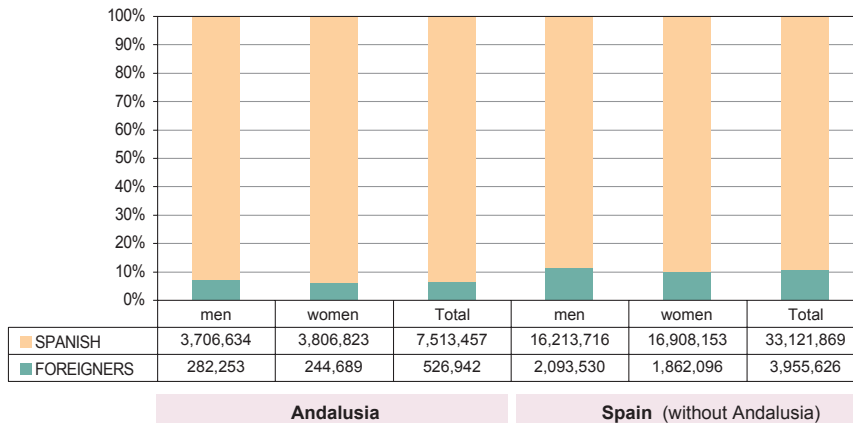


Source NIS, advance on the Census as of 1 January 2007

On 1 January 2007 there were 526,942 **foreign nationals** resident in Andalusia, of which 282,253 are men (54%) and 244,689 are women. The foreigners resident in Andalusia represent 11.8% of the total foreign population resident in Spain, and represent 6.6% of the total population of Andalusia. Foreigners represent 10% of the Spanish population as a whole.

The distribution by gender of the foreign population is quite similar in Spain and Andalusia, around 53-54% for men and 47-46% for women respectively.

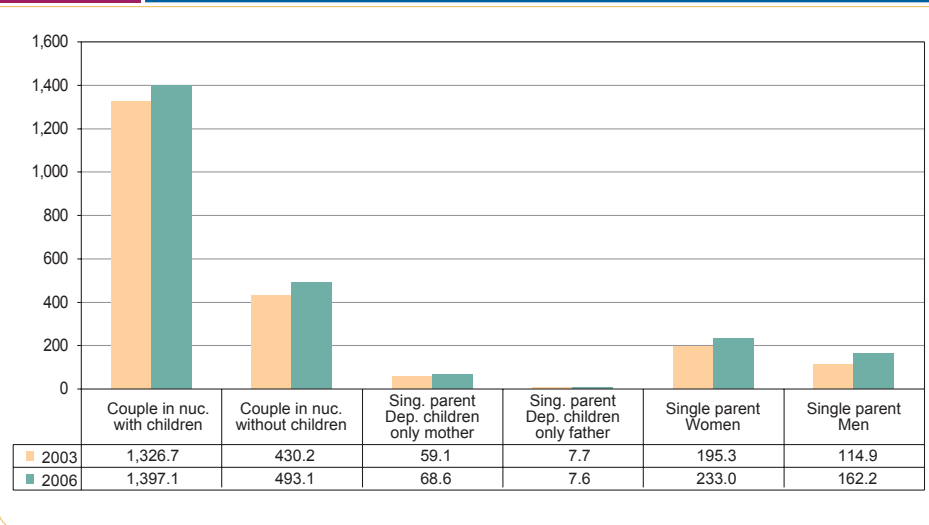
Graphic 3.9. Foreign / spanish population in Andalusia & Spain. 2007



Source: NIS. Advance of the census as of 1.1.07

One of the aspects that is changing in Andalusia is **the type of homes** that are being created. Single parent homes, with dependent children and a single mother, are those that most increased, representing 90% of single-parent homes. However, the importance of this type of home in relative terms with respect to the total does not exceed 3%. In the area of the formation of non-family homes, there increasingly more unipersonal homes, comprised of single persons, representing 15%. Men are increasingly numerous in homes of this type.

**Graphic 3.10.** Evolution of family structure in Andalusia. 2003 & 2006  
(thousands of homes)

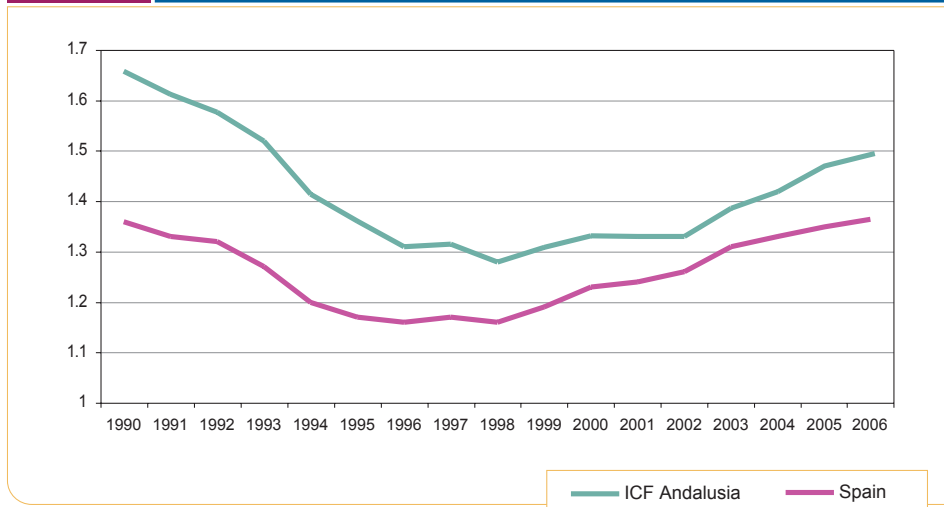


Source: NIS. Activ Population Survey



**Birth rates** in Andalusia, measured using a conjectural index showing the average number of children per woman of fertile age (15 to 49), has started to rise since 1999, standing at 1.51 in 2006, one of the highest rates for all of the autonomous regions, and slightly higher than the national average (1.37).

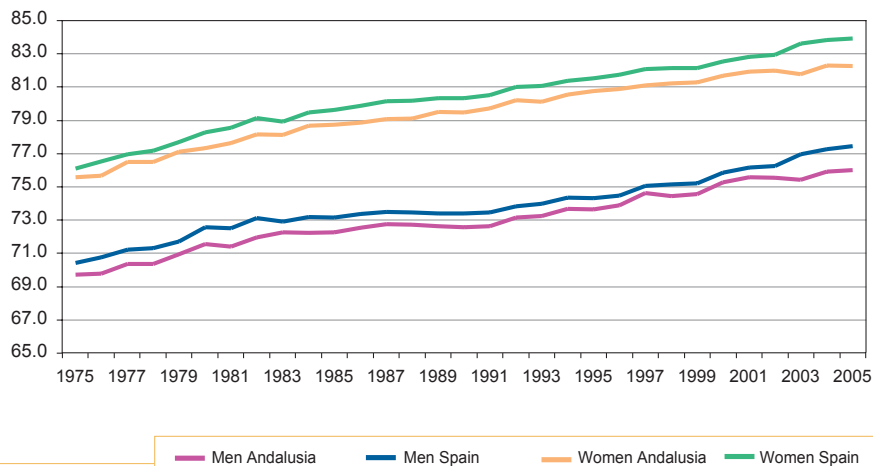
Graphic 3.11. Evolution of birth rates in Andalusia & Spain.



Source: NIS, Eurostat.

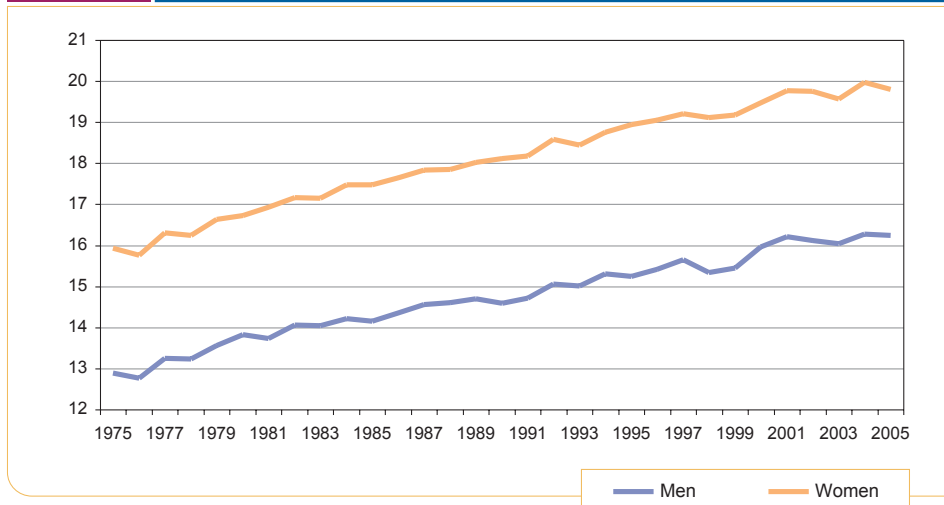
**Life expectancy at birth** in 2005 was 75.9 years for men and 82.2 years for women, slightly lower in both cases than the national average (77.4 and 83.9). This difference is gradually reducing. The growth rate for women has slowed down, and has maintained a regular rhythm for men, meaning that they are balancing out. The difference in life expectancy at birth is 6.3 years in favour of women, while life expectancy at 65 is only 3.6 years.

Graphic 3.12. Evolution of life expectancy at birth by sex in Spain and Andalusia.



Source: AIS.

Graphic 3.13. Evolution of life expectancy at 65 by sex in Andalusia.

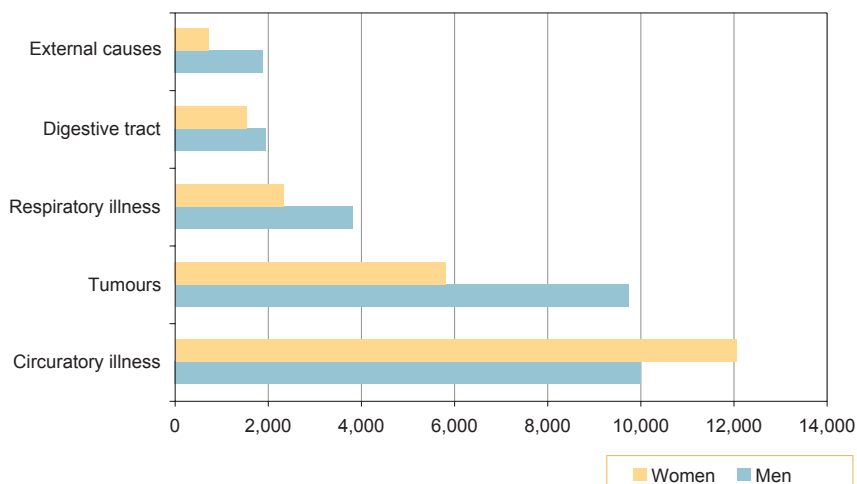


Source: AIS.

There are also differences between men and women in causes of mortality. The following graph shows the distribution by gender of the five main causes, representing more than 80% of the deaths in Andalusia in 2006. The main cause of death for both genders is circulatory illness, including cerebrovascular illnesses. Women die more from this than men. The male group reveals a higher number of deaths caused by heart attacks than the female group.

The other causes are predominated by men, with the second cause of death being tumours, especially of the trachea, bronchia and lungs, with men representing 89%. Amongst women, the main cause is breast cancer.

Graphic 3.14. Death by main cause and gender in Andalusia. 2006



Source: NIS.

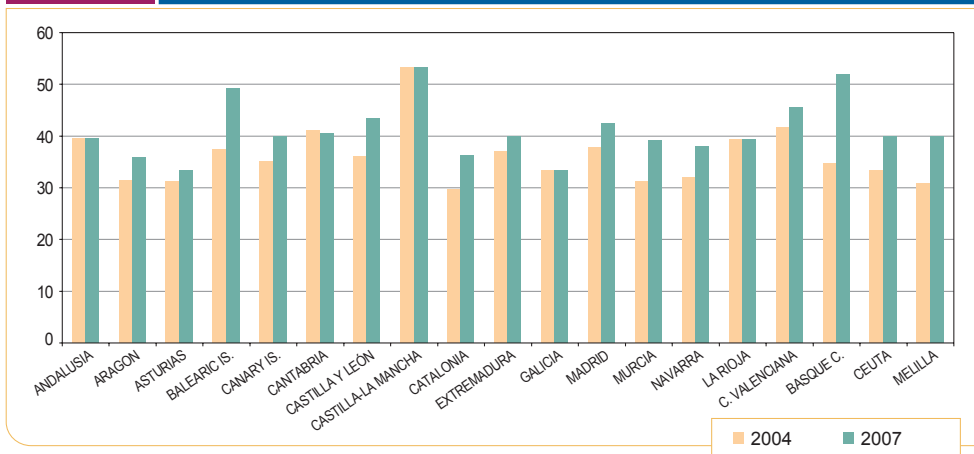
### 3.3. THE PRESENCE OF MEN AND WOMEN IN POWER AND IN THE DECISION-MAKING PROCESS

#### PARLIAMENTS

The presence of men and women in the regional parliaments has improved in all of the autonomous regions in which elections were held between 2004 and 2007, as may be seen from the graph. Only Cantabria suffered from a slight decrease in number, although it still has some 40% of female parliamentary members.

In Castilla La Mancha and the Basque Country, women represent more than half of the members of parliament. At the other end of the scale, Galicia, Asturias, Aragón and Catalonia have the lowest percentages, below 40%.

Graphic 3.15. Composition of the Regional Parliaments. Percentage of women. 2004 and 2007



Source: Women's Insitute. Women in numbers.

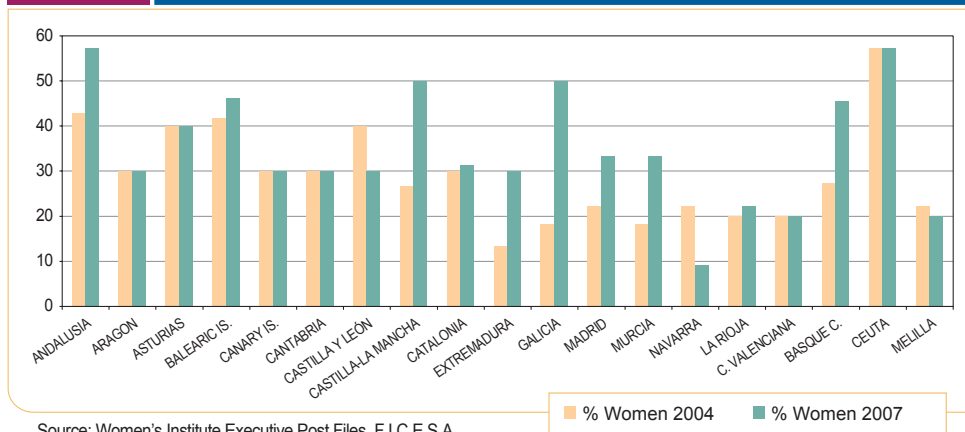
During this period the total number of regional parliament members increased by 34 seats, although mobility between genders was different: the number of women increased by 77 (17%) and the number of men decreased by 43 (5%).

## THE GOVERNMENTS OF THE AUTONOMOUS REGIONS

The presence of women has also increased considerably in the governments of the Autonomous Regions. Both Castilla-La Mancha and Galicia have equally balanced governments. Andalusia stands out as having more women than men in its government, in the same way as the autonomous city of Ceuta. A gender balance of at least 40% women is seen in the governments of the Balearic Islands, Basque Country and Asturias.

Navarra has the government with the smallest proportion of women, less than 10%. In this region and Castilla-León, the proportion of women decreased between 2004 and 2007.

Graphic 3.16. Evolution of the Governments of the Autonomous Regions 2004 – 2007. Percentage of women



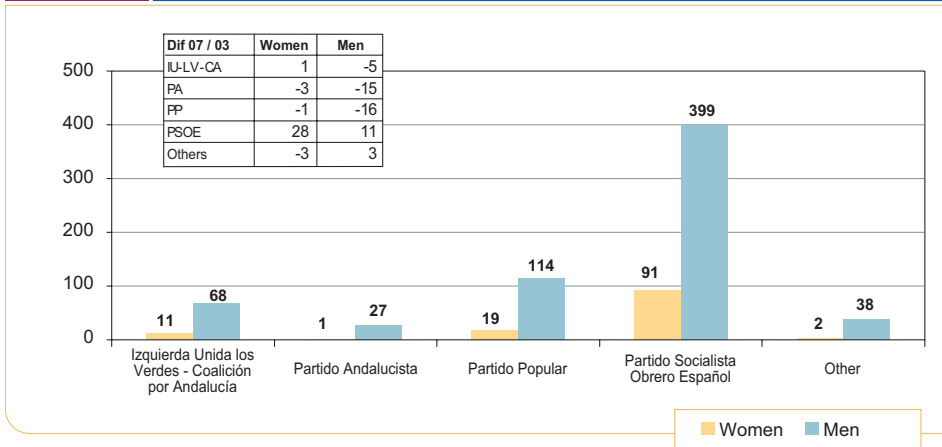
Source: Women's Institute. Executive Post Files. F.I.C.E.S.A.

## CITY COUNCILS

In May 2007, municipal elections were held, with the Fundamental Law for the effective equality of men and women (2007) already in effect, establishing the requirement for a balanced presence of the genders (not below 40%) in the candidatures. At the date of producing this report, the information on Mayors and Mayoresses has been obtained and presented in comparison with 2003.

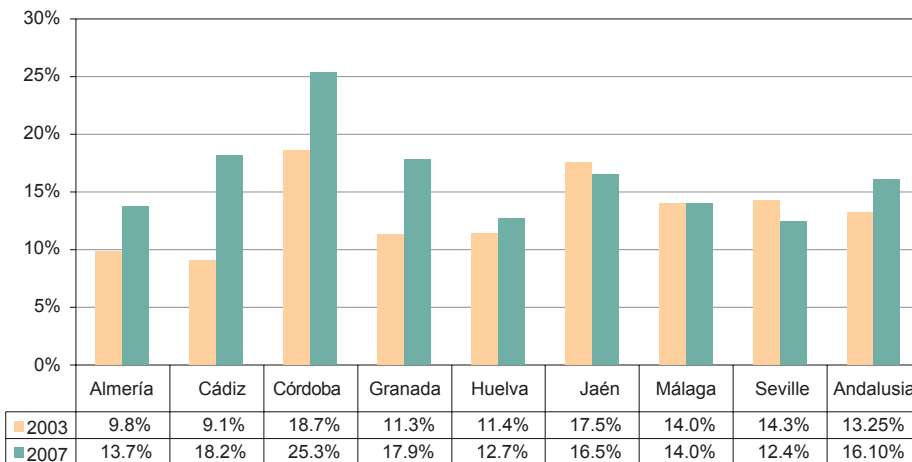
The result of these elections was an increase of 22 mayoresses in Andalusia, an increase of 2.9% in female representation, rising from 13.2% to 16.1%.

**Graphic 3.17.** Local Councils by political party and sex in Andalusia. 2007



Source: AIS. Reg. Min. Governance. Autonomous Government of Andalusia.

**Graphic 3.18.** Evolution of city councils by sex in Andalucía.  
Percentage of women in 2003 & 2007



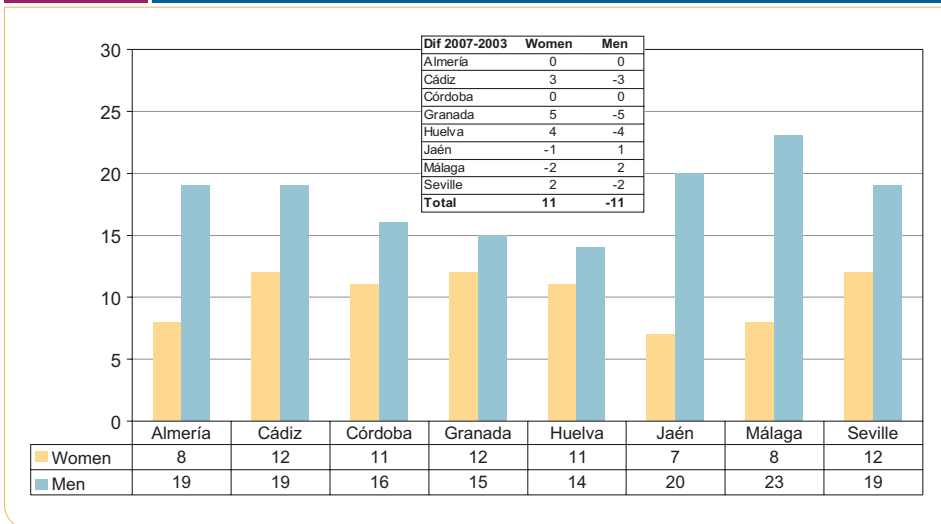


## PROVINCIAL AUTHORITIES

Considering the importance of the Provincial Authorities at local level, it was considered appropriate to include them in this section to monitor their evolution in the presence of men and women.

Andalusia has 226 provincial deputies, of whom 81 are women (36%) and 145 are men. The provinces of Granada, Huelva and Cordoba have a balanced proportion of deputies, unlike the rest. Jaén and Málaga have the lowest proportions, with 26% women.

Graphic 3.19. Provincial Deputies by sex and province in Andalusia. 2007

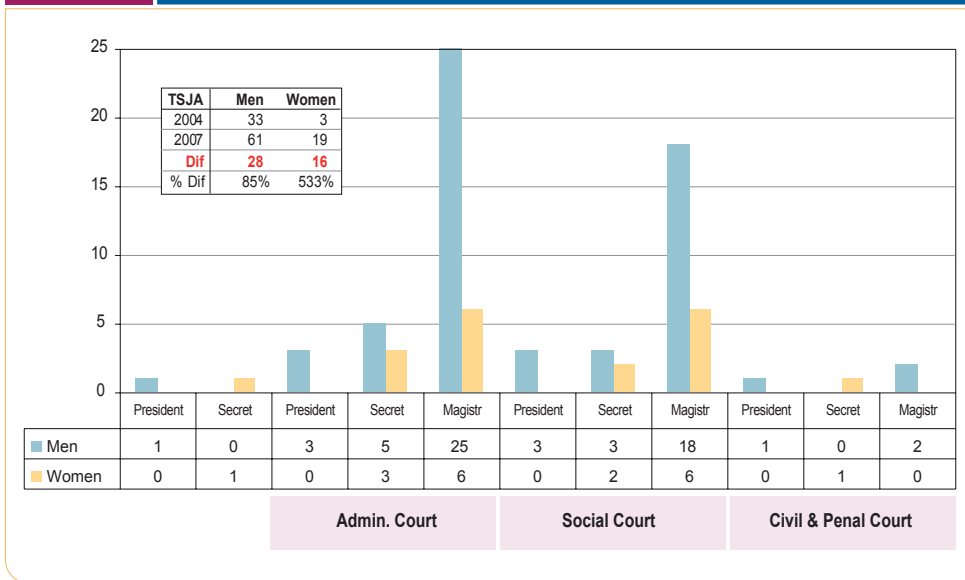


Source: Regional Ministry of Governance. Autonomous Government of Andalusia.

## THE HIGH COURT OF JUSTICE OF ANDALUSIA

The number of magistrates and government posts in the High Court of Justice of Andalusia has increased since 2004 from 36 to 80. The number of women holding these posts has risen from 8% to 24%. However, the highest increase has been in the number of men, and as of last year there are no female Presidents of the Chamber.

Graphic 3.20. High Court of Justice of Andalusia. July 2007

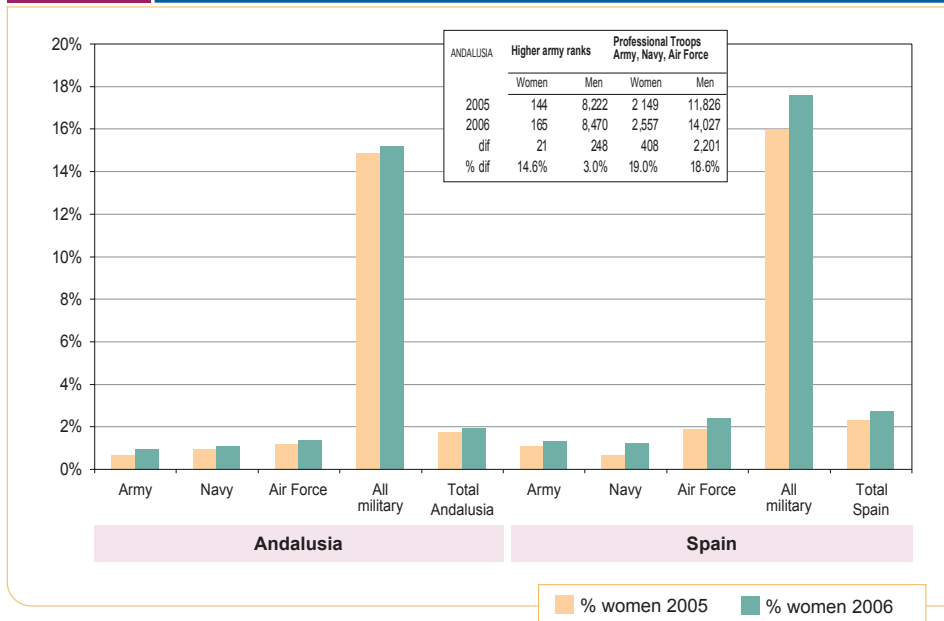


Source: High Court of Justice.

## SECURITY FORCES

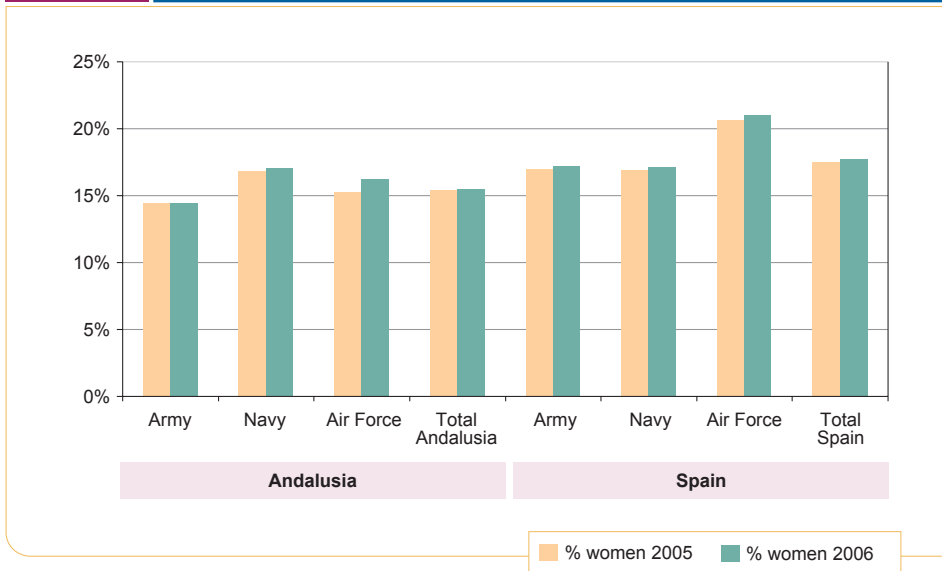
Women are still a minority in the armed forces, although there is a moderately upward trend. The presence of high-ranking female officers is lower in Andalusia than in the rest of the country. Their presence is highest in the Joint Armed Forces, representing 15.2% in Andalusia and 17.6% in Spain.

Graphic 3.21. Higher army ranks 2005/06. Percentage of women, Andalusia & Spain



Source: Min. Defense.

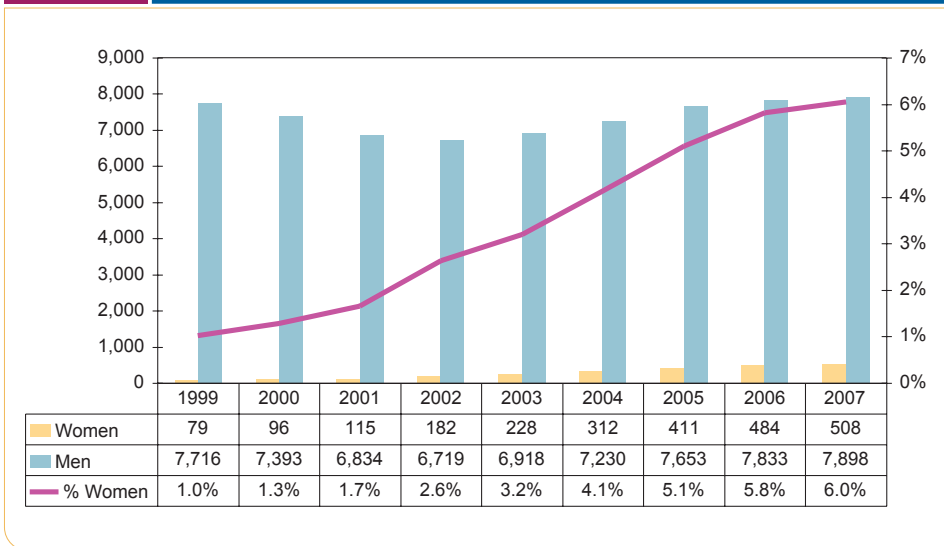
**Graphic 3.22.** Professional soldiers & marines in 2005 & 2006. Percentage of women in Andalusia & Spain



Source: Min. Defence.

There is an increasing number of women in the National Police Force in Andalusia. From 2004 to June 2007 a total of 864 new officers joined the force, an increase of 11%. Of these, 26% are women, representing an important step forward.

Graphic 3.23. Evolution of police officers by sex in Andalusia

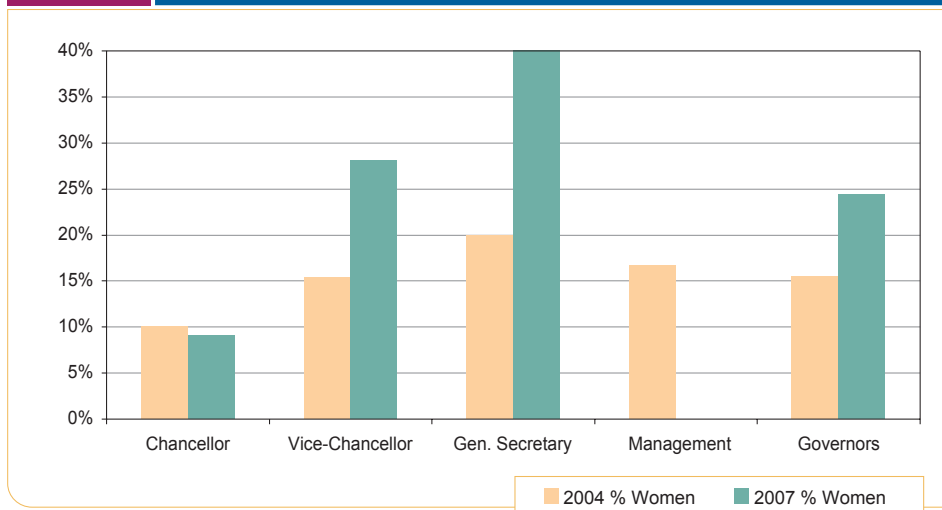


Source: Ministry of the Interior. Secretary of State's Office. Coordination Dept.

## UNIVERSITIES AND EXECUTIVE TEAMS OF THE SPANISH COUNCIL FOR HIGHER RESEARCH (CSIC)

Andalusia's Universities have also experienced the process of equality, and have increased the number of women in their single-person governing bodies. From 2004, their total number has increased by 21, a rise of 19%. 71% are women, indicating a tendency towards balancing the presence of men and women in this sphere, an aspect of importance in terms of impact and the transmission of gender equality values.

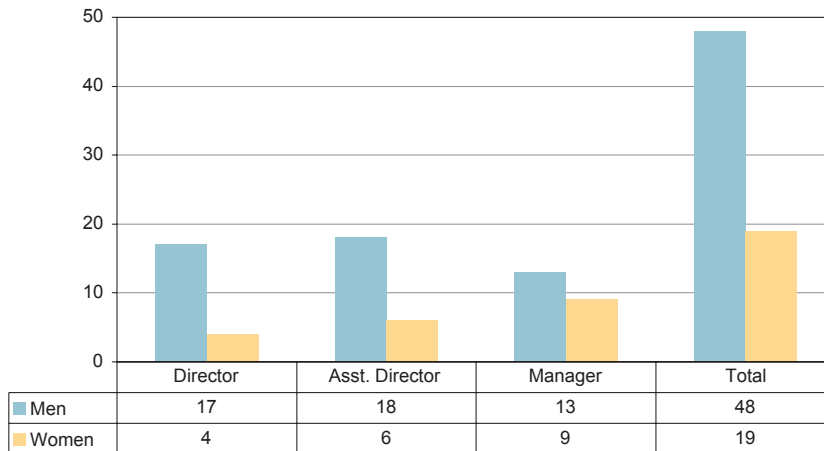
**Graphic 3.24.** Evolution of single person governing bodies from Andalusian Universities. Percentage of women in 2004 and 2007. (Data as of 29 July)



Source: Andalusian Universities. Web.

From amongst the organisations selected for the purposes of this report, only the Executive Teams of the CSIC in Andalusia have not progressed in gender equality, having increased their number by 8 men and decreased by 5 women. The percentage of women in 2004 was 38%, but by 26 July 2007 had dropped to 28%. The highest reduction has been in the number of Managers, with four women replaced by men.

**Graphic 3.25.** Management teams of the Higher Council for Scientific Research of Andalusia by gender (Data as of 26 July)

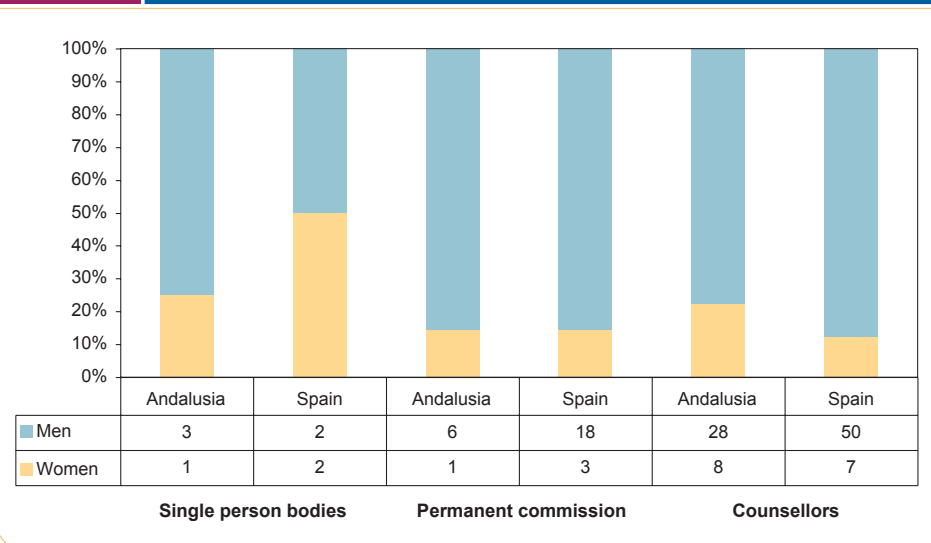


Source: AIS. CSIC. WEB

## ECONOMIC AND SOCIAL COUNCIL

The Economic and Social Council has improved the representation of men and women since 2004, but only in the number of Council Members, without any change in the composition of the single person bodies and the Permanent Commission. In total, women have increased from 11% to 21%, with an increase of 5 female council members, accompanied by a decrease in men of the same number.

Graphic 3.26. Composition of the Economic and Social Council 2007 (data of 25 July)



Source: AIS. Economic and Social Council of Andalusia. Spanish Economic and Social Council.

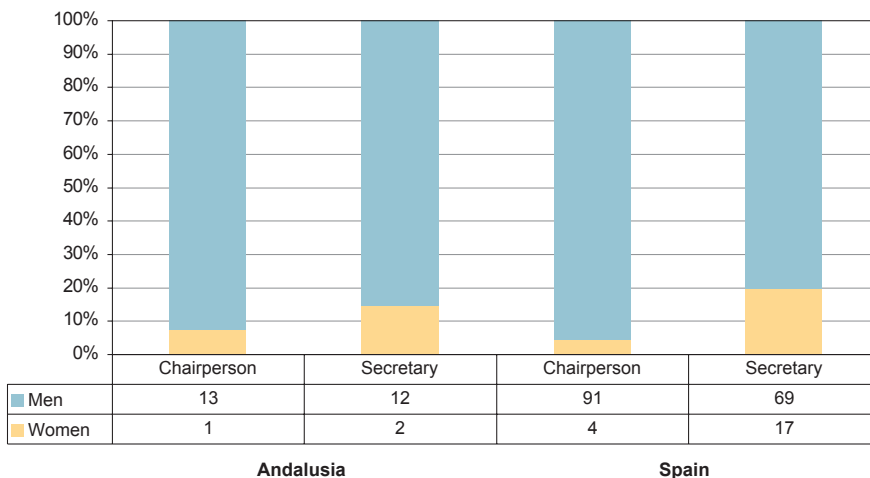




## CHAMBERS OF COMMERCE, INDUSTRY AND NAVIGATION

It would also appear that these bodies are advancing in terms of gender equality. For the first time there is a woman chairman of the Chambers of Commerce in Córdoba, although these only represent 7% of the total. Women continue to represent 14% of secretaries, the same as in 2004.

**Graphic 3.28.** Chambers of Commerce, Industry and Navigation in Andalusia and Spain (data as of 26 July)

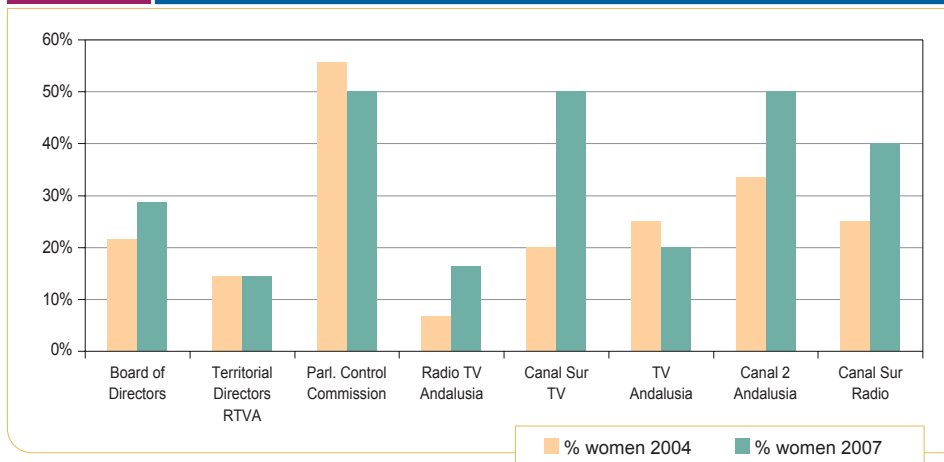


Source: Chambers of Commerce, Industry and Navigation. Web.

## RADIO TELEVISION OF ANDALUSIA

The public body Radio Televisión de Andalucía has experienced a considerable rise in the number of women in its management and administrative bodies. There is notable parity in the Parliamentary Control Commission, as well as in Canal Sur Televisión and Canal 2 Andalucía, as well as in Canal Sur Radio. Other areas in which the presence of women is increasing, while still remaining a minority, is in the Administrative Council and in Radio Televisión de Andalucía, the body with the lowest number of women in the whole organisation. Finally, it is important to note the reduced number of women in Andalucía Televisión and percentages lower than 15% amongst the territorial directors of RTVA..

**Graphic 3.29.** Presence of women in the executive and coordination teams of RTVA 2004 & 2007 (data as of 2<sup>ND</sup> august)



Source: Radio and Television of Andalusia. Web.

## THE MEDIA IN ANDALUSIA

On this occasion, the data on media executives from the Communication Agenda of the Regional Ministry of the Presidency has been analysed in more detail than in the previous year. The aim is to offer a more realistic view of the situation in the media, which also makes it possible to monitor more closely the equality of men and women in an area with such potential for transmitting values of gender equality.

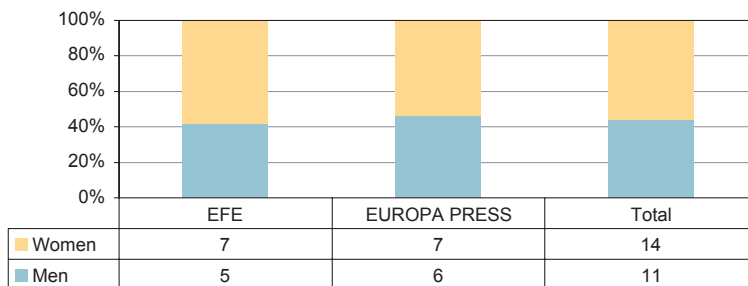
The range of posts in each type of organisation has led us to summarise and include posts of widely ranging nature in the same category. The criterion used was to obtain information on the posts of director, assistant director, owners, delegates, correspondents and coordinators. The aim is to offer as clear an image as possible and to establish this as the bottom line for future monitoring. Information is offered on the agencies, radio stations, newspapers and television stations in Andalusia, as included in the Communication Agenda of the Regional Ministry of the Presidency listed on its website in October 2007.

In **press agencies**, there is a predominance of women in management posts. However, on making a detailed analysis by provinces, it may be seen that there is a higher concentration of men in Seville and Malaga, which contain 7 of the total number of 11 agencies.

In the **radio stations** of the main communications groups in Andalusia, there is a minority presence of women, lower than 20% in all cases, except in RTVA, where this figure is barely exceeded. The COPE group stands out as having less than 10% of women on its staff.

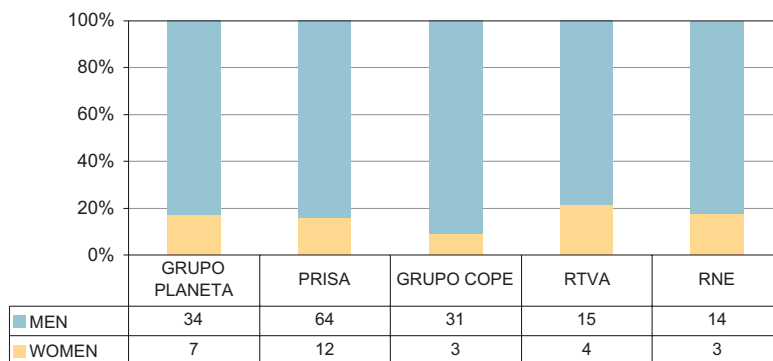
In the case of radio stations, women occupying posts with responsibility represent 17% (55), while men occupy the remaining 83% (271). Only Canal Sur Radio has a proportion of 33%, with Cadena Cien, Canal Fiesta Radio, Europa FM and Radiolé without any women in executive posts.

Graphic 3.30. Agencies



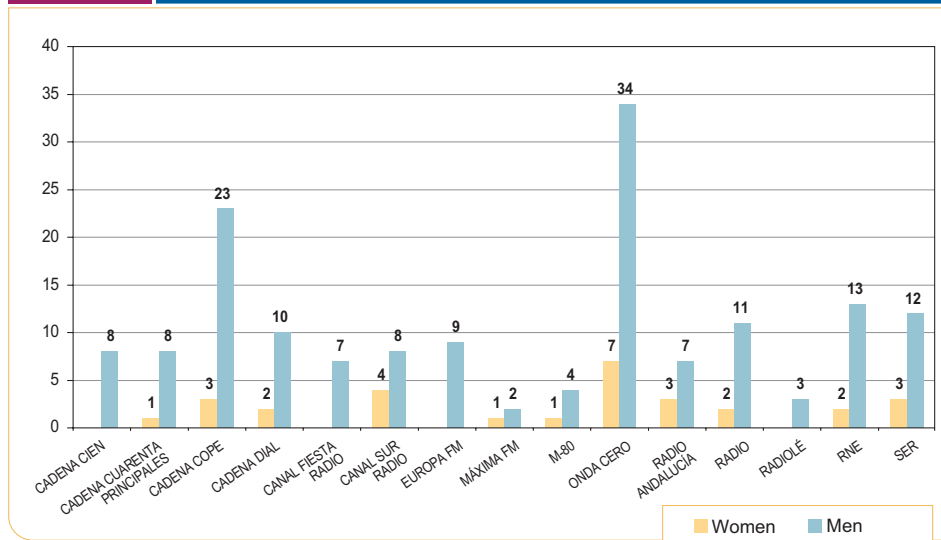
Source: Communication Agenda for Andalusia. Web.

Graphic 3.31. Main communications groups in Andalusia. Radio



Source: Communication Agenda 2007. Office of the Spokesperson of the Autonomous Government of Andalusia. Web.

Graphic 3.32. Main radio stations in Andalusia

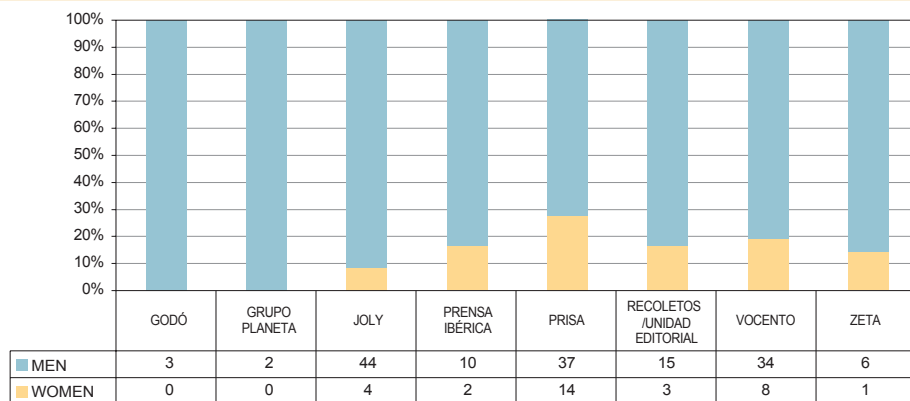


Source: Communication Agenda 2007. Office of the Spokesperson of the Autonomous Government of Andalusia. Web.

There is also a minority presence of women executives in the main newspaper groups. The Prisa Group has most (27%), while in the Godó and Planeta groups there are no women in executive posts.

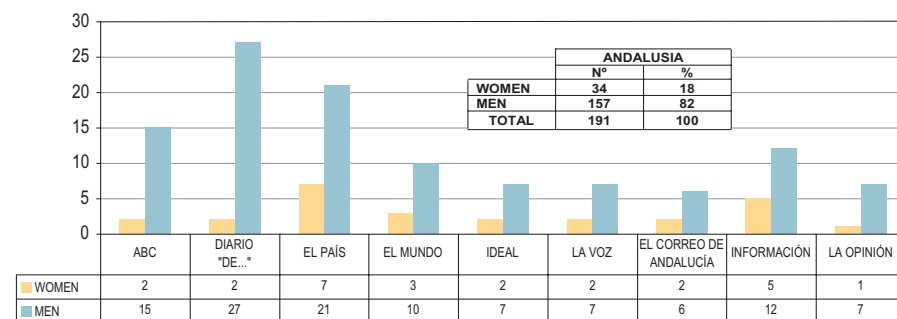
Amongst the executives in the main **daily newspapers**, men occupy 82% of these posts. El País has the highest proportion of women, with 25%, while the chain of newspapers “Diario de...” has less than 10%, the lowest figure.

Graphic 3.33. Main Communications groups in Andalusia. Newspapers



Source: Communication Agenda 2007. Office of the Spokesperson of the Autonomous Government of Andalusia. Web.

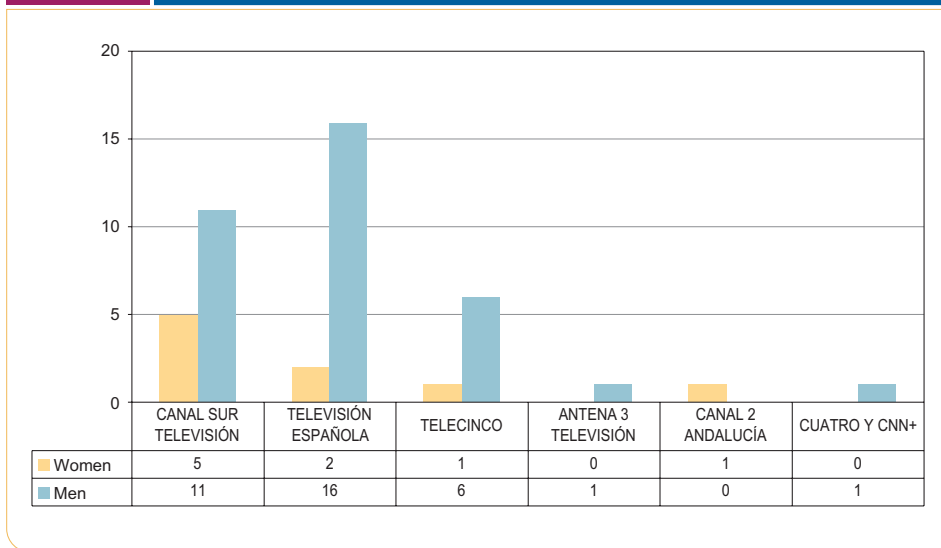
Graphic 3.34. Main newspapers in Andalusia



Source: Communication Agenda 2007. Office of the Spokesperson of the Autonomous Government of Andalusia. Web.

In the main television stations in Andalusia, most executive posts are held by men, reaching a total of 79.5%, although Canal Sur Television has 33%, the highest figure, compared to Televisión Española with 11%, if we do not include local TV stations with a single executive.

Graphic 3.35. Main TV stations in Andalusia



Source: Communication Agenda 2007. Office of the Spokesperson of the Autonomous Government of Andalusia. Web.



### 3.4. THE LABOUR MARKET

The situation of the population in the labour market is one of the factors that most strongly influence the social position of people and the economic development of countries. It is also where the greatest gender inequalities are found, and is one of the most inexcusable elements in analysing the impact of public policies.

People may be active in the labour market or in a situation of inactivity or unavailability to work. In turn, those who are active in the labour market may be employed or unemployed.

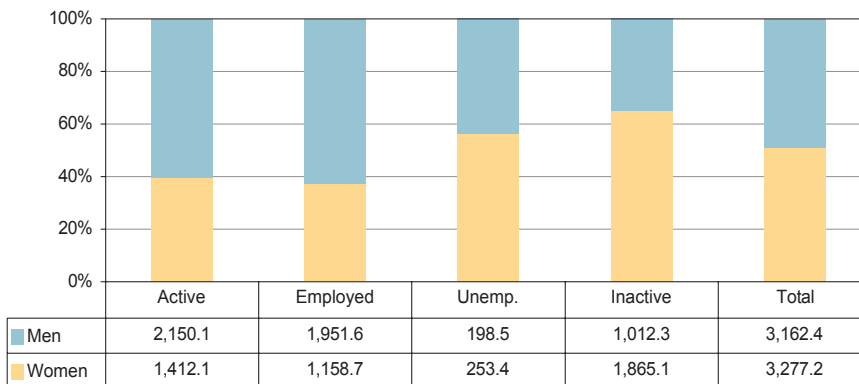
By analysing the population according to its position in the labour market, it is possible to discover how many people are in each different situation. Also, activity, employment and unemployment rates are measurements that allow us to compare them with other areas, and analyse the relative evolution of each of their components.

#### THE POPULATION OF ANDALUSIA ACCORDING TO ITS SITUATION IN THE LABOUR MARKET

In 2006, there was a yearly average of 3,562,210 people aged 16 or more active in the labour market, of which 39.6% were women.

- From the total active population, 3,110,370 (87.3%) were employed, and 451,840 (12.7%) were unemployed.
- From the total employed population, 62.7% were men, while from the total unemployed population, women represented 56.1%.
- From the total population aged 16 or older in Andalusia, 2,877,390 (44.7% of the total) were inactive, outside of the labour market. 64.8% were women.

**Graphic 3.36.** Population aged 16+ according to their situation in the labour market in Andalusia, 2006. (in thousands) (yearly average)



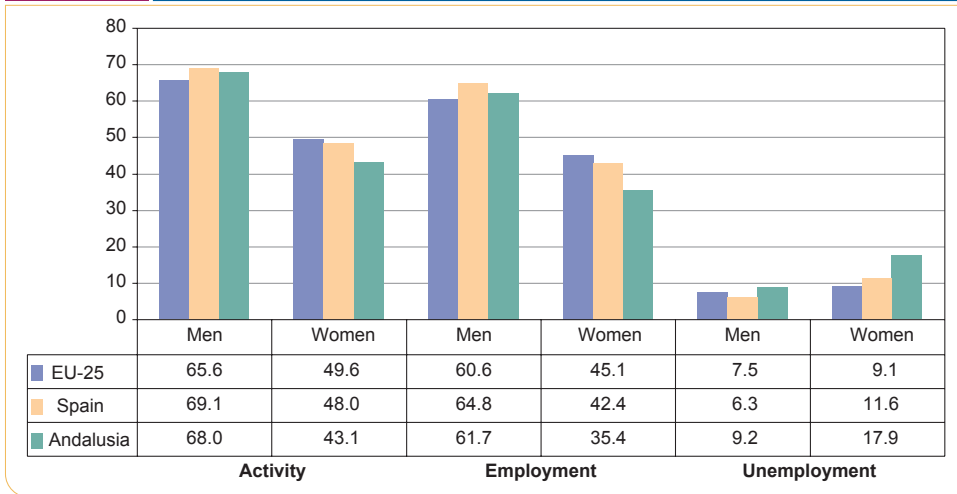
Source: NIS. Active Population Survey of the NIS.

## ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT RATES

The following data was obtained for 2006:

- The activity rate for Andalusian men is superior to the average for the EU25. The rate for women is lower than the average for Spain and the EU25 by more than 5 percentage points (pp).
- The employment rate in Andalusia has the same profile as the activity rate. The rate for men exceeds the rate for the EU25, and the rate for women is lower than both by more than 7pp.
- The unemployment rate in Andalusia is 1.7 points higher than the rate for the EU25, although for Andalusian women it is twice this figure.

**Graphic 3.37.** Activity, Employment & Unemployment rates for population aged 16+ in EU-25, Spain and Andalusia. 2006



Source: NIS. Eurostat.

For the period between 2003-2006:

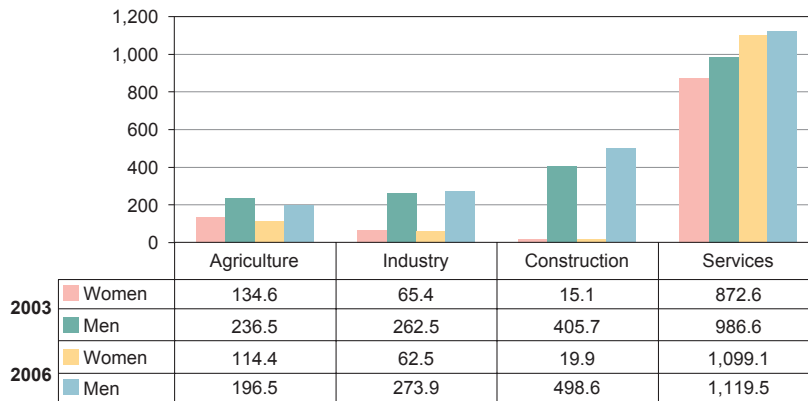
- The activity rate increased in Andalusia slightly less than in Spain, although more than in the EU25 as a whole, increasing more amongst women than men.
- The employment rate with the highest growth is for women in Andalusia, followed by Spanish women, which in turn is higher than that for Andalusian men, which are also higher than the averages for Spain and the EU25.
- The unemployment rate with the most pronounced reduction is for Andalusian women, nearly twice the rate of reduction for Spain.



This increase was not uniform amongst the different sectors of activity:

- Agriculture lost more men than women during this period.
- Industry gained men but lost women.
- In construction, there was only an increase of 5% in the number of women.
- In the services sector, which included most of the total increase, more women were incorporated than men.

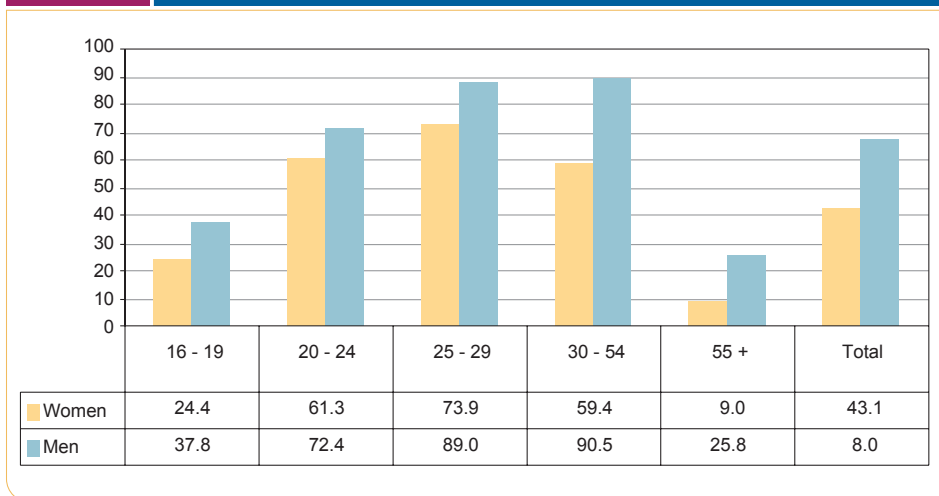
**Graphic 3.39.** Evolution of the active population by economic sector in Andalusia. 2003–2006. (Yearly average)



Source: AIS. Active Population Survey

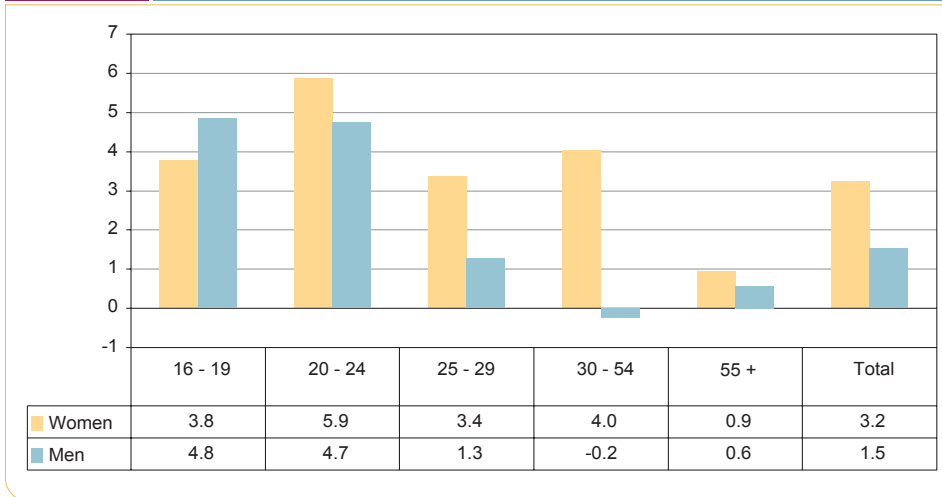
The activity rates for men are higher than those for women at nearly all ages, although the greatest difference is in the 30-54 age group, in which 90.46% of men are in the labour market, while women have a rate that is even lower than that for between the ages of 20 and 24, when they are most equal.

**Graphic 3.40.** Activity rate by age & sex in Andalusia, 2006 (yearly averages)



Source: AIS. Active Population Survey of the NIS.

**Graphic 3.41.** Difference in Activity Rate by age group and sex in Andalusia between 2003–2006 (yearly averages)



Source: NIS. Active Population Survey of the NIS.

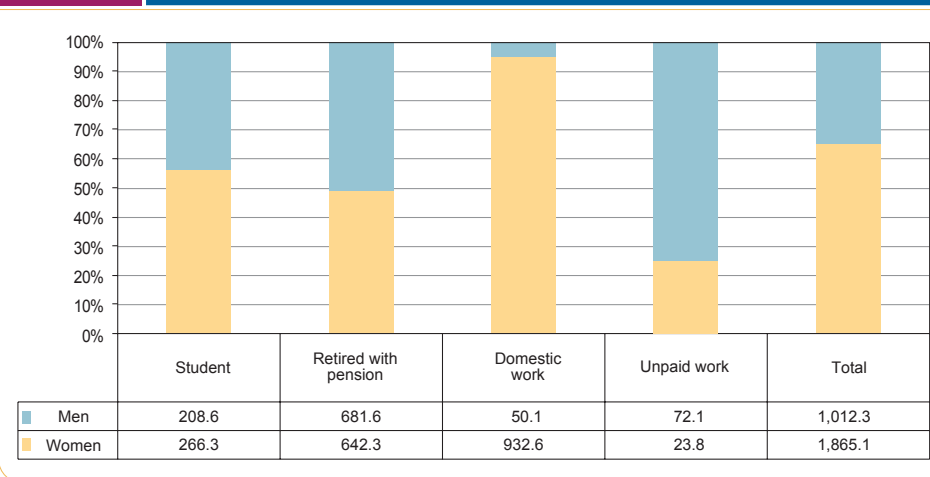
## INACTIVITY IN THE LABOUR MARKET

Inactivity in terms of labour statistics is defined as people who are not available or not seeking paid work. When we refer to inactive individuals this does not mean that they are not carrying out some type of activity, but only that they are not active in the labour market. The analysis of this population and the reasons why they are outside of the labour market is very important from a gender perspective, considering the qualitative and quantitative differences that may be observed between men and women.

In this case, in 2006 there was a yearly average of 2,877,390 people aged 16 or older outside of the labour market in Andalusia, according to the annual data from the EPA. 65% were women and 35% were men.

Considered by type of activity, it is important to note that the main descent amongst men in relative terms was in the group of students, unpaid work and for women working in the home. The main increases in the inactive population are caused by retirement in both genders, although with higher rates for women.

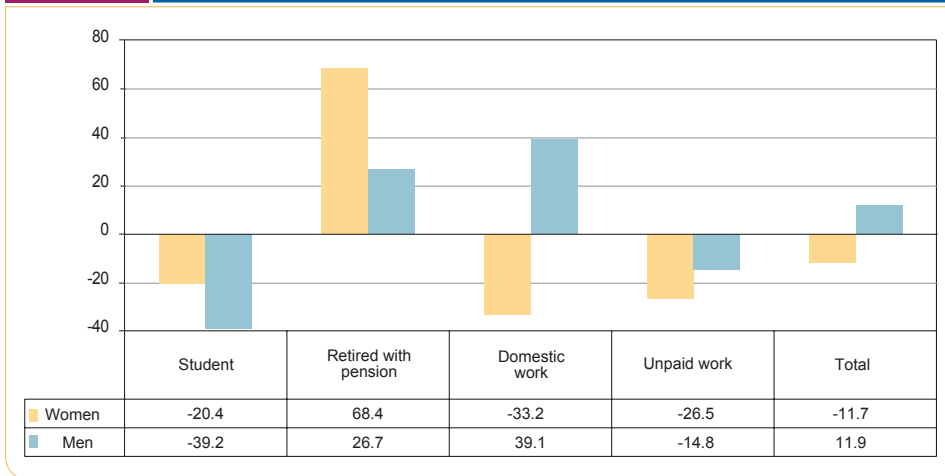
**Graphic 3.42.** Inactive population aged 16 or older according to type of inactivity in Andalusia. 2006 (in thousands) (yearly average)



Source: NIS. Active Population Survey of the NIS.



**Graphic 3.43.** Evolution of unemployed population aged 16 or more according to type of inactivity in Andalusia. 2003 & 2006 (in thousands)



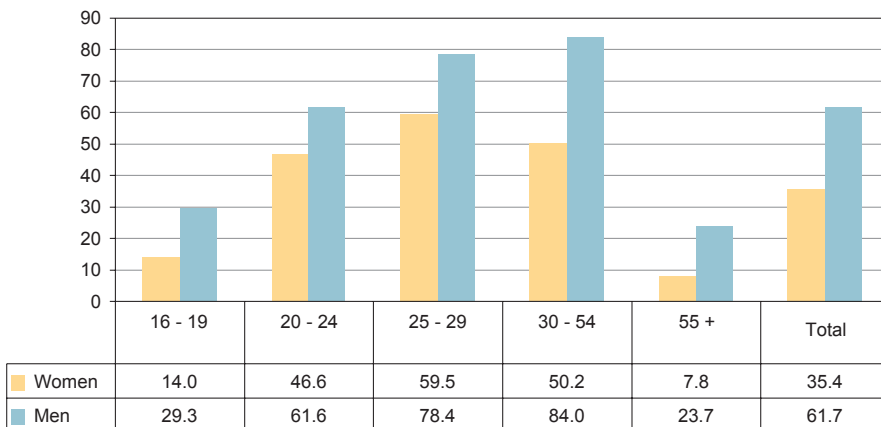
## THE EMPLOYMENT RATE

The employment rate for men is higher for men than women in all age groups:

- The smallest difference is seen in the 20-24 age group, and highest in the 30-54 age group.
- The highest rate for women is in the 25 to 29 age group, in which nearly 60% of the total number of women are employed.

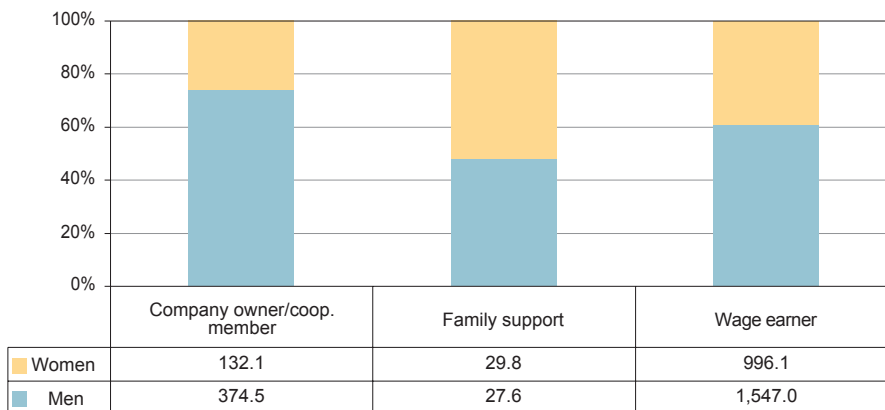
- For men, the 30 to 54 age group has the highest rate, at 84%.
- By type of occupation, 82% of all employed people are wage earners, 16% are business owners or members of cooperatives, and 2% are employed with family support.

Graphic 3.44. Employment rate by age group in Andalusia. 2006



Source: AIS. Active Population Survey of the NIS.

**Graphic 3.45.** Occupied population according to professional situation in Andalusia, 2006 (thousands of people) (yearly average)

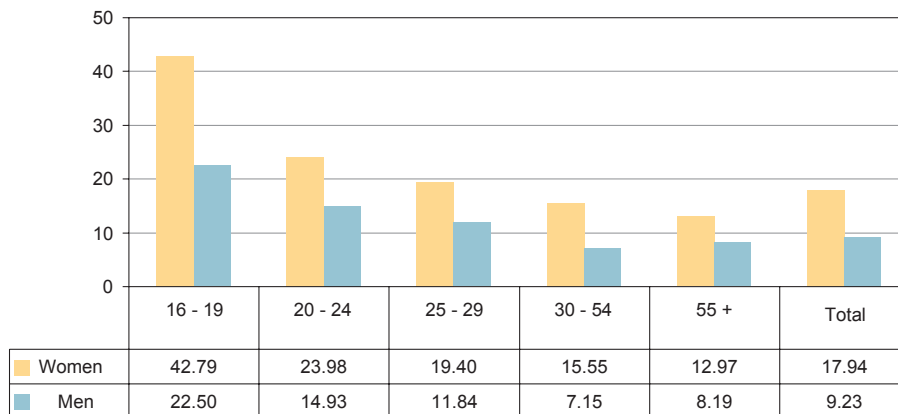


Source: AIS. Active Population Survey (2005 Methodology).

## UNEMPLOYMENT RATE

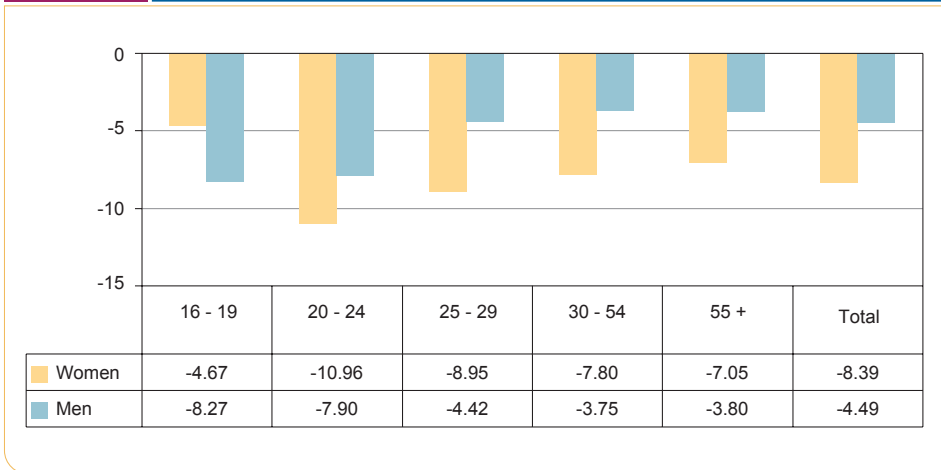
In contrast to the employment rate, in the case of unemployment women surpass men at all ages. In the 30 to 54 age group, women duplicate the rate for men. However, examining the evolution of this rate since 2003, it may be seen that it has decreased more for women of all ages.

**Graphic 3.46.** Unemployment rates by age groups in Andalusia. 2006  
(yearly average)



Source: AIS. Active Population Survey (2005 Methodology).

**Graphic 3.47.** Evolution of unemployment rates by age groups in Andalusia. 2003 – 2006 (in percentage points)



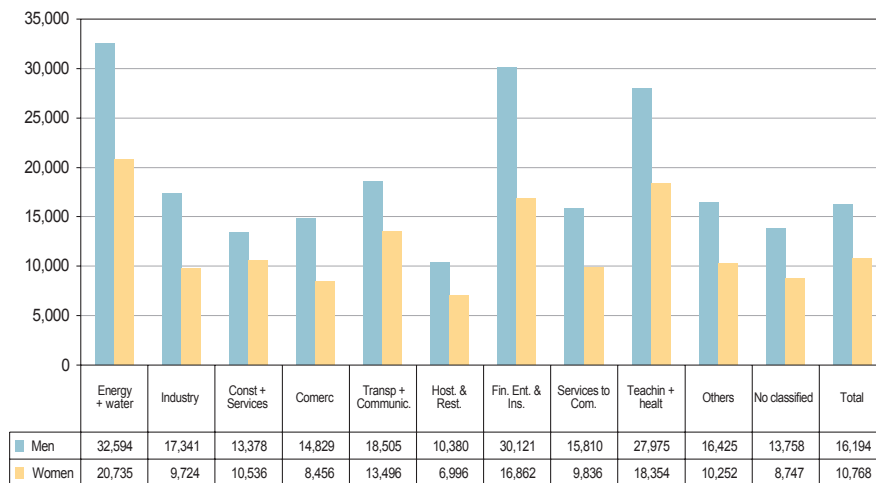
Source: AIS. Active Population Survey (2005 Methodology).

## SALARIES

According to statistics recently published by the State Tax Office on the labour market and pensions (advance for 2006), men earned an average yearly salary of 5,817 Euros more than women, or 44% more.

Wage differences persist in all sectors. These are higher in the sector for financial and insurance bodies, where men earn an average of 13,259 Euros more than women. The rate is lower in the construction and real estate sector, where men earn an average of 2,842 Euros more than women.

Graphic 3.48. Average yearly salary by type of activity in Andalusia. 2006



Source: State Tax Agency. Labour Market and Pensions. Web.

In relative terms, wage differences in Andalusia have decreased slightly since 2004. However, it is important to note the situation of the energy and water sector, in which the wage difference between men and women has increased by 11 percentage points.

**Graphic 3.49.** Differences in average yearly salary between men and women in Andalusia, 2004–2006. (% difference with woman's salary)

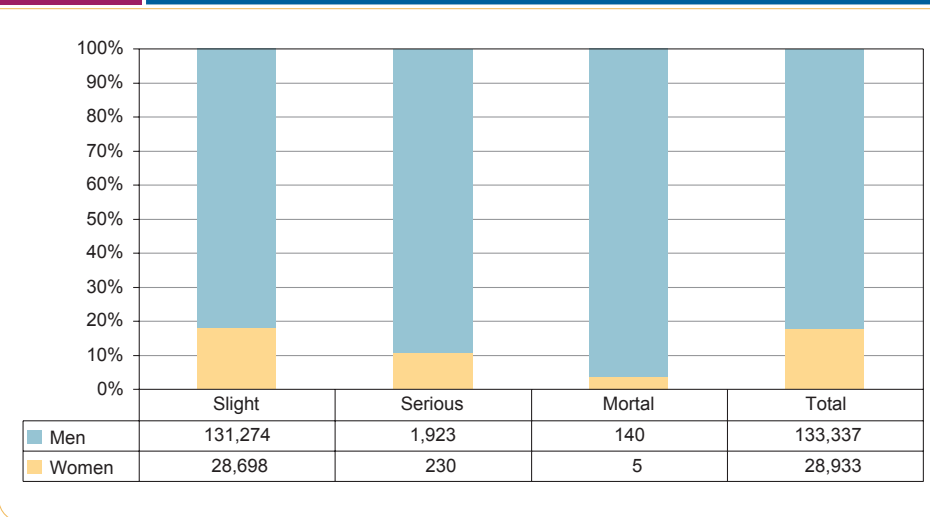


Source: State Tax Administration. Labour Market and Pensions in Tax Sources. Web.

## WORK RELATED ACCIDENTS

This is a matter of major importance for the transcendental effect it has on working men and women. While gender inequality is revealed in all labour statistics, differences in work related accidents must also be monitored and evaluated from a gender perspective. Both the type of work and the different types of risks taken by men and women may condition the imbalance seen in this problem in men and women.

Graphic 3.50. Work – related accidents by severity in Andalusia. 2006



Source: NIS. Ministry of Employment and Social Affairs.



### 3.5. EDUCATION

A series of graphs and tables are shown in this section on the situation of boys and girls and men and women in the educational system of Andalusia. The main source of information is the Andalusian Institute of Statistics, with data provided by the Statistics Unit of the Regional Ministry of Education of the Autonomous Government of Andalusia, amongst others.

However, education forms a part of the joint responsibility of society, and not only of this Regional Ministry or the Ministry of Innovation, Science and Enterprise in its work with universities. Education, considered as a lifelong process, covers the period from preschool education, primary and secondary level, baccalaureate, university education, vocational training, special education, lifelong learning, re-training for employment and training in new technologies, etc.

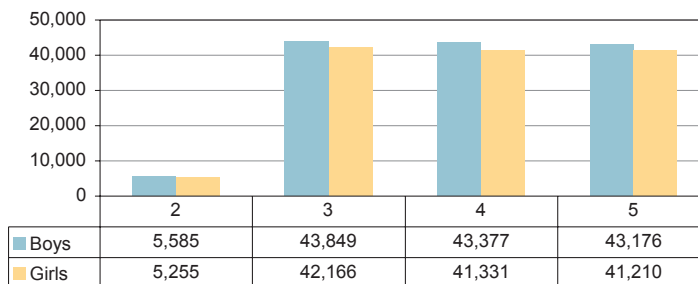
Education strongly affects the future of individuals and societies. At the same time as being a powerful instrument for progress, it may also be equally powerful in perpetuating gender inequalities. A strong, public education system that trains individuals so that they may develop their full potential in liberty and equality is the best guarantee for the future that any society may have.

As a result, it is essential to monitor this area from a gender perspective. The elements to be monitored include:

- In the case of children at **pre-school age** there is full attendance from the age of 3, with differences that may be attributed to the demographic structure, with more boys than girls.
- In the case of **primary school** pupils the demographic composition also conditions their distribution, meaning there are more boys than girls, although, curiously, only in state schools.

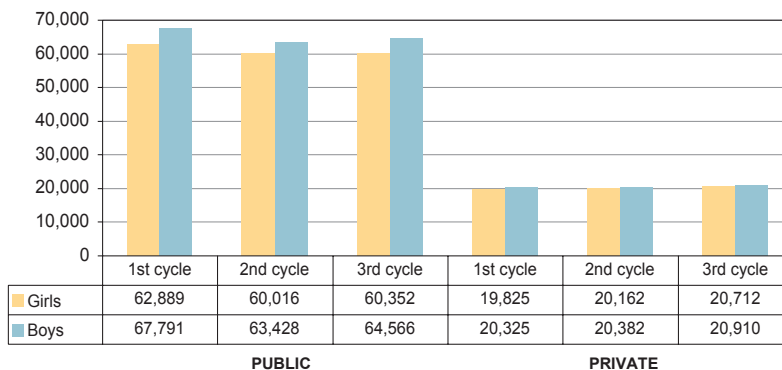
- In the case of **secondary school** pupils there are more boys than girls in the first 'cycle' (12-14), while there are more girls than boys in the second 'cycle' (15-16).
- In the case of children **being in classes** appropriate for their age group, there are differences between boys and girls, with higher rates for girls at all ages, differences which are maintained or worsen with time.
- At **baccalaureate** level more gender inequalities are seen in choosing the different branches – a result of the social education received up to this point – which will then condition the choice of higher education. The large number of girls choosing humanities and the low number who choose technology is an obvious result of gender stereotyping.
- Amongst students in **training courses** there is a slightly higher presence of women, with students of both genders abandoning these courses at all levels.
- In the case of **vocational training**, women are the majority at all ages, with an important increase in women of 35 or older.
- Women are also in the majority in **university graduate and post-graduate studies**. However, there are a larger number of woman **graduates** in social sciences at all levels, while as many men graduate in social sciences as in technical subjects, which have few women students.
- There are also differences in the use of information and communications **technology**. Men use computers more, although this difference diminishes and is even reversed as the level of education attained by women increases.
- Finally it is important to note that for students in general, regardless of level, there is a higher presence of males at pre-school, primary and secondary level, and a higher presence of women at all other levels.

**Graphic 3.51.** Children in pre-school education by age.  
Academic year 2006–2007



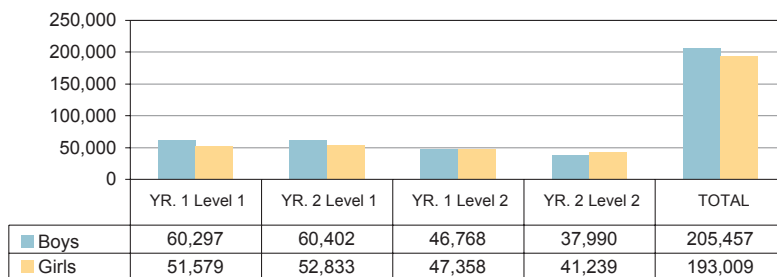
Source: Statistics Unit. Reg. Min. Education

**Graphic 3.52.** Students in primary cycle by cycle & type of centre in Andalusia.  
Academic year 2006–2007



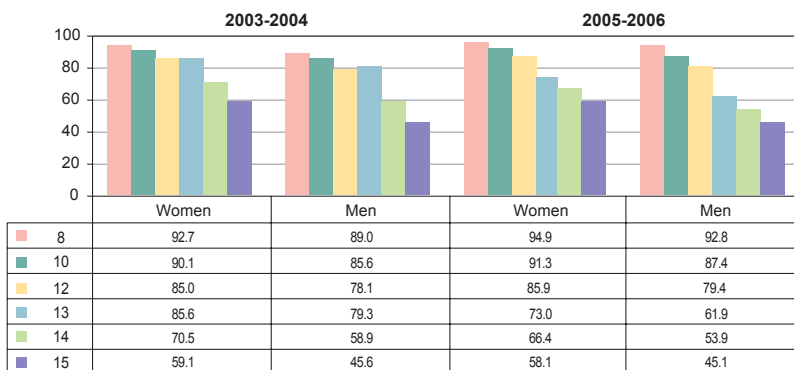
Source: Statistics Unit. Reg. Min. Education

**Graphic 3.53.** Students in obligatory secondary education in academic year 2006–2007



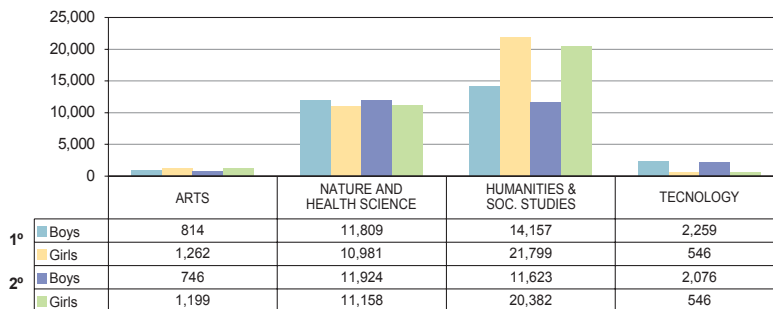
Source: Statistics Unit. Reg. Min. Education.

**Graphic 3.54.** Appropriacy rates in obligatory education by ages. Academic Years 2003–2004 and 2005–2006



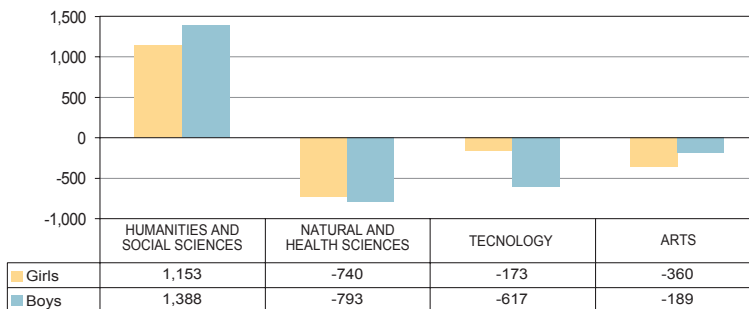
Source: Reg. Min. Education. Autonomous Government of Andalusia.

**Graphic 3.55.** Students from 1st and 2nd year of baccalaureate by year and subject area in Andalusia. Academic Year 2006-2007



Source: Statistics Units. Reg. Min. Education. Autonomous Government of Andalusia.

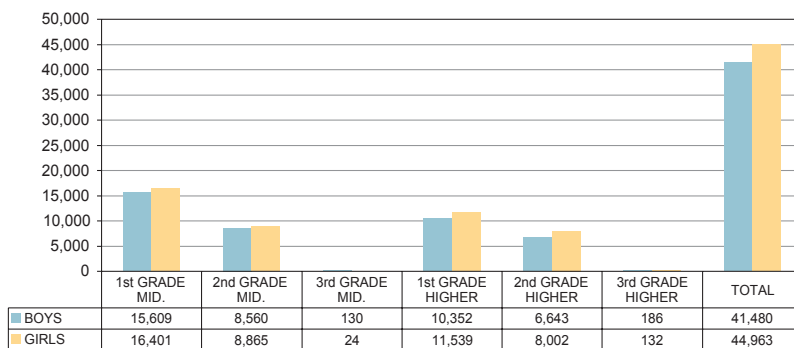
**Graphic 3.56.** Evolution of baccalaureate students by gender and area in Andalusia. 2004-2005 and 2006-2007 (absolute differences)



NOTAS: 46 students from International Baccalaureate in 2006 are not included

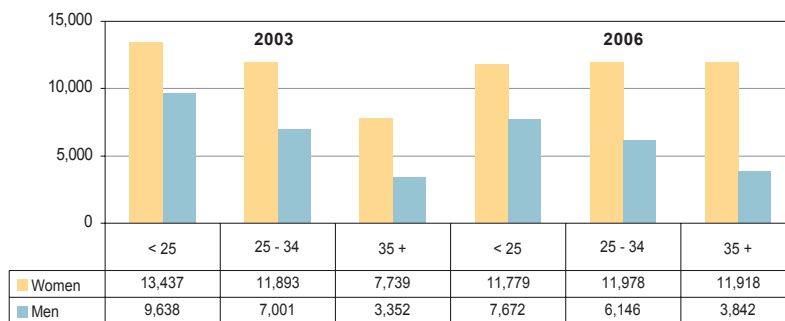
Source: Statistics Units. Reg. Min. Education. Autonomous Government of Andalusia.

**Graphic 3.57. Students in educational cycles by course in Andalusia. 2006-2007**



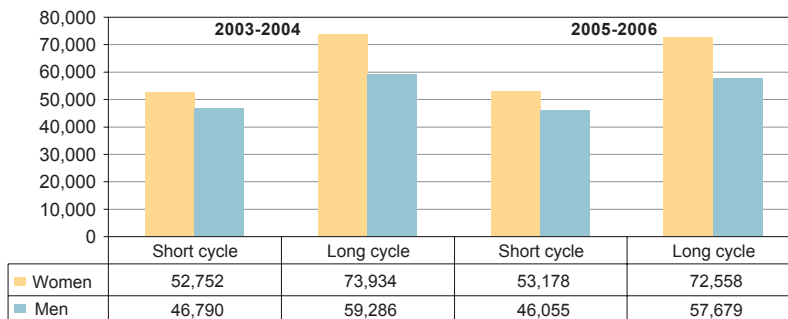
Source: Statistics Units. Reg. Min. Education. Autonomous Government of Andalusia.

**Graphic 3.58. Students on vocational training courses by age group in Andalusia. 2003 and 2006**



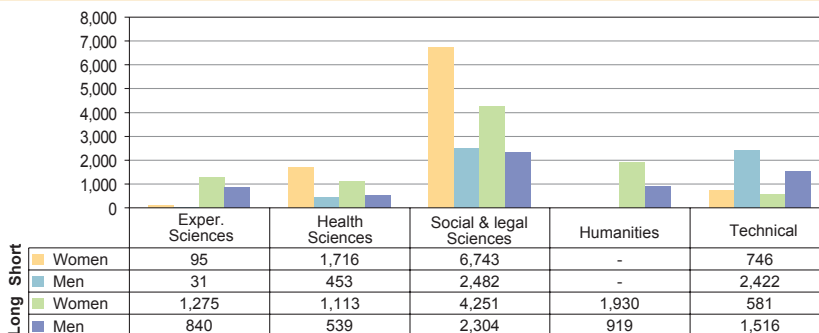
Source: Reg. Min. Education. Autonomous Government of Andalusia.

**Graphic 3.59.** Students enrolled in university education in Andalusia by cycles. Academic years 2003–2004 & 2005–2006



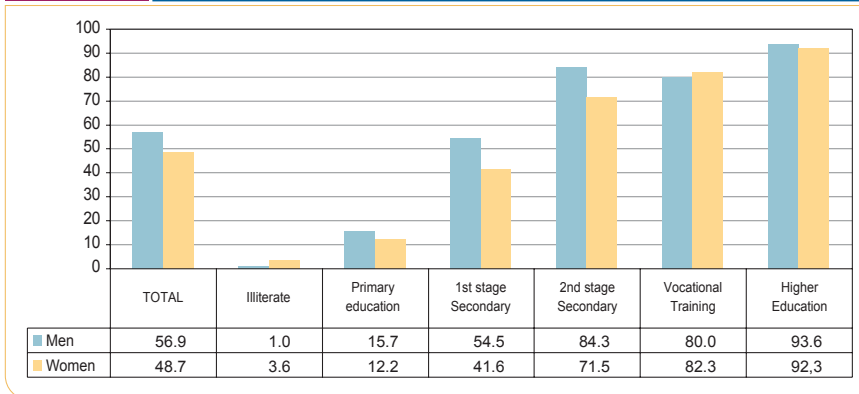
Source: NIS. Statistics on Higher Education in Spain.

**Graphic 3.60.** University graduates by subjects and type of cycle, Andalusia. 2006



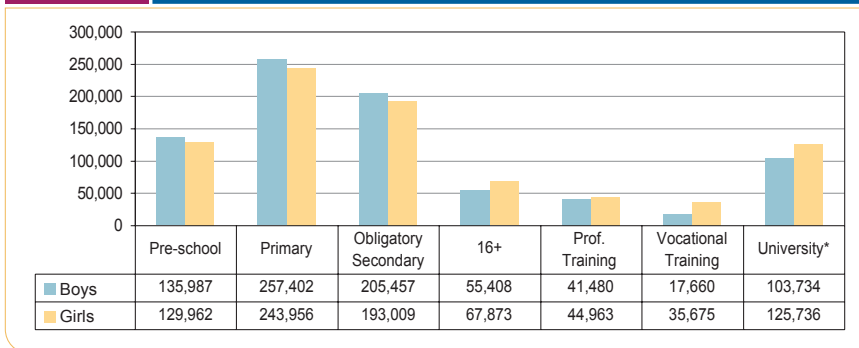
Source: NIS. Higher Education Statistics for Spain.

**Graphic 3.61.** Persons between the ages of 16 and 74 who have used a computer in the last three months, by educational level (%), 2007



Source: NIS. Survey on equipment and use of IT in homes.

**Graphic 3.62.** Students at different educational levels in Andalusia. Academic year 2006–2007



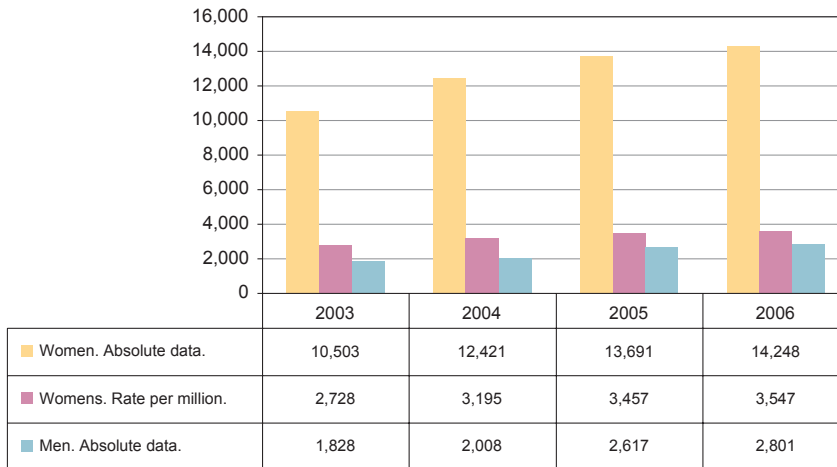
\*Data for 2005-2006



### 3.6. GENDER-RELATED VIOLENCE

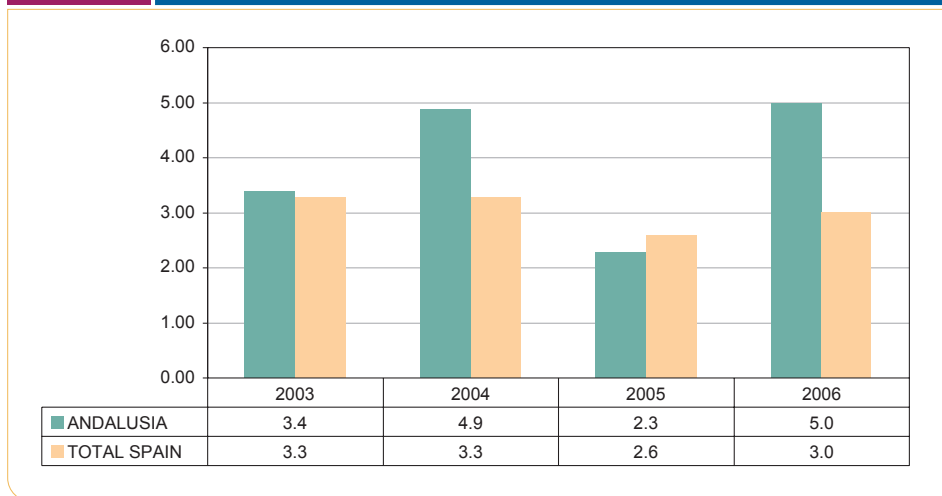
Accusations of gender related violence caused by partners or ex-partners continue with an upward trend, which may indicate, amongst other things, that women confide more in the institutions established for their protection.

**Graphic 3.63.** Accusations of domestic violence caused by partners or ex-partners in Andalusia



Source: Women's Institute based on data from the Ministry of the Interior and population data from the census.

**Graphic 3.64.** Women killed by their partners or ex-partners in Andalusia and Spain (rate per million women)



Source: Women's Institute based on data from the Ministry of the Interior and population data from the census.

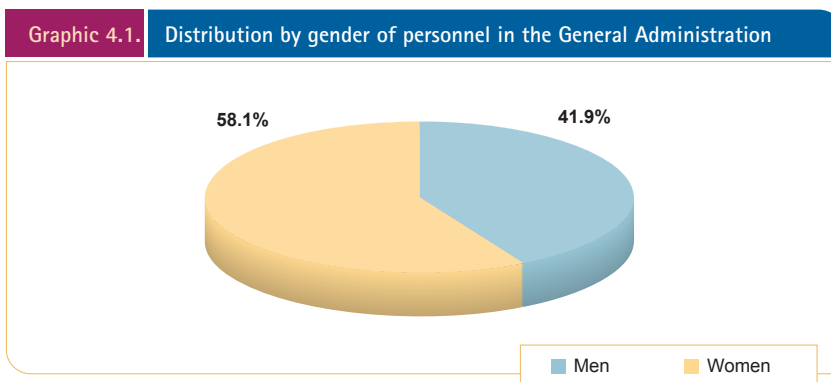
4

**REPRESENTATION IN  
AUTONOMOUS GOVERNMENT OF  
ANDALUSIA**



## 4.1. JOINT ANALYSIS OF PERSONNEL OF THE GENERAL ADMINISTRATION OF THE AUTONOMOUS GOVERNMENT OF ANDALUSIA

In order to carry out the study, high-ranking officers, civil servants and administrative personnel from the Autonomous Government have been included. However, a full list of the personnel from the Justice, Health and Education departments are included in Appendix 2 to this Report.



In September 2007, the total number of personnel employed by the General Administration stood at 47,683 people, more than half of which – 27,680 – were women.

In order to analyse the presence of men and women in the General Administration of the Autonomous Government, the Gender Representation Index (GRI/IRG) is used, which measures the relative presence of both genders working for the Autonomous Government, and is calculated as  $GRI = n^{\circ} \text{ women} / n^{\circ} \text{ men}$ .

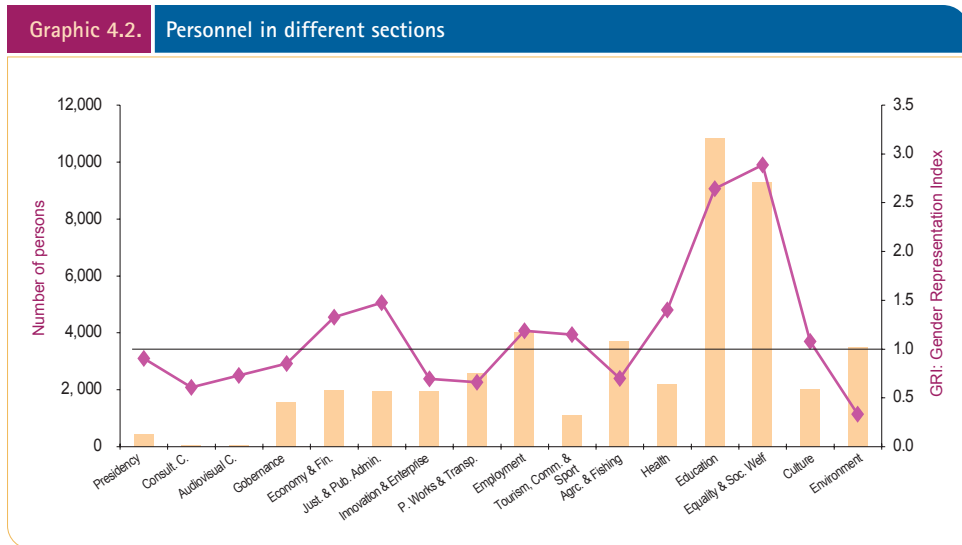
According to this formula, there would be a complete balance if the index is equal to 1. However, a representation is considered as relatively balanced if it varies between 0.67 and 1.50, a translation of the range of 40-60% for both genders that is commonly accepted, and is used as a reference by Fundamental Law 3/2007 of 22 March, on the effective equality of men and women, in establishing the criteria for balanced representation.

Beyond of this range of values, the index provides information on the presence of imbalances in the relative presence of both genders. Index values higher than 1.5 indicate a female presence of more than 60%, while values of lower than 0.67 indicate an over-representation of males.

In September 2007, the total personnel of the Autonomous Government stood at 47,683, more than half of which – 27,680 – were women. By budgetary sections, the regional ministries with the largest number of personnel are Education and Equality and Social Welfare, followed at a considerable distance by Employment, Health, Environment and Agriculture and Fishing.

The gender representation index is not homogenous by sections. Those with the greatest imbalances are Equality and Social Welfare (including the Regional Ministry and the Institutes of Women and Young People), Education and the Environment (including the Andalusian Water Agency). In the first two, the majority of their personnel are women, with a GRI of 2.9 and 2.6, while in Environment there is a disproportionate male bias (0.3).

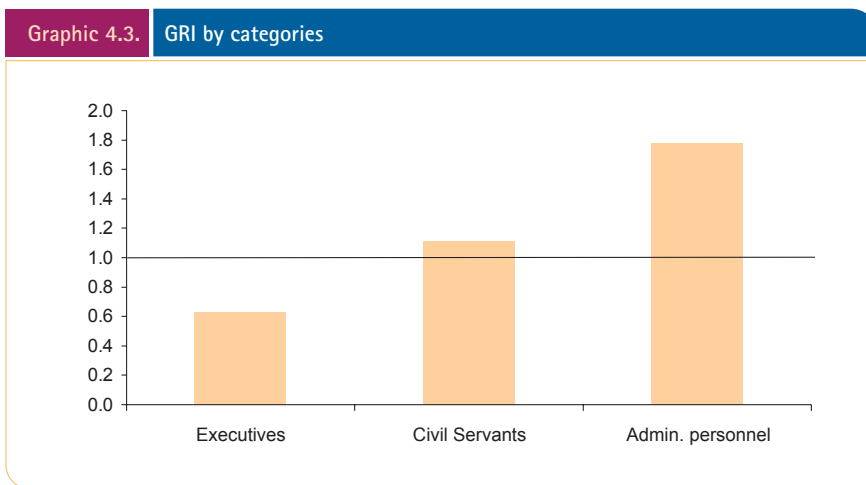
The sections with a more balanced structure are Justice and Public Administration (including the IAAP) at 1.5, Health (including the SAS) at 1.4, Economy and Finance (including the IEA) at 1.3, Employment (including the SAE) at 1.2, and Tourism, Commerce and Sport and Culture (including the patronage of the Alhambra and Generalife and the Andalusian Contemporary Art Centre), both at 1.1, the regional ministries of Presidency and Governance,



at 0.9, and 0.7 for the Audiovisual Council, Regional Ministry of Innovation, Science and Enterprise, Public Works and Transport, and Agriculture and Fishing.

## 4.2. DETAILS BY CATEGORIES

Differentiating by categories, the highest gender representation index is seen amongst administrative personnel, at 1.8, representing a higher presence of women. On the contrary, amongst high-ranking executives the index stands at 0.6, revealing a higher presence of men. In the case of civil servants, the relative presence of both genders is more balanced, with a value slightly above 1.1.





## PERSONNEL FROM THE GEN. ADMIN. OF THE JUNTA DE ANDALUCIA CATEGORIES

## EXECUTIVES

	M	W
	182	114

## CIVIL SERVANTS

LEVELS/ GROUP	A		B		C		D		E		TOTAL		
	M	W	M	W	M	W	M	W	M	W	M	W	TOTAL
30	92	41									92	41	133
29	46	27									46	27	73
28	420	259									420	259	679
27	292	154									292	154	446
26	349	182	150	91							499	273	772
25	1,228	815	816	451							2,044	1,266	3,310
24	30	40	107	59							137	99	236
23	220	150	306	134							526	284	810
22	699	988	113	72	273	290					1,085	1,350	2,435
21			1		45						46	0	46
20			181	118	565	361					746	479	1,225
19			1	2							1	2	3
18			544	769	645	450	715	1,767			1,904	2,986	4,890
17					16	13	60	77			76	90	166
16					413	216	448	750			861	966	1,827
15					827	1,176	10	29			837	1,205	2,042
14							1,748	3,218	7	1	1,755	3,219	4,974
13									24	4	24	4	28
12									99	84	99	84	183
<b>TOTAL</b>	<b>3,376</b>	<b>2,656</b>	<b>2,219</b>	<b>1,696</b>	<b>2,784</b>	<b>2,506</b>	<b>2,981</b>	<b>5,841</b>	<b>130</b>	<b>89</b>	<b>11,490</b>	<b>12,788</b>	<b>24,278</b>

M= Men W= Women

<b>ADMIN</b>			
<b>GROUPS</b>	<b>M</b>	<b>W</b>	<b>TOTAL GROUP</b>
I	478	677	1,155
II	605	1,584	2,189
III	2,063	3,304	5,367
IV	1,411	1,771	3,182
V	3,774	7,442	11,216
<b>TOTAL</b>	<b>8,331</b>	<b>14,778</b>	<b>23,109</b>

<b>TOTAL</b>		
<b>M</b>	<b>W</b>	<b>TOTAL</b>
20,003	27,680	47,683

On analysing the representation index by groups and categories, it may be seen that this considerably exceeds the upper value of the balance level 1.5 in groups II, III and V of administrative personnel, with the highest values found in groups II and V, at 2.6 and 2.0 respectively. Amongst civil servants, the highest imbalance is seen in group D, at 2.0. As this is the most numerous group it has a decisive effect on the final value of the index, although in other groups there may be a higher male presence.

#### **GRI BY CATEGORY, GROUP & SEX**

<b>CATEGORY</b>	<b>GROUPS</b>					<b>TOTAL</b>
	<b>A / I</b>	<b>B / II</b>	<b>C / III</b>	<b>D / IV</b>	<b>E / V</b>	
Exec. posts	0.6					<b>0.6</b>
Civ. Servants	0.8	0.8	0.9	2.0	0.7	<b>1.1</b>
Admin.	1.4	2.6	1.6	1.3	2.0	<b>1.8</b>
<b>TOTAL</b>	<b>0.9</b>	<b>1.2</b>	<b>1.2</b>	<b>1.7</b>	<b>1.9</b>	

### 4.2.1. EXECUTIVES

Amongst the executives of the Autonomous Government of Andalusia, women represent 38.5%. Although there are more female Regional Ministers (8) than male ministers (6), in the case of the heads of the vice-ministries, the difference is firmly in favour of men. This is also the case of the General Secretaries, 80% of whom are men.

The situation with the Technical General Secretaries is more balanced, but less so for the heads of the General Directorates and Government Delegations, where the GRI falls to 0.6. The distribution amongst Provincial Delegates rises to 0.7, and stands at 0.9 for other executive posts, both of which are fairly balanced situations.

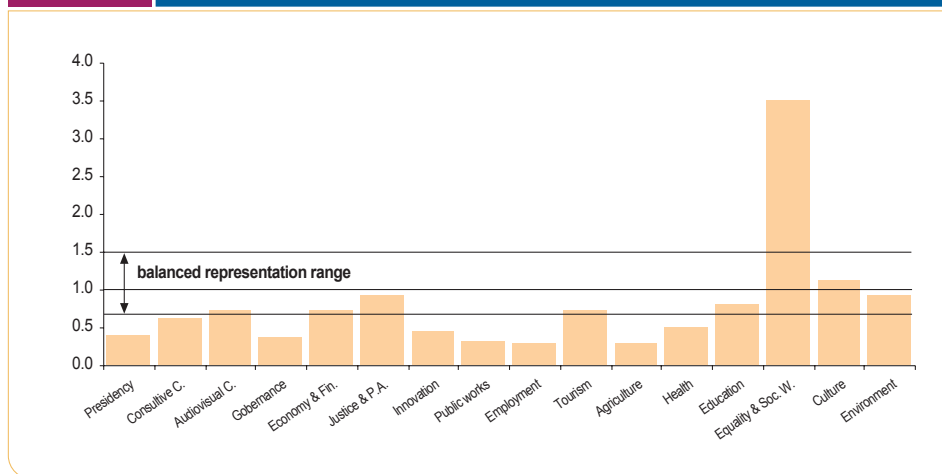
#### DISTRIBUTION OF EXECUTIVE POSTS BY GENDER

	MALE	FEMALE	TOTAL	GRI*
President Junta de Andalucía	1	-	1	0.0
Regional Minister	6	8	14	1.3
Vice-Minister	12	2	14	0.2
General Secretary	16	4	20	0.3
Technical General Secretary	7	7	14	1.0
Director General / Gov. Delegate	71	41	112	0.6
Provincial Delegate	58	43	101	0.7
Other Exec. posts	11	10	21	0.9
<b>TOTAL</b>	<b>182</b>	<b>114</b>	<b>296</b>	<b>0.6</b>

GRI: Gender Representation Index

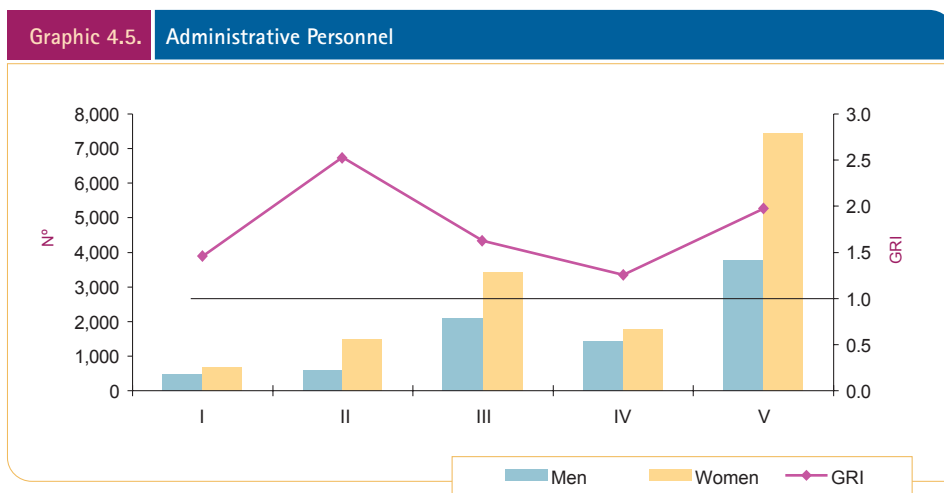
As regards the GRI for executives by sections, it is worth noting that the imbalances observed in the Regional Ministry of Equality and Social Welfare, with a value of 3.5; Employment, Public Works and Transport and Agriculture and Fishing, with 0.3, and Presidency, Governance and Innovation, Science and Enterprise, all with 0.4.

Graphic 4.4. Executives. GRI



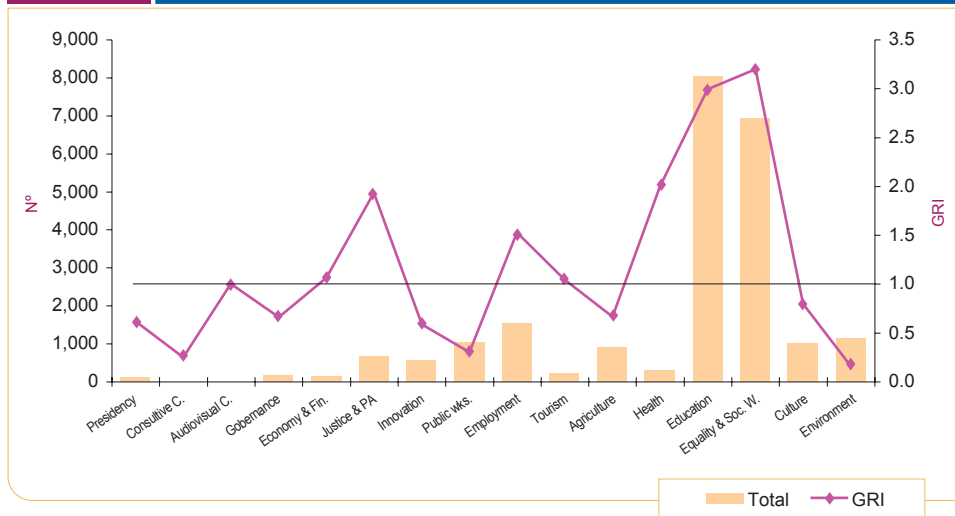
### 4.2.2. ADMINISTRATIVE PERSONNEL

In the case of administrative personnel, all of the groups have a GRI of more than 1. It is interesting to note the very high number of women in group II, with an index of 2.6, and also in the larger group V, with 2.0.



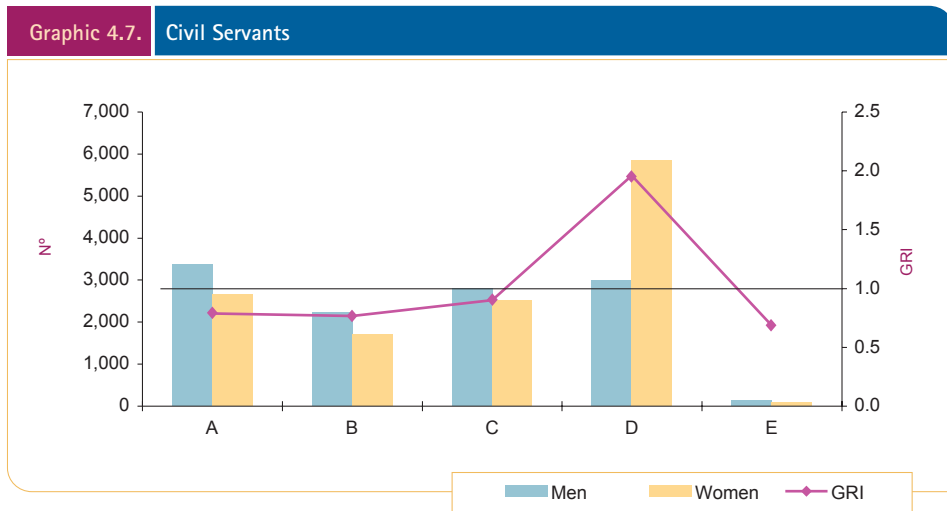
By budgetary sections, the Regional Ministries of Equality and Social Welfare and Education have GRI considerably higher than 1, at 3.2 and 3.0 respectively. This group includes the Regional Ministries of Health, Justice and Public Administration, with an index of 2 and 1.9 respectively, with a large number of women amongst their administrative personnel. The lowest values for the index are in the Regional Ministries of the Environment (0.2), and Public Works and Transport and the Advisory Council, both with 0.3.

Graphic 4.6. Civil servants by Regional Ministries



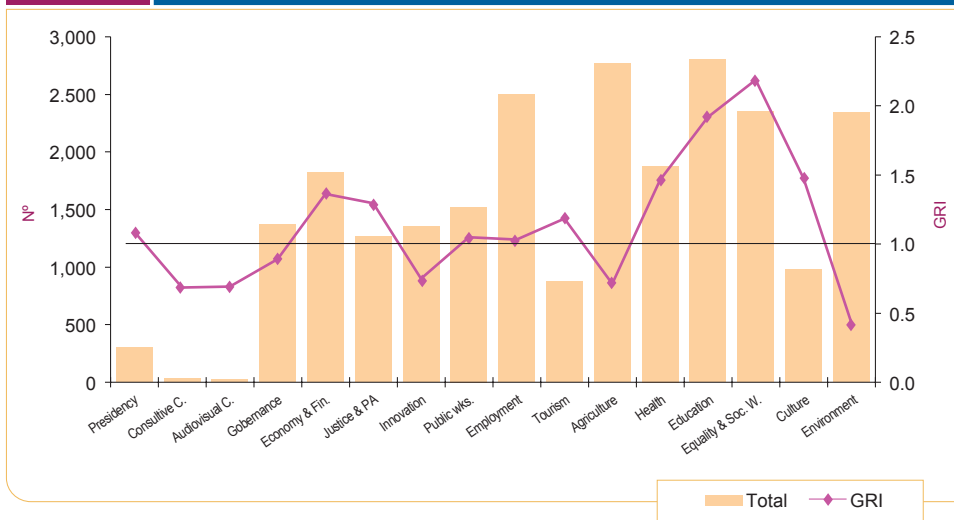
### 4.2.3. CIVIL SERVANTS

Making a detailed analysis of civil servants by groups, it may be seen that group D, the largest group, is also the only one with more women than men, and which contains the greatest imbalance. In the other groups of civil servants there is higher gender balance: group E has the lowest value on the index, at 0.7, while groups A and B are both at 0.8, and finally C with 0.9.



As with administrative personnel, the Regional Ministries of Education and Equality and Social Welfare have significantly higher GRI for their civil servants, at 1.5, 1.9 and 2.2 respectively. There is a reasonable balance in the Regional Ministries of Culture and Health (1.5), Economy and Finance (1.4), Justice and Public Administration (1.3), Tourism, Commerce and Sport (1.2), Presidency (1.1), Employment (1.0), Public Works and Transport (1.0), Governance (0.9) and the Advisory Council, Audiovisual Council, Innovation, Science and Enterprise and Agriculture and Fishing with 0.7. It should be noted, however, that the GRI for civil servants working in the Regional Ministry of the Environment is considerably lower than the reference limit (0.4), in the same way as the index for administrative personnel.

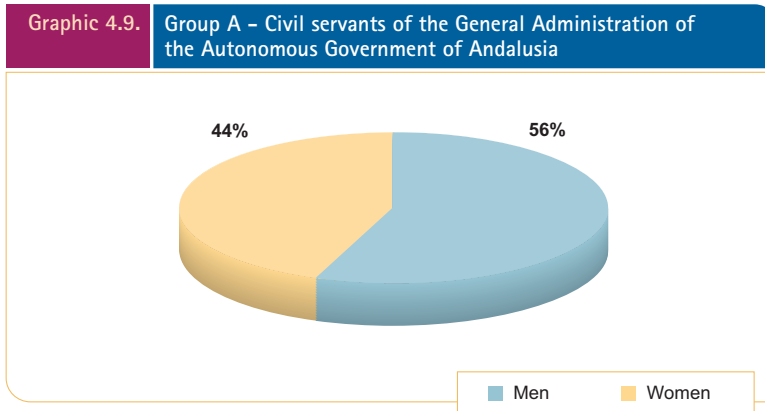
Graphic 4.8. Civil Servants by Regional Ministries





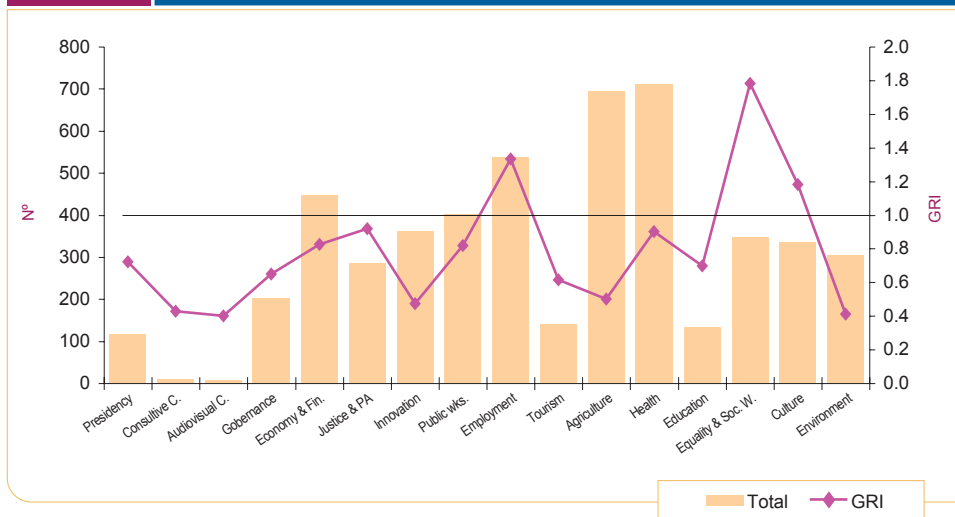
### Civil Servants in Group A

With the aim of obtaining conclusions on the presence of women in executive posts, the analysis focuses on evaluating the representation of men and women amongst group A, and particularly in the higher level (freely designated posts), as most decision-making processes and the highest responsibilities are concentrated at this level.



Group A is mainly male, representing 56% of its personnel. However, by sections, women civil servants from group A are a majority in the Regional Ministries of Equality and Social Welfare, with a GRI of 1.8. At the other end of the scale are the Regional Ministry of the Environment, the Advisory Council and the Audiovisual Council, which have the lowest value on the index, 0.4.

Graphic 4.10. Group A civil servants by Regional Ministries



### Analysis by ages and levels

An analysis of civil servants belonging to Group A of the Autonomous Government of Andalusia reveals that 77.9% belong to levels lower than 26, with 49.9% between levels 23 to 26. Of the rest, the highest proportion is between levels 28 and 29, at 12.5%, while the highest level, 30, only contains 2.2% of the total, with the rest belonging to level 27, at 7.4%. This is a logical structure in a pyramidal organisation of responsibilities such as a public administration.

By age groups, 85.2% of the personnel in this category is younger than 54, with a similar distribution of the proportion between those aged 35 to 44 and 45 to 54, at 31.2% and 31.7% respectively.

As would be expected in administrative posts, the youngest personnel (below the age of 34) are concentrated at the lowest levels, representing 50.9% of level 22, with none at level 30, although 7.8% are at level 28 and 29, and 9% at level 27.

Between levels 23 and 26, 68.3% are aged between 35 and 54, with a slightly higher percentage of those from 45 to 54, the same as with level 27, in which 40.8% correspond to this last group.

#### GROUP A - GENERAL ADMINISTRATION OF THE JUNTA DE ANDALUSIA

AGE GROUPS	LEVELS										TOTAL	
	22		23-26		27		28-29		30			
25-34	50.9	31.4	12.9	6.9	9.0	3.8	7.8	3.7	-	-	22.3	13.0
		19.5		6.0		5.2		4.1		-		9.3
35-44	29.9	17.5	32.2	13.8	31.3	15.0	29.8	13.3	31.5	12.0	31.2	14.8
		12.4		18.4		16.3		16.5		19.5		16.4
45-54	14.8	8.0	36.1	15.0	40.8	13.9	44.1	16.8	45.9	17.3	31.7	13.2
		6.8		21.1		26.9		27.3		28.6		18.5
55-64	3.9	1.7	16.4	3.5	16.4	1.8	16.6	4.3	20.3	1.5	13.1	2.9
		2.2		12.9		14.6		12.3		18.8		10.2
≥ 65	0.5	0.0	2.4	0.1	2.5	0.0	1.7	0.0	2.3	0.0	1.7	0.1
		0.5		2.3		2.5		1.7		2.3		1.6
TOTAL	100		100		100		100		100		100	
LEVEL	28.0	16.4	49.9	19.7	7.4	2.6	12.5	4.7	2.2	0.7	100	
		11.6		30.2		4.8		7.8		1.5		

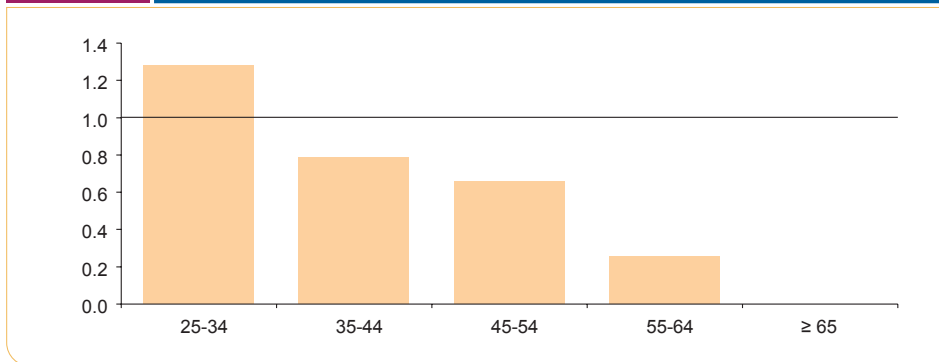
■ Women ■ Men

In levels 28-29 this tendency increases, and 44.1% of the posts with this classification are assigned to persons between the ages of 45 and 54, while 29.8% are for those between the ages of 35 and 44. Finally, at the maximum level, 30, 45.9% of the total posts are occupied by people aged between 45 and 55, and 31.5% by those aged from 35 to 44.

According to the structure by ages and administrative levels, people aged between 45 and 54, and to a lesser degree those between 35 and 44, mainly occupy the highest levels of administrative posts, not only as a result of their normal progress, but also because they form the most numerous groups.

With reference to the gender representation index, it is important to note that women only outnumber men in the youngest age group (younger than 34), while men form the majority in all of the other age groups, at higher levels as age increases.

Graphic 4.11. Civil servants, group A. Gender Representation Index by age

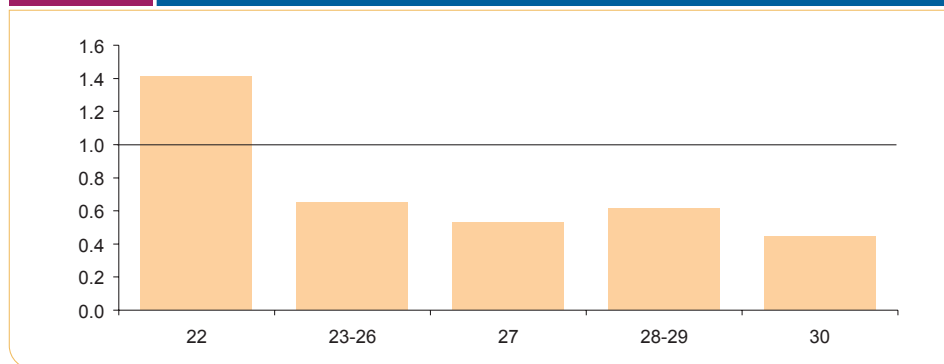


With regard to levels, in general terms the gender representation index is higher than 1 only at level 22, descends in levels 23 to 26 to 0.6, and again in 27 to 0.5. In the case of employees at level 28 and 29, the value of the index climbs to 0.6, then reaching a minimum at level 30 with 0.4. This means that the relative participation of women decreases with the level of responsibility.

Analysing the levels in more detail, 22 is the only level with more women than men amongst all of the age groups younger than 54 years of age, falling below 1 for those older than 54.

In the case of levels 23 to 26, their distribution by genders amongst the youngest is practically even, although in the other groups, the proportion of women in relation to men decreases as age increases.

Graphic 4.12. Civil servants group A. Index of Gender Representation by levels

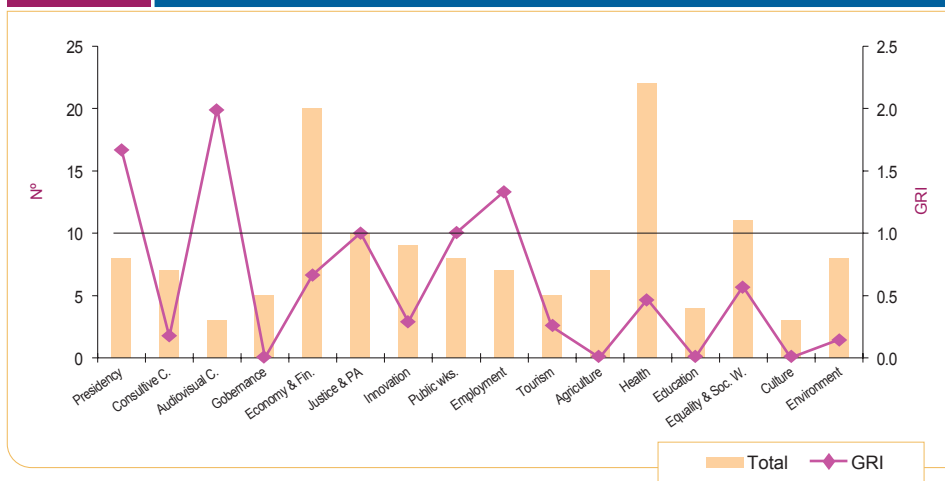


With reference to level 27, there are no age groups in which women have a higher relative participation than men, with the largest distance existing in the age group from 55 to 64, where women represent approximately one-tenth of the number of men.

The same occurs in levels 28 and 29, with participation rates for women lower than those for men in the groups younger than 44 years of age, becoming more emphasised as age increases, to the point where their gender representation index for the 55 to 64 age group stands at 0.3.

Finally, at level 30 the results are very similar to the previous. There is always a higher number of men, increasing with age. In the age group from 55 to 64, the index of representation is 0.1.

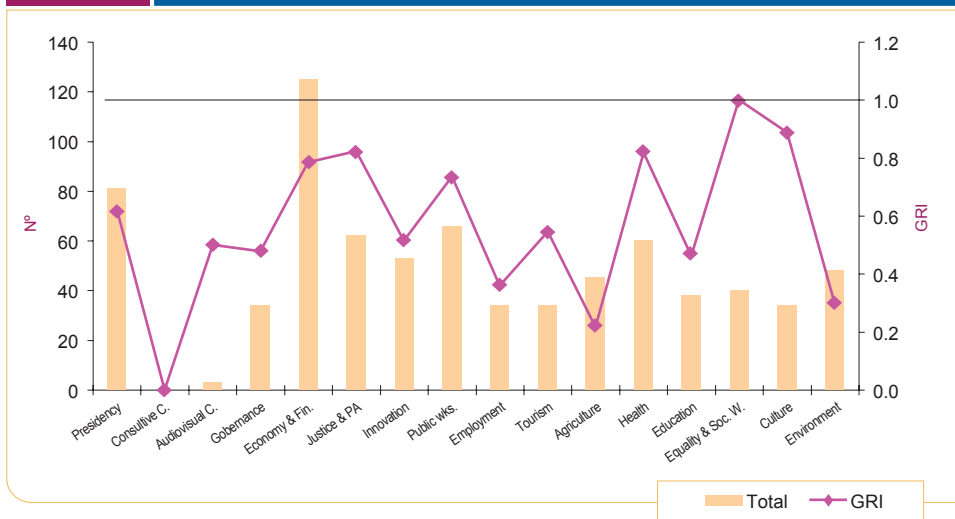
Graphic 4.13. Civil Servants at level 30



By budgetary sections, at level 30 the representation index has its highest value for the Audiovisual Council, with 2, followed by the Regional Ministry of the Presidency, with 1.7; Employment with 1.3, and Justice and Public Administration and Public Works and Transport with 1 each. The minimum value used for the index, zero, applies for Governance, Education, Agriculture and Fishing, and Culture.

In the case of levels 28 and 29, the results show that a level of I is only achieved in the Regional Ministry of Equality and Social Welfare, while the lowest indices are for the Ministries of Agriculture and Fishing (0.2), Environment (0.3) and Employment (0.4).

Graphic 4.14. Civil Servants. Levels 28–29



In order to carry out a more precise analysis into the relation between age and level within the administration, a relative presence index (RPI) has been produced considering feminine participation at each level according to the relative weight within their age cohort. This offers a summarised view of the levels in which presence of women is more or less proportional to their participation according to age groups. The relative presence index is calculated as follows:

$$IPR_{ij} = [M_{ij} / (M_{ij} + H_{ij})] / [\sum_i M_{ij} / (\sum_i M_{ij} + \sum_i H_{ij})]$$

$$\text{Example: } RPI_{27,35-44} = [ \text{Women } 27,35-44 / (\text{Women},35-44 + \text{Men},35-44) ] / [ \text{Women } 35-44 / (\text{Women}-44 + \text{Men}-44) ]$$

Applying this formula to civil servants in group A of the Autonomous Government of Andalusia would give the following result.

#### RELATIVE PRESENCE INDEX BY AGE GROUPS AND ADMINISTRATIVE LEVEL OF CIVIL SERVANTS IN GROUP A

	22	23-26	27	28-29	30
25-34	1.06	0.92	0.73	0.82	-
35-44	1.23	0.90	1.01	0.94	0.80
45-54	1.30	1.00	0.82	0.91	0.90
55-64	1.94	0.95	0.49	1.15	0.33
≥ 65	0.00	1.50	0.00	0.00	0.00

IE women > 1

This shows how women have a higher presence in relative terms (considered according to its importance within their age group) in all of the age groups in the lower level, 22 and level 27 between those of 35 and 44 years of age, as well as in levels 28 and 29 between women from 55 to 64 years of age.



## 5 RESOURCES



## INTRODUCTION

The section on resources completes the analytical model adopted by Gender Impact Commission for the evaluation of the Budgets of the Autonomous Region for 2008 from a gender perspective, whose other two basic axes are reality and representation.

This axis focuses its efforts on presenting the evaluation that each one of the budgetary sections makes of the objectives and actions they will implement throughout the financial year 2008 with the aim of advancing further in the area of equal opportunities between men and women in Andalusia.

As explained in the section on Strategic Advances, each budgetary programme has been classified according to criteria of relevance in relation to their capacity to progress in reducing inequalities between men and women. According to this classification, each programme in turn adopts a level of requirement defined by the classification assigned to it, with maximum level corresponding to G+.

This year, each Regional Ministry and the Autonomous Bodies belonging to them have been requested to carry out a three-pronged analysis, adopting the model proposed for the report as a whole: reality, representation and resources. This proposal, apart from having a pedagogical nature in the way it helps to systematise the information, makes it possible to visualise the information in an integral manner.

The '3R's' model, applied to the budgetary sections, represents:

- An evaluation of the inequalities that each of them has identified within the scope of the competences it has assumed.
- An analysis of the possible differences observed in the use of permits and licences by its personnel, granted in 2006.
- Finally, the management centres detail the specific measures contained in each budgetary programme to correct inequalities between men and women, placing special emphasis on those catalogued as G+: programmes of major interest due to their transformative capacity, capacity for impact, and recognised functional relevance.

Information is contained at the end of the document on the gender indicators, classified by budgetary policies.

## 01.00 REGIONAL MINISTRY OF THE PRESIDENCY

### INTRODUCTION

According to the contents of Decree 347/2004, of 25 May, modified by Decree 260/2005 of 29 November; this ministry is responsible for offering political and technical assistance to the President and any Vice-Presidents in terms of legal consultancy, and representation and defence in court actions relating to the Autonomous Region; protocol and ceremonial issues; competences relating to social communication, and the coordination of institutional information; economic and personnel administration for the Presidency of the Autonomous Government; the Secretariat of the Governing Council; the official bulletin of the Autonomous Government and consultancy and coordination work for official, institutional publications; coordinating the external actions of the Autonomous Government and development cooperation, and relations between the Governing Council and the Andalusian Parliament.

Most of these competences are developed horizontally and transversally, and are aimed at providing services for all of the administration of the Autonomous Government of Andalusia, with its actions firmly immersed in the principle of equal opportunities, a principle that has been given special emphasis by the Andalusian government in this current legislature.

It may be seen that all of the human and material resources dedicated for this purpose have progressed correctly in this direction, achieving a much higher level of requirements and commitments than in previous years.

The implantation and development of the G+ project against this backdrop has made it possible to define a route map of all of the budgetary programmes with regard to their importance in terms of gender equality, creating a scale that makes it possible to analyse the results obtained. The upper part of the scale contains programmes that are considered to be driving forces for change in terms of equality, while the bottom of the scale includes programmes of

little importance in this area. In our Regional Ministry, only one budget programme (out of a total of 6), specifically 82B, international cooperation, appears defined as a driving force for change, and for this reason will be analysed in section 3 below. As regards the rest of the programmes, as previously mentioned, due to the nature of the responsibilities of this Regional Ministry, we consider that they are of no major importance in terms of providing information on equal opportunities.

## RESOURCES

### 82B INTERNATIONAL COOPERATION

As mentioned in the previous section, only one of the programmes from this Regional Ministry – 82B, International Cooperation – is configured as a driving force for change in terms of equality (G+ classification), and so will be analysed in this section. This budgetary programme is implemented by the Andalusian International Cooperation Agency.

At present, this Agency is taking steps to make the gender perspective one of the main pillars of future international cooperation policies to be developed by the Autonomous Government of Andalusia, based on its only legal framework: Law 14/2003 of 22 December, on International Development Cooperation and the future Andalusian Development Cooperation Plan, which is currently at the approval stage.

Amongst the principles on which this policy is based, Article 2 of the Law refers to respecting and defending human rights and fundamental liberties, especially the right to equality for all human beings regardless of their gender.

This principle is defined in the text of the law, by considering the gender perspective as a horizontal priority by incorporating it as a basic criteria in evaluating the work of the Autonomous Government in international development cooperation projects aimed at achieving sustainable

human development, and also by considering the promotion of equal opportunities, with a special focus on the social integration of women, as one of the main sectorial priorities that should guide the lines of action of this policy from the Autonomous Government of Andalusia.

Furthermore, this legislation establishes that the policies of the Autonomous Government in international development cooperation matters should be organised through the Andalusian Development Cooperation Plan (ADCP), annual plans and operational programmes. It also establishes that the Plan should contain the objectives and priorities that guide this policy over a four-year period. The first ADCP will run from January 2008 until December 2011.

This Plan defines gender equity as a horizontal priority in Andalusian cooperation work, to be considered in all of the different types of cooperation policies according to the terms set out therein.

Based on a gender perspective in development, the transversality of the gender perspective in the ADCP will require a constant process of evaluating the different effects generated for men and women and in each of the interventions planned within the cooperation framework. This will guarantee that the strategic interests of women are taken into account in the different stages of managing cooperation work – planning, implementation, monitoring and evaluation – and as a result, will ensure that they benefit from their implementation in different areas. The aim, therefore, is to associate development with the promotion of equal relations and the elimination of any type of gender discrimination.

### Instruments to guarantee the inclusion of the transversal perspective of gender equality

The ADCP establishes that the inclusion of horizontal priorities in different types of cooperation work must be guaranteed through the following instruments, which are planned to be defined throughout 2008:

- Their inclusion in defining different instruments for planning cooperation work, especially in the Operative Programmes and Annual Plans. In order to achieve coherence between the principles, objectives, horizontal and sectorial priorities, financial commitments, etc., of the ADCP with the contents of the Operational Plans, a form will be produced which will take into account, amongst other elements, respecting the horizontal priority of gender equity included in this Plan, and which must be reflected in the different operational programmes that are approved.
- The definition and application of a specific monitoring and evaluation system that guarantees the inclusion of horizontal priorities in the different stages of cooperation, including gender equity, with the following instruments:
  - Defining a system of data disaggregated by gender.
  - Defining the structure of the impact study or previous diagnosis that must be carried out in order to analyse the initial situation of the gender perspective in the situation to be supported through cooperation work, and proposing measures aimed at guaranteeing their inclusion in designing interventions or programmes.
  - Defining the monitoring and evaluation mechanism with specific gender indicators that measure the effects of the planning instrument and the specific projects and programmes applied.
- Its incorporation in the system for applying the basic criteria in order to evaluate the relevance of the cooperation projects and programmes in different calls or collaboration agreements, supporting other agents for development cooperation.



- Training, awareness programmes and diffusion of the gender perspective and other horizontal priorities amongst the different development cooperation agents.
- Strengthening the technical capacity of the Regional Administration, and especially that of the ADCP, to permanently deal with horizontal priorities, including the gender perspective, through specialised lifelong learning programmes for personnel directly involved in applying horizontal priorities, awareness programmes for all other personnel on these priorities, and the creation and progressive reinforcement of specific units for each of the horizontal priorities of the Agency.

Together with the horizontal priority of the gender programme, the PACODE programme includes carrying out specific interventions aimed at helping people suffering from social exclusion, most importantly women.

Based on the experience accumulated in Andalusia on equal opportunities policies for men and women and the international framework of development, the PACODE considers the following type of interventions as a priority, which will be implemented from the moment it comes into effect:

- Institutional strengthening and technical assistance for the national structures established to achieve gender equality, with the aim of covering the following tasks:
  - Designing equal opportunities plans.
  - Creating gender units aimed at introducing and implanting the principle of equality.
  - Implanting the integral gender approach in public administrations.
  - Creating municipal gender offices aimed at providing services for promoting the civil, political, economic, social and cultural rights of women; for literacy, training and guidance.

ce for employment, with a special focus on sectors traditionally reserved for men; supporting and accompanying women wishing to start businesses; special integral attention services for women in rural areas and indigenous women; legal and psychological support for women who have suffered sexual aggression; information services on health, with a special focus on reproductive health.

- Creating and diffusing awareness, training and education programmes aimed at the public on gender equality and the elimination of sexist behaviour and clichés in all areas.
- Designing and applying action plans for the eradication of gender-related violence.
- Promoting cultural awards for work created by women s.
- Strengthening the associative fabric that works on gender equality from different areas, and support for achieving its initiatives.
- Programmes and positive actions as a complement of the transverse approach connected specifically with health, education, food, access to employment and productive activity, and participation in political life, with rural and indigenous women as a priority.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day .	0	0	0
Birth, adoption or fostering, pre-adoptive or permanent.	1	7	8
Caring for children under 16 months of age.	0	20	20
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	56	63	119
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	1	4	5
Infectious or contagious illnesses in children younger than 9.	2	9	11
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	0	5	5

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	0	2	2
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 06.00 AUDIOVISUAL COUNCIL OF ANDALUSIA

### INTRODUCTION

The enormous influence the media has on the population and its effect on the creation of opinions in the complex cultural and social backdrop we have created, is an undeniable reality. Forty percent of Spaniards watch more than six hours of television a day, a significant reason for citizens to be concerned for its contents to be interwoven with democratic values and principles, so that they do not hinder the widely shared objective of achieving an egalitarian society.

The Audiovisual Council of Andalusia works to face up to this challenge, with following two objectives directly related to gender equality included amongst its functions, as defined in the legislation that brought it into existence, Law 1/2004 of 17 December, and in its basic regulations and guidelines:

- Adopting the necessary measures within the framework of its responsibilities to neutralise the effects of diffusing messages by including them in programmes or advertising that are an affront to human dignity and the principle of equality, particularly when these messages or contents are shown at times when children or young people are watching the television, and re-establishing the principles that have been affected in this way.
- Promoting gender equality in the Autonomous Region of Andalusia through activities, social models and non-sexist behaviour in the programmes offered in the region, as well as in the advertising shown.

This is a clear indication of the importance of the work of the Council and of the budgetary programme it is responsible for, in achieving equality between men and women.

## RESOURCES

### IIH AUTHORITY AND AUDIOVISUAL CONSULTANCY

The Audiovisual Council only has one budgetary programme, entitled IIH, Authority and Audiovisual Consultancy, with the main objective of keeping watch to ensure freedom of expression, the right to truthful information, and the plurality of information, guaranteeing respect for human dignity and the constitutional principle of equality.

The Council currently has three essential instruments to carry out its functions in the area of gender equality, ensuring compliance with the law, and planning and regulating the audiovisual market, which are:

- The monitoring and control system for operators broadcasting in and for Andalusia.
- The Viewers' Defence Office
- Producing reports and studies on the audiovisual sector.

A description follows of the most important lines of action implemented in this area during 2007, together with the main conclusions obtained on the causes of inequality in programming..

An initial line of activity of the Council was the creation and publication of the first Audiovisual Barometer for Andalusia, aimed at discovering the opinions and expectations of men and women in the region with regard to the audiovisual media.

This opinion poll included the gender variable in all of its questions, providing an overview of the complex and varied range of opinions on the different themes included and habits of use, not only from a gender perspective, but also based on age and residence in rural or urban areas.

One of the first conclusions obtained from this survey was that nine out of every ten people interviewed, 88.4% out of a total of 1,500 people, believed that the media influence the opinions of the population to some extent.

Another important piece of data obtained was that 60% of the population consider that the television and radio favour equality between men and women, while 35% considered the opposite to be true. Women are more critical of the role played by the media, a criticism that increased in line with the educational level of the interviewees.

It is interesting to note that the opinion that the media favours equality does not correspond with the results of other studies and research carried out in recent years in the audiovisual sector. The statistics and analyses reveal that women are discriminated against as workers and as subjects for information, as well as the diffusion of stereotypes, the use of sexist language, and social models that do not exactly contribute towards changing society.

Also, in 2007 the Audiovisual Council published a quantitative and qualitative study of 229 adverts for toys shown on television in the region over the Christmas period, and obviously aimed at children. The conclusions were worrying, considering that 61% received a negative or very negative evaluation, and only 9% were considered positive.

The study revealed that publicity aimed at children is conservative, sexist, and breaks the self-regulating codes adopted by the sector, while not breaching any official standards.

In 2007 the Council introduced a monitoring system which made it possible to record and watch some 600 hours of television broadcast every day by the public regional operator and local stations covering areas with more than 100,000 inhabitants, distributed throughout the whole of Andalusia, as well as those broadcast by the national stations in the region. Once the project is fully developed, a total of 1,200 hours of television and 1,000 hours of radio will be viewed and recorded every day. The aim is to check if standards are being met, especially during times when children's programmes are shown, and to carry out studies that support the decisions, recommendations and instructions aimed at the sector.

During the months of May, June, July and August, a total of 79 alerts were analysed as a result of broadcasting sexist content on local and regional operators, and during opt-outs for state networks.

The Viewers' Defence Office also receives and processes complaints, suggestions and requests from the public relating to the audiovisual sector. Between January 2006 and August 2007, a total of 150 complaints were received, of which only four referred to sexist content in programmes.

Amongst the actions planned by the Council for 2008 to achieve gender equality in the area of influence of programming, the following are of particular importance:

- The General Audiovisual Barometer for Andalusia 2008.
- A working group with representatives from the media, advertising agencies and toy manufacturers to change the discourse directed at young viewers.
- Carrying out an integral study on Infancy and Television, including the gender variable in all of its sections.
- A grant is available for 2007 and 2008 for studying gender and sport on television.
- Producing studies and general recommendations for the media on gender equality in radio and television programmes.
- Producing specific studies, such as those dedicated to sexist publicity, the image of women in sport, and actions connected with the First Integral Action Plan for disabled women in Andalusia for the period 2008-2013.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	0	0
Birth, adoption or fostering, pre-adoptive or permanent.	0	1	1
Caring for children under 16 months of age.	0	0	0
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	0	1	1
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	0	0	0
Infectious or contagious illnesses in children younger than 9.	0	0	0
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	0	1	1

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	0	0	0
Voluntary leave for family reunification	0	0	0
Leave for violence committed against female Civil Servants.	0	0	0



## 09.00 REGIONAL MINISTRY OF GOVERNANCE

### INTRODUCTION

The regional ministry of Governance adapts its actions to the policies and areas for which it is responsible within the framework of economic planning.

Article 1 of Decree 199/2004, of 11 May, establishes the competences of the Regional Ministry of Governance, defined as:

- The Andalusian Police Force, coordination of Local Police Forces, Emergency and Civil Protection Services, Safety and Elections.
- The planning, implementation and control of all measures referring to Local Administration (in reference to the supervision of competence in local matters).
- Gambling, public spectacles and recreational activities.
- The coordination of migratory policies.
- Volunteer work.
- Consumer affairs.
- The coordination of policies supporting Andalusians living abroad and the communities in which they are organised.

The budgetary programmes considered as relevant and classified according to the gender perspective are the following:

- Coordination of migratory policies (G+).

- Volunteer work (G).
- The coordination of policies supporting Andalusians living abroad and the communities in which they are organised (G).
- The Andalusian Police Force, coordination of Local Police Forces, Emergency and Civil Protection Services, Safety and Elections (G).

The policies implemented will be aimed at achieving the objectives of equality, eliminating discriminatory behaviour.

## RESOURCES

### 22B SAFETY AND CIVIL PROTECTION

Integral Safety and Security continues to be a priority activity aimed at protecting individuals and property, and maintaining public order. This system does not only involve the different security forces, but also the different collectives working for the emergency services in the region.

The autonomous region of Andalusia has a relevant role in this area, through its exclusive responsibilities and those carried out in collaboration with the civil, regional and local authorities.

The main actions planned for 2008 from a gender perspective include:

- The protection of victims of gender related violence and young people, guaranteeing their rights and safety.

- The curriculum of the training school for local police forces will include themes on gender-related violence, together with seminars and conferences on this issue.
- The 112 emergency telephone service has a proportionally higher number of women employees in comparison with the average for the region.

### 31H VOLUNTEER WORK

Decree 199/2004 of 11 May, approving the structure of the Regional Ministry of Governance, defines the Andalusian Volunteer Agency as having the responsibility for promoting and coordinating the work of the different regional ministries in the area of volunteer work.

During 2008, these different actions will be included in the II Andalusian Volunteer Work Plan 2006-9, with the following areas focusing on equal opportunities between men and women:

#### AREA I: AWARENESS AND PROMOTION.

- Recognition of the role of women in the associative movement of Andalusia through its participation in the annual volunteer work awards.
- Vindication of the principles of equality and co-existence as part of the process of judging texts entered for the “Solidarity in Letters” literary competition for Andalusian schoolchildren.
- Involvement of the feminist movement in the different areas of participation in the Andalusian Volunteer Work Congress.
- Carrying out campaigns to encourage volunteer work by women.

## AREA II: RESEARCH AND TRAINING.

- Participation by associations related to gender issues in the annual training plan, and promoting social programmes from a gender perspective.
- Identifying the profile of volunteers, with special focus on gender differences in defining the role of volunteer workers in our society.
- Participation of women's associations in calls for the acquisition of new computer equipment and technology.
- The study currently being carried out by the Andalusian Volunteer Work Observatory of the Pablo de Olavide University on volunteer work in the rural environment will include a section on the representation of associations connected with gender in rural areas.

## AREA III: COOPERATION AND COORDINATION.

- Promoting supportive initiatives in enterprises in favour of causes connected with the equality of men and women
- Participation by women's associations in activities promoted through the collaboration agreement between the Regional Ministry of Governance and the Provincial Authorities, reinforcing the level of participation of these associations at municipal level.
- Financing will be provided for non-profit making organisations and public universities in the region to carry out projects aimed at promoting, raising awareness, training and producing studies on volunteer work amongst women.
- Associations connected with gender issues are included in the Andalusian Council and Provincial Volunteer Work Councils.

- In the General Registry of Volunteer Bodies in Andalusia, a section will be added for the inclusion of associations working for gender equality.

### 3|J COORDINATION OF MIGRATORY POLICIES

Decree 199/2004 of 11 May attributes the General Directorate for the Coordination of Migratory Policies with the function of promoting and coordinating public policies from the different regional ministries focused on the social consequences of migratory phenomena of any origin, and in particular coordinating actions carried out in the area of healthcare, social work, culture, education, employment, or any other related area of intervention.

These responsibilities will be carried out by the General Directorate for the Coordination of Migratory Policies with the aim of creating the necessary conditions for the true integration of immigrants in our region, with the same rights and liberties as other citizens.

Decree 92/2006 of 9 May approved the II Integral Plan for Immigration in Andalusia 2006-9. This plan includes the stipulation that all actions carried out shall include the gender perspective as a transversal element. It also declares having the specific objective of “Defining the reality of the immigrant population from a gender perspective”, adding that “the research process calls for exploring the situation in all of its different facets, meaning it is necessary to include the gender perspective in all of the studies carried out. This will make it possible to comprehend the immigration process in all its complexity, to design policies that contemplate the reality of male and female emigrants, their relations and influences, and the prevention and elimination of all kinds of discriminatory conduct.” In order to achieve this objective, the integral plan will promote research activity on the phenomenon of immigration from a gender perspective.

In order to achieve these objectives, without prejudice to the transversal nature of the gender perspective in all of the different actions to be carried out, a series of specific actions will be carried out by this General Directorate, including the following:

- Organising meetings, courses and seminars aimed at raising awareness of the situation and evolution of immigration as a social phenomenon. This will include the organisation of a regional seminar, analysing education in equal treatment. The gender perspective will be included in all of these events.
- Publication of the books “Identification and characterisation of the main migratory movements between northern Morocco and southern Andalusia” and “Territorial analysis and immigration. El Puche and the 200 houses”. The gender impact will be evaluated in both publications.
- Publishing leaflets, press announcements and merchandising to promote the different awareness programmes. The gender perspective will be taken into account in the design of these materials.
- Studies aimed at raising awareness about immigration, including the gender perspective. These will include a study on immigration in the urban context of Andalusia.
- The eighth edition of the Andalusian Migration Awards, stimulating the work carried out by different associations, companies and individuals in favour of the social integration of immigrants. The gender perspective will be taken into account in the design, organisation and promotion of this event.
- Creating units to promote equality in the different Regional Ministries, in which the gender perspective will play an important role.
- Perfecting the digital information system for immigration in Andalusia, which will include the gender perspective.
- Associations connected with gender issues will be included in the Andalusian Forum on Immigration and the Provincial Forums on Immigration. These will promote the equal composition of men and women, as established in Article 140 of Law 18/2003 on Physical and Administrative measures.

- Providing funding for Andalusian universities, local corporations and non-profit making organisations as part of the 2008 budget to produce work focused especially on women (studies, awareness programmes, training, creation of employment, etc.).
- The organisation of a training course on the supervision and management of associations with an intercultural perspective, with the participation of associations supporting immigrants in the region, which will specifically include the gender perspective (the European REDES project).
- Organisation of a meeting for researchers into immigration and associative management, which will specifically focus on the influence of gender (REDES project)
- Creating a database on good practices in managing intercultural projects, with special attention focused on the gender perspective (REDES project)
- As part of the European FORINTER II programme, a series of training courses on intercultural issues will be offered throughout Andalusia, including specific contents related to gender. In this case, the coordination team established for this purpose is represented by the Andalusian Women's Institute (FORINTER II Programme).
- Publication of the collection "Notes on Interculturality", which will include the gender perspective (FORINTER II Programme).
- Creation of a study on the opinions and attitudes of the Andalusian population on immigration, in which the gender perspective will be one of the main variables for analysis (European OPAM Project).
- Carrying out a social awareness campaign aimed at promoting the integration of immigrants in society and the labour market, focusing on the equal rights of men and women. The gender factor will be included in radio adverts and posters in the distribution of characters, situations and roles. (European Social Awareness Programme).

### 31K ANDALUSIANS ABROAD

Actions in this area are focused on all of the Andalusians living abroad, and the recognition of the important social and cultural function of the different communities in which they are organised.

The actions implemented with a gender perspective continue on from previous programmes, with the following new features to be implemented in 2008:

- Through funding, to promote activities carried out by the different Andalusian communities outside of our region which are officially recognised. Funding will be offered on a yearly basis, awarded as a result of the participation of young people and women in the different projects requested.
- Strengthening the associative movement of residents outside of our region through training courses in Andalusia and in the different areas where there are Andalusian associations, which usually have a higher rate of participation by women than men.
- Consultancy and information services for Andalusian communities, as well as organising information campaigns on services from the public administration aimed at Andalusians in foreign countries.
- Diffusion of a documentary on the situation of Andalusians who have emigrated to different parts of the world, produced in 2007.
- Giving priority to the participation of women in the II Meeting for the Elderly in Andalusia to be held in 200.



## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	6	6
Birth, adoption or fostering, pre-adoptive or permanent.	0	16	16
Caring for children under 16 months of age.	12	21	33
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	150	226	376
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	57	88	145
Infectious or contagious illnesses in children younger than 9.	9	30	39
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	4	28	3 2

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	2	2	4
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 10.00 REGIONAL MINISTRY OF ECONOMY AND FINANCE

### INTRODUCTION

The regional ministry of Economy and Finance is responsible for supervising budgetary programmes which are characterised by their apparent neutrality; however, they make significant contribution to achieving the objective of equality between men and women, due to the type of responsibilities it has.

The credits contained in the programmes of Section 10 are not specifically or directly aimed at women or men; the lines of action defined in this Regional Ministry have a real and noticeable impact on Andalusian society.

Promoting economic activity, producing, monitoring and evaluating budgetary policies, financial or tax-related policies or planning the economy of the Autonomous Region of Andalusia are all decisive areas of activity, and essential in order to achieve effective equality.

The order issued for the creation of the 2008 Budget emphasis equal opportunities between men and women as a focal element for economic growth, also indicating the promotion of equality as one of the main areas that contributes towards increasing productivity.

More than offering a direct service to the public, the Regional Ministry of Economy and Finance carries out many of its functions in a horizontal and transverse manner, by promoting and coordinating economic policies, developing consultancy projects and reports on economic matters that help other Regional Ministries in progressing towards the elimination of inequality between men and women.

## RESOURCES

### 61A DIRECTION AND GENERAL SERVICES

Within the framework of Programme 61A, Direction and General Services, the General Technical Secretariat, responsible for this programme, provides human resources for other administrative centres in order to achieve the objectives of this budgetary section.

As shown in previous reports, this programme has a significant impact in terms of gender issues, although a low impact in terms of population, as its area of application is mainly focused on the personnel of the Regional Ministry of Economy and Finance.

Together with the opening of the Educational Attention Centre of Torretreiana, the Secretariat has carried out the following actions:

- The production of different publications, including the diffusion of the Gender Impact Evaluation Report for the 2007 budget, distributing some 3000 free copies, and increasing the number of publications of relevance in terms of equality matters, increasing by 44.6%, compared to 41.9% in 2006.
- In the area of training, the first edition of the course entitled “Budgets and Gender in Central Services” was held, followed by a series of training actions in the Provincial Delegations of the Regional Ministry, aimed at raising awareness amongst their personnel on the lines of action being developed by the Autonomous Government of Andalusia.

The Secretariat also carried out important work offering coordination, consultancy and support services for the other Regional Ministries through the Gender Impact Evaluation Commission, whose operating costs are charged to the Direction and General Services Programme.

In 2008, internal training and awareness programmes on gender issues will continue to be offered to personal within the Regional ministry and in other ministries, through workshops and conferences.

## 61B ECONOMIC POLICY

The General Secretariat of Economy is responsible for acting as an interlocutor with the social and economic agents of Andalusia, resulting in a series of agreements signed by these agents and the Andalusian Government.

The VI Social Agreement for Andalusia is currently in place, covering the period up to the end of 2008. This agreement establishes motivating the incorporation of women into the labour market as one of its main objectives, increasing their activity rate to around 85% of the European average.

In its Implementation and Monitoring Report, which presents the results of the VI Agreement for 2005-6, it is possible to see the advances achieved through the evolution of the objectives and the available socioeconomic indicators, specifically in the incorporation of women into the labour market, having increased their activity rate to 87.1% of the European average, reaching a total of 1,158,720 women occupied in 2006.

## 61C ECONOMIC PLANNING

The General Directorate for Planning focuses its activities on producing the Economic Planning for the Autonomous Region, as well as planning and monitoring public investments.

Programme 61C, supervised by this General Directorate, includes contributing towards equal opportunities, positive action and transversality in the application of public policies through economic planning.

With this goal in mind, the new economic plan entitled “Competitiveness Strategy for Andalusia 2007-13” includes equal opportunities amongst its horizontal strategies. It defines gender equality as a necessary condition in order to achieve the objectives of growth, employment and cohesion.

## 6.1 D BUDGETARY POLICY

The General Directorate of Budgets continues to work on processes aimed at introducing the gender perspective into the budgets of the Autonomous Region of Andalusia.

In 2007 a new strategy was defined which took shape in the G+ Project, an initiative that defines a specific working methodology that makes it possible to analyse, progressively and consistently, the sensitivity and relevance to gender of the different budgetary programmes included in the Budget of the Autonomous Region of Andalusia.

The scope of this methodology includes a systematic analysis of the actions contained in the budgetary programmes, which are financed by the region’s budget.

The G+ system arose as a result of a series of consultations carried out in the first half of 2007. It has different sources of information: the self-perception of each administrative centre, the evaluation they make of other centres, the opinion of a group of experts, and the consensus of academics and national and international institutions in this field, on the policies considered to be driving forces for change in equal opportunities between men and women.

The classification of the budgetary programme calls for a series of demands in certain areas according to their relevance in terms of gender. Although the project is sequential and progressive, some of the requirements have already been successfully included in the budget for 2008.

For more detailed information on this project, see the section entitled “Advance Strategies” in this report.

In the area of awareness and training, the General Directorate of Budgets has taken part in workshops and other events on introducing the gender perspective in the budget, and carries out awareness actions in relation to gender, organising meetings at national and international level.

Also, through the General Directorate of Budgets, the Regional Ministry of Economy and Finance provides technical assistance to Uruguay in including the gender perspective in the national budget, in collaboration with United Nations Development Programme.

Efforts for the financial year 2008 will be focused on advancing towards a sustainable model of budgets with a gender perspective, increasing the permeability of the organisational structure of the Autonomous Government to analyses of this kind, promoting awareness and training, and paying particular attention to budgetary programmes that have the greatest relevance in terms of gender. In this sense, special emphasis will be placed on:

- Awareness actions on the social and economic benefits derived from including the gender perspective in the budgets for the Autonomous Region of Andalusia.
- Producing methodological documents that help to establish procedures to analyse the actual situation and gender impact in the area of budgetary programmes.
- Technical assistance for all of the different administrative levels of the Autonomous Government on the inclusion of the gender perspective in budgetary programmes.
- Technical assistance for other Autonomous Regions and national governments on these issues.

## 6.1K COORDINATION OF EUROPEAN FUNDS

Although funds from the European Union must be implemented according to the principle of equal opportunities, these are absorbed by different programmes, with the administrative bodies responsible for applying the principle of equal opportunities in actions co-financed with European funds.

The most relevant actions in terms of gender issues in programme 6IK are focused on:

- Producing reports to verify if executives are complying with Community policies on equal opportunities with funds from the European Union, 160 in this financial year.
- Publishing 6 articles related to promoting equal opportunities between women and men.
- Diffusing equal opportunities policies in actions with co-financing from European funds

#### 6IL COORDINATION AND CONTROL OF THE FINANCES OF THE AUTONOMOUS REGION

The General Secretariat of Finance is responsible for promoting and coordinating financial policies and treasury matters for the Autonomous Government of Andalusia.

As the general Secretariat of Finance coordinates these policies, their relevance in terms of gender equality is low.

However, a series of actions in relation to gender issues have been implemented in this area, through the General Directorate of Taxes and the Tax Inspectorate:

- Obtaining fiscal information disaggregated by gender.
- Implementing regulations through measures that especially benefit women and avoid inequality.

However, the specific activity carried out by this administrative centre is not aimed either directly or indirectly at individuals, and is of low relevance with regard to gender impact.

## 6.1.1 TAX INSPECTION AND SUPERVISION

The General Directorate of Tax and Tax Inspection has worked in recent years with data bases to analyse tax information within their area of competence from a gender perspective, providing a deeper understanding of the socio-economic reality of our region.

The State Tax Agency also provides information by gender on personal income tax paid by individuals in Andalusia and their income.

This year, the progress made by including the gender variable in our information systems has made it possible to make an initial analysis of the real situation of Andalusian taxpayers in areas in which gender studies are pertinent.

The first objective revealed situations of inequality that could be changed through the authority attributed to the Autonomous Region, with regard to its own taxes and those transferred to it by the State.

Although the results will be published shortly by the General Directorate of Taxes and the tax inspectorate, we are able to present an advance on the information obtained by gender, for all of the taxes that must be paid by individuals, as shown below:



**PERSONAL INCOME TAX**

NUMBER OF TAX DECLARATIONS 2005 - 2006

	MEN	%	WOMEN	%	TOTAL
Individual	967,696	53.4	844,863	46.6	1,812,559
Joint Couple	817,989	89.7	94,159	10.3	912,148
Joint, Single Parent	32,779	37.9	53,792	62.1	86,571
<b>TOTAL</b>	<b>1,818,464</b>	<b>64.7</b>	<b>992,814</b>	<b>32.3</b>	<b>2,811,278</b>

Source: AEAT

**PERSONAL INCOME TAX**

NUMBER OF DECLARATIONS 2005 - 2006

	MEN	%	WOMEN	%	TOTAL
Total positive declarations	40,474	46.6	46,395	53.4	86,869
Positive declarations	38,945	46.4	45,006	53.6	83,951

Source: AEAT

**INHERITANCE AND DONATION TAX**

FINANCIAL YEAR 2006

	MEN	%	WOMEN	%	TOTAL
<b>INHERITANCE MORTIS CAUSA</b>					
Total declarants: heirs	51,532	45.3	62,158	54.7	113,690
<b>INHERITANCE INTERVIVOS</b>					
Total declarations - Beneficiaries	5,692	50.3	5,616	49.7	11,308

Source: SUR (Sistema Unificado de Recursos)

**TAX ON ONEROUS TRANSFERS OF ASSETS AND DOCUMENTED LEGAL ACTS**

NUMBER OF DECLARATIONS, END YEAR. 2006

	MEN	%	WOMEN	%	TOTAL
Total declarations mod. 600	646,600	73.4	233,968	26.6	880,568

Source : SUR (Sistema Unificado de Recursos)

We expect that this line of investigation will contribute towards this Regional Ministry achieving higher levels of productivity to help with the economic development of our region, with the different specialists providing data that has not been available until now for analysis.

## 6 IE INTERNAL CONTROLS AND PUBLIC ACCOUNTS

The General Audit Department included in its plan for auditing, financial controls and permanent financial controls for 2007 a series of measures aimed at evaluating the different situations of equality or inequality existing in public enterprises subject to permanent financial controls. As part of its work it has sent a survey to the human resources departments of the different enterprises it participates in directly or indirectly, to verify the following aspects:

- Participation by women by no less than 40% in the legally representative bodies for workers.
- Verifying if equality policies are applied in the recruitment process, with a description as necessary.
- Verifying if there are significant differences in terms of the methods of contracting work between men and women, describing the situation.
- Analysing the quantitative differences that exist between the percentage of men and women, globally, by groups and professional categories.
- Verifying that in the case of official statistics offering data on individuals, these are presented by gender.
- Based on selected salary slips from men and women, verifying if they receive similar wages for each category and/or professional group.

So far, results have been obtained from a total of 9 public companies, and this data is currently being analysed.

Once this analysis is complete, the results will be published in a report.

Also, the survey presented to public companies will be extended during 2008 to include public foundations in the region.

## PERSONNEL

### EDUCATIONAL ATTENTION CENTRE OF TORRETRIANA

As indicated in the 2007 Report, a centre was opened for the children of staff working in the Torretriana building.

At the same time as facilitating the conciliation of private and professional life, this initiative is aimed at correcting the imbalance between men and women in terms of family responsibilities, increasing the participation of men in family care.

An important part of this project is its flexibility and ability to adapt to the needs of parents, offering services such as a kindergarten during the morning, a games room in the afternoon, and an 'SOS' service for parents who need to use the kindergarten on an emergency basis for a maximum of 5 consecutive days.

It is interesting to note that in 40% of the cases, it is the fathers who accept the responsibility of having their children in the centre. During this first year, we have achieved a considerable level of commitment from fathers in their family obligations, visible when they bring and pick up their children at the start and end of every working day.

**LEAVE & REDUCTION OF WORKING HRS**

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	13	13
Birth, adoption or fostering, pre-adoptive or permanent.	7	46	53
Caring for children under 16 months of age.	30	49	79
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	341	607	948
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	56	118	174
Infectious or contagious illnesses in children younger than 9.	17	63	80
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	2	54	56

**LEAVE**

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	0	5	5
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 10.31 ANDALUSIAN INSTITUTE OF STATISTICS

### INTRODUCTION

The Statute of Autonomy for Andalusia recognises the exclusive competence of the region in producing statistics for its own purposes, defined by Law 4/1989, which serves as the regulatory framework for public statistical activity and determines the technical and legal guarantees it must comply with.

The Andalusian Institute of Statistics (AIS) serves to implement this activity in the region, and was created by the same law.

The responsibilities and functions of the Institute in 2008 are defined in the Statistical Plan for Andalusia 2007-2010, which contains the objectives and strategies for all of the different activities to be carried out during the year, to be complemented by the approval of the corresponding Yearly Statistical Programme for 2008.

The AIS has the following objectives for 2008:

- Producing statistics.
- Promoting the channels for the diffusion of statistical information in Andalusia.
- Statistical training and research.
- Planning, coordination and administration of the Andalusian Statistical System.
- Applying new information technologies to the production and diffusion of statistics.

## RESOURCES

### 54F PRODUCTION AND DIFFUSION OF STATISTICS

#### The role of official statistics in the fight against gender inequality

Knowledge on situations of unequal opportunities between men and women increases progressively as information is produced that reveals this situation in social, economic, political and cultural areas. In this case, statistical information is the best tool society has available to measure the extent of this inequality, due to its reliability, the proximity of the situations being observed, its potential for application or the possibility of establishing evolutionary profiles.

At present, after a lengthy process of reflection and debate on the statistical needs derived from considering the objectives of gender equality, consensus has been achieved at international level on the need to take a step forward, progressing from producing specific statistics on the situation of women or comparative statistics between men and women, and instead establishing statistical systems in which gender forms an integral part.

One of the objectives agreed upon in the Platform for Action at the Congress on Women of the United Nations, held in Peking in 1995, was to “guarantee that statistics referring to individuals are gathered, processed and analysed by gender and age, and that they reflect the problems, issues and questions relating to men and women in society”, in line with the idea that so-called equality policies are not sufficient to advance in the area of equality, but that instead it is necessary to change the direction of public policies.

The Autonomous Region of Andalusia has sought to extend this principle to its public statistics through the Andalusian Statistics Plan 2007-2010, adopting a firm commitment in favour of the gender transversality of official statistics as the only way of eradicating the invisibility of inequalities between men and women, and enabling these figures to reflect the actual situation in all of its different dimensions.

The new scheme proposed in this plan goes beyond gender statistics, using a model based on including the gender perspective in the Andalusian Statistical System. The budget for 2008 of the Andalusian Statistics Institute has been conceived with this objective in mind, making it possible to develop strategies for coordinating the production of statistics and commence a series of statistical investigations, studies and projects that fully integrate the gender perspective.

### Considering gender as an integral part of official statistics in Andalusia: The Andalusian Statistics Plan 2007-2010

The new Andalusian Statistics Plan 2007-2010 is aimed at responding to and anticipating the needs and demands for statistical information brought about by the economic, social and demographic changes that have occurred in the region in recent years, providing a reliable outlook on the level of participation and contribution by women and men in all of these changes, and including new strategies to improve the process of measuring inequalities as one of its most characteristic features.

At the same time, the instrumental nature of the plan considers the gender perspective as another fundamental aspect to be measured in order to discover the scope of public policies designed to favour the socio-economic growth of Andalusia.

With these two objectives in mind, the plan aims to contribute towards a thorough and non-exclusive knowledge of the actual situation of Andalusia, meaning that planning for statistical activity for the period between 2007-2010 is based on three transversal lines that affect all of the thematic areas included in the Statistical Plan. The inclusion of an exclusive line for the gender perspective is a new dimension in statistical work, applying the concept of mainstreaming to all of the areas of action of the new plan in order to obtain indicators on the general policies and measures adopted by the Autonomous Government of Andalusia with the specific aim of achieving equality.

The general objective in this case is to integrate the gender perspective in a systematic manner to all of the different statistical operations by including at least the gender variable in a transverse manner, and developing new strategies that enable it to be measured in all of the study areas included in the plan. The transverse nature of gender in the new plan is also extended to designing the projects that can be developed thanks to the budget of the ASI for 2008.

With regard to the incorporation of new strategies, it is important to note that the ASI is sensitive to the fact that merely differentiating individuals by gender in statistics, or intersecting this with other variables, is not sufficient in order to be able to comprehend the series of relations constructed at social level between both genders, meaning that a series of measures have been implemented which will be developed through the following specific objectives:

- Designing specific scales making it possible to improve the measurement of gender roles and relations, based on social behaviour as well as perceptions and opinions.
- Creating indicators aimed at facilitating the fight against discrimination.
- Improving the methods used in statistical activities so that they guarantee that all of the surveys and procedures used for gathering information correctly reflect the gender perspective.

With regard to the last of these specific objectives, experience has shown how difficult it is to include the gender perspective in regular sources of information such as censuses, surveys and administrative records. This task will require the adoption of new attitudes and commitments in the coming years, in designing the methodologies used for producing statistics; this means that a fundamental issue in achieving statistical information with a gender perspective is to make the bodies producing data aware of the importance of this perspective in the methodological design of operations, and the subsequent production of statistical information.



For this reason, the Andalusian Statistics Plan 2007-2010 does not only include the requirement to disaggregate all of the information by gender and focus on establishing suitable indicators, but also focuses on the need to improve statistical questionnaires and administrative forms, not only to include the gender variable, but also to gather any other relevant information that may shed light on the initial situation and gender impact of public policies.

The aim of this new structural design is to present the gender perspective as an essential aspect that is horizontal to all of the statistical operations susceptible to this approach, offering systematic, objective and comparable information as the best instrument for providing information on situations of inequality and to make political decision makers aware of the need to create new policies aimed at eliminating gender barriers and/or monitoring actions that are already underway.

### Main lines of research with gender impact for 2008

Some of the most important studies carried out by the ASI as part of the budgetary programmes for 2008 focus on the measurement of gender roles and relations, as well as the public projection of the principle of gender equality, carrying out a sociological analysis of how residents of the region use their time. How time is used is one of the factors that most clearly reveals gender inequalities. A second survey will be carried out to provide updated information to create figures on domestic production, focusing on productive activities of household and the estimation of their economic value.

Other important studies focus on inequality and dependence, by defining a series of specific indicators in the first case, and using the results of the survey on disability, personal autonomy and situations of dependence according to the age factor for the second.

Here it is also important to highlight the field work carried out for the multipurpose social survey and the analysis of its results, the survey carried out into living conditions, on aspects such as the income of households, the level and composition of poverty and social exclusion,

or the continuing longitudinal study on Andalusian families, aimed at offering information on family relations beyond the home, and which in 2008 will lead to the production of a series of monographic studies including:

- The effect of the ‘habitat’ variable on the nature of family networks.
- The active involvement of grandparents in the family network.
- Care, gender and generations: an ethnographic study of feminine triads based on the Family Network Survey in Andalusia.
- Exchange and reciprocity in family networks.
- Intergenerational relations, dependency and care for the elderly or disabled.
- Childcare.
- “Homophilia” and the exchange of support in Andalusian family networks.
- The foreign population of Andalusia and family networks.
- Roles, actors and types of action. Mobility in Family Networks in Andalusia.
- Male and female carers according to their resources. An overview of the question of inequality between different social positions.
- Work and Care: gender differences and relations in the family.

Another important means of identifying inequalities which will appear in 2008 will be the statistics on professional careers, based on the working life of the region’s population, as well as statistics on the level of qualifications of the population, offering information on aspects such

as the appropriateness of qualifications for the type of work carried out, types of training or education that are lacking, or the relationship between employment and the type of studies carried out or completed.

A statistical analysis will also be made of international migrations, incorporating the gender perspective into studying the demographic, socio-cultural or economic features of the foreign population living in Andalusia.

Finally, another major project will be the updating of a series of demographic data using information obtained from the demographic information system of Andalusia, and the creation of a bank of data from the AIS, which will provide users with access to increasingly disaggregated statistical information.

In summary, the budget for 2008 will permit a considerable increase in the creation of new statistical material making it possible to explore the differences that exist at all levels of society between men and women, and which will favour the design and implementation of public policies aimed at advancing in the field of equal opportunities between men and women.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	0	0
Birth, adoption or fostering, pre-adoptive or permanent.	4	7	11
Caring for children under 16 months of age.	1	2	3
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	9	8	17
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	4	1	5
Infectious or contagious illnesses in children younger than 9.	1	2	3
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	0	0	0

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	0	1	1
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 11.00 REGIONAL MINISTRY OF JUSTICE AND PUBLIC ADMINISTRATION

### INTRODUCTION

The activities of the Regional ministry of Justice and Public Administration, with regard to the evaluation of Gender Impact, may be divided into four main groups: integral protection against gender-related violence, social action, the modernisation of public services, and the re-insertion of young offenders.

Within the scope of its field of influence, the Regional Ministry of Justice and Public Administration, in accordance with Article 16 of Fundamental Law 2/2007, of 19 March, on the reform of the Statute of Autonomy of Andalusia, guarantees the right to integral protection against gender-related violence, as an act that manifests the cruellest aspect of inequality between women and men, as the inequality between the aggressor and his victim. In responding to this situation, the Regional Ministry of Justice has implemented a series of actions aimed at providing integral attention to victims of gender-related violence.

In matters concerning the social action of public employees, the Regional Ministry applies a series of procedures to help reconcile family and professional life in benefit of women, which as shown in the data in Appendix I, are those who are most likely to sacrifice their working life in order to attend to their families.

Furthermore, in the field of Public Administration, and within the framework of the Strategy for the Modernisation of Public Services, the Regional Ministry of Justice and Public Administration has defined the process of making its services accessible to all sectors of society in conditions of equality as the guiding principle for all of its actions.

Finally, there is an effective inequality between men and women in area of attention for young offenders, not in terms of discrimination, but instead as the reflection of a social reality

which the Regional Ministry of Justice attends to with all of the available resources, and which seeks the social insertion of young offenders in conditions of equality.

The Andalusian Institute of Public Administration (AIPA) proposes to include in its Training Plan for 2008, currently in the process of elaboration, an offer for direct training, including courses, conferences and workshops on the integration of the gender perspective in the Administration of the Autonomous Government of Andalusia, with the aim of stimulating internal reflection on the equalities and inequalities that exist between men and women within the framework of the Autonomous Region of Andalusia.

In addition, the AIPA provides support through its own line of publications for the development of actions aimed at promoting the research, study and diffusion of themes related to policies for equality between men and women.

These training actions, which will be included in the Training Plan for the forthcoming year, and which are aimed at all of the personnel working for the Autonomous Government, both civil servants and administrative staff in the Justice department, are aimed at establishing a learning process which allows personnel from the Autonomous Government at any level and in any area, to obtain clear information on the Public Policies for Equality between men and women, or Gender Equality Policies.

## RESOURCES

### 12A MODERNISATION AND MANAGEMENT OF PUBLIC INTERVENTION

As part of the objective of “attending to the public in equal conditions”, the actions aimed at modernising the Public Administration carried out as a part of this current budgetary programme are focused on the public, aiming to simplify and streamline procedures in order to achieve an administration that is less distant. A result of this objective is the Strategy for the Modernisation of Public Services 2006-2010, produced by the Regional Ministry of Justice and

approved by the Government Council on 14 February 2006. In the chapter on access to new technologies, no major differences have been observed between men and women, or in consultations sent by e-mail, or in the number of requests for digital certificates.

As a new feature for 2008 within the framework of the Strategy for the Modernisation of Public Services, a series of cooperation programmes will be developed in cooperation with universities and other social organisations and associations, in order to identify and develop innovative initiatives that will permit improvements in dealing with the public, especially in the case of sectors whose special circumstances hinder their access to the services of the Autonomous Government (the disabled, the elderly, people without internet access, etc.), meaning that as soon as inequalities in accessing public services between men and women are observed, measures will be on hand to correct them.

## 12C SOCIAL ACTION OF PERSONNEL

As part of the objective for “providing grants for personnel as a reconciliation measure”, requests for Social Action funding include a tick box to identify the gender of the applicant.

This variable is also included in the computer application for processing grants, known as Sirhus, so that data will also be available disaggregated by gender.

It is also important to highlight the fact that in situations in which gender-related violence is present, the necessary steps have been taken to guarantee the confidentiality of the applicant and their family unit. The person included on the request form cannot be included on any file or list for publication, and are kept on the files of the Social Action Service.

In line with this, in the case of housing support to pay for rent, which establishes that the applicant and their spouse or partner must not have property of their own in order to receive this support, this requirement will not be applied in cases of gender violence due to its exceptional nature, and is defined in the Support Regulations.

The current type of support is focused on the person as a public employee, evaluating their requirements, whether they are a man or a woman.

However, the tendency is to receive more requests for social action from women than men, particularly in the case of financial support for nurseries and studying.

In general terms, women make 30% more requests than men, and a higher number of requests from women are accepted.

Although this may seem logical, this is not necessarily the case, as most financial support is given based on the income of the family unit, meaning that whether a man or woman requests this support, their joint income will decide if the application is successful.

#### I4A DIRECTION AND GENERAL SERVICES OF JUSTICE AND PUBLIC ADMINISTRATION

As part of the objective for the coordination of administrative centres in gender impact issues, the process of obtaining documentation on the gender impact for each administrative centre is coordinated through the General Technical Secretariat, responsible for programme I4A, providing all of these centres with the necessary information on this subject and the need to include the gender variable in as many instruments that provide information as possible in order to obtain disaggregated data, which then form part of the corresponding file in the programme.

#### I4B JUSTICE ADMINISTRATION

The Regional Ministry of Justice and Public Administration includes amongst its basic objectives the protection of victims of violence, as part of the judicial measures, (Article 1.2 k) of Decree 200/2004, of 11 May, establishing the structure of the Regional Ministry of Justice and Public Administration, in its version provided by Decree 217/2006, of 12 December, on the



attention and assistance provided for victims under the terms of Law 35/1995, of 11 December, on Aid and Assistance for the Victims of Violent Crimes and Crimes against Sexual Liberty, and in Fundamental Law 1/2004 of 28 December, on Integral Protection Measures against Gender Violence, to include as a fundamental line of action the direction, coordination and monitoring of preventative policies, assistance and protection for victims of crime and their family, especially when children are involved.

In this case, through the Ministerial Order published on 10 April 2007, the Regional Ministry of Justice and Public Administration has adopted the implementation of civil measures affecting custody, visiting rights and communication between minors and their parents, included in the protective orders applied in cases of gender violence.

The following measures have been adopted by the Regional Ministry to provide attention for and prevent gender violence:

- In 1997 the Regional Ministry created the “Andalusian Victims’ Attention Service”, in compliance with Article 16 of Law 35/1995, of 11 December on providing Aid and Assistance to the Victims of Violent Crimes and Crimes against Sexual Liberty, to offer integral, free and high quality attention to persons who have been victims, either directly or indirectly, of any type of crime or misdemeanour.
- In 2001, specialised Duty Lawyers were created through an agreement with the Bar Society of Andalusia, guaranteeing that each woman would be assisted by a single lawyer and court representative throughout all of the processes resulting from cases of gender violence, and that the duty lawyers duly appointed would carry out their work in the corresponding court of law, including the issuing of sentences. Also, that women victims would be informed of the legal procedures and their consequences, and that in order for lawyers to be included as Duty Lawyers for Gender Violence cases, would have to meet the general minimum training requirements established in the Order from the Ministry of Justice of 3 June 1997, and the complementary requirements established by Ministerial Order on 11 June from the Regional Ministry of Justice and Public Administration.

- On 30 November 2004, an agreement was signed between the President of the Autonomous Government and the Head of the State Prosecution Service for the specialised training of prosecutors. Another agreement was signed for the training of Judges, Magistrates and Court Secretaries, aimed at facilitating cooperation between the Judicial Authorities and the Autonomous Government of Andalusia, through the Judicial School and the Regional Ministry of Justice and Public Administration.

Training programmes are also included for civil servants working for the Regional Ministry of Justice through the Andalusian Institute of Public Administration, as part of its annual training plan.

- Thanks to the specialised Gender Violence Courts, we comply with Section V (judicial responsibility), Chapter I (courts dealing with violence against women), Article 43 (territorial organisation). At present, there are 10 law courts with exclusive responsibility in Andalusia: three in Seville, two in Málaga, two in Granada, one in Cordoba, one in Algeciras and another in Almería. In the near future another will be opening in Jerez, one in Jaén, one in Málaga, two in Marbella and another in Seville.
- Since their creation until April 2006, the Integral Gender Violence Evaluation Units have dealt with a total of 3,466 cases, of which 75% were passed on to the courts. Andalusia had the first 8 units of this kind of the 21 currently operating in Spain.

### 3 IN ATTENTION FOR YOUNG OFFENDERS

With the aim of achieving equal opportunities for young offenders, efforts are made to reinsert them in society and the labour market in equal conditions, considering the risk they run from social exclusion. Measures are adopted through the Regional Ministry of Justice and the General Directorate of Youth Reform, to promote their permanence in school and preparing young people for life in terms of academic and professional training, and social habits and skills.

In this case, positive actions to achieve integration and full equality of opportunities will help in turn to promote gender equality.

## ANDALUSIAN INSTITUTE OF PUBLIC ADMINISTRATION

### 12B RECRUITMENT AND TRAINING OF PERSONNEL FROM THE GENERAL ADMINISTRATION

The general objectives of the Andalusian Institute of Public Administration are developed according to the lines of action included in the budgetary programmes aimed at correcting inequalities between men and women through the application of current regulations, as well as putting the following specific resources into effect:

- Permanent training and updating for personnel working for the Autonomous Government and the Justice Administration in Andalusia. This training will include the lines established by the Governing Body and General Council, as well as the Lifelong Learning Commission, with the participation of social agents with an equal composition of men and women.
- Cooperation with other administrative bodies, institutions and organisations from the Autonomous Region on training matters.
- Creating grants for research and investigation in to equal opportunities policies, as well as research into the integrated gender perspective.
- Publications dedicated to the research, study and diffusion of issues related to policies for equality between men and women.
- The recruitment of local administration personnel, whose recruitment commissions or tribunals have an equal composition of men and women.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	5	5
Birth, adoption or fostering, pre-adoptive or permanent.	5	29	34
Caring for children under 16 months of age.	8	19	27
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	165	365	530
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	60	83	143
Infectious or contagious illnesses in children younger than 9.	13	60	73
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	2	27	29

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	13	26	39
Voluntary leave for family reunification	1	0	1
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 12.00 REGIONAL MINISTRY OF INNOVATION, SCIENCE AND ENTERPRISE

### INTRODUCTION

Through its budgetary programmes, the Regional Ministry of Innovation, Science and Enterprise plays an active role in equality policies, focusing its activity in the budgetary programmes 42J, Universities, and 72A, Entrepreneurs and Business Promotion, programmes classified as G+ due to their importance in terms of the real situation for men and women. These are related to the sector of Education, Social Economy and Entrepreneurial Activity, which also propose equality policies by introducing a higher level of evaluability for the indicators.

Budgetary programmes in which it is theoretically easy to verify the access of men and women to the policies developed through these programmes are classified as G. Scientific Research and Innovation and CITs are identical, and do not present any reason for discrimination. However, there is a higher presence of women in higher university levels, as well as in the use of new technologies.

Most of the administrative centres consider that in the area of competence of the programmes they supervise, inequalities between men and women are not relevant. Programmes 5.4.A and 4.2J feature some differences, and propose policies that recognise the contributions made by women in the area of the Knowledge Society of the new economy.

### RESOURCES

Details are given below of the objectives of the different programmes, expressed in the contents of their indicators.

The line of work proposed is to achieve a balanced presence in the different actions they contain. To do so, a series of measures will be used that will vary depending on the results achieved.

Gender indicators are established for all of the budgetary programmes of the Regional Ministry, as well as detailing the objectives and actions involved, placing greater emphasis on programmes 72J, 72A and 54A, as they are the most relevant from the perspective of achieving equal opportunities between men and women (see indicators in the R&D&I policy and Educational Policy).

## 42J UNIVERSITIES

The Model of Financing for Universities for the period 2007-11 with regard to gender policies establishes the general objective of ensuring that the parity established in the regulations is reflected in all university structures within five years, and specifically in the number of head professors in the university, or the participation of women in the executive bodies of the universities or the institutions associated with them.

The objectives established in terms of gender include the following:

- Achieving that by 2011, at least 20% of head professors are women. Considering the initial position (17.6%), this will mean an increase of around 0.5 percentage points per year.
- That at least 40% of the executive bodies of the universities comply with criteria of equality. These bodies are both collective and single-person, from departments to the Vice-Chancellor's office, and including the Social Council. The percentage will have to improve by some 5 percentage points per year.

In order to implement the objectives in the Financing Model, Programme Contracts are used, signed with the respective public universities of Andalusia. Part of the financing provided by the CICE to comply with these objectives is linked with these Contract Programmes.

#### 54A SCIENTIFIC RESEARCH AND INNOVATION

In relation to gender issues, and with the aim of promoting the integration and access by women to Research of excellence and Innovation, each of the actions to be developed as a part of this programme will guarantee the implementation of gender indicators that will make it possible to evaluate the situation of each action.

The principle of this programme is progress in terms of equality, carrying out a policy of positive action in favour of women in cases in which the gender indicator reveals the presence of major imbalances.

In any event, the gender indicators will be evaluated on a yearly basis, and may not be lower than those for the previous year.

##### Actions:

- Motivating the presence of women in research in order to achieve effective gender equality in this area.
- Incentives for the insertion of high-level male and female researchers in priority areas in Andalusia.
- Incentives for the incorporation of female researchers in training in research groups of excellence.
- Consultancy services for technological entrepreneurs, especially women, for participation in international networks and European research programmes, and support services.
- Creating a financial reserve of 20% in all calls for incentives for Research from the Local Ministry in order to rectify imbalances between men and women.

- Including the gender indicator as a specific criterion for evaluation in each call.
- Establishing in the incentives for institutions of Knowledge Agents for their governing bodies to focus on parity between men and women.

#### 54B TECHNOLOGICAL AND INFORMATION SOCIETY SERVICE

As part of this budgetary programme, it is a priority to avoid situations of inequality and risks of exclusion for citizens, taking steps to ensure that they all have access to the opportunities offered by communications and information technology in the Information and Knowledge society. These actions are aimed at eliminating the digital 'breach', as the aim is to establish active measures aimed at neutralising disadvantageous positions, and actions for promoting changes that favour equal opportunities.

An important part of the budget for Programme 54B is aimed at facilitating access by the public to new technologies through advanced electronic communications networks.

The purpose of these investments is focused on extending the reach of broadband access to the public by cable and/or wireless networks, mobile communications services and facilities for adopting the computer as a habitual element in the daily activity of individuals, enterprises and administrative bodies.

The objective in the medium-long term is to eliminate any bias in this area between men and women.

Amongst the actions included in the 2008 budget, the following are of special importance due to their relevance and contribution towards equal opportunities:

- The GUADALINFO Programme

Women living in isolated rural areas run a higher risk of exclusion from CITs, and for this reason receive preferential treatment:



- A large number of the activities carried out in the Guadalinfo Centres are specifically destined for women, a total of 5,264 activities.
  - The number of female users trained in the Guadalinfo Centres in activities aimed specifically at women is around 50,000.
- Take Part in Andalusia' Programme

This programme is aimed at all of the members of society who live in areas with a Guadalinfo Centre.

Both the “Take Part in Andalusia” programme and the “Andalusia: Digital Commitment” programme are aimed at the general public.

At first, the results on access by users and volunteers will be analysed in the case of the Digital Commitment programme, to verify if there has been balanced participation.

To do so, a special instrument will be used, making it possible to obtain data disaggregated by gender. If this equality is not achieved, specific actions will be implemented to help reinforce this objective.

## 72A ENTREPRENEURS AND ENTERPRISE PROMOTION

Objectives:

- Diffusing and promoting entrepreneurial attitudes and activities.
- Promoting entrepreneurial culture in the education system.
- Training in innovation and the entrepreneurial spirit.
- Vocational training and adaptability of male and female workers and the partners of social economy enterprises and organisations.

All of these objectives are aimed at capacitating unemployed people, focusing, amongst others, on women as a result of their lower presence in the labour market.

Also, efforts will be made to achieve their insertion in Social Economy enterprises, as well as providing them with consultancy and support to carry out their own business projects, if they decide to choose this option.

Actions:

- Celebration of the third edition of “Entrepreneurs’ Day” in our Autonomous Region, organised through the Andalusian Entrepreneurial Network Foundation, with the aim of motivating entrepreneurial activity in the region.
- Training for the creation of companies in the Andalusian Entrepreneurs’ Centres, aimed at young students from different stages of education.
- Internal training for the professionals working in the Entrepreneurs’ Network, supervised by the Andalusian Entrepreneurial Network Foundations, focusing on business plans, innovation and new technologies.
- Training plans developed by the Federations and Associations of social economy enterprises, focusing on offering vocational training for active and unemployed workers within the framework of the social economy.

## THE ANDALUSIAN INSTITUTE FOR RESEARCH AND TRAINING IN AGRICULTURE, FISHING, FOODSTUFFS AND ECOLOGICAL PRODUCTION

The Andalusian Institute for Research and Training in Agriculture, Fishing, Foodstuffs and Ecological Production (AIRTAF) is a department of the Andalusian administration aimed at contributing towards the modernisation of the agriculture, fishing and foodstuff sectors in

Andalusia, improving their competitiveness through research, innovation, the transfer of technology, and the training of specialists and workers in these areas.

#### 54D RESEARCH, DEVELOPMENT AND TRAINING FOR AGRICULTURE AND FISHING

The AIRTAF is responsible for budgetary programme 54D, Research, Development and Training for Agriculture and Fishing, which includes a series of measures and actions that may be considered as relevant in terms of gender, as they affect people's lives either directly or indirectly.

Out of all of the different actions developed by this body, its training activities are the most relevant in terms of gender, as they are directed at a collective belonging to the agrarian, fishing and agri-food sectors.

In sectors of activity such as agriculture and fishing, in which the participation of women has traditionally been scarce and limited to unqualified work, the training provided by the AIRTAF is considered as a highly effective instrument that favours the participation of women in these areas, as a clear driving force for change.

In this respect, as part of the training offer, women and young people have absolute priority in being admitted to these courses, providing all of the measures necessary to facilitate their presence. Also, the gender perspective is constantly present in the design of these actions.

Through collaboration between the AIRTAF and the IAM, incentives are provided that facilitate access to employment, by offering courses that provide people with new skills (Institutional Training) and contribute towards the development of the rural environment (Specialised Training), taking full advantage of the new opportunities that arise in rural and coastal areas of Andalusia.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	1	6	7
Birth, adoption or fostering, pre-adoptive or permanent.	12	21	33
Caring for children under 16 months of age.	14	17	31
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	181	354	535
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	88	88	176
Infectious or contagious illnesses in children younger than 9.	23	33	56
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	2	13	15

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	2	1	3
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 13.00 REGIONAL MINISTRY OF PUBLIC WORKS

### INTRODUCTION

The Regional Ministry of Public Works and Transport is responsible for implementing regional policies for territorial planning, town planning, architecture and housing, roads, transport and ports. In this process it implements two major expenditure policies: the infrastructures policy, and the housing and town planning policy, based on making investment that may be considered as neutral from the point of view of Gender Impact.

However, as all of the actions of the public administration are aimed at achieving real equality between men and women, this Regional Ministry has opted to design a procedure for defining gender indicators, currently in the process of being implemented, which clearly identifies the following aspects: what to measure, how to measure it, when to measure, the source of the measurement and the authorship of the measurement. This methodology will make it possible to advance in gradually complying with the objectives of the G+ Project. This represents a change of focus, with the first objective being to measure the impact, and after identifying it, to orient its policies in order to correct it.

### RESOURCES

The budgetary programmes that provide economic resources for the development of the different policies of the Regional Ministry are detailed below, with the highest influence in terms of gender for the programmes Architecture and Housing, and the Family Support Service in its sub-programme for the functional adaptation of homes.

### 31P FAMILY SUPPORT SERVICE AND 43A ARCHITECTURE AND HOUSING

The actions financed by these two programmes are managed by the General Directorate of Architecture and Housing, combining resources with the aim of facilitating access to dignified living conditions, especially for families with limited resources who have difficulties on the open market, as well as the rehabilitation of houses and buildings.

In most cases, the beneficiaries of these actions are the family units who are rehabilitating their home or building and the area around it. The current Andalusian Land and Housing Plan defines the meaning of 'family unit' and requires that the income of all of its members be taken into account as a requirement for inclusion in the programmes. This means that approximately fifty percent of requests for housing assistance come from couples of both genders; 80% of the rest are young people under the age of 35, an age at which there are more men than women in the population pyramid (2%). The fact that preferential beneficiaries for this aid, apart from young people, include the elderly, the disabled, victims of terrorism, single-parent families, victims of gender related violence and returned immigrants – collectives which in some cases have a majority of women – will mean that in some cases the number of female beneficiaries will be higher than the number of men (7%).

In the rehabilitation and preservation programmes there are an increasing number of cases in which the beneficiaries of funding, owners or tenants of properties are families, meaning that there is virtual parity between men and women, with a higher presence of women in some cases, due to the higher proportion of women in the 65+ age group.

In order to measure the beneficiaries of these policies correctly, a procedure has been designed to identify the following elements: what to measure, how to measure, when to measure, the source of measurement and auditing the measurement, as well as how to modify the forms used, so that we will be able to have information not only on the person filling in the request form, but also on the rest of the members of the family. We will also adapt our com-

puter applications to include this new information, even when this obliges us to modify their level of protection. This will make it possible to detect situations of inequality, and analyse their causes in order to implement corrective measures when necessary.

Due to its unique nature, it is interesting to note the work that will be carried out in 2008 on the need for housing in Andalusia, in collaboration with local councils. This research will be based on surveys and gathering data in each municipality, concluding with a study on the needs for housing in the Autonomous Region as a whole. In this case it is possible to create indicators relevant to gender, from studying the structures of the family units who require housing, to exploring the types of use, making it possible to control their evolution and correct situations of inequality.

The disaggregation of the indicators from the different action programmes will be included in the corresponding budget documents.

Also, it is important to note that as part of programme 43A, part of the budget will be destined to contracting consultancy firms and other companies to produce plans and direct building projects, as well as studies related to the promotion of Architecture programme. We have detected that 90% of the specialists contracted are men; in the case of forthcoming projects, an indicator could be included that provides information on the assignment of work to the supervisor or team, specifying quantities by gender for each of the supervisors.

Similarly, when contracting studies or collaboration with projects, an indicator will be designed providing information on the gender of the subcontractors, whether as individuals or members of companies.

Finally, as part of the work of this General Directorate on producing guidelines on building quality, new Design and Quality Standards are being drafted for buildings, which include items focusing on the gender perspective.

### 43B TERRITORIAL PLANNING AND TOWN PLANNING

In this area, the budgetary programme includes different lines of action that directly or indirectly affect the living conditions of the population, and in some cases particularly the female population, mainly through the design of public spaces, the location of residential zones, the location of equipment and the development of cities.

The following lines of action may be highlighted in terms of gender perspectives as part of the public policies financed through this programme:

- Regionally owned land. Emphasis will be placed on the participation of technical teams with equal composition in terms of gender for designing and producing plans for public spaces of interest in the region, technological parks, transport centres, residential areas and public equipment.
- Urban planning. The participation of technical teams with equal composition will be promoted for general plans subject to subventions from the General Directorate of Urban Planning, including details on the participation of women in the design and development of our cities on the applications.
- The Andalusian Public Spaces Programme, focused on the construction and equipping of spaces more frequently used by women, which may influence improving the quality of life of this sector of the population.

### 51A DIRECTION AND GENERAL SERVICES FOR PUBLIC WORKS AND TRANSPORT

This general or 'horizontal' programme within the Regional Ministry is supervised by the General Technical Secretariat and the General Directorate of Planning. Its budget is basically applied to financing activities related to the planning, direction, coordination and diffusion of the actions of the Regional Ministry, as well as providing and improving human and material resources for all of its different sections.



With regard to the procedure defined by the Regional Ministry on “what, how, and when to measure”, as well as identifying the source of the measurement and its authorship, this reveals that the main sources to be used will be the participants in training activities for personnel organised during 2008, as well as the databases and other sources of information used by the Personnel Department of the Regional Ministry of Public Works and Transport.

Within this programme, special support will be provided to the rest of the Regional Ministry in order to improve the systems used for gathering and treating information, permitting a more suitable analysis of the gender impact of its expenditure policies.

Part of the economic resources from this programme finance the actions of the General Directorate of Planning, a body responsible for the publications service of the Regional Ministry and coordinating the general planning of the infrastructures it is responsible for. It is therefore in charge of producing and monitoring infrastructure plans, and the development and implementation of the Publications Plan.

In implementing these responsibilities, the new Sustainable Transport Infrastructure Plan for Andalusia 2007-2013 has been produced, as a strategic element for the coordination of sectorial policies.

## 5.1B INFRASTRUCTURES AND TRANSPORT SERVICES

This budgetary programme is implemented by the General Directorate of Roads and Transport, and forms a part of the Infrastructures Policy of the Autonomous Government of Andalusia.

Infrastructures and transport services are an essential factor in improving the quality of life of the Andalusian population, the competitiveness of our economy and cohesion of our region, in achieving universal benefits for the population as a whole. Despite their general nature, it is also true that decisions affecting the infrastructures and services to be developed and the

resources to be used, the geographical area in which they will be implemented, the geographical distribution of the population and their habits, will all determine in the final analysis which collectives will improve their living conditions or possibilities for future development.

As lines of action that may favour the present and future development of gender equality, the most important are improving access to interior and coastal areas as part of the investment policies. With regard to the regulation of the transport sector, it is interesting to observe the number of men and women in different parts of this sector.

With the aim of responding to the initiative of a budget with a gender perspective, the General Directorate of Highways has defined new gender indicators for this programme on employment issues, which are included in the budget documentation, indicating that the source used was the “Active Population Survey” carried out by the National Institute of Statistics in 2006, extrapolating the data to 2008. Similarly, in calculating the indicator of employment, the provisional figure for 2008 has been used, still pending final approval.

With regard to the General Directorate of Transport, in order to correctly measure the beneficiaries of this policy and area by gender, a procedure has been designed to identify the beneficiaries of funding for taxis, holders of public transport passes issued and/or renewed, users of public transport, drivers fined for infractions, etc.

#### 54E CARTOGRAPHY

In principle, this budgetary programme on the development of map making in Andalusia and its diffusion is neutral with respect to gender issues, although the request form for cartographic information will be modified by the Diffusion Service to include information on the applicants: businesses or individuals, and in the latter case, men or women, with the aim of being able to analyse these indicators.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	1	6	7
Birth, adoption or fostering, pre-adoptive or permanent.	7	25	32
Caring for children under 16 months of age.	19	38	57
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	333	400	733
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	66	70	136
Infectious or contagious illnesses in children younger than 9.	13	45	58
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	7	39	46

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	2	1	3
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 14.00 REGIONAL MINISTRY OF EMPLOYMENT

### INTRODUCTION

The Regional Ministry of Employment plays a key role in promoting equal opportunities between men and women in the labour market. The ministry focuses on quality and safety in employment, contributing to a real equality in working conditions for men and women, focusing on eliminating any aspects that are discriminatory in terms of gender.

As an administrative body, the CES-A does not participate directly in equality policies, although it does collaborate indirectly with the actions promoted by the Gender Unit of the Regional Ministry of Economy and finance. The CES-A, as a body that provides consultancy services on social and economic matters, issues reports that recommend and promote lines of action aimed at eliminating inequalities.

In turn, the main objectives of programme 31L are the maintenance of employment and the productive fabric of Andalusia, the administration of knowledge and research into labour relations and the phenomenon of collective bargaining, areas in which the protection of the right to equality is particularly relevant, especially between men and women.

The indicators associated with the programme show that this equality does not occur in practice, and that there are more men than women receiving specific grants as a result of belonging to significant enterprises in the region with transitory difficulties (1250/750), with the same situation occurring with funding prior to ordinary retirement related to instruments regulating employment (150/50). While these figures do not indicate discrimination in the awarding of funding, they do reflect inequality of access and permanence in work in different sectors.

With regard to the CARL, its specialisation in the study and dynamics of collective bargaining have led it to detect gender inequalities:

- In the origins of collective bargaining, as there is an obvious disproportion in the composition of the commissions responsible for collective bargaining and in the Equality Commissions responsible for the administration of these collective agreements.
- Inequalities were also detected in the same study that affect women, especially in the lack of measures included in collective bargaining aimed at reconciling family and professional life, or the feminisation of certain professional categories, situated in the lowest pay scales of the professional categories of certain sectors and/or enterprises.

In turn, the General Directorate of Health and Safety at Work is respectful towards the policies of equality between women and men, paying special attention to detecting situations of inequality, which to date have not been identified in its area of competence.

Due to its nature, the general services programme 32A, Employment, is instrumental and fundamentally related to personnel working for the Administration. Despite the progress seen in recent years, the greatest difficulties exist in the need to have improved methods of reconciling personal and professional life for civil servants. These measures will benefit both genders, although more so for women, who have more difficulties in reconciling these areas.

In turn, the General Directorate for Planning will participate in equality policies, promoting practices that serve as an incentive to gender equality in employment, as well as all of the policies and programmes from public and private institutions aimed at gender equality, in occupying posts and in the wage levels for these posts.

The Free Time Residences of the Autonomous Government of Andalusia are designed to comply with two fundamental objectives:

- Firstly, to provide workers with holiday accommodation at better prices than those offered by the competition.
- Secondly, to focus on a firmly social programme aimed at providing free holidays (in collaboration with local councils in the region and organisations representing the elderly and disabled) for collectives of elderly and disabled persons.

In complying with these two objectives, the Free Time Residency programme is aimed at society as a whole, meaning that the differentiation by gender is the same that exists in Andalusian society in general, with a slight advantage in favour of women, meaning that no major difficulties have been observed in this area by our administrative centre.

With regard to the Andalusian Employment Service as the body responsible for active employment policies, its work involves promoting an increase in the general rate of activity and the female rate in particular, as this is noticeably lower than the rate for men. To do so, a series of mechanisms are being put into effect in order for women to obtain the necessary professional skills and institutional support to form part of the active population. Another objective is to reduce the high rate of female unemployment, and that gender is not a discriminatory factor when seeking employment.

In all of the Employment Promotion Programmes, women are qualified as the priority population for access to the different measures. In particular, all of the subjective indicators include the gender variable.

In general terms, although the incorporation of women into the labour market is occurring in a continuous manner and considerable process has been achieved in this area, difficulties still exist in women accessing quality employment.

With regard to the Training for Employment programmes, aimed at both unemployed and active people, these are aimed at achieving their insertion in the labour market and improving their professional qualifications, thereby helping with their professional promotion.

From this point of view, as the highest percentage of unemployment is found amongst women, this is where the priority lines of action are focused for our budgetary programme 32D, Training for Employment.

In terms of the projects supervised as part of budgetary programme 32I with the support of legislation in this area, and in some exceptional cases, these include positive action measures

aimed at ensuring gender equality both in terms of professional orientation, in the labour insertion programmes and experimental actions, promoting activities that facilitate the incorporation of women into the labour market, particularly in sectors where they are under-represented.

Similarly, a series of projects have been designed focused on women in preferential territorial sectors, aimed at providing information, training and awareness in favour of the principle of equal opportunities.

In turn, employment offices take the gender impact effect into account in analysing job offers and contracts for statistical purposes and in decision-making processes.

## RESOURCES

### 1.1 F CONSULTANCY SERVICES IN SOCIAL ECONOMY MATTERS

As an administrative body, the CES-A has not detected any inequality amongst its employees; however, in producing its yearly report on the Socio-economic situation of Andalusia, providing statistical data disaggregated by gender; it produces documents according to instructions on the use of non-sexist language, and regularly takes part in training actions from the Women's Institute.

Also, in the production of orders, a basic object of the activity of the Regional Ministry, including regulatory texts with economic and social contents, special care is taken with the recommendations issued by the Government Council on this issue, obtaining a satisfactory level of compliance for the recommendations that are not obligatory in nature.

### 3.1 L ADMINISTRATION OF EMPLOYMENT RELATIONS

In line with the criteria established by the Ministerial Order for the production of the budget for 2008 and as a result of the entry into force of the laws on equality and the promotion of per-

sonal autonomy and attention for people in situations of dependency, as well as the new Statute of Autonomy for Andalusia, special attention has been given to the following lines of action:

- The organisation of congresses on equal employment, dependency and Corporate Social Responsibility.
- Immaterial investments for the promotion and diffusion of the need for research in areas related to equality, dependency and Corporate Social Responsibility.
- Promoting research within the framework of business sustainability in the areas of equality, dependency and Corporate Social Responsibility.

Also, the inclusion of the gender variable will be covered in creating and implementing computer applications aimed at streamlining the processing of the different procedures.

### 31M ANDALUSIAN EMPLOYMENT RELATIONS COUNCIL (AERC)

The following corrective measures will be adopted for situations of gender inequality detected within the framework of the specific competences of the AERC:

- Creating and developing a Gender Observatory, using the website of the AERC, in collaboration with the University of Cordoba, documenting and discussing the legislative measures and jurisprudence of our courts on this subject.
- Creating a portal on Corporate Social Responsibility, with a section including instruments that allow social and economic agents to design their equality plans and incorporate them into their collective bargaining procedures, in accordance with the requirements of the recently approved Equality Law.
- Approving recommendations for collective negotiation reached by the board of the AERC and sent on an annual basis to the negotiation units, within the framework of the



Equality Commission created within the AERC through the VI Social Consensus Agreement for Andalusia, as well as promoting a tender to select a research project capable of diagnosing requirements and proposing corrective measures to ensure the real and effective reconciliation of professional and family life in our region.

### 31O PREVENTION OF WORK-RELATED ACCIDENTS

The budgetary proposal for 2008 of Programme 31O, Prevention of Work-Related Accidents and Health and Safety at Work, is basically aimed at completing the development of the 130 actions included amongst the objectives of the General Plan for the Prevention of Work-Related Accidents in Andalusia, for the period 2003-8.

These actions include numbers 55 and 98, which are connected with the signing of an agreement with the Andalusian Women's Institute to develop preventative programmes with an estimated budget of 300,000 Euros, with the first including the gender perspective, and the second including actions at provincial level to evaluate working conditions for women in Andalusia.

From the point of view of its inclusion in the 2008 budget, this agreement has been defined as one of the activities associated with the objective of developing specific vertical and sectorial programmes, and includes the indicator "Inter-departmental agreements".

### 32A D.S.G. OF EMPLOYMENT

The lines of action and objectives for this programme are directly related to the personnel of the Regional Ministry and the AES, as it forms a part of its objectives. For this reason, we should turn to the contents of the respective section.

Also, this includes the possibility of introducing elements that favour gender equality in the recruitment procedures of the Regional Ministry and the AES, giving a preferential evaluation to companies that comply with the applicable regulations or which implement specific measures and plans in this area.

## 32H PLANNING FOR EMPLOYMENT

The aim of programme 32H, Planning for Employment, is to coordinate, plan and monitor all of the programmes oriented towards the implantation of policies referring to the quality, stability and safety of employment set underway by the Regional Ministry of Employment, the Andalusian Employment Service and the other Regional Ministries or bodies in these areas, within the application framework of the European Employment Strategy.

From this perspective, due to the nature of the responsibilities attributed to the D.G. of Planning, we may consider that the budgetary programme is not particularly relevant in terms of providing information on equality between men and women, and neutral in terms of Gender Impact; however, a series of indicators disaggregated by gender have been included for 2008, and a series of actions proposed which have a direct or indirect influence on achieving equality between men and women:

- Actions aimed at raising awareness, promoting and strengthening the presence of women in the labour market, and the application of mechanisms and formulas that facilitate the participation of women in sectors where they are under-represented or which are new sources of employment.
- The promotion of good practices: promoting and improving professional careers, conciliation, productivity and competitiveness.
- Implantation in the website of resources providing information, assistance and guidance from the Regional Ministry of Employment and Andalusian Employment Service for the requirements of the public according to categories of services and the classification of users.

Similarly, thanks to the Bit@cora Information Analysis System, which allows users to take management decisions and develop the Management Report, indicators disaggregated by gender are included in order to analyse gender in implementing the department's budget.

#### 44J ADMINISTRATION AND SUPERVISION OF THE FREE TIME SERVICE

However, a need has been detected to provide specific attention for women as part of the “Know Your Land” social programme, by incorporating a new collective of widows and housewives, due to the significant number of widows within this group, and the need to compensate the efforts that housewives have to make

The incorporation of widows and housewives as specific beneficiaries of the “Know Your Land” programme is at an advanced stage.

An initial advance of the economic study carried out to permit the incorporation of collectives of widows and housewives estimates a budgetary increase of 2,000,000 Euros per year, which will allow 12,115 women to have access to the “Know Your Land” programme as beneficiaries.

### ANDALUSIAN EMPLOYMENT SERVICE

#### 32B PROMOTION OF EMPLOYMENT

The main objective in terms of equal opportunities for the Promotion of Employment plans is to reach a level of quality employment for women similar to that for men, particularly in those sectors of activity in which they are under-represented, as well as focusing on lines of funding that promote women to positions of responsibility.

In line with these objectives, measures are established to reconcile family and professional life for working women.

Five main lines of action are defined within Programme 32B, Promotion of Employment:

- Stable access to the labour market: promoting full-time contracts for women.

- Promoting self-employment for women: offering incentives for unemployed women to become self-employed. This is a specific line of funding, supported through funding for contracting personnel, business management, contracting female workers in maternity periods or similar, preferential access to financing and funding, etc.)
- Measures to reconcile family and professional life, pioneering funding for self-employed women during maternity, adoption or fostering, as well as supporting studies that promote the implantation of new ways of reconciling family and professional life.
- Actions that improve the employability of women, facilitating their training and skills, and improving their opportunities of accessing the labour market in a stable manner, through their participation in employment workshops, crafts sessions, trade schools, etc.
- A new measure has been established providing funding for enterprises, groups of companies, industrial estates etc. to contract personnel in nurseries in these places of work, to facilitate the reconciliation of family and professional life. This funding will be exclusively destined for contracting personnel, and not for the installation or maintenance of nurseries.

In the case of self employed men or women, they may opt for the maximum amounts permitted under the “More Self Employed” Plan.

### 32D TRAINING FOR EMPLOYMENT

The most relevant actions to be established through this programme in 2008 include:

- Designing systems and sources of information that include the disaggregation of data on Training for Employment by gender.
- Facilitating professional training and placement for women by establishing specific actions such as the Qualifica Programme (aimed at women victims of gender related violence),

the Occupational Vocational Training Programme for women, Programme for Rural Women, etc.

- Awareness programmes on gender equality, such as producing didactic material for vocational training courses and training educators on gender equality.
- Positive action measures to promote the participation of women in training programmes such as the “More Self Employed” Plan, with courses including a module on gender equality, in which 50% of the places will be reserved for women.

### 321 INTERMEDIATION AND JOB PLACEMENT SCHEMES

Programme 321 is designed to correct inequalities through actions in Job Placement specifically focused on women, through information programmes and training programmes, particularly for women at risk of social exclusion and from other vulnerable collectives. The bodies that organise these projects receive preferential treatment in the granting of aid, through guidance units with specialised personnel in gender matters.

Through the Experimental Actions Programme, a series of specific actions are carried out with women who have special difficulties in accessing the labour market, particularly with women who have suffered gender related violence. The main lines of action are focused on training in methods for finding employment, training to facilitate inclusion in the labour market, orientation and geographic mobility. The programme generally considers an insertion level of 35%, with specific attention for women.

The Accompaniment and Professional Experiences Programmes have a lower incidence in these areas.

Similarly, a series of collaboration projects are currently being organised with other bodies, such as the Andalusian Women’s Institute, to supervise personalised insertion itineraries with women through the Employment Units.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	43	43
Birth, adoption or fostering, pre-adoptive or permanent.	1	41	42
Caring for children under 16 months of age.	2	6	8
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	219	308	527
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	89	157	246
Infectious or contagious illnesses in children younger than 9.	12	43	55
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	0	28	28

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	2	8	10
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 15.00 REGIONAL MINISTRY OF TOURISM, COMMERCE AND SPORT

### INTRODUCTION

With regard to Tourism, the different actions carried out by the Ministry are aimed at consolidating tourism as a key, strategic sector in Andalusia. Lines of action are implemented to increase competitiveness and quality in the sector at international level, based on the Quality Tourism Plan for Andalusia, Marketing Plan and General Plan for Sustainable Tourism.

The commercial policy in Andalusia is mainly aimed at promoting and motivating interior commerce and crafts, with the diversification of commercial establishments and the revitalisation of historic centres, the construction and improvement of markets, modernising SMEs, new management and quality systems, and opening the region's companies to international markets through the Extenda programme. The plans applied in this area are the Andalusian Plan for Commercial Orientation, the III Integral Plan for the Promotion of Interior Commerce, and the Integral Plan for the Promotion of Andalusian Crafts.

With regard to sports, the strategies are based on two main objectives: creating a suitable network of sports installations in the region, and promoting sports at all levels. The actions included in this area are included in three main plans: the Master Plan for Sports Installations, approved in 2007; the Master Plan for Sports Promotion and the Master Plan for Sporting Activities. This policy also includes development cooperation actions for financing sports installations in developing countries.

The gender factor has been included in all of these policies and their corresponding budgetary programmes according to their gender relevance. The most important programme in this regard is 46B, Sports Activities and Promotion, which includes the majority of the budgetary indicators disaggregated by gender; thanks to the advances made in the participation by women in sporting competitions and the general access by women to sports, and also the relevance of an

ambitious study on Tourism and Gender Equality in Andalusia, which will serve as the basis for a series of actions aimed at correcting inequalities in different areas of the tourism sector. Mention should also be made of the efforts made to incorporate new indicators in programme 75A.

After carrying out an analysis including a gender perspective of the different budgetary programmes of the three main areas of intervention by the Regional Ministry of Tourism, Commerce and Sport, and taking into account the experience obtained during 2006 and 2007, a series of new initiatives have been included, mostly aimed at obtaining information on possible gender imbalances and their causes, and which involve a commitment to take action over different periods in order to ensure equal opportunities for men and women.

In line with the information obtained through one-off studies or other information systems, it would be advisable to consider modifying the current budgetary indicators in future years, and even to include new indicators that explore in greater detail the advances made in the areas of competence of this Regional Ministry in achieving the objective of gender equality.

## RESOURCES

### 46A SPORTS TECHNOLOGY AND INFRASTRUCTURE

The actions resulting from this programme are defined through the application of the Master Plan on Sports Installations, whose main objective is the enlargement, improvement, qualification, diversification and modernisation of sporting facilities in Andalusia, in order to offer the public at large the opportunity to practice sport and to contribute towards its promotion.

In doing so, the process of planning sports installations takes into account criteria of accessibility, the correction of territorial imbalances, and also the needs of the population in the different areas included in the plan.



## 46B SPORTING ACTIVITIES AND PROMOTION

The aim of this programme is the progressive promotion of physical activity and sports throughout the whole of the region, and naturally the convergence between men and women in taking part in sporting programmes and competitions.

The Master Plan for Sporting Activities in Andalusia establishes programmes for promoting sport at school age, local sports, university sports, accredited sporting events, high performance sport and sporting events, through a series of programmes which facilitate and encourage the participation of sportswomen, at individual and club level. Statistical data in this area reveals the growing participation of women in sporting activities.

The rise in the number of sports licences issued between 2003 (406,555 licences) and 2006 (470,497) stood at 15.72 %, while this increase was higher in the case of licences for women, rising from 62,240 in 2003 to 77,584 in 2006, an increase of 24.65%.

Also, the Estrella Élite Programme, for sponsoring teams competing at the highest levels, has increased in qualitative and quantitative terms every year, from 24 female teams in 2002-3, to 46 for the 2007-8 season, an increase of 91.6%.

Increased participation by women may also be seen in the list of sportsmen and women, trainers, judges and referees at the highest levels, increasing by 57.8% since 2003.

The Ministerial Order on funding for sports (dated 9 November 2006), in particular section 4 on funding for promoting sports at local level, includes the participation of women as a specific criterion in assessing the proposals received.

This programme includes funding aimed at correcting the lower level of participation by women in sporting activities, as part of the Master Plan for Sports Promotion, and in particular the Plan for the Organisation of Sporting Events in Andalusia, giving priority to events with female participation.

In turn, the Master Plan on Sporting Activities which includes the Plan for Sport at School Age, requires teams taking part in competitions at regional level to be comprised of equal numbers of boys and girls, guaranteeing the equal participation of both genders.

Funding provided through the Local Sports Plan gives priority to programmes including the participation of women, as well as in those organised through the University Sports Plan and the Affiliated Sports Plan, placing special emphasis on yearly increases in the number of licences issued to sportswomen.

#### 46C SPORTS CENTRES

Programme 46C, supervised by the General Secretariat for Sports, includes a series of budgetary areas generally aimed at the area of sports training and culture, health controls for sportsmen and women, and the management of sports centres.

With respect to training activities through grants and awards supervised by the Andalusian Institute of Sports and the Andalusian Centre of Sports Medicine, both of which form a part of the General Secretariat for Sports, there are a series of indicators disaggregated by gender that verify the convergence of participation by men and women.

It is important to note that funding for training in sports includes the total participation of women in organisational areas and as participants, as a specific criterion in the selection of applications.

As a new feature for 2008, an analysis will be made of the possibility of carrying out studies permitting lines of work with an increased gender perspective in the planning and supervision of the objectives of budgetary programme 46C.

### 75A D.S.G. OF TOURISM, COMMERCE AND SPORT

This is a horizontal programme, focused mainly on the department's own personnel. As in previous years, its indicators include identifying the number of male and female students attending courses, although it has gone a step further by comparing the students according to whether the location where activities are carried out coincides with their place of residence or place of work. Also, the indicator on users of computers has been eliminated, as this did not provide any relevant information on gender impact that was different from the information provided by identifying the personnel within the Regional Ministry.

This programme also serves to control the information provided to the public at large. In the forthcoming year an analysis will be included on access to documentary services in person, differentiated between the number of male and female users. This analysis will also be extended to include remote access by computer.

### 75B TOURISM PLANNING AND ORGANISATION

Within the scope of the General Plan for Sustainable Tourism currently in the process of production and due to be in place for 2008, a strategic guideline will be included aimed at fostering greater stability and quality in employment in order to adapt the productive structure to new requirements. As a specific measure, the solidarity programme includes corporate social responsibility, with a budget of 750,000 Euros. This measure is focused on promoting the incorporation of good working practices in enterprises and institutions connected with tourism in relation to environmental, social, employment and human rights issues.

Lines of action will be promoted together with funding that encourage the development of actions for the integration of disadvantaged collectives, together with actions that reinforce the social recognition of people working in the tourism sector.

The General Directorate of Planning and Organisation for Tourism has established a new planning instrument as part of the strategy for sustainable tourism. The intervention proce-

ture is based on the figures of Promoters and Programmes for Sustainable Tourism. Measures for the integration of women are included amongst the selection criteria for sustainable tourism programmes.

### 75C TOURISM PROMOTION AND COMMERCIALISATION

The General Directorate for the Promotion and Commercialisation of Tourism undertakes activities connected with promoting activity in the tourism sector, promoting the image of the region and its resources for tourism, establishing directives and programmes for information materials provided by tourism offices, and fostering the commercialisation of tourism through the use of new technologies.

Although gender impact indicators have not yet been defined for this programme, two aspects have been highlighted in relation to the gender perspective: the control and monitoring of promotional materials in the media, aimed at avoiding any type of connotations that are contrary to gender equality, and funding provided for SMEs on tourism services and the creation of new products, with projects presented by women or people under the age of 30 receiving 10% of the total score in assessing the possibility for funding.

A new feature for 2008 is the modification of the appendices that applicants for subventions must fill in, so that information may be obtained disaggregated by gender on the type of employment intended to be created, and on the gender of the person presenting the application. Our information systems have been adapted to include these new features. This information will serve as a starting point for any future decisions taken on corrective measures if gender inequalities are observed.

### 75D TOURISM QUALITY, INNOVATION AND PROSPECTS

A series of activities will be developed as part of this programme aimed at implanting quality systems, training and awareness of the importance of quality, technological innovation for

the re-definition of Andalusia as a quality destination, and harmonising studies on prospects and tendencies in tourism. The objective is to consolidate the region as a quality destination within the framework of sustainability, and in line with the Quality Plan.

The line of funding in training, cultural awareness and research includes evaluating the participation of women as organisers and visitors, as well as ensuring the equal composition of research teams.

One of the provisions of the Andalusian Quality Tourism Plan 2006-8 in its four facets – the system, destinations, human resources and tourists – is attending to the needs of clients and providers at persona level, which must obviously take into account a transversal gender perspective, meaning it will be necessary to explore the causes of inequality and develop strategies to compensate and correct them.

As a result, a study has been requested for the next year, entitled Tourism and Gender Equality in Andalusia, which will help diagnose and identify the key areas for action to promote gender equality in the Andalusian tourism sector.

Improvements will be made during 2008 to the methodology used to obtain statistics for the Andalusian Statistics Plan and the reports of the Regional Ministry, in order to include the gender variable.

Also, during 2008 the Quality Tourism Plan will be reviewed with regard to its continuation, with the intention of including a gender analysis and specific measures aimed at reducing gender 'gaps' in tourism activities and start technical work on including gender aspects in quality systems for tourism and in reference to regional differences.

## 76A COMMERCIAL PLANNING AND PROMOTION

A series of actions will be carried out as part of this programme offering training in the sector, modernising SMEs, modernising the crafts sector, increasing relations for cooperation in the

commercial sector in the region, improving the reception, use and diffusion of commercial information, reducing imbalances, and promoting the commercial presentation and internationalisation of Andalusian enterprises.

In the lines of funding destined to promote, publicise and modernise crafts, a series of evaluation criteria have been included aimed at promoting equality between men and women, such as the number of male and female employees in the applicant companies.

A new feature for 2008 will be reviewing information systems in order to include the gender variable in lines of funding aimed at modernising and implanting quality systems in commercial SMEs.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	3	3
Birth, adoption or fostering, pre-adoptive or permanent.	2	5	7
Caring for children under 16 months of age.	6	22	28
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	107	138	245
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	24	50	74
Infectious or contagious illnesses in children younger than 9.	2	27	29
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	1	26	2 7

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	0	0	0
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 16.00 REGIONAL MINISTRY OF AGRICULTURE AND FISHING

### INTRODUCTION

The regional ministry of agriculture and fishing has focused for more than a decade on correcting social and territorial imbalances in Andalusia's rural areas and improving the quality of life of its inhabitants, implementing a model of development aimed at sustained economic growth, social development, protection of the environment and social justice, based on the active involvement of the rural population in its design and execution.

It is only possible to achieve this goal with the active participation of men and women throughout all of the stages of development, through equal opportunities and with a more balanced participation by all of those involved, as agents and beneficiaries of this development.

For this reason, the regional ministry of Agriculture and Fishing is promoting the mobilisation of sectors of society with a minimal presence in decision making processes, or those who have still not become as fully involved as they could, paying special attention to the integration of women and young people, as a result of their involvement in agriculture, fishing and rural development.

Initially, the activities will be positive action programmes aimed at women. Despite the need for initiatives aimed at accenting the role played by women in the development of rural areas, the perspective must be widened to include all of the functions, responsibilities, requirements and access to resources and decision-making processes for women and men alike.

Incorporating the gender perspective is the most suitable framework, something that clearly implies working towards a higher level of equal opportunities and results, based on the concept of human development focused on individuals, recognising the different needs of men and women, and the disadvantages women face compared to men (in terms of welfare, access and control over production factors, for example).



This focus is also aimed at empowering women, defining a model of balanced development from a gender perspective.

This is the path towards gender transversality, having realised that the problem of rural women was a responsibility of rural society as a whole, and not only something that affected women in rural areas.

Since then, the main lines of intervention have been:

- Having more information on rural women, as a starting point to discover their different situations and needs.
- Recognising the real role played by women and disclosing the major contribution they make to social and economic life in rural areas.
- Designing specific training programmes aimed at the integration of women into society and the labour market.
- Improving rural infrastructures and public services
- Supporting initiatives for self-employment for women, aimed at the diversification of the economy.
- Supporting the right of women to control and use income from productive activities.
- Encouraging associationism as and instrument for information, exchanging ideas and mobilisation.
- Increasing the participation of women in decision-making bodies, as well as their active participation in the design, planning and implementation of development programmes.

The majority of the administrative centres of the Regional Ministry apply positive action measures towards women in the different aid and funding they offer. This is the case of the General Directorates of Irrigation Systems and Structures, Agrifood Industries and Quality, Agricultural and Livestock Production, Fishing and Aquaculture, and Rural Development. However, this last GD, as well as the General Directorate of Ecological Agriculture, are making significant efforts for the transverse incorporation of the gender dimension in the aid and funding they are responsible for distributing.

## RESOURCES

### 71B PLANNING AND IMPROVEMENT OF AGRICULTURAL PRODUCTION

The General Directorate of Agricultural and Livestock Production is responsible for promoting and improving agricultural and livestock production, as well as preventing damage caused by epidemics and harmful agents.

Its funding includes aid for transferring livestock operations outside of urban areas, and building isolation centres, whose beneficiaries are susceptible to disaggregate by sex. The regulations controlling this financing were updated in 2005, including a positive action measure, increasing funding by 5% if the applicant is a woman.

### 71D REFORMS AND IMPROVEMENTS OF AGRARIAN STRUCTURES

The General Directorate of Irrigation and Structures is responsible for the direction, coordination and implementation of plans and programmes for rural infrastructures, especially in relation to changes in irrigation systems, transformations in dry areas, improving the rational use of water, and studying, planning and monitoring measures that affect productive structures.

Its lines of funding include aid for the reform and improvement of agrarian structures, as well as funding for young farmers and improvement plans. In both cases, these are increased by 10% when requested by women, as a positive action measure.

### 71E PLANNING AND PROMOTION FOR AGRICULTURAL INDUSTRIAL AND COMMERCIAL STRUCTURES

The GD of Agrifood Industry and Quality has the fundamental objective of modernising the agrifood sector, with special focus on the commercialisation, quality control and promotion of Andalusian agricultural products.

The main lines of funding administered are regulated by Decree 280/2001, of 26 December, establishing funding for the agricultural, livestock and forestry sectors. Section 6 of this Decree refers to funding for associative agricultural enterprises in order to improve their administration, and Section 9 refers to contracting personnel in order to concentrate the offer of agricultural products in their places of origin.

For the period 2007-2013, this GD intends to maintain this funding and extend it, incorporating positive action measures towards women. The funding incorporating these measures is described below:

- Support for the commercialisation of agrifood products: creating commercial structures by two or more micro-enterprises or SMEs.
- Support for improving the commercialisation and transparency of markets: support for the creation and functioning of pricing committees.
- Support for the creation of management service companies for small and micro enterprises to increase their competitiveness, with decreasing costs.
- Support for the creation of inter-professional organisations in the agro-foodstuff sector.

In all of these cases, partial funding will be provided for set-up costs (in contracting managers and administrative personnel), with a 5% increase when those contracted are women.

#### 71G MODERNISATION OF PRODUCTIVE STRUCTURES AND IMPROVEMENT OF INCOME FROM AGRICULTURE

The General Directorate of the Andalusian Agricultural Guarantee Fund is responsible for supervising funding for agricultural or livestock production. There are no relevant indicators for this administrative centre, although work is underway to provide information disaggregated by gender for 2008.

#### 71H RURAL DEVELOPMENT

The General Directorate of Rural Development has the longest experience in the ministry in the inclusion of the gender perspective. Its work involves implementing and monitoring European and national funding programmes (LEADER and PRODER) for the diversification of rural economies, apart from agricultural production. Special emphasis is placed on the funding made available through these grants being destined for projects presented by women or which have a strong influence on female employment. This GD also provides funding for Rural Development Groups to integrate the gender perspective in rural development actions.

#### 71P PLANNING AND PROMOTION OF FISHING ACTIVITIES

The responsibilities of the General Directorate of Fishing and Aquaculture are to explore and evaluate fishing resources in Andalusia and the application of protective measure, and controlling the activity of Andalusia's fishing fleet in the region's waters.

The indicator used refers to female employment created or promoted through funding for the construction and modernisation of aquaculture installations and for the transformation and commercialisation of fishing products.

## 71Q ECOLOGICAL AGRICULTURE

The General Directorate of Ecological Agriculture is responsible for supporting ecological agriculture and farming, and promoting the elaboration and transformation of ecological products and providing information to consumers.

As part of the second Ecological Agriculture plan, a series of measures will be included to foster the participation of women in the ecological sector. The following measures will be implanted in the process of designing and implementing policies aimed at correcting gender inequalities and encouraging the presence of women in the areas of production, transformation, commercialisation and promotion of consumption:

- Providing incentives for the participation of women in the ecological sector.
- Fostering collaboration with other administrations in gender issues.
- Creating a strategic plan on ecological production and gender.

This General Directorate will promote the participation of women in the sector, especially through companies run by women, and the creation of family support services. Priority will also be given to providing funding for ecological agriculture projects.

The gender perspective will be considered in different areas, such as:

- Projects presented by women.
- A commitment to contract women (disabled or disadvantaged) in a level of more than 50% for newly created posts.
- Applying the gender perspective in a transverse manner.

The General Directorate will allocate a total of 300,000 Euros as part of its 2008 Budget for a project studying the role of women in the ecological sector.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	0	0
Birth, adoption or fostering, pre-adoptive or permanent.	4	2	6
Caring for children under 16 months of age.	2	6	8
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	82	119	201
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	35	31	66
Infectious or contagious illnesses in children younger than 9.	4	11	15
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	2	21	23

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	0	2	2
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 17.00 REGIONAL MINISTRY OF HEALTH

### INTRODUCTION

The Regional Ministry of Health, in the same way as the rest of the region's executive, continues to work on constructing a situation of equality for men and women. The ministry is responsible for evaluating the state of the population's health and healthcare and the impact of its policies on health matters, as well as planning, programming, supervising and coordinating issues in relation to promoting healthcare. It is also part of our daily work to evaluate the health and quality of life of our inhabitants, in comparison with the quality of the social physical environment, family and community life, work, and leisure, for the population as a whole, for all ages and living conditions. This means that identifying differences between men and women represents one of the tasks connected with our day-to-day work.

However, offering an effective response to health problems amongst the population is today the result of efforts by the different sectors involved, as healthcare services only have an incidence of 11-12% in improving health matters.

At another, no less important level, the ministry promotes equal opportunities policies amongst professionals in the Public Health System of Andalusia, a priority objective within the framework of its healthcare policies.

Promoting a new organisational system for professionals that facilitates equal opportunities will represent a step forward in eliminating the inequality that currently exists in the health system, with a clearly hierarchical division of power in which women, despite being a majority, occupy posts of less prestige with lower salaries. This situation has led us to analyse the causes and propose a series of changes for this new organisational system.

## RESOURCES

A description follows of the objectives, lines of work and specific actions of each budgetary programme, aimed at correcting inequalities between men and women.

### 3IP FAMILY SUPPORT SERVICE

In the case of programme 3IP, Family Support Service, there are no relevant differences between boys and girls in terms of the dental service, as the gender perspective is not applied in any of its facets. However, the system guarantees the access to the service and the quality of service offered.

### 4IA GENERAL HEALTH MANAGEMENT AND SERVICES

The most effective way of incorporating the gender perspective with and for the professionals working in the Regional Ministry of Health must be by socialising this strategy. The training programmes organised by the ministry adhere to the five objectives proposed by the General Technical Secretariat; providing information on the gender perspective; training personnel in collaboration with the Equality and Gender Unit; introducing the gender perspective in budgets; carrying out the analysis of the information systems of the Regional Ministry of Health to include data disaggregated by gender in relevant cases, and extending the use of non-sexist language in administrative documents.

### 4IC HEALTHCARE

In the case of programme 4IC, Healthcare, used in the administration of public hospital enterprises, outsourced activities and chiropody, no relevant differences have been detected between women and men in the activities carried out through the programme, based on the available data on activity disaggregated by gender.



#### 4ID PUBLIC HEALTH AND PARTICIPATION

A series of important differences have been observed which must be taken into account, such as:

- The consumption of tobacco has increased amongst women by 6.1% and continues to advance at early ages, even more so in young women in the most disadvantaged social classes.
- Women from low-income backgrounds tend to be more obese than those from high-income homes.
- Life expectancy is higher for women (82.16 years) than for men (75.39 years), although expectations for living with good health, free from chronic illness, are less for women than for men.
- The number of cases of AIDS diagnosed has decreased in recent years, although there are more female cases: the percentage of women with the illness continues to increase (26.39% in 2003).
- The death rate for traffic accidents between the ages of 16 and 24 is higher for men, and is related to the consumption of alcohol and failing to wear crash helmets.
- The responsibility for informal care is mainly in the hands of women.
- Problems derived from eating disorders are mainly seen in teenagers.
- Single parent families, usually under the responsibility of a woman, present a higher number of health problems.

As a result of this, work is underway to include the gender variable in computerised records to make it easier to analyse the gender impact of our interventions. The ideal situation

would be to have gender indicators, and this is being achieved through research projects integrating information systems and records that are currently underway.

It is important to consider the difficulties involved in identifying the qualitative aspects of health, welfare and quality of life, using the health survey produced every four years.

In order to achieve these objectives, a series of instruments and studies are being developed that will allow us to have a clearer perspective of the situation:

- Creating a report on women's health in Andalusia, to detect the types of problems affecting them and the possible solutions.
- Completing a study on the evolution of mortality in recent years, by gender, age groups and municipality.
- Re-publishing documents and material from the mothers' and children's health programme, eliminating the sexist use of language; recommendations for breast feeding; health documents for pregnant women; children's health documents; pregnancy, birth and early infancy; recommendations for mothers and fathers.
- Designing new integral plans including the gender variable on tobacco, infant obesity, heart illness, accident rates, mental health, diabetes and cancer.
- Shared protocols for medial attention in cases of gender related violence.
- I Integral action plan for disabled women in Andalusia: healthcare: studies on disability and gender on the integral health requirements of disabled women; strategies for promotion, prevention and reproductive healthcare.
- Subvention for participation in healthcare (disaggregation by gender for direct and indirect beneficiaries; the gender approach in activities, results and evaluation; implementation of the gender perspective in activities, results and evaluation).

- Healthcare Plan for prostitutes, with integration of the gender perspective.
- II Plan for Immigration in Andalusia /social-healthcare area: the gender perspective has been introduced in its objectives, together with care aspects, preventative measures and promotion.
- Intersectoral plan for areas with needs for social transformation. Evaluated as a transversal line of action.
- Development of a pilot project for developing the local action network in Andalusia, giving priority to inequalities as a criterion for selecting the strategies to be developed.

#### 4IJ INSPECTION OF HEALTHCARE SERVICES

A higher number of women have been detected requiring leave for health reasons than men, in the general population and in the Autonomous Government of Andalusia and the Health System.

Work is underway to develop information systems making it possible to differentiate the causes of sickness leave by gender, making it possible to provide information to other units involved in implanting health promotion programmes and preventative campaigns.

#### 4IK QUALITY AND MODERNISATION PROGRAMME

The lines of work proposed in order to promote equal opportunities policies amongst the professionals working in the public health system of Andalusia are:

- Incorporating the gender perspectives in the lines of investigation and evaluation in Andalusia:
  - Work is underway to incorporate gender impact as an analytical criterion for scientific production, for the annual production of titles published on health matters at regional, national and international level.

- In the case of research funding for 2008, including positive action measures aimed at promoting scientific studies carried out by women.
- Including the gender perspective in the analysis of research projects.
- Carrying out a study on the inclusion and distribution of men and women in clinical testing.
- The area of Gender and Health has been included amongst the priority lines of research.
- Measures to include gender issues in training professionals in the public health system of Andalusia.
  - The MIR training plan has been updated to avoid the use of sexist language. The next step will be to present this initiative to the media and the professionals working within the Andalusian health system.
  - Incorporating the gender variable in information systems and databases on training in the public health system:
    - Database on the MIR Common Training programme.
    - Accreditation programme for lifelong learning.
  - A particularly important project for 2008 is the development and implantation of the training plan for the public health system of Andalusia with a gender perspective. This new model will serve as the basis to train new professionals in providing an improved response to the healthcare needs of the public within a framework of equality.
- Promoting innovative projects supported by the NNTT that favour equal opportunities.

The most novel feature of the gender strategy of the Regional Ministry of Health for 2008 involves establishing the Gender Information System, known as Edicea. This is an initiative proposed by the Regional ministry in order to analyse gender imbalances and the application of equal opportunity policies within the system, providing human relations departments with highly useful quantitative and qualitative information for use in the decision making process.

Through this project the ministry also aims to promote the exchange of gender initiatives through the diffusion of practices underway with the public health system of Andalusia that favour equal opportunities for professionals, thereby facilitating the transfer of good practices to the health system as a whole.

■ Measures to favour equal opportunities in the working environment of the public health service of Andalusia:

- Carrying out a quantitative and qualitative study on the variables and dimensions that contribute towards the lower number of women in executive posts. Still in the tender stage, this study will be carried out over a period of 12 months and has a budget of 120,000 Euros. The first results will be published in June 2008.
- Positive action measures and the reconciliation of professional and family life that facilitate the participation and permanence of women in executive posts.

One of the products of this study is to create an Equality Measures Plan which will propose a series of specific actions, monitoring and evaluation indicators, a calendar of key dates and the people responsible for the plan within the public health service. Here the Regional Ministry of Health plays a key role in evaluating public policies, with the company finally carrying out this study having to present a Gender Impact Evaluation Report one year after the implantation of the Equality Measures Plan in the public health system of Andalusia.

The first proposals for positive action measures for reconciling family and professional life will be presented in June 2008.

- Including the gender perspective in care processes.

A guide has been produced on the incorporation of the gender perspective in care processes, and is pending publication.

In turn, the Andalusian Agency for the Evaluation of Healthcare Technology has carried out a series of studies focusing on women. In 2007, a total of seven reports were published (up to 24 September) on health issues relating to women.

- Reports on the evaluation of existing and emerging technology:
  - The effectiveness of prophylactic surgery, chemoprevention and intensive monitoring of women carriers of mutations in the BRCA 1 and 2 genes.
  - The effectiveness and adequate use of interventions in dealing with problems that appear during menopause.
  - Programmed home births. Current situation in developed countries.
  - Breast and nose surgery in teenagers.
  - Intraperitoneal chemotherapy in advanced epithelial ovarian cancer.
  - Vaccination for the primary prophylaxis of infection by the human papillomavirus.
  - Removal of breast tumours using radio frequencies.

The publications with an analysis of the gender perspective also include articles published in international journals.

In 2008 the Agency for the Evaluation of Healthcare Technology will continue to work within the framework of the previously described areas.

## THE ANDALUSIAN HEALTH SERVICE (AHS)

### 3IP FAMILY SUPPORT SERVICE

As part of programme 3IP, resulting from the decree on Support for Andalusian Families, the AHS has developed a series of specific activities aimed at reducing gender inequality in healthcare. Article 24 of this Decree states:

“The Public Health System of Andalusia shall provide nursing care in a regulated and continuous manner, in the homes of all elderly or disabled person requiring this assistance and on the indication of doctors or nurses [...]. In addition, measures shall be established to provide support and training for carers”.

In order to introduce the gender perspective in the measures implanted by this Decree, a series of studies have been taken into account which define the profile of family carers, particularly the study carried out by the IMSERSO in 2001, and at regional level by the EASP and Regional Ministry for Equality and Social Welfare in 2002. This study identified a series of variables that help to define this profile, such as:

- Family carers are mainly women (83 % of the sample).
- They are usually direct family members (38.3% are daughters and 21.5% wives), except in the case when the beneficiary of care is a woman, when either the daughter in law or daughter provides care, rather than their spouse.
- The average age of carers is around 57.
- Carers usually have a low level of studies, either none at all or only at primary level.

As an eminently Mediterranean culture, in Andalusia the family and women continue to form the main base for providing care. However, changes in the organisation and composition of families, especially their reduced size, the incorporation of women into the labour market and a greater geographic dispersion of family members, are all factors that are leading to a decrease in the availability of family carers, with mainly women in the family unit (daughters, wives, daughters in law etc.) providing care, leading to a reduction in the other obligations women have in the home, leading to an increased workload which is rarely shared by other members of the family.

Taking this context into account, since 2004 the AHS has established an improvement plan for carers, with the aim of improving the quality of life related to the health of carers, establishing measures aimed at:

- Carrying out a focused evaluation and establishing a specific care plan for all carers involved.
- Improving access by family carers to professionals in health centres.
- Adapting timetables to homecare.
- Guaranteeing empathy and comprehension in the treatment given by professionals.
- Offering support workshops that promote social relations, provide emotional support, and include instruments for handling difficult situations and strengthening knowledge.
- Providing home support material that makes caring easier and prevents carers from suffering injuries as a result of their work.
- Providing support for families after the death of a family member.
- Establishing positive discrimination measures for carers of the seriously disabled.



Within this plan, special attention is focused carers of the seriously disabled who need assistance in all of the aspects of their daily life. After an evaluation process, carers of this kind have special identification on their health card that allows them to benefit from special measures, in order to make the attention they receive in health centres more agile, and to avoid unnecessary visits.

Having established all of these measures, it has been possible to reduce part of the concerns related to gender in the healthcare service, which include:

- Access to the healthcare system: reducing waiting times and speeding up the processing of paperwork without the intervention of carers means they can make better use of their personal, family and working time.
- Attention for physical and mental problems derived from working in care that have direct effects on their health, requiring specific and differentiated care.
- Empowerment: The activities carried out by family and other nurses in workshops for supporting carers have served as points of contact to recognise abilities and limitations, and to improve self-esteem and autonomy, favouring active participation in social life.

Finally, with regard to the mental health of children and teenagers, differences have been observed in the pathologies affecting either gender. Also, the intervention programmes include actions to counteract gender stereotyping in bringing up children, as well as promoting gender equality.

#### 41B HEALTHCARE TRAINING, CONTINUOUS TRAINING AND POST-GRADUATE TRAINING

The training programme reveals the preponderance of women in the area of healthcare, as more than twice the number of women attend training courses than men. This reveals the absence of sexual discrimination in this area, as it correlates with the dimension of

the system's personnel, 65% women and 35% men. The area of postgraduate training also reveals the changes that have occurred in this traditionally masculine field, as today more than 60% of students in accredited specialities are women.

Special mention should be made of the training programme developed for all of the nurses working within the system by the Regional Directorate of Development and Innovation in Healthcare. The professional group of nurses within the AHS is mainly female, and during 2006 a total of 5051 nurses were trained, of which 3687 were female and 1362 were male. For this reason, and aware of the efforts involved for nurses to receive training, with the difficulties involved in reconciling professional and family life, specific lines of action have been developed to facilitate this process.

Since 2004, the AHS has had an agreement with the INDEX foundation to promote research in nursing, including the Quid-Innova training programme, which is semi-presential. The use of new technologies makes it possible to establish alternatives such as on-line authorisation, avoiding the need to travel and making it possible for students to organise their time to include theoretical content.

As part of this agreement, from 2004 until October 2007, a total of 1,205 nurses received training, of which 825 were women and 380 men.

#### 4.1C HEALTHCARE

Healthcare planning in the Andalusian Health Service (action programmes, sectorial plans, etc.) contemplate the gender perspective in their design, implementation and evaluation.

No differences according to gender are detected in providing healthcare, as these programmes are carried out based on the needs of the population and not according to gender, although women make greater use of health resources, partly explainable by their greater longevity and the type of pathologies that affect them.

A guide has been produced to incorporate the gender perspective in healthcare processes, which will be distributed in the near future.

#### 4I E HEMOTHERAPY

There are no differences in terms of gender for people receiving hemotherapy from blood banks, nor in attracting donors, although there is a slightly higher number of male donors.

#### 4I F ORGAN TRANSPLANTS

Differences in terms of gender in this area are related to the fact that due to the higher mortality rate for men, there are more male organ donors. Men also represent the majority in renal therapy, as chronic kidney failure is more common amongst men.

In line with the stipulations of Article 140 of Law 18/2003, there is an equal participation of men and women in the organ transplant control commissions.

#### 4I G PHARMACEUTICAL AND COMPLEMENTARY ACTIONS

Although the actions contemplated in this programme are universal and therefore without any type of sexual discrimination, there are differences for women regarding their consumption of medicines, which may be explained by their greater longevity and the type of pathologies that affect them.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	8	8
Birth, adoption or fostering, pre-adoptive or permanent.	5	21	26
Caring for children under 16 months of age.	5	30	35
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	37	99	136
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	0	0	0
Infectious or contagious illnesses in children younger than 9.	12	39	51
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	3	36	39

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	1	0	1
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 18.00 REGIONAL MINISTRY OF EDUCATION

### INTRODUCTION

From its area of competence, the Regional Ministry of Education has decided to implement a global educational initiative to ensure that the objective of equal opportunities between men and women becomes a reality. The main instrument for achieving this objective is the First Equality Plan for Men and Women in Education, approved through the Agreement of the Governing Council on 2 November 2005. Together with this Plan, the Regional Ministry of Education has developed a series of measures within the Support Plan for Andalusian Families, specifically in the opening of teaching centres, aimed at reconciling professional and family life.

Within this context, analysing the educational framework, the following main inequalities are detected:

- Female students, at all stages of the educational system, have higher qualification and promotion rates than male students. These differences are derived from the cultural models according to which we educate boys and girls.
- The transmission of a series of traditional social and cultural values may be reinforcing gender stereotypes that bestow certain qualities and create certain expectations of each sex, a factor that continues to be decisive in the academic and professional choices made by boys and girls. There is an imbalance between male and female students in their preference for given professions and types of baccalaureate studies which must be corrected if we are to achieve equality in the future.
- In the school setting it is interesting to note the different way in which boys and girls act in solving conflicts and in their attitude and tolerance towards violence (82% of anti-social behaviour corresponds to male students, and 18% to female students).

- Women are a majority amongst teachers in nursery, primary and special education (levels in which the care of the pupils has a higher relevance), and represent 49% of teachers at secondary level. However, they are a minority when it comes to occupying posts such as headmistresses, members of directive teams or heads of department. This provides pupils with undesirable models that perpetuate the division of certain tasks by sex.
- Female teachers have a high level of participation in training activities, although have difficulties in accepting and accessing positions of leadership and promoting themselves professionally, and participate less as coordinators in innovation projects and ITC projects, amongst other cases.
- Participation by women is higher on school boards in public centres in all sectors: teaching staff, pupils, families and teacher-parent-associations. This percentage stands at 71.3% in the case of families, data that does not correspond to the number of chairwomen of pluriprovincial federations and confederations of parents' associations, in which they only represent 17%

## RESOURCES

According to the principle of transversality, all of the actions implemented by the Regional Ministry of education will include a gender perspective, with the aim of achieving the objectives established in the First Plan for Equality between Men and Women in Education:

- Facilitating knowledge on the differences between the genders.
- Promoting equal educational practices.
- Promoting changes in gender relations.
- Correcting the imbalance of responsibilities amongst teaching staff.

The actions carried out in general for all educational levels are:

- Appointing coeducation coordinators.
- Increasing the number of titles in the “Equality Plan” collection.
- Promoting the balanced access of both genders to working as headmasters/headmistresses.
- Convoing support funding for coeducation programmes carried out by the parents’ associations.
- Designing recommendations for the selection of curricular materials to school boards and publishers.
- Modifying models of documents, records and files related to the organisation and management of educational centres, to identify differences and permit differentiated solutions.
- Creation and distribution of an action plan to promote adopting commitments between teachers and families which foster the development of family responsibilities and caring amongst pupils.

### 3IP FAMILY SUPPORT SERVICE

The general objective of this budgetary programme is to permit the application of measures in favour of Andalusian families in the area of education, to facilitate family life and the integration of women and men in professional life in equal conditions.

The instrument used by the programme in this case is the Centre Opening Plan, whose aim is for teaching centres to offer longer school days, allowing students to enjoy the activities necessary to complete their education and respond to the demands of families for new educational services such as canteens, attention for pupils from 7.30 in the morning, or an extensive offer of extra-curricular activities. A total of 336 new centres will be joining the plan for

the 2007-8 academic year, resulting in a total of 1,801 centres, of which 1,200 offer early morning classrooms, 1,266 have school canteens, and 1,649 have extra-curricular activities.

#### 42A EDUCATIONAL MANAGEMENT AND GENERAL SERVICES

The actions to be implemented will focus on producing gender impact reports for the regulatory instruments that require them.

#### 42B TEACHER TRAINING

The Equality Plan places special emphasis on teacher training, as they will transmit the values and models to be adopted.

A total of 391 activities are planned for 2008, with 13,148 teachers taking part. This training extends from the initial stages of teacher training, training to teach the option for social changes and new gender relations, and training in co-educational practices.

Funding will also be offered for teachers to produce co-educational materials, together with the second edition of the Rosa Regás Awards for co-educational materials.

#### 42C PRE-SCHOOL AND PRIMARY EDUCATION

Co-education projects are implemented at these levels, aimed at promoting true equality between men and women and eradicating stereotypes and discriminatory conduct, using strategies and intervention models designed by teachers.

Also, the progressive extension of free education for the second cycle of infant education (non-obligatory level from 3 to 6) helps in the reconciliation of professional and family life.

Materials will be published and distributed on the contribution made to human knowledge by women, with guides for teachers, and workbooks for students entitled “Do you know....?”



A plan for promoting enterprise culture will also be implemented for students at this level, focused on providing special incentives for girls.

#### 42D SECONDARY EDUCATION

Co-education projects are also implemented at this level. The subject “Social Changes and Gender” will be obligatory during the academic year 2007-8, and will be taught in the first and third years of secondary level, promoting the balanced access by both genders to training cycles that are not demanded by boys and girls as a result of preferring a non-sexist choice. Additional emphasis will also be given to teaching enterprise culture.

#### 42E SPECIAL EDUCATION

In the case of educational levels with students with special educational needs associated with their capacity, the same principles and actions included in the Equality Plan will be implemented, also developing co-education plans.

#### 42F COMPENSATORY EDUCATION

In the case of children with special educational needs associated with a disadvantaged socio-economic situation, the gender perspective will also be applied, as the gender variable is included together with other factors that create inequality (immigrants, ethnic groups, rural nuclei, etc.)

Programmes and actions for academic and professional guidance without a gender bias will be developed through the Educational Counselling Teams and Counselling Departments of schools.

#### 42G ADULT EDUCATION

Adult education is of major importance in granting access to the labour market, access to the knowledge society, and the process of active citizenship.

Men and women do not share an equal position in the labour market, meaning that education of this kind particularly helps adult women to find work, at the same time as helping with computer skills.

#### 42H SPECIAL TRAINING

Desegregated data and analyses of differences are still being obtained in order to adopt the necessary measures.

#### 54C EDUCATIONAL INNOVATION AND EVALUATION

A lower level of participation has been detected by female teachers in the coordination of ICT projects (information and communications technology). As a result, a coordination team has been set up instead of using a single coordinator, placing an emphasis on the involvement of female teachers in coordinating ICT projects.

## PERSONNEL

The requirements and conciliatory measures applied for personnel working for the Regional Ministry, both administrative and teaching staff, are the same as those established in general for all civil servants and administrative personnel working for the Autonomous Government of Andalusia.

Specific exceptions exist for interns covering needs that arise in the public education system. In line with the regulations affecting these interns (Resolution dated 31 May 2004 from the General Directorate of Human Resource Management, establishing the regulations affecting intern teachers, modified by the resolution dated 27 May 2005), exceptions exist related to interns not being excluded from promotion lists for reasons associated with maternity, adoption or fostering. Also, teachers who have been assigned posts are not obliged to take them up if they have children younger than six.

## PERSONAL

## LEAVE &amp; REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	349	349
Birth, adoption or fostering, pre-adoptive or permanent.	107	2,841	2,948
Caring for children under 16 months of age.	165	2,055	2,220
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	0	1	1
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	0	0	0
Infectious or contagious illnesses in children younger than 9.	0	0	0
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	78	532	610

## LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	60	320	380
Voluntary leave for family reunification	3	4	7
Leave for violence committed against fem. Civ. Serv.	0	46	46

This data includes licenses and leave of absence for teaching personnel from the Autonomous Government of Andalusia.

## 19.00 REGIONAL MINISTRY FOR EQUALITY AND SOCIAL WELFARE

### INTRODUCTION

This year, the Regional Ministry for Equality and Social Welfare has contributed together with the rest of the regional ministries in producing the gender impact report for the 2008 budgets.

This is an obligation established by Article 139.2 of Law 18/2003, of 29 December, on Financial and Administrative Measures, and which is now being implemented for the third year in a row.

This report has analysed the expenditure policies of the different programmes implemented by the Regional ministry in order to assess their implications and repercussions on men and women.

The aim is to firmly implement equality policies in all of the different ministerial policies, analysing each programme to verify if its expenditure reflects its actions and results, in terms of the number of men and women who will benefit from the actions implemented using these amounts.

In the case of this budgetary section, it includes programmes that affect gender equality, such as 3IP or 3IR, apart from the fact that this regional ministry is responsible for the equality organisation of the Andalusian government, the Andalusian Women's Institute.

Policies for the elderly, childcare, the disabled, drug abuse, families, dependency and social welfare policies all have an added factor thanks to this analysis, making it possible to desegregate the expenditure planned for categories related to gender issues and indicate where this expenditure will be destined, helping to reduce existing gender inequalities.

With these proposals and this responsibility in mind, the budgets from Section 19.00 are analysed from a gender perspective, focusing on the repercussions of the different measures that are established, so that the policies developed by this section have a positive impact on gender equality in Andalusia.

## RESOURCES

### 31B DRUG DEPENDENCY PLAN

Actions in relation to drug dependency are included in the Second Andalusian Plan on Drugs and Addictions, whose general principles include gender equality.

With regard to access to the assistance network and the different preventative actions, except for the tobacco, women use the primary services of the drug dependency network less than men.

Faced with this situation, the response implies a therapeutic intervention that takes the differential features of female drug users into account. Specific emphasis has been given to adapting places in rehabilitation centres to the existing demand, maintaining specific attention for pregnant women. This attention includes any children younger than 3 years of age, who have places reserved in Socio-educational Attention Centres.

The final stage of treating drug addiction is aimed at incorporating the beneficiary into society, including access to employment as an instrument to facilitate this process. The percentage of women included in the Crafts Network Programme and the Arquímedes Programme continues to grow on a yearly basis.

Finally, during 2008 a study will be carried out into the prevalence, consumer profiles and perception of the risk associated with the use and/or abuse of drugs, in order to detect risk factors and changes in the profile of consumption and new types of abuse, obtaining data desegregated by gender that will make it possible to plan and develop new interventions.

### 31C CARE FOR THE DISABLED

Disabled women represent more than 5% of the Andalusian population. This is a heterogeneous and diverse social group, which suffers from dual discrimination, and requires transversal policies to be adopted in all areas.

The most significant actions in this area include the Integral Action Plan for Disabled Women in Andalusia 2008-2013, including measures such as:

- Promoting the active participation of disabled women.
- Developing instruments (such as protocols, programmes and guides) for the prevention, early detection and solution of violence committed against disabled women, especially in the family, as well as in social and healthcare services.
- An analysis of the existing social services in order to detect any lack of attention or support for disabled women, focusing on their different needs and expectations, and implementing specific measures to deal with them.

2008 will also include the implementation of two further plans: the Employability Plan for disabled persons, 2007-2013, led by the Regional Ministry of Employment, and the drafting and approval of the Second Integral Action Plan for Disabled Persons in Andalusia, once the First Plan for 2006 has concluded and been suitably evaluated.

### 31D CARE FOR THE ELDERLY

The elderly in Andalusia represent a large sector of the population, tending towards becoming the majority, particularly women, who represent 57.7% of the elderly population in the region.

The services and programmes in this area are oriented towards policies that encourage active aging, social participation, affective social integration and the intensification of inter-generational relations. The increasing participation of women has become clear in actions such as Social Tourism Programmes, University Lectures for the Elderly, or Day Centre activities.

Accordingly, by increasing the amount of resources, the needs of an increasingly larger number of elderly persons will be covered, indirectly benefiting more women, as a means of opening their cultural horizons, filling their leisure time, and promoting their greater participation in public life.

The objectives for 2008 include the creation of a study on gender issues, co-financed by the European Union (European Social Fund), which will make it possible to define the level of gender impact of the different actions that are implemented.

### 31E CHILDCARE

Policies developed by the Regional ministry for Equality and Social Welfare are aimed at promoting equal opportunities in general, and gender equality in particular, from an early age.

Within this generic framework, actions are planned aimed at raising awareness and promoting children's rights, through training programmes and publicity campaigns in the media.

Also, the research and studies carried out by the Andalusian Infancy Observatory include the gender perspective in all of their different areas. These studies are a basic statistical instrument in obtaining a clear vision of infancy in Andalusia, as they include indicators desegregated by sex.

### 31F PENSIONS

In order to evaluate the gender impact of this budgetary programme, the statistical data has been used on the number of persons who receive pension benefits in the region of Andalusia.

Firstly, it should be noted that the people receiving this assistance do not have sufficient economic resources, and are considered as being unable to attend to their basic needs.

The amount of the pension and the necessary conditions are identical for men and women, although for demographic reasons more women receive pensions than men.

## PENSIONS

	MEN	%	WOMEN	%	TOTAL
FAS	1,645	15.0	9,308	85.0	10,953
LISMI	927	12.7	6,351	87.3	7,278
PNC	28,402	26.5	78,914	73.5	107,316
<b>TOTAL</b>	<b>30,974</b>	<b>24.7</b>	<b>94,573</b>	<b>75.3</b>	<b>125,547</b>

Women who receive pensions are more vulnerable in social and economic terms, as a higher percentage of women have not contributed to the Social Security system, or have not contributed sufficient amounts to be entitled to a contributory pension.

The extraordinary economic aid for beneficiaries has increased by 6% for non-contributory pensions in 2008, and by 12% for subsidies for the disabled and other types of pension.

## 31G SOCIAL WELFARE

The gender perspective is particularly important in the case of policies designed to protect social groups in especially vulnerable situations, as women are present in all of them. Although these actions are directed at this group as a whole, the repercussions they have, albeit indirectly, on women are highly significant.



Also, in the case of the Community Social Services in Andalusia, there is an important quantitative and qualitative number of women users.

Other important programmes in this area are those designed for Gypsy women, as well as those related to migratory movements, aimed at solving problems with the exclusion of female immigrants.

Finally, one of the decisive factors for promoting social inclusion is employment, essential in the case of women. The budgetary programme includes actions aimed at promoting employment and participation in the labour market, with bodies such as the Joint Service for the Renovation and Creation of Employment.

### 3I H VOLUNTEER WORK

As a key factor in its development and progress, Andalusia requires an active civil society. This means that we must continue to promote the social participation of men and women in all areas, placing special emphasis on the role of volunteer work to construct a system of coexistence between women and men based on equality.

The typical profile of volunteer workers in Andalusia is a woman aged between 26 and 40, who becomes involved for reasons of solidarity and social justice, and who collaborates for a period of at least two years.

From a budgetary viewpoint, these objectives are integrated through this programme thanks to funding for social volunteer work provided for private organisations, and awareness actions in values that fight against sexual discrimination.

### 3I P FAMILY SUPPORT SYSTEM

The incorporation of women into the labour market brought about one of the most important social changes in the twentieth century. In the last twenty years, the activity rate for Andalusian women has doubled, from 21% in 1983 to 44.4% today.

We have taken this situation into account, and applied the measures included in the support plan for Andalusian families, which is providing a response to the needs of families in the area of reconciling professional and family life.

The continuous growth in the number of places offered in Socio-educational Attention Centres has led to greater possibilities in reconciling professional and family life for Andalusian families. Also, these possibilities have been made more effective through additional centres such as play areas and canteens.

It has also become clear that in recent years the social services for attending to the elderly and disabled in Andalusia have diversified, with a series of measures related to the social role of families, and particularly the role of women as carers. The resources applied in this area include:

- Day Stay and 'Family Breather' programmes.
- Canteen Services in Day Centres.
- The Andalusian Remote Assistance Service.

The measures include in the plan also establish a series of rights related to problems derived from dealing with persons in conditions of dependency.

### 3.1.4 DEPENDENCY SERVICES

The approval of the law on the Promotion of Personal Autonomy and Attention for Persons in Situations of Dependency has served as a driving force for the consolidation of the fourth 'cornerstone' of the welfare state.

The implantation of this law represents a major improvement in living conditions for dependent persons, mainly women, and especially for those who usually provide care services, also mainly women.

One new advance in this area is the development and organisation of specific training courses aimed at carers, in order to help them deal with this task in the best possible conditions and with as much information as possible.

The budgetary efforts for 2008 will include a qualitative improvement of legal resources. Services such as remote assistance, home care or care in residential centres will benefit a group in which women are a majority. The aim is to make the financial support connected with the service compatible with support provided during holiday periods for the carer, and economic support for family care with home help services, day and night centres and residential care also during holiday periods, with the aim of offering them support and the opportunity to rest.

Modifications will also be made to modify the Order of accreditation for centres offering attention to persons in a situation of dependency, in order to adjust the ratio of personnel to the reality of the current labour market, facilitating the incorporation of women.

### 32E PROFESSIONAL PLACEMENTS

The need for social cohesion, with special attention focused on the most disadvantaged groups in social and economic terms, is one of the basic objectives of public authorities.

This budgetary programme is aimed at family units whose income does not reach 62% of the minimum wage.

There is a greater quantitative ratio of women in this programme, both in the number of applicants and number of beneficiaries of the Solidarity Programme to regulate basic income in Andalusia.

## ANDALUSIAN YOUTH INSTITUTE

### 32F PROMOTION AND SERVICES FOR YOUNG PEOPLE

The Andalusian Youth Institute (AYI) has developed a series of strategies to introduce Gender Mainstreaming or Transversality in the development of its areas of competence. A working group has been formed to design proposals and strategies that are being incorporated into the daily work of the different Services that belong to the Institute.

During 2007, work continued on designing and implanting strategies that permit the integration of the gender perspective in the different services of the AYI, which include:

- Tabulation of the unified report model for all services and programme, desegregating by gender all of the data on participants, organisation, monitors, training staff, volunteers, etc. These results will provide us with information on the level of female participation in our activities, offering a clearer perspective on the role of young women within the programming of the AYI, as well as the gender impact of youth policies.
- Facilitating and promoting the training of AYI personnel in order to incorporate the gender perspective in their daily work, organising courses on gender mainstreaming in all of the provincial offices of the AYI through their training plan.
- Supervising and revising non-sexist language and content in orders on subventions from the AYI, analysing their gender perspective and the content of our website and all of the publications produced by the AYI.
- Designing a database to tabulate the results of the evaluation forms for projects funded by the AYI which include data disaggregated by sex, as well as specific items to evaluate if the projects have taken the gender perspective into account, and have favoured equal opportunities for women.

- The implantation of directives designed for training staff within the organisation, on the use of non-sexist techniques and language during courses, as well as the use of methodologies that promote the participation of women in these activities, using positive discrimination methods if necessary.

In relation to the inequalities detected in the areas of competence of this institute, the following are considered as the most relevant:

- A lack of parity in the composition of the management and representative bodies of youth organisations.

- A lower level of participation by women in actions and activities designed by the institute, as well as in those from other public or private bodies involved in developing youth-related projects.

- Training in values and the programming of youth policies that are not sensitive to transversality and gender impact.

Corrective criteria will be introduced in 2008 to overcome these inequalities, as explained in the 'Resources' section.

During 2008, as part of its budgetary programme 32F, Promotion and Services for Young People, within the framework of the 'Youth Plan' (2005-8), the IAJ will include the following areas, objectives and actions with reference to gender impact:

- Participation and youth volunteers Area: the main priorities in this area include:
  - Promoting participation, associationism and volunteer work amongst young people, with special reference to gender transversality.
  - Training programmes for the public and training in values, focusing on gender equality criteria and actions aimed at preventing and eradicating gender-related violence.

The following specific actions are planned in this area for 2008:

- Promoting gender transversality in relation to associationism and volunteer work for young people, in terms of participation by young people (representative bodies from youth organisations), with the financing of Youth Organisations (including the gender perspective when offering funding, when designing activities and taking part in them).
- With the aim of guaranteeing access to information by young people in the region, promoting equal opportunities and participation, actions will be implemented so that the officially recognised Young People's Information Centres in Andalusia carry out monitoring of their male and female users and their consultations, disaggregated by sex, designing a special form to gather data from queries, and a computer application to tabulate the information gathered in this way.
- A computer application will be designed to monitor and control all juvenile correspondent, showing data disaggregated by sex.
- With regard to the Training Plan for 2008 of the AYI, this includes a series of strategies aimed at consolidating the gender perspective and its transversality amongst young people in Andalusia (offering courses on preventing and eradicating gender violence), and for the trainers offering the courses.

At internal level, this training plan will include training sessions on gender issues, for staff responsible for the institute's website (especially on gender indicators), and for staff responsible for coordinating training from the institute's provincial offices.

- Quality of Life area. Its main objectives include:
  - Promoting the professionalisation of young creators.
  - Facilitating access to culture for young people at reasonable prices.
  - Promoting funding for local bodies and Andalusian universities so that they include the gender perspective in their different activities, when designing activities and taking part in them.

- Area of mobility and languages. Its main objectives are to promote mobility and autonomy for young people based on criteria of gender parity.

Specific actions in this area include:

- Requesting the Empresa Pública Andaluza de Gestión de Instalaciones y Turismo Juvenil, S.A. to provide data on the level of occupation and participation in its activities, disaggregated by gender.
- Promoting programmes and actions aimed at facilitating mobility and autonomy for young people based on gender parity criteria (camps for young people, languages, European programmes, and the Carnet Joven card for people under 26 years of age).

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	20	20
Birth, adoption or fostering, pre-adoptive or permanent.	12	106	118
Caring for children under 16 months of age.	30	89	119
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	496	1,533	2,029
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	162	534	696
Infectious or contagious illnesses in children younger than 9.	45	164	209
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	15	164	179

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	0	8	8
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0



## 19.31 ANDALUSIAN WOMEN'S INSTITUTE

### INTRODUCTION

The Andalusian Women's Institute is a body within the Autonomous Government responsible for promoting and coordinating public policies in order to achieve equal opportunities between men and women.

Since its creation in 1989, through Law 10/1988 of 29 December, the AWI has organised a series of programmes and services to help Andalusian women and promote their participation at social, cultural and economic level.

During this period the Autonomous Government has designed its own laws in the area of gender equality, which will be published this year (2008) as part of the Law for the Promotion of Gender Equality in Andalusia, together with other new rights and principles.

This law is an essential instrument to help continue advancing towards a more equal and democratic society, contributing towards guaranteeing and consolidating the progress already achieved, and speeding up the slow historical process of women's incorporation into society in the full use of their political, social, economic and family-related rights as citizens. It also develops the guidelines established in the Autonomous Statute for Andalusia, approved in March 2007.

This statutory framework includes in sixteen articles on the principle of equality and non-discrimination by sex, created as a transverse principle applied to all of the region's areas of competence.

## RESOURCES

### 32G ACTIONS FOR THE EQUALITY AND PROMOTION OF WOMEN

The budgetary programme controlled by the AWI is 32G, Actions for the Equality and Promotion of women, with a total of 40,157,879 Euros, an increase of 9.18% over the financial year 2007, aimed at financing the following objectives and measures.

#### Objectives.

- Eliminating gender-related violence.
- Social attention for women.
- Equal opportunities in employment.
- The social and political participation of women.
- General attention and information.
- Training and awareness on gender issues.
- Gender transversality.
- Functioning.
- Personnel.

#### Actions.

One of the most important features of this financial year is the entry into effect of the Law for the Promotion of Gender Equality in Andalusia and the Law on integral preventative and protective measures against gender-related violence. These represent a major economic effort on the part of the Andalusian government, the development of new measures and the consolidation of the actions already in place in our Autonomous Region.

With the objective of eliminating gender violence, a new line of action has been designed for studies, research and statistical services on gender violence, aimed at producing a study on the impact of Protection Orders in Andalusia, as well as publishing a guide on legal measures for female immigrants.

A new Consultancy and Monitoring Service for protection orders will be set up, with work involving requesting unpaid pensions, prior to the national government approving regulations on the Pensions Guarantee Fund, which will require the collaboration of the Autonomous Regions.

In the area of Equal Opportunities in Employment, actions will be developed aimed at improving the employability of women in Andalusia, foster an entrepreneurial spirit amongst women, and create new opportunities for their participation in economic activity, designing actions aimed at eliminating discrimination in the workplace, with the collaboration of social and economic agents.

A new feature will be the creation of a line of subventions for business organisations for their involvement in integrating equality into enterprises.

One of the main features of the Law for the Promotion of Gender Equality in Andalusia is the definition of “equal democracy”, based on the social and political representation and participation of women through the different women’s associations in our region.

In the area of General Attention and Information, the AWI will create a new Sign Language Service for hearing-impaired women.

Finally, in the area of Gender Awareness and Training, a Gender Equality Observatory will be created to help develop existing legislation, and make it possible to identify discrimination and channel demands from citizens which will serve as the base for future proposals for action.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	1	1
Birth, adoption or fostering, pre-adoptive or permanent.	0	1	1
Caring for children under 16 months of age.	0	0	0
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	2	10	12
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	0	6	6
Infectious or contagious illnesses in children younger than 9.	0	2	2
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	0	1	1

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	0	0	0
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 20.00 REGIONAL MINISTRY OF CULTURE

### INTRODUCTION

The Regional Ministry of Culture of the Autonomous Government exists to coordinate and manage different cultural actions and public and private agents. The Regional Ministry takes equal opportunity criteria into account when designing its cultural policies. Based on the need to establish a suitably balanced cultural offer, it has produced the following Gender Impact Evaluation Report on the budgets it controls.

Analysing this information allows us to see that the gender indicators we are using are showing a positive situation. In most cases there is parity between men and women, an encouraging situation, although this needs to be studied in greater detail in order to achieve a closer understanding of the reality of our area of intervention.

By focusing on the indicators, we have detected that these are only providing information on a limited part of our policies, and therefore only offering us a limited view. As regards the rest, there is a lack of information on gender equality, mainly a result of the difficulty involved in obtaining data.

Another important aspect in our analysis is the complexity of applying it to analysing specific areas of our activities, as a large part of our resources are destined for institutions instead of individuals directly. Also, the resources that are given to individuals are usually through subventions, with the subsequent complexity involved in analysing this, as they are competitive in nature.

However, we consider that if we emphasise analysing the gender reality of the institutions themselves, as well as the programmes they develop, it may be possible to obtain a wealth of information and apply them to these programmes, taking action against the different deficiencies detected amongst the public at large and professionals.

In the area of equality between men and women, the Regional Ministry of Culture has proposed the following needs derived from gender inequalities:

- Extending gender studies and applying the indicators to all aspects of society, so that they support us in taking decisions in this area.
- The formal implantation of data gathering systems on gender issues.
- The application of gender policies in sections working directly with institutions rather than with individuals.
- Increased knowledge on the real situation of users of culture, their needs and expectations.
- Completing the studies carried out to date on the area of reading, as those available so far do not shed must light from a gender perspective.

In relation to librarians, we know that the majority of the staff working in the Andalusian library network are women, although data will have to be gathered on their employment categories and precariousness in their employment status.

The ABSYS management system provides interesting data on the use made by women of the library service. More women use the service than men, although men take out more books.

One of the inequalities of most relevance that has been detected is associated with initiatives presented within the associative networks supporting flamenco dance and music, with a much higher proportion of men requesting funding than women. However, funding has been granted to all of the women who have requested it.

## RESOURCES

The Regional ministry of Culture has put forward a series of projects with the aim of moving forward in the area of equality between men and women. The directives that will serve to guide the definition of the budgets with gender impact in 2008 are:

- Training, perfection courses, extending studies and promoting young creators from Andalusia.
- Creating cultural programmes for children to be used in equality projects.
- The general diffusion of any activity to all of the Andalusian population, guaranteeing its equal reception by men and women.
- Implanting systems and measures aimed at achieving parity in the different sections, general directorates, units, etc.
- Establishing criteria in cultural activities to be carried out in any type of cultural space whose actions are aimed at providing an incentive for participation by women and their access to culture.
- Creating criteria of value on gender equality in the area of funding.

In this case, the Regional ministry has begun to develop positive action measures aimed at women within the cultural environment of our own organisation and in the services we provide to third parties or society in general. Continuing with our objective of preventing and compensating the existing disadvantages, positive action measures will be established in the administration of funding.

The actions planned as part of the budget for the Regional ministry of Culture for 2008 are included within the following main objectives:

- The Strategic Plan for Culture in Andalusia as an instrument for cultural actions
- Culture as a factor of economic development
- Cultural industries
- Quality in cultural administration.
- Historical heritage: identity and assets in Andalusia.
- Culture and technology. Cultural information systems.
- Implementing laws for museums, Andalusia's historical heritage and for the Andalusian Institute of Historical Heritage.
- Innovation and creativity
- Flamenco.
- Cultural cooperation

Another major objective in the medium term for the Regional Ministry is to integrate the gender perspective transversally in each of these areas and their different actions, with the aim of promoting the specific activities to be carried out.

#### 45C CULTURAL PROMOTION

Amongst the budgetary programmes from our Regional Ministry, 45C – Cultural Promotion and Support – has been classified as G+. This classification indicates that it has the highest sensitivity in terms of gender, and therefore the efforts involved in its development are those of greatest intensity for the ministry.



In this case, some of the initiatives included in the budgets for 2008 corresponding to the Programme for Cultural Promotion and Support are:

- Promoting the private production of plays with female casts.
- Establishing competitions and awards for female playwrights.
- Creating an award for the best play directed by a woman.
- Promoting access by women to higher education courses on performance and music.
- Promoting access to theatre direction studies by women
- Working with the Cultural supervisors from the different municipal areas to consider women's associations as sources of audiences (a percentage of ticket sales will be carried out through these associations).

#### 45B CULTURAL ASSETS

The most significant actions in relation to budgetary programme 45B – Cultural Assets – are listed below:

- Establishing formal indicators for people by gender in relation to access to grants, visitors to archaeological and monumental areas, selecting students for training programmes (courses and masters) on research related to documentation, preservation and training in historical heritage issues
- Carrying out an exhaustive study of the gender profile of visitors of the cultural spaces we are responsible for (archaeological and monumental areas), using systems to evaluate their needs and expectations.

#### 45D MUSEUMS

With regard to programme 45D – Museums – the Regional Ministry of Culture has established the following directives with regard to equality between men and women:

- Defining systems for evaluating and monitoring gender equality through objective indicators and values.
- Applying a gender analysis to the institutions themselves, as well as their programmes, in relation to parity in the commissions detailed in the Regulations on the Administrative Organisation of the Historical Heritage of Andalusia (the Andalusian Commission on Moveable Assets and the Andalusian Museums Commission), as well as those appointed to carry out other research or study programmes (the museum project commissions for museums and institutions such as: Iberico, the Centre for Contemporary Creation of Cordoba, Jaén Museum, Cadiz Museum and the Casa de Murillo Museum).
- Focusing special attention on the use of non-sexist language in all documents produced by the General Directorate of Museums, both in those intended for the public and internal working documents.
- Analysing data by gender on visitors to museums, mainly related to needs and expectations.

#### 45H BOOKS AND BIBLIOGRAPHIC AND DOCUMENTARY HERITAGE

The main actions in this area will be included in the Integral Plan for the Promotion of Reading in Andalusia. This area is included in Programme 45H – Books and Bibliographic and Documentary Heritage.

The actions will be included in projects aimed at promoting literary creation, and promoting reading amongst the public at large. A study will be carried out to analyse reading habits by gender in Andalusia in detail. This study will complement the data obtained by the Reading

Barometer on the purchasing of books and use of the Internet in Andalusia for 2006, carried out by the Andalusian Book Association.

The specific actions carried out in relation to reading will be:

- Including the gender variable with greater relevance in gathering information by the Reading Observatory.
- Providing technical measures for agents responsible for promoting reading so that they can gather data by gender and obtain a clearer idea of the situation.

Actions involving libraries will be aimed at making their services available for all of the region's population. The following actions are considered as priorities:

- Carrying out a study on the working conditions of people currently working in the Andalusian libraries network, to detect any possible gender inequalities.
- Creating centres of interest in public libraries dealing with the gender issue.
- Carrying out activities to promote libraries to women, as it has been detected that the majority of users are male.
- Reconciling cultural and family life, for example by programming activities for children and adults at the same time.

#### 45E CULTURAL COOPERATION

With regard to programme 45E, Cultural Cooperation for 2008, and in particular to the future public call for subventions in Cultural Volunteer issues, special consideration will be given to the criterion of cultural activities destined to establish actions aimed at encouraging participation by women and their access to Culture. This initiative therefore attempts to consolidate a line of actions that are liable to funding with special attention to women and culture.

However, it should be noted that due to the fact that this funding is offered on a competitive basis, its granting will be based on the nature of the project presented, conditioned by the number of female organisations requesting funding.

#### 45I STRATEGIC PLANNING AND SUPPORT FOR CULTURAL INDUSTRIES

In relation to Programme 45I, Strategic Planning and Support for Cultural Industries, some of the most important interventions are highlighted below:

In the area of Flamenco, the budgets for 2008 for the Flamenco Agency will be aimed at emphasising the role of women, developing the following lines of action:

- Flamenco productions placing special emphasis on protesting against gender violence.
- Supporting private initiatives, training and promotional projects with an emphasis on women.
- Promoting initiatives in the associative fabric of flamenco with a higher presence of women.

In relation to the initiative supporting the creation and diffusion of contemporary art, to implement during 2008 the indicators number of women and number of men in the following lines of action (data will be obtained as of 2009):

Training:

- Study grants.
- Exchanges for artists.
- Support for the training of critics and exhibition curators.

- Support for the publication of research projects.

Production:

- Awards for artistic activities.
- Acquisition of new art.

Diffusion:

- Funding to visit international events.
- Funding to visit international fairs.

We would also highlight the following actions:

- The Benefactors of the Alhambra are developing a series of programmes to promote employment amongst women in the monument.
- The Andalusian Contemporary Art Centre is developing a number of projects that promote the reconciliation of professional and family life, and which are currently underway. Initiatives similar to the BUHO project will be developed, open to personnel working in the ACAC and the general public. This project is aimed at looking after children between the ages of 3 and 12, between 8 a.m. and 3 p.m., on working days. In its previous editions the project offered excellent results and had a high level of participation.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	54	54
Birth, adoption or fostering, pre-adoptive or permanent.	0	13	13
Caring for children under 16 months of age.	1	19	20
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	35	69	104
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	11	34	45
Infectious or contagious illnesses in children younger than 9.	0	0	0
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	0	4	4

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	1	0	1
Voluntary leave for family reunification	0	0	0
Leave for violence committed against fem. Civ. Serv.	0	0	0

## 21.00 REGIONAL MINISTRY OF THE ENVIRONMENT

### INTRODUCTION

According to Article I of Decree n° 206/2004, of 11 May, establishing the fundamental structure of the Regional Ministry of the Environment, this body is responsible for the preparation and implementation of the Government's policies in relation to the responsibilities of the Autonomous Community of Andalusia in environmental matters.

Gender Transversality, as the inclusion of the perspective of gender equality in all policies and at all levels, is mainly reflected in the Regional Ministry of the Environment through the following budgetary programmes:

- Programme 44C, “Environmental Education and Sustainability”, with actions specifically aimed at integrating women in employment through environmental training and awareness, especially the GEODA Programme: Women and the environment, and the FSE project on environmental awareness and training for women.
- Programme 44F “Environmental Participation and Information”, does not expressly include budgetary actions aimed at eliminating inequality between men and women. However, a series of internal action measures have been implemented to eliminate inequalities between genders in public contracting, and with respect to the production of environmental information.

A series of inequalities have been detected in this programme taken from the statistical project entitled “Employment and the Environment 2004”, which incorporates participation by gender in the different environmental activities registered in Andalusia.

**DISTRIBUTION OF ENVIRONMENTAL EMPLOYMENT BY GENDER IN ANDALUSIA.**

2004

	MEN (%)	WOMEN (%)
Management of the watercycle	82.5	17.5
Management of waste, restoration and cleaning of contaminated soil	83.9	16.1
Noise prevention and pollution control	41.2	58.8
Renovable energies, savings and energy efficiency	22.9	77.1
Management of natural spaces and en forestry activities	12.6	87.4
Ecotourism	49.5	50.5
Research and technological development connected with the environment	37.6	62.4
Environmental education, training and awareness	55.5	44.5
Public employment environmental areas	16.0	84.0
Environmental protection in industry	18.6	81.4

**RESOURCES****44C ENVIRONMENTAL EDUCATION AND SUSTAINABILITY**

The Regional Ministry of the Environment, from the point of view of gender impact in its budgets, and particularly in programme 44C, has designed a study to research inequality: Gender Analysis and Diagnosis in the Regional Ministry of the Environment.

The following actions are planned as part of the GEODA Women and the Environment Programme, aimed at dealing with environmental issues from a gender perspective and promoting the participation of women in the sector:

- A social communication and awareness campaign aimed at fostering equal opportunities, reducing gender imbalance and using the revaluing of the environment as a dynamic factor for sustainable development:



- Exhibition: “Women and the Environment. Where do we fit in?”
- Guide on women and the environment
- Questionnaire: “Where do we fit in?”
- Awareness and training:
  - Participative awareness workshops on good ecological practices in daily life with a gender perspective, aimed at generating a positive attitude and active conscience on adopting healthy habits.
  - Training courses for female producers-consumers on ecological agriculture, aimed at promoting knowledge and participation in ecological production systems amongst female producers as new sources of employment.
- Studies and research aimed at promoting new trends in social communication on the evolution of environmental issues or the integration of gender perspectives.
  - Collaboration with the Centre for Women’s Studies (University of Granada) on gender analysis and diagnosis for the Regional Ministry of the Environment and its delegations.
  - Study on communication through environmental journalism with a gender perspective.
  - Guide on good working practices for environmental journalism with a gender perspective.
  - Workshop on environmental journalism and the gender perspective.
- Campaigns, information, awareness and training for teenagers, on equity and environmental responsibility:
  - Informative campaign on courses and online games for young people between 16-20 years of age.

- Online courses: I want, I must, I can.
- Online games on gender perspective and environmental responsibility.
- Workshops on women and the environment.
- Training courses:
  - Climate change: a question of gender?
  - Water, rural areas, sustainable development and new sources of employment.

#### 44F ENVIRONMENTAL PARTICIPATION AND INFORMATION

As mentioned in the introduction, programme 44F also includes specific actions aimed at correcting inequalities, in particular:

- In the area of public contracting, the procedure designed for contracting services, in which the content of the technical and economic proposals submitted for evaluation in administrative processes for contracting services state: “Special consideration shall be given to companies that develop policies of equal opportunities for men and women”.
- This evaluation will be extended to all of the other types of administrative contracts carried out by this administrative centre, for works, supplies, consultancy services and assistance. Also, these companies will be requested to provide information on their gender distribution, as well as the employment created for both genders as a result of the project being contracted.
- With respect to the production of environmental information, the aim is to develop this statistical production with a breakdown by genders in all possible cases, to offer information of use for public authorities in establishing policies aimed at eliminating inequality between men and women.

- Improvements will be made to the public service provided by the “Citizens’ Mailbox” Internet service. This instrument will be adapted to request the gender of the person accessing the mailbox. Also, the number of requests received to date, more than 3 100 will be evaluated (from October 2006 to mid-September 2007), separating the requests by gender in messages in which the “Name” field has been filled in.
- Gender information will be extended in the statistical project we are currently developing, entitled “Employment and the Environment in Andalusia 2006”, in all of the environmental activities located or carried out in our Autonomous Region, in the private and public sectors, connected with environmental management, obtaining as much information as possible for each province.
- Work has been planned to create gender indicators in the environmental area that offer relevant information in order to diagnose the level of gender inequality and help design measures to eliminate it.

## PERSONNEL

### LEAVE & REDUCTION OF WORKING HRS

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Pre-natal examinations and classes during the working day.	0	16	16
Birth, adoption or fostering, pre-adoptive or permanent.	15	13	28
Caring for children under 16 months of age.	7	13	20
Serious illness, hospitalization, death of spouse or partner, parent or family member within the first level of consanguinity.	304	244	548
Serious illness, hospitalization or death of any family member within the second level of consanguinity.	86	90	176
Infectious or contagious illnesses in children younger than 9.	10	45	55
Reduction of working hours for caring for any person for whom they have direct responsibility (children younger than 9, unemployed persons with sensory or mental deficiencies) direct care for reasons of age, accidents or illness.	12	38	5 0

### LEAVE

	LEAVE GRANTED		
	MEN	WOMEN	TOTAL
Leave to care for family members	2	9	11
Voluntary leave for family reunification	1	0	1
Leave for violence committed against fem. Civ. Serv.	0	0	0

## APPENDICES



## APPENDIX I.

### GENDER INDICATORS OF BUDGETARY POLICIES

#### I. R+D, INNOVATION AND THE KNOWLEDGE SOCIETY

Section	Programme	Indicator name	Value	Quantity
I200	54A	RESEARCHER. PUBLIC & PRIVATE SECTOR	Nº MEN	11,400
I200	54A	RESEARCHER. PUBLIC & PRIVATE SECTOR	Nº WOMEN	7,888
I200	54A	RESEARCHERS IN TRAINING (M)	Nº MEN	432
I200	54A	RESEARCHERS IN TRAINING (F)	Nº WOMEN	522
I200	54A	WOMEN KNOWLEDGE AGENTS	PERCENTAGE	40
I200	54A	PERSONNEL INTEGRATED IN RESEARCH GROUPS	Nº MEN	10,216
I200	54A	PERSONNEL INTEGRATED IN RESEARCH GROUPS	Nº WOMEN	8,096
I200	54A	RESEARCH GROUPS BY RESEARCHER PPAL	Nº MEN	1,200
I200	54A	RESEARCH GROUPS BY RESEARCHER PPAL	Nº WOMEN	600
I200	54A	PERSONNEL CONTRACTED IN RES.PROJECTS	Nº MEN	651
I200	54A	PERSONNEL CONTRACTED IN RES.PROJECTS	Nº WOMEN	314
I200	54B	ANDALUSIAN MOBILE PHONE USERS (M)	PERCENTAGE/POPULATION	81
I200	54B	ANDALUSIAN MOBILE PHONE USERS (F)	PERCENTAGE/POPULATION	81
I200	54B	ANDALUSIAN COMPUTER USERS (M)	PERCENTAGE/POPULATION	51
I200	54B	ANDALUSIAN COMPUTER USERS (F)	PERCENTAGE/POPULATION	44
I200	54B	ANDALUSIAN INTERNET USERS (M)	PERCENTAGE/POPULATION	46
I200	54B	ANDALUSIAN INTERNET USERS (F)	PERCENTAGE/POPULATION	39
I231	54D	POSTS CREATED (M)	NUMBER	25
I231	54D	POSTS CREATED (F)	NUMBER	30
I231	54D	REINFORCEMENT OF INVEST PERSONNEL (M)	Nº CONTRACTED.	70

1231	54D	REINFORCEMENT OF INVEST PERSONNEL (F)	N° CONTRACTED.	80
1231	54D	STUDENTS TRAINED (M)	N° STUDENTS	10,200
1231	54D	STUDENTS TRAINED (F)	N° STUDENTS	6,800
1231	54D	SUBVENTIONS FOR ATTENDING COURSES (M)	N° GRANTS	20
1231	54D	SUBVENTIONS FOR ATTENDING COURSES (F)	N° GRANTS	20
1231	54D	PERSONNEL TRAINING GRANTS (M)	N° GRANT HOLDERS	40
1231	54D	PERSONNEL TRAINING GRANTS (F)	N° GRANT HOLDERS	60
1031	54F	MEN REQUESTING STATISTICAL INFO	N° REQUESTS	2,250
1031	54F	WOMEN REQUESTING STATISTICAL INFO	N° REQUESTS	2,250
1031	54F	GRANTS FOR TRAINING AND STAT.RESEARCH (M)	N° ADJUDICATED	28
1031	54F	GRANTS FOR TRAINING AND STAT.RESEARCH (F)	N° ADJUDICATED	28
1031	54F	AWARDS FOR BEST DOCTORAL THESES AND STAT. RESEARCH PROJECTS WOMEN	N° ADJUDICATED	3
1031	54F	AWARDS FOR BEST DOCTORAL THESES AND STAT. RESEARCH PROJECTS MEN	N°.ADJUDICATED	1
1031	54F	AWARDS FOR BEST DOCTORAL THESES AND STAT. RESEARCH PROJECTS WOMEN	N° ADJUDICATED	1
1031	54F	TRAINING ACTIVITIES AND STAT.RESEARCH MEN	N° STUDENTS	15
1031	54F	TRAINING ACTIVITIES AND STAT.RESEARCH WOMEN	N° STUDENTS	15

## 2. INFRASTRUCTURES

Section	Programme	Indicator name	Value	Quantity
1300	51A	TRAINING ACTIONS MEN	N° TRAINERS	45
1300	51A	TRAINING ACTIONS WOMEN	N° TRAINERS	30
1300	51A	TRAINING ACTIONS MEN	N° PARTICIPANTS	230
1300	51A	TRAINING ACTIONS WOMEN	N° PARTICIPANTS	270



1300	51B	DIRECT EMPLOYMENT CREATED MEN	NoJOBS	7,203
1300	51B	DIRECT EMPLOYMENT CREATED WOMEN	NoJOBS	379

### 3. ECONOMIC PROMOTION AND BUSINESS ACTIVITY

Section	Programme	Indicator name	Value	Quantity
1200	54H	TRAINING AND PERSONAL PERFECTION COURSES	NUMBER COURSES	17
1200	54H	F STUDENTS ON TRAINING AND PERFECTION COURSES	N° WOMEN	184
1200	54H	M STUDENTS ON TRAINING AND PERFECTION COURSES	N° MEN	161
1200	72A	DIFFUSION AND PROMOTION OF ENTREPRENEURIAL ACTIVITIES	N° WOMEN	1,182
1200	72A	DIFFUSION AND PROMOTION OF ENTREPRENEURIAL ACTIVITIES	N° MEN	1,512
1200	72A	PROMOTION OF ENTREP. CULTURE IN ED.SYSTEM	N° WOMEN	991
1200	72A	PROMOTION OF ENTREP. CULTURE IN ED.SYSTEM	N° MEN	914
1200	72A	TRAINING FOR ENTERPRISE AND INNOVATION	N° WOMEN	154
1200	72A	TRAINING FOR ENTERPRISE AND INNOVATION	N° MEN	166
1200	72A	PROMOTION QUALITY SYST.AND BUSINESS EXCELLENCE	N° WOMEN	78
1200	72A	PROMOTION QUALITY SYST.AND BUSINESS EXCELLENCE	N° MEN	72
1500	75A	ACCESS TO DOCUMENT SERVICE	PERC.USER	57
1500	75A	ACCESS TO DOCUMENT SERVICE	PERC.USER	43
1500	75A	ONLINE INFORMATION	PERC.USER	61
1500	75A	ONLINE INFORMATION	PERC.USER	39
1500	75A	ATTENDEES COURSE(MEN)	NUMBER	478
1500	75A	ATTENDEES COURSE(WOMEN)	NUMBER	619
1500	75A	COURSES	N° TEACHERS	52
1500	75A	COURSES	N° TEACHERS(F)	27
1500	75A	COURSES CENTRE OF WORK	N° STUDENTS(M)	95
1500	75A	COURSES CENTRE OF WORK	N° STUDENTS(F)	372
1500	75A	COURSES OTHER THAN PLACE OF WORK	N° STUDENTS(M)	403

1500	75A	COURSES OTHER THAN PLACE OF WORK	N° STUDENTS(F)	201
1500	75D	HOSTELRY TRAINING PROG	N° STUDENTS	35
1500	75D	HOSTELRY TRAINING PROG	N° STUDENTS	75
1500	75D	STUDY PROMOTION PROJ	N° GRANT HOLDERS(M)	3
1500	75D	STUDY PROMOTION PROJ	N° GRANT HOLDERS(F)	3
1500	76A	TRAINING IN NATIONAL COMMERCE: MEN	N° GRANTS	22
1500	76A	TRAINING IN NATIONAL COMMERCE:WOMEN	N° GRANTS	18

#### 4. AGRICULTURE & FISHING

Section	Programme	Indicator name	Value	Quantity
1600	71A	QUALITY PROMOTION INF	PROM.ACTIVITY.	50
1600	71D	YOUNG PEOPLE INSTALLED F	N° WOMEN	1,002
1600	71D	YOUNG PEOPLE INSTALLED M	N° MEN	2,000
1600	71D	AGRICULTORS BENEF:IMPROVEMENT PLAN M	N° WOMEN	1,100
1600	71D	AGRICULTORS BENEF:IMPROVEMENT PLAN F	N° MEN	3,250
1600	71E	MANAGEMENT AND ADMIN CONTRACTS M	N° MEN	75
1600	71E	MANAGEMENT AND ADMIN CONTRACTS F	N° WOMEN	23
1600	71G	AGRICULTORS EARLY RETIREMENT M	N° MEN	84
1600	71G	AGRICULTORS EARLY RETIREMENT F	N° WOMEN	19
1600	71H	REQUEST FOR FUNDING RURAL DEV/PROGS	N° MEN	350
1600	71H	REQUEST FOR FUNDING RURAL DEV/PROGS	N° WOMEN	270
1600	71H	BENEF:INDIV:FUNDING PROG. DESAR. RURAL	N° MEN	200
1600	71H	BENEF:INDIV:FUNDING PROG. DESAR. RURAL	N° WOMEN	170
1600	71H	D GROUPS WITH WOMEN IN MANAGEMENT	PERCENTAGE	65
1600	71H	EMPLOYMENT CREATED BY RURAL DEV/PROG	N° MEN	1,300
1600	71H	EMPLOYMENT CREATED BY RURAL DEV/PROG	N° WOMEN	1,250
1600	71H	EMPLOYMENT FOR YOUNG PEOPLE FROM RURAL DEV PROG	N° MEN	600

1600	71H	EMPLOYMENT FOR YOUNG PEOPLE FROM RURAL DEV PROG	N° WOMEN	580
1600	71H	EMPLOYMENT MAINTAINED BY RURAL DEV PROG	N° MEN	1,900
1600	71H	EMPLOYMENT MAINTAINED BY RURAL DEV PROG	N° WOMEN	900
1600	71H	YOUNG EMPLOYMENT MAINTAINED BY RURAL DEV PROG	N° MEN	570
1600	71H	YOUNG EMPLOYMENT MAINTAINED BY RURAL DEV PROG	N° WOMEN	350
1600	71H	PROJECTS INCORPORATING GENDER PERSPECTIVE	N° PROJECTS	50
1600	71P	EMP.CREATED IN INDUSTRY F	N° MEN	50
1600	71P	EMP.CREATED IN INDUSTRY M	N° WOMEN	25
1600	71Q	BENEF ECOLOGICAL AGRICULTURE M	N° BENEF.	14
1600	71Q	BENEF AGRIC FUNDING M	N° MEN	108
1600	71Q	BENEF AGRIC PRODUCTION M	N° MEN	42
1600	71Q	BENEF AGRIC PRODUCTION F	N° WOMEN	6
1600	71Q	BENEF AGRIC FUNDING F	N° WOMEN	46
1600	71Q	BENEF ECOLOGICAL PRODUCTION F	N° WOMEN	18

## 5. PROMOTION OF EMPLOYMENT

Section	Programme	Indicator name	Value	Quantity
1400	11F	ATTENDEES CES WORKSHOPS M	NUMBER	108
1400	11F	ATTENDEES CES WORKSHOPS F	NUMBER	92
1400	11F	PERSONS RECEIVING PUBLICATIONS M	NUMBER	1,748
1400	11F	PERSONS RECEIVING PUBLICATIONS F	NUMBER	2,796
1400	31L	WOMEN BENEFICIARIES OF ENTERPRISE FUNDING	NUMBER	750
1400	31L	MEN BENEFICIARIES OF ENTERPRISE FUNDING	NUMBER	1,250
1400	31L	BENEFICIARIES(F) FUNDING PRIOR TO EARLY RETIREMENT	NUMBER	50
1400	31L	BENEFICIARIES(M) FUNDING PRIOR TO EARLY RETIREMENT	NUMBER	150
1400	31M	STUDIES ON GENDER MATTERS	NUMBER	2
1400	32H	GENDER REPORTS, FUNDING	NUMBER	12

GENDER IMPACT EVALUATION REPORT FROM THE DRAFT BUDGET FOR THE AUTONOMOUS REGION OF ANDALUSIA FOR 2008

1400	32H	PARTICIPANTS ON TRAINING COURSES M	NUMBER	80
1400	32H	PARTICIPANTS ON TRAINING COURSES F	NUMBER	80
1400	32H	GENDER REPORTS AND STUDIES	NUMBER	6
1400	32H	WORKING TEAMS M	NUMBER	24
1400	32H	WORKING TEAMS F	NUMBER	24
1400	32H	USERS IT SYSTEMS M	NUMBER	70
1400	32H	USERS IT SYSTEMS F	NUMBER	50
1431	32B	JOB'S CREATED M	N° JOBS	4,000
1431	32B	JOB'S CREATED F	N° JOBS	6,000
1431	32B	BENEFICIARIES WORKSHOP MEN	STUDENTS/WORK	4,000
1431	32B	BENEFICIARIES WORKSHOP F	STUDENTS/WORK	6,000
1431	32B	BENEFICIARIES TRADE WORKSHOPS M	STUDENTS/WORK	200
1431	32B	BENEFICIARIES TRADE WORKSHOPS F	STUDENTS/WORK	100
1431	32B	AQUISITION WORK EXP. M	NUMBER	1,500
1431	32B	AQUISITION WORK EXP F	NUMBER	1,500
1431	32B	POSTS OCCUPIED BY THE DISABLED F	NUMBER	4,500
1431	32B	POSTS OCCUPIED BY THE DISABLED M	NUMBER	7,000
1431	32B	POSTS CREATED SELF EMPLOYED M	NUMBER	3,000
1431	32B	POSTS CREATED SELF EMPLOYED F	NUMBER	5,000
1431	32B	POSTS CREATED NURSERIES IN COMPANIES	NUMBER	200
1431	32D	STUDENTS TRAINED IN VOC. TR. COURSES M	N° STUDENTS	28,250
1431	32D	STUDENTS TRAINED IN VOC. TR. COURSES F	N° STUDENTS	40,500
1431	32D	STUDENTS CONTRACTED - PROGRAMME M	N° STUDENTS	21,000
1431	32D	STUDENTS CONTRACTED - PROGRAMME F	N° STUDENTS	24,000
1431	32D	STUDENTS TRAINED BY DIST. LEARNING M	N° STUDENTS	900
1431	32D	STUDENTS TRAINED BY DIST. LEARNING F	N° STUDENTS	1,300
1431	32D	STUDENTS TRAINER TRAINING COURSE M	N° STUDENTS	2,430
1431	32D	STUDENTS TRAINER TRAINING COURSE F	N° STUDENTS	2,500

1431	32D	STUDENTS INSERTED M	N° STUDENTS	3,400
1431	32D	STUDENTS INSERTED F	N° STUDENTS	6,775
1431	32I	N° CONTRACTS REGISTERED M	NUMBER	2,451,154
1431	32I	N° CONTRACTS REGISTERED F	NUMBER	1,807,042
1431	32I	LOW PLACEMENT APPLICANTS M	NUMBER	619,789
1431	32I	LOW PLACEMENT APPLICANTS F	NUMBER	673,065
1431	32I	ATTENTION FOR PERSONS IN UTEDLT M	NUMBER	20,048
1431	32I	ATTENTION FOR PERSONS IN UTEDLT F	NUMBER	27,251
1431	32I	PERSONS PARTICIPATING IN IPI M	NUMBER	62,000
1431	32I	PERSONS PARTICIPATING IN IPI F	NUMBER	93,000
1431	32I	PARTICIPATION IN WORK PLACEMENT PROG M	NUMBER	3,000
1431	32I	PARTICIPATION IN WORK PLACEMENT PROG F	NUMBER	4,500
1431	32I	INTERMEDIATION PERSONNEL M	NUMBER	620
1431	32I	INTERMEDIATION PERSONNEL F	NUMBER	942
1431	32I	USERS OF GUIDANCE UNITS M	NUMBER	78,070
1431	32I	USERS OF GUIDANCE UNITS F	NUMBER	132,930
1432	31O	PROGRAMMES ON GENDER ISSUES	N°	1

## 6. ENVIRONMENTAL

Section	Programme	Indicator name	Value	Quantity
2100	44C	ENVIRONMENTAL VOLUNTEER ACTIONS	VOLUNTEERS(M)	1,089
2100	44C	ENVIRONMENTAL VOLUNTEER ACTIONS	VOLUNTEERS(F)	1,290
2100	44C	TRAINING IN ENVIRONMENTAL ISSUES	BENEFICIARIES(F)	200
2100	44C	TRAINING IN ENVIRONMENTAL ISSUES	BENEFICIARIES(M)	200
2100	44D	MANAGEMENT PERSONNEL	EMPLOYED(M)	150
2100	44D	MANAGEMENT PERSONNEL	EMPLOYED(F)	220
2100	44E	PERSONNEL EMPLOYED ON INFOCA PLAN	EMPLOYED(F)	201

2100	44E	PERSONNEL EMPLOYED ON INFOCA PLAN	EMPLOYED(M)	3,659
2100	44E	HUNTERS	AUTHORISED(F)	6,890
2100	44E	HUNTERS	AUTHORISED(M)	465,200
2100	44E	FISHING	AUTHORISED(F)	9,790
2100	44E	FISHING	AUTHORISED(M)	170,080
2100	44E	SUBVENTIONS AND FUNDING	BENEFICIARIES(F)	350
2100	44E	SUBVENTIONS AND FUNDING	BENEFICIARIES(M)	720
2100	44E	HUNTING RESERVE GUARDS	AUTHORISED(F)	90
2100	44E	HUNTING RESERVE GUARDS	AUTHORISED(M)	3,740
2131	51C	IMPROVEMENT WATER SUPPLIES M	POPULATION ATTENDED	644,119
2131	51C	IMPROVEMENT WATER SUPPLIES F	POPULATION ATTENDED	658,882
2131	51D	PERSONNEL ACTIONS	ACTION N° MEN	656
2131	51D	PERSONNEL ACTIONS	ACTION N° WOMEN	144
2131	51E	POPULATION AFFECTED BY CONTROL IMPROVEMENTS	MEN	319,900
2131	51E	POPULATION AFFECTED BY CONTROL IMPROVEMENTS	WOMEN	307,500

## 7. EDUCATION

Section	Programme	Indicator name	Value	Quantity
1200	42J	UNIV.GRANTS FOR TRAINING IN FIRMS	N° GRANT HOLDERS (F)	730
1200	42J	UNIV.GRANTS FOR TRIANING IN FIRMS	N° GRANT HOLDERS (M)	670
1200	42J	STUDENTS ENROLLED IN FIRST AND SECOND CYCLE	N° STUDENTS (M)	97,609
1200	42J	STUDENTS ENROLLED IN FIRST AND SECOND CYCLE	N° STUDENTS (F)	117,454
1200	42J	NEW STUDENTS	N° STUDENTS (F)	28,189
1200	42J	NEW STUDENTS	N° STUDENTS (M)	20,399
1200	42J	TEACHING AND RESEARCH PERS. CONTRACTED	N° WOMEN	2,942
1200	42J	TEACHING AND RESEARCH PERS. CONTRACTED	N° MEN	5,285
1200	42J	STUDENTS ENROLLED IN DOCTORAL COURSES F	N° STUDENTS	5,429

1200	42J	STUDENTS ENROLLED IN DOCTORAL COURSES M	N° STUDENTS	5,322
1200	42J	TENURED TEACHING AND RESEARCH PERSONNEL	N° WOMEN	2,972
1200	42J	TENURED TEACHING AND RESEARCH PERSONNEL	N° MEN	6,473
1200	42J	ADMIN AND SERVICES PERSONNEL	N° WOMEN	4,975
1200	42J	ADMIN AND SERVICES PERSONNEL	N° MEN	3,039
1200	42J	HEAD PROFESSORSHIPS OCCUPIED BY WOMEN	PERCENTAGE	18
1200	42J	FEMALE MEMBERS OF ROYAL ACADEMIES	PERCENTAGE	10
1200	42J	FEMALE MEMBERS OF SOCIAL COUNCILS	PERCENTAGE	25
1232	42K	REGISTERED TEACHERS	N°(M)	915
1232	42K	REGISTERED TEACHERS	N°(F)	893
1232	42K	TEACHERS EVALUATED (REGIONAL GROUP)	N°(M)	316
1232	42K	TEACHERS EVALUATED (REGIONAL GROUP)	N°(F)	254
1232	42K	SCIENTIFIC-TECHNICAL INCENTIVES	N° TEACHERS	843
1232	42K	SCIENTIFIC-TECHNICAL INCENTIVES	N° TEACHERS(F)	475
1800	31P	FREE TEXT BOOKS	N° STUDENTS M	458,009
1800	31P	FREE TEXT BOOKS	N° STUDENTS F	440,048
1800	31P	ACTIVITIES OUTSIDE OF SCHOOL HOURS	N° CENTRES	1,799
1800	31P	EARLY MORNING CLASS	N° CENTRES	1,350
1800	31P	USERS OF EARLY MORNING CLASS	N° BOYS	225,580
1800	31P	USERS OF EARLY MORNING CLASS	N° GIRLS	216,783
1800	31P	PLAN FOR OPENING CENTRES	N° CENTRES	1,951
1800	31P	CANTEEN SERVICE	N° CENTRES	1,416
1800	31P	LANGUAGES AND YOUTH	N° STUDENTS M	2,000
1800	31P	LANGUAGES AND YOUTH	N° STUDENTS F	3,000
1800	42A	PROCESSING GENDER IMPACT REPORTS	NUMBER	15
1800	42B	TRAINING CONSULTANTS	N° CONSULTANTS(M)	280
1800	42B	TRAINING CONSULTANTS	N° CONSULTANTS(F)	215
1800	42B	TRAINING ACTIVITIES EQUALITY PLAN	N° ACTIVITY	391

GENDER IMPACT EVALUATION REPORT FROM THE DRAFT BUDGET FOR THE AUTONOMOUS REGION OF ANDALUSIA FOR 2008

1800	42B	TRAINERS TAKING PART IN TRAINING ACTIONS M	N° ASSISTANTS	57,983
1800	42B	TRAINERS TAKING PART IN TRAINING ACTIONS F	N° ASSISTANTS	94,605
1800	42B	CENTRES WITH TEACHER ASSIGNED ON GENDER ISSUES	N° CENTRES	4,288
1800	42C	STUDENTS ENROLLED IN INFANT EDUCATION M	N° STUDENTS	128,677
1800	42C	STUDENTS ENROLLED IN INFANT EDUCATION F	N° STUDENTS	123,631
1800	42C	INCREASE FREE PLACES M PUPILS INFANT ED	N° STUDENTS	587
1800	42C	INCREASE FREE PLACES F PUPILS INFANT ED	N° STUDENTS	564
1800	42D	STUDENTS SECONDARY LEVEL	N° STUDENTS (M)	196,013
1800	42D	STUDENTS SECONDARY LEVEL	N° STUDENTS (F)	188,327
1800	42D	STUDENTS HIGHER LEVEL COURSES	N° STUDENTS (M)	16,292
1800	42D	STUDENTS HIGHER LEVEL COURSES	N° STUDENTS (F)	16,688
1800	42D	STUDENTS ISO 9001:2000 QUALITY CENTRES	N° STUDENTS (F)	19,915
1800	42D	STUDENTS ISO 9001:2000 QUALITY CENTRES	N° STUDENTS (M)	20,236
1800	42E	STUDENTS WITH SPECIAL EDUC. NEEDS	N° STUDENTS (M)	30,742
1800	42E	STUDENTS WITH SPECIAL EDUC. NEEDS	N° STUDENTS (F)	17,466
1800	42E	HOME SCHOOLING	N° STUDENTS (M)	85
1800	42E	HOME SCHOOLING	N° STUDENTS (F)	68
1800	42F	IMMIGRANT STUDENT PLAN	N° STUDENTS (M)	44,631
1800	42F	IMMIGRANT STUDENT PLAN	N° STUDENTS (F)	44,631
1800	42F	STUDENTS SOCIAL GUARANTEE PROGS	N° STUDENTS (M)	4,383
1800	42F	STUDENTS SOCIAL GUARANTEE PROGS	N° STUDENTS (F)	2,159
1800	42F	SCHOOL TRANSPORT	N° ROUTES	1,714
1800	42F	RESIDENTIAL SCHOOLS	N° STUDENTS (M)	3,091
1800	42F	RESIDENTIAL SCHOOLS	N° STUDENTS (F)	3,091
1800	42G	INFANT AND SECONDARY PUPILS	N° STUDENTS (M)	25,451
1800	42G	INFANT AND SECONDARY PUPILS	N° STUDENTS (F)	76,353
1800	42G	STUDENTS EDUCATIONAL PLANS	N° STUDENTS (M)	7,035
1800	42G	STUDENTS EDUCATIONAL PLANS	N° STUDENTS (F)	21,106



1800	42G	ENGLISH DISTANCE LEARNING PROG	N° STUDENTS (M)	2,720
1800	42G	ENGLISH DISTANCE LEARNING PROG	N° STUDENTS (F)	4,916
1800	42H	STUDENTS IN SPECIAL REGIME	N° STUDENTS (M)	30,968
1800	42H	STUDENTS IN SPECIAL REGIME	N° STUDENTS (F)	46,452
1800	42H	OFFICIAL LANG. SCHOOLS	N° STUDENTS (M)	15,161
1800	42H	OFFICIAL LANG. SCHOOLS	N° STUDENTS (F)	29,316
1800	54C	COEDUCATION PROJECTS	N° CENTRES	659
1800	54C	STUDENTS CIT CENTRES	N° STUDENTS (M)	402,638
1800	54C	STUDENTS CIT CENTRES	N° STUDENTS (F)	412,419

## 8. HEALTH

Section	Programme	Indicator name	Value	Quantity
1700	31P	POP 6-15 WITH DENTAL COVERAGE	N° BOYS	378,460
1700	31P	POP 6-15 WITH DENTAL COVERAGE	N° GIRLS	365,558
1700	31P	PROFESSIONALS PROVIDING DENTAL CARE	N° MEN	561
1700	31P	PROFESSIONALS PROVIDING DENTAL CARE	N° WOMEN	427
1700	31P	SCHOOLCHILDREN LEARN TO LAUGH PROGRAMME	N° BOYS	127,168
1700	31P	SCHOOLCHILDREN LEARN TO LAUGH PROGRAMME	N° GIRLS	122,832
1700	31P	CHILDREN ATTENDED EARLY INFANCY PLAN	N° BOYS	2,500
1700	31P	CHILDREN ATTENDED EARLY INFANCY PLAN	N° GIRLS	2,585
1700	41A	PERSONNEL TRAINING COURSES	NUMBER	52
1700	41A	ATTENDEES VOCATIONAL TRAINING COURSES	N° STUDENTS (M)	238
1700	41A	ATTENDEES VOCATIONAL TRAINING COURSES	N° STUDENTS (F)	480
1700	41A	TRAINING TIME FOR PERSONNEL	HOURS/PERSONNEL	90
1700	41A	PERSONNEL ACTIONS	N° MEN	700
1700	41A	PERSONNEL ACTIONS	N° WOMEN	1,100
1700	41C	HOSPITAL ADMISSIONS	N° MEN	25,000

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1700	41C	HOSPITAL ADMISSIONS	Nº WOMEN	28,000
1700	41C	PROVINCIAL HOSPITAL ADMISSIONS	Nº MEN	20,852
1700	41C	PROVINCIAL HOSPITAL ADMISSIONS	Nº WOMEN	27,497
1700	41C	SURGERY IN PROVINCIAL HOSPITAL	Nº MEN	23,039
1700	41C	SURGERY IN PROVINCIAL HOSPITAL	Nº WOMEN	27,055
1700	41C	MEDICAL CONSULTATIONS	Nº MEN	478,802
1700	41C	MEDICAL CONSULTATIONS	Nº WOMEN	605,448
1700	41C	HOSPITAL EMERGENCY ADMIN	Nº MEN	359,378
1700	41C	HOSPITAL EMERGENCY ADMIN	Nº WOMEN	362,229
1700	41D	CAMPS FOR HEALTHY HABITS FOR DIABETICS	Nº BOYS	160
1700	41D	CAMPS FOR HEALTHY HABITS FOR DIABETICS	Nº GIRLS	185
1700	41D	SCHOOLCHILDREN IN NO SMOKING PROG	Nº BOYS	17,050
1700	41D	SCHOOLCHILDREN IN NO SMOKING PROG	Nº GIRLS	15,500
1700	41J	DIRECT CONTROL OVER PERSONS INSURED IN SIT.IT	INS. MEN	37,200
1700	41J	DIRECT CONTROL OVER PERSONS INSURED IN SIT.IT	INS. WOMEN	70,490
1700	41J	CONTROL PERSONNEL JUNTA IN IT	INS. MEN	2,072
1700	41J	CONTROL PERSONNEL JUNTA IN IT	INS. WOMEN	4,623
1700	41J	CONTROL PERSONNEL OF SSPA IN IT	INS. MEN	8,425
1700	41J	CONTROL PERSONNEL OF SSPA IN IT	INS. WOMEN	25,275
1700	41K	PROFESSIONALS LISTED IN BPI	Nº WOMEN	150
1700	41K	PROFESSIONALS LISTED IN BPI	Nº MEN	150
1700	41K	VISITS TO HEALTH WEBSITE PORTAL	Nº WOMEN	5,000
1700	41K	VISITS TO HEALTH WEBSITE PORTAL	Nº MEN	5,000
1700	41K	ROTATIONS MEN/TOTAL REQUESTED	PERCENTAGE	100
1700	41K	ROTATIONAS WOMEN/TOTAL REQUESTED	PERCENTAGE	100
1731	31P	WOMEN REQUIRING HOME HELP	WOMEN	676,636
1731	31P	MEN REQUIRING HOME HELP	MEN	502,276
1731	31P	PATIENTS CHECKED IN HOME	WOMEN	103,619

1731	31P	PATIENTS CHECKED IN HOME	MEN	75,035
1731	31P	FAMILY CARERS CHECKED IN HOME	WOMEN	72,022
1731	31P	FAMILY CARERS CHECKED IN HOME	MEN	14,752
1731	31P	CARE FOR PERSONS WITH MAJOR DISAB.	WOMEN	13,460
1731	31P	CARE FOR PERSONS WITH MAJOR DISAB.	MEN	2,073
1731	31P	GIRLS SUBJECT TO MENTAL HEALTH CARE	GIRLS	771,572
1731	31P	BOYS SUBJECT TO MENTAL HEALTH CARE	BOYS	818,708
1731	31P	OUTPATIENT CONSULTS. MENTAL HEALTH INF-JUV	GIRLS	47,758
1731	31P	OUTPATIENT CONSULTS. MENTAL HEALTH INF-JUV	BOYS	72,991
1731	31P	FEMALE PLACES DAY HOSPITAL H. INF-JUV	NUMBER	101
1731	31P	MALE PLACES DAY HOSPITAL H. INF-JUV	NUMBER	151
1731	31P	HOSPITALISED PATIENTS MENTAL H. INF-JUV	GIRLS	618
1731	31P	HOSPITALISED PATIENTS MENTAL H. INF-JUV	BOYS	926
1731	41B	PARTICIPANTS IN INTERNAL ACTIVITIES	WOMEN	111,000
1731	41B	PARTICIPANTS IN INTERNAL ACTIVITIES	MEN	49,000
1731	41B	PARTICIPANTS IN EXTERNAL TRAINING ACT.	WOMEN	14,000
1731	41B	PARTICIPANTS IN EXTERNAL TRAINING ACT.	MEN	12,000
1731	41B	PROFESSIONALS TRAINED BY EASP	WOMEN	1,100
1731	41B	PROFESSIONALS TRAINED BY EASP	MEN	1,200
1731	41B	PROFESSIONALS TRAINED IN COLLAB WITH IAVANTE	WOMEN	1,000
1731	41B	PROFESSIONALS TRAINED IN COLLAB WITH IAVANTE	MEN	800
1731	41B	RESIDENT INTERNS IN TRAINING	WOMEN	2,400
1731	41B	RESIDENT INTERNS IN TRAINING	MEN	1,300
1731	41B	MATRONS IN TRAINING	WOMEN	75
1731	41B	MATRONS IN TRAINING	MEN	5
1731	41C	CONSULTS FAMILY MEDICINE HEALTH CENTRE	THOUSANDS WOMEN	29,500
1731	41C	CONSULTS FAMILY MEDICINE HEALTH CENTRE	THOUSANDS MEN	20,500
1731	41C	CONSULTS FAMILY MEDICINE IN HOME	WOMEN	441,000

1731	41C	CONSULTS FAMILY MEDICINE IN HOME	MEN	259,000
1731	41C	PAEDIATRIC CONSULTS IN HEALTH CENTRE	GIRLS	3,733,600
1731	41C	PAEDIATRIC CONSULTS IN HEALTH CENTRE	BOYS	3,446,400
1731	41C	PAEDIATRIC CONSULTS IN HOME	GIRLS	1,500
1731	41C	PAEDIATRIC CONSULTS IN HOME	BOYS	1,500
1731	41C	NURSING CONSULTS IN HEALTH CENTRE	THOUSANDS WOMEN	13,917
1731	41C	NURSING CONSULTS IN HEALTH CENTRE	THOUSANDS MEN	10,078
1731	41C	NURSING CONSULTS IN HOME	WOMEN	1,980,000
1731	41C	NURSING CONSULTS IN HOME	MEN	1,020,000
1731	41C	EMERGENCIES IN HEALTH CENTRES	WOMEN	2,950,000
1731	41C	EMERGENCIES IN HEALTH CENTRES	MEN	2,050,000
1731	41E	TOTAL DONATIONS (BLOOD, PLASMA, PLAQ)	WOMEN	128,737
1731	41E	TOTAL DONATIONS (BLOOD, PLASMA, PLAQ)	MEN	139,465

## 9. SOCIAL SERVICES & ACTIONS

Section	Programme	Indicator name	Value	Quantity
0900	31H	PARTICIPANTS IN CONGRESS F	N° PARTICIP.	800
0900	31H	PARTICIPANTS IN CONGRESS M	N° PARTICIP.	300
0900	31H	PARTICIPANTS IN MEETINGSF	N° PARTICIP.	7
0900	31H	PARTICIPANTS IN MEETINGS M	N° PARTICIP.	7
0900	31H	TRAINING ACTIONS F	N° ACTIVITIES	3
0900	31H	TRAINING ACTIONS F	N° TRAINERS.	15
0900	31H	TRAINING ACTIONS M	N° TRAINERS.	22
0900	31H	REGIONAL VOLUNTEER ORG. FOR WOMEN	N° ASSOCIATIONS	18
0900	31H	REGISTERED VOLUNTEERS F	N° PERSONS	65,000
0900	31H	REGISTERED VOLUNTEERS M	N° PERSONS	60,000
0900	31H	FEMALE PARTICIPATION IN MEETINGS, CONGRESSES, ETC	N° ACTIONS	3

0900	31J	PARTICIPANTS IN MEETINGS	N° MEN	310
0900	31J	PARTICIPANTS IN MEETINGS	N° WOMEN	266
0900	31J	PARTICIPANTS ACTIVITIES	N° MEN	248
0900	31J	PARTICIPANTS ACTIVITIES	N° WOMEN	248
0900	31J	SUBVENTIONS WOMEN'S PROJECTS	N° PROJECTS	18
1100	12C	REQUESTS FOR SOCIAL ACTION FUNDING MEN	N° REQUESTS	26,534
1100	12C	REQUESTS FOR SOCIAL ACTION FUNDING WOMEN	N° REQUESTS	49,035
1100	12C	BENEFICIARIES OF ADVANCES M	N° MEN	1,514
1100	12C	BENEFICIARIES OF ADVANCES F	N° WOMEN	2,714
1100	12C	BENEFICIARIES OF NURSERY SUPPORT M	N° MEN	1,627
1100	12C	BENEFICIARIES OF NURSERY SUPPORT F	N° WOMEN	3,519
1100	12C	BENEFICIARIES OF HOUSING SUPPORT M	N° MEN	1,012
1100	12C	BENEFICIARIES OF HOUSING SUPPORT F	N° WOMEN	1,644
1100	12C	BENEFICIARIES FIRST HOME SUPPORT M	N° MEN	369
1100	12C	BENEFICIARIES FIRST HOME SUPPORT F	N° WOMEN	543
1100	12C	BENEFICIARIES STUDY GRANTS M	N° MEN	22,012
1100	12C	BENEFICIARIES STUDY GRANTS F	N° WOMEN	40,615
1100	31N	MEASURES IN OPEN ENVIRONMENT	N° MEASURES	9,000
1100	31N	MEN COMMITTING CRIMES AGAINST MEN	N° MEN	6,720
1100	31N	MEN COMMITTING CRIMES AGAINST WOMEN	N° WOMEN	780
1100	31N	MEN IN OPEN PRISONS	N° MEN	817
1100	31N	WOMEN IN OPEN PRISONS	N° WOMEN	70
1100	31N	MEN HELD IN OPEN PRISONS	N° MEN	6,720
1100	31N	MEN HELD IN OPEN PRISONS	N° WOMEN	780
1100	31N	MEN HELD IN CLOSED REGIME PRISONS	N° MEN	95
1100	31N	WOMEN HELD IN CLOSED REGIME PRISONS	N° WOMEN	5
1100	31N	YOUNG PEOPLE IN THERAPEUTIC CENTRES	N° MEN	38

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1100	31N	YOUNG PEOPLE IN THERAPEUTIC CENTRES	N° WOMEN	4
1100	31N	PERSONNEL EMPLOYED IN ED. CENTRE M	N° MEN	387
1100	31N	PERSONNEL EMPLOYED IN ED. CENTRE F	N° WOMEN	92
1100	31N	TEACHERS PARTICIPATING IN TRAINING COURSES	N° MEN	110
1100	31N	TEACHERS PARTICIPATING IN TRAINING COURSES	N° WOMEN	260
1100	31N	PROFESSIONALS DEDICATED TO YOUNG OFF	N° MEN	196
1100	31N	PROFESSIONALS DEDICATED TO YOUNG OFF	N° WOMEN	274
1100	31N	POTENTIAL POPAFFECTED OPEN MEASURES	N° MEN	6,900
1100	31N	POTENTIAL POPAFFECTED OPEN MEASURES	N° WOMEN	940
1300	31P	BASIC FUNCTIONAL ADAPT.HOUSING M	N° REQUESTS	2,560
1300	31P	BASIC FUNCTIONAL ADAPT.HOUSING F	N° REQUESTS	3,840
1400	44j	STAYS WORKERS AND FAM M	NUMBER	121,546
1400	44j	STAYS WORKERS AND FAM F	NUMBER	182,574
1400	44j	PENSIONERS M	NUMBER	19,000
1400	44j	PENSIONERS F	NUMBER	44,000
1400	44j	DISABLED M	NUMBER	11,350
1400	44j	DISABLED F	NUMBER	14,250
1900	31A	PERSONAL TRAINING AND PERFECTION	N° STUDENTS(F)	1,772
1900	31A	PERSONAL TRAINING AND PERFECTION	N° STUDENTS(M)	1,772
1900	31B	CALLS TO INFO HOTLINE	CALLS WOMEN	950
1900	31B	CALLS TO INFO HOTLINE	CALLS MEN	300
1900	31B	STUDENTS IN PREVENTION PROG.	N° STUDENTS(M)	68,000
1900	31B	STUDENTS IN PREVENTION PROG.	N° STUDENTS(F)	69,000
1900	31B	ACCESS TO TREATMENT	N° MEN	14,000
1900	31B	ACCESS TO TREATMENT	N° WOMEN	3,075
1900	31B	PATIENTS IN METHADONE TREAT.	N° MEN	13,500
1900	31B	PATIENTS IN METHADONE TREAT.	N° WOMEN	2,100
1900	31B	PATIENTS HELD IN CLOSED REGIME	N° MEN	2,050

1900	31B	PATIENTS HELD IN CLOSED REGIME	N° USERS(M)	300
1900	31B	USERS CRAFT NETWORK	N° USERS(M)	330
1900	31B	USERS CRAFT NETWORK	N° USERS(F)	100
1900	31B	CONTRACTS ARQUIMEDES PROG	N° MEN	150
1900	31B	CONTRACTS ARQUIMEDES PROG	N° WOMEN	45
1900	31C	RESIDENTIAL PLACES GRANTED	WOMEN	789
1900	31C	RESIDENTIAL PLACES GRANTED	MEN	1,184
1900	31C	PLACES IN AUTHORISED CENTRES	WOMEN	155
1900	31C	PLACES IN AUTHORISED CENTRES	MEN	282
1900	31C	PERSONS RECEIVED IN GUIDANCE CENTRES	WOMEN	40,500
1900	31C	PERSONS RECEIVED IN GUIDANCE CENTRES	MEN	35,200
1900	31C	INDIVIDUAL FUNDING	WOMEN	1,650
1900	31C	INDIVIDUAL FUNDING	MEN	1,650
1900	31C	TRAINING COURSES	WOMEN	630
1900	31C	TRAINING COURSES	MEN	270
1900	31D	BENEFICIARIES FUNDING F	WOMEN	2,163
1900	31D	BENEFICIARIES FUNDING M	MEN	1,442
1900	31D	BENEFICIARIES SOCIAL TOURISM PROG	WOMEN	7,500
1900	31D	BENEFICIARIES SOCIAL TOURISM PROG	MEN	5,000
1900	31D	PARTICIPANTS UNIVERSITY PROGS	WOMEN	5,649
1900	31D	PARTICIPANTS UNIVERSITY PROGS	MEN	1,901
1900	31D	BENEFICIARIES OWN RESIDENCE	WOMEN	1,955
1900	31D	BENEFICIARIES OWN RESIDENCE	MEN	838
1900	31D	BENEFICIARIES AUTHORISED CENTRE	WOMEN	2,690
1900	31D	BENEFICIARIES AUTHORISED CENTRE	MEN	1,153
1900	31D	BENEFICIARIES PLACES SOCIAL EXCLUSION	WOMEN	250
1900	31D	BENEFICIARIES PLACES SOCIAL EXCLUSION	MEN	250
1900	31D	NEW HOLDERS J65 AND.CARD	WOMEN	38,500

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1900	31D	NEW HOLDERS J65 AND.CARD	MEN	31,500
1900	31D	NEW USERS REMOTE ASSIST.SERVICE	WOMEN	60,750
1900	31D	NEW USERS REMOTE ASSIST.SERVICE	MEN	14,250
1900	31D	INTERURBAN CARD HOLDERS	N° TRIPS WOMEN	3,740,000
1900	31D	INTERURBAN CARD HOLDERS	N° TRIPS MEN	3,060,000
1900	31D	AID FOR OPTICAL PRODUCTS	WOMEN	12,320
1900	31D	AID FOR OPTICAL PRODUCTS	MEN	10,080
1900	31D	PERSONS ASSISTED LEGAL AID SYSTEM	WOMEN	990
1900	31D	PERSONS ASSISTED LEGAL AID SYSTEM	MEN	810
1900	31E	YOUNG PEOPLE ASSISTED BY FAMILY TREAT.TEAM	GIRLS	4,350
1900	31E	YOUNG PEOPLE ASSISTED BY FAMILY TREAT.TEAM	BOYS	4,200
1900	31E	YOUNG PEOPLE ASSISTED BY SOCIAL DIF.PROG.	GIRLS	1,100
1900	31E	YOUNG PEOPLE ASSISTED BY SOCIAL DIF.PROG.	BOYS	1,200
1900	31E	CHILDREN IN FOSTER CARE	GIRLS	299
1900	31E	CHILDREN IN FOSTER CARE	BOYS	338
1900	31E	CHILDREN IN FAMILY CARE	GIRLS	2,488
1900	31E	CHILDREN IN FAMILY CARE	BOYS	2,804
1900	31E	UNACCOMPANIED FOREIGN CHILDREN ATTENDED	GIRLS	100
1900	31E	UNACCOMPANIED FOREIGN CHILDREN ATTENDED	BOYS	3,250
1900	31E	YOUNG PEOPLE LEAVING CARE ASSISTED	GIRLS	450
1900	31E	YOUNG PEOPLE LEAVING CARE ASSISTED	BOYS	900
1900	31E	NATIONAL ADOPTIONS	GIRLS	99
1900	31E	NATIONAL ADOPTIONS	BOYS	111
1900	31E	INTERNATIONAL ADOPTIONS PROCESSED	GIRLS	950
1900	31E	INTERNATIONAL ADOPTIONS PROCESSED	BOYS	450
1900	31E	CHILDREN ASSISTED IN INFANCY PROG	GIRLS	5,405
1900	31E	CHILDREN ASSISTED IN INFANCY PROG	BOYS	5,745
1900	31G	NATIONAL SS TO REGIONAL AUTH.	NUMBER	78



1900	3IG	FUNDING FOR REFORMING EQUIPMENT	NUMBER	35
1900	3IG	FUNDING FOR COLLECTIVES WITH SPECIAL NEEDS	NUMBER	140
1900	3IG	FUNDING FOR NON-DISCRIMINATORY BODIES WORKING WITH PERSONS WITH SPECIAL NEEDS	FUNDING	14
1900	3IG	USERS OF REGIONAL SOCIAL SERVICES	NUMBER	302,261
1900	3IG	FUNDING FOR GYPSY ASSOCIATION	FUNDING	100
1900	3IG	FUNDING FOR NON-DISCRIMINATORY BODIES WORKING WITH GYPSIES	FUNDING	13
1900	3IG	FUNDING FOR ASSOCIATIONS OF RETURNED EMIGRANTS	FUNDING	12
1900	3IG	FUNDING FOR NON-DISCRIMINATORY BODIES WORKING WITH FEMAL IMMIGRANTS	FUNDING	15
1900	3IG	INDIVIDUAL FUNDING FOR RETURNED IMMIGRANTS	FUNDING	134
1900	3IG	FUNDING FOR PRIVATE BODIES IN AREAS IN NEED OF SOCIAL CHANGE	FUNDING	174
1900	3IG	AGREEMENTS WITH PRIVATE BODIES IN ZONES WITH NEEDS FOR SOCIAL CHANGE	AGREEMENTS	29
1900	3IG	FUNDING FOR NON-DISCRIMINATORY BODIES IN AREAS IN NEED OF SOCIAL CHANGE	FUNDING	21
1900	3IG	N <sup>o</sup> FEMALE SOCIAL SECURITY WORKERS	NUMBER	7,172
1900	3IG	USERS OF EMPLOYMENT RENOVATION SERV. F	NUMBER	5,470
1900	3IG	ACTIONS FOR SOCIAL/LABOUR INSERTION F	NUMBER	3,511
1900	3IH	FUNDING FOR SOCIAL VOLUNTEER WORK FOR PRIVATE BODIES	FUNDING	247
1900	3IH	FUNDING FOR SOCIAL VOLUNTEER WORK FOR ANDALUSIAN UNIVERSITIES	FUNDING	10
1900	3IH	ANTI-DISCRIMINATION AWARENESS ACTIONS	NUMBER	14
1900	3IP	DAY STAYS FOR DISABLED	WOMEN	922
1900	3IP	DAY STAYS FOR DISABLED	MEN	1,383
1900	3IP	OCCUPATIONAL PLACES FOR DISABLED	WOMEN	2,317

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1900	3IP	OCCUPATIONAL PLACES FOR DISABLED	MEN	3,475
1900	3IP	SUPPORTED CANTEEN SERVICE	WOMEN	54,600
1900	3IP	SUPPORTED CANTEEN SERVICE	MEN	23,400
1900	3IP	AUTHORISED PLACES FOR DISABLED	WOMEN	680
1900	3IP	AUTHORISED PLACES FOR DISABLED	MEN	1,019
1900	3IP	PLACES IN SOCIOEDUCATIONAL CENTRES	NUMBER	37,694
1900	3IP	NEW PLACES IN SOCIOEDUCATIONAL CENTRES	NUMBER	15,000
1900	3IP	SUPPORT FOR MULT. BIRTH	BOYS	1,768
1900	3IP	SUPPORT FOR MULT. BIRTH	GIRLS	1,632
1900	3IP	DAY STAY PLACES FOR ELDERLY	WOMEN	2,500
1900	3IP	DAY STAY PLACES FOR ELDERLY	MEN	1,070
1900	3IP	FAMILY BREAK FOR CARERS OF THE ELDERLY	WOMEN	351
1900	3IP	FAMILY BREAK FOR CARERS OF THE ELDERLY	MEN	151
1900	3IP	AUTHORISED PLACES FOR THE ELDERLY	WOMEN	2,900
1900	3IP	AUTHORISED PLACES FOR THE ELDERLY	MEN	1,252
1900	3IP	FAMILY BREAK FOR FAMILY MEMBERS WITH DISABLED	WOMEN	96
1900	3IP	FAMILY BREAK FOR FAMILY MEMBERS WITH DISABLED	MEN	144
1900	3IP	WEEKEND STAYS	WOMEN	700
1900	3IP	WEEKEND STAYS	MEN	300
1900	3IP	SUPPORT FOR BIRTH OF THIRD CHILD	BOYS	1,144
1900	3IP	SUPPORT FOR BIRTH OF THIRD CHILD	GIRLS	1,056
1900	3IR	RESIDENTIAL PLACES	WOMEN	5,936
1900	3IR	RESIDENTIAL PLACES	MEN	4,064
1900	3IR	PLACES IN DAY CENTRES	WOMEN	1,505
1900	3IR	PLACES IN DAY CENTRES	MEN	1,183
1900	3IR	HOME HELP USERS	WOMEN	2,197
1900	3IR	HOME HELP USERS	MEN	1,798
1900	3IR	BENEFICIARIES OF ASSOCIATED ECONOMIC SUPPORT	WOMEN	7,000

1900	31R	BENEFICIARIES OF ASSOCIATED ECONOMIC SUPPORT	MEN	5,500
1900	31R	BENEFICIARIES OF FAMILY CARE SUPPORT	WOMEN	7,000
1900	31R	BENEFICIARIES OF FAMILY CARE SUPPORT	MEN	5,500
1900	31R	PERSONAL REINFORCEMENT FOR COMMUNITY SS	MEN	216
1900	31R	PERSONAL REINFORCEMENT FOR COMMUNITY SS	WOMEN	324
1900	31R	NIGHT CENTRES	WOMEN	112
1900	31R	NIGHT CENTRES	MEN	88
1900	31R	SUPPORT FOR PERSONAL ASSISTANCE	WOMEN	280
1900	31R	SUPPORT FOR PERSONAL ASSISTANCE	MEN	220
1900	32E	TOTAL FAMILY UNITS RECEIVING SUPPORT FOR MINIMUM SALARY	FAMILY UNITS	18,320
1900	32E	WOMEN RECEIVING FAMILY SUPPORT	BENEFICIARIES(F)	14,047
1931	32G	RES. CENTRES FOR WOMEN VICITMS OF GENDER VIOLENCE	N° USERS(F)	2,300
1931	32G	PARTICIPATION IN PSYCH.PROG.VICTIMS G.VIOLENCE	N°.PARTICIP.	4,200
1931	32G	CALLS TO INFO HOTLINE	N° CALLS WOMEN	15,000
1931	32G	CALLS TO INFO HOTLINE	N° CALLS MEN	2,000
1931	32G	FUNDINGS FOR INST.WORKING WITH IMMIGRANT WOMEN	N.BENEFIC.	2,000
1931	32G	SUPPORT FOR ENTERPRISES RUN BY WOMEN	N° USERS(F)	2,500
1931	32G	EMPLOYMENT UNITS FOR WOMEN	N° USERS(F)	25,000
1931	32G	TRAINING IN NEW TECHNOLOGY	N° STUDENTS(F)S	4,000
1931	32G	LEGAL AND EMPLOYMENT LEGAL DEFENCE SERV.	N° CONSULTS.	1,500
1931	32G	TECH.TRAINING FOR WOMEN'S ASSOC.	N° WOMEN	2,000
1931	32G	GENDER TRAINING FOR WOMENT'S ASSOC.	N° WOMEN	1,200
1931	32G	COMPLAINTS FOR SEXIST PUBLICITY	N° COMPLAINTS	300
1931	32G	GENDER TRAINING FOR ADMIN. PERSONNEL	N° WOMEN	180
1931	32G	GENDER TRAINING FOR ADMIN. PERSONNEL	N° MEN	70
1931	32G	GUIDANCE SERVICES FOR FEMALE UNIV. STUDENTS	N° WOMEN	350
1932	32F	BENEFICIARIES OF FUNDING FOR YOUTH ORG. M	NUMBER	3,000
1932	32F	BENEFICIARIES OF FUNDING FOR YOUTH ORG. F	NUMBER	2,000

1932	32F	REG. MEMBERS OF YOUTH ASSOC. M	NUMBER	59,650
1932	32F	REG. MEMBERS OF YOUTH ASSOC. F	NUMBER	48,775
1932	32F	CONSULTATIONS SEX INFO HELPLINE FOR YOUNG P. M	NUMBER	5,250
1932	32F	CONSULTATIONS SEX INFO HELPLINE FOR YOUNG P. F	NUMBER	6,325
1932	32F	YOUNG PEOPLE PARTICIPATING IN CULT. CREATION M	NUMBER	913
1932	32F	YOUNG PEOPLE PARTICIPATING IN CULT. CREATION F	NUMBER	307
1932	32F	BENEFICIARIES FUNDING FOR LOCAL BODIES M	NUMBER	5,000
1932	32F	BENEFICIARIES FUNDING FOR LOCAL BODIES F	NUMBER	3,000
1932	32F	BENEFICIARIES TRAINING, LEISURE EDUCATION BODIES M	NUMBER	1,175
1932	32F	BENEFICIARIES TRAINING, LEISURE EDUCATION BODIES F	NUMBER	2,650
1932	32F	PARTICIPANTS YOUTH AND LANGUAGE PROG M	NUMBER	2,600
1932	32F	PARTICIPANTS YOUTH AND LANGUAGE PROG F	NUMBER	3,000
1932	32F	YOUNG PEOPLES CARD USERS M	NUMBER	50,108
1932	32F	YOUNG PEOPLES CARD USERS F	NUMBER	61,244
3400	31F	ILL DISABLED ELDERLY M	NUMBER	1,800
3400	31F	ILL DISABLED ELDERLY F	NUMBER	9,200
3400	31F	BENEFICIARIES DISABLED PENSION M	NUMBER	2,900
3400	31F	BENEFICIARIES DISABLED PENSION F	NUMBER	16,100
3400	31F	BENEFICIARIES NON CONT. PENSION M	NUMBER	16,800
3400	31F	BENEFICIARIES NON CONT. PENSION F	NUMBER	95,200

## 10. CULTURE & SPORT

Section	Programme	Indicator name	Value	Quantity
1500	46B	SCHOOL SPORTING EVENTS	N° .GIRLS PAR	180
1500	46B	SCHOOL SPORTING EVENTS	N° BOYS PAR	180
1500	46B	UNIVERSITY CHAMPIONSHIPS	N° PAR.FEM.	525
1500	46B	UNIVERSITY CHAMPIOINSHIPS	N° PAR.MASC.	830

1500	46B	LICENCED SPORTSMEN	Nº LIC.MASC.	393,000
1500	46B	LICENCED SPORTSWOMEN	Nº LIC.FEM.	77,600
1500	46B	ANDALUSIAN TRAINING PLAN	Nº WOMEN	205
1500	46B	ANDALUSIAN TRAINING PLAN	Nº MEN	415
1500	46B	HIGH PERF SPORTSWOMEN	Nº WOMEN	120
1500	46B	HIGH PERF SPORTSMEN	Nº MEN	265
1500	46B	SUPPORT ELITE HIGH PERF. SPORTSMEN	Nº DEPMASC.	40
1500	46B	SUPPORT ELITE HIGH PERF. SPORTSWOMEN	Nº DEPFEM.	10
1500	46B	SUPPORT THROUGH SALTO PROG.	Nº DEPMASC.	100
1500	46B	SUPPORT THROUGH SALTO PROG.	Nº DEPFEM.	25
1500	46B	HIGH PERF. SPORTSMEN, CLUBS	Nº CLUBS M.	49
1500	46B	HIGH PERF. SPORTSMEN, CLUBS	Nº CLUBS F.	44
1500	46C	FEMALE GRANT HOLDERS	Nº	5
1500	46C	MALE GRANT HOLDERS	Nº	4
1500	46C	AWARDS FOR FEMALE GH	Nº .	4
1500	46C	AWARDS FOR MALE GH	Nº .	4
2000	45A	TEAM MEMBERS	Nº MEN	780
2000	45A	TEAM MEMBERS	Nº WOMEN	980
2000	45A	REQUESTS FOR INSCRIPTION OF INTELL. PROP M	NUMBER	2,867
2000	45A	REQUESTS FOR INSCRIPTION OF INTELL. PROP F	NUMBER	1,911
2000	45A	RESOLUTION OF INSCRIPTION OF INTELL. PROP M	NUMBER	2,437
2000	45A	RESOLUTION OF INSCRIPTION OF INTELL. PROP F	NUMBER	1,624
2000	45B	VISITORS TO EVENTS	Nº MEN	13,000
2000	45B	VISITORS TO EVENTS	Nº WOMEN	11,000
2000	45B	TRAINING GRANTS	Nº MEN	4
2000	45B	TRAINING GRANTS	Nº WOMEN	5
2000	45B	STUDENTS ON TRAINING COURSES F	Nº STUDENTS	268
2000	45B	STUDENTS ON TRAINING COURSES M	Nº STUDENTS	460

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2000	45C	STUDENTS REGISTERED ON COURSES AND WORKSHOPS M	NUMBER	322
2000	45C	STUDENTS REGISTERED ON COURSES AND WORKSHOPS F	NUMBER	323
2000	45C	GRANTS FOR PERFECTING + EXTENDING STUDIES	N° MEN	25
2000	45C	GRANTS FOR PERFECTING + EXTENDING STUDIES	N° WOMEN	26
2000	45C	FUNDING FOR ASSOCIATIONS	N° MEN	75
2000	45C	FUNDING FOR ASSOCIATIONS	N° WOMEN	10
2000	45C	SUPPORT FOR PRIVATE SECTOR PRODUCTIONS AND TOURS	N° MEN	12
2000	45C	SUPPORT FOR PRIVATE SECTOR PRODUCTIONS AND TOURS	N° WOMEN	13
2000	45C	CONSULTANCY COMMITTEE EVENT PROGRAMMING	MEMBERS (M)	7
2000	45C	CONSULTANCY COMMITTEE EVENT PROGRAMMING	MEMBERS (F)	6
2000	45D	TRAINING WORKSHOPS	N° MEN	20
2000	45D	TRAINING WORKSHOPS	N° WOMEN	20
2000	45D	CATALOGUING DOMUS PROGRAMME	N° MEN	7
2000	45D	CATALOGUING DOMUS PROGRAMME	N° WOMEN	12
2000	45D	MUSEUM PROJECT MASTER	N° MEN	20
2000	45D	MUSEUM PROJECT MASTER	N° WOMEN	20
2000	45D	FUNDING FOR ARTISTS	BENEFICIARIES (M)	70
2000	45D	FUNDING FOR ARTISTS	BENEFICIARIES (F)	60
2000	45E	USERS OF INFO AND DOC. SERVICE	N° MEN	1,915
2000	45E	USERS OF INFO AND DOC. SERVICE	N° WOMEN	1,794
2000	45H	FUNDING FOR MUSICAL RESEARCH	N° MEN	10
2000	45H	FUNDING FOR MUSICAL RESEARCH	N° WOMEN	8
2000	45H	USERS OF PUBLIC LIBRARIES ANDALUSIA	N° MEN	360,000
2000	45H	USERS OF INFO AND DOC. SERVICE	N° WOMEN.	400,000
2000	45H	BOOK LOANS IN ANDALUSIA	N° MEN	1,100,000
2000	45H	BOOK LOANS IN ANDALUSIA	N° WOMEN	900,000
2000	45H	USERS OF MUSICAL DOC C.	N° MEN	2,500
2000	45H	USERS OF MUSICAL DOC C.	N° WOMEN	1,200

2000	45H	FUNDING FOR FILM RESEARCH PROJ.	N° MEN	6
2000	45H	FUNDING FOR FILM RESEARCH PROJ.	N° WOMEN	3
2000	45I	CORP. INFRASTR. (NETWORKS, EQUIP., SOFTWARE)	N° USERS(M)	780
2000	45I	CORP. INFRASTR. (NETWORKS, EQUIP., SOFTWARE)	N° .USERS(F)	980
2000	45I	SYSTEM MANAGEMENT AND MAINTENANCE SERV.	N° MEN	57
2000	45I	SYSTEM MANAGEMENT AND MAINTENANCE SERV.	N° WOMEN	12
2031	45F	HUMAN RESOURCES RECRUITMENT	N° PERSONS	15
2031	45F	STUDY OF VISITORS GENDER PERSPECTIVE	NUMBER	2
2032	45G	PARTICIPATION AND ORGANISATION OF EXHIBITIONS FOR FEMALE ARTISTS	N° EXHIBITIONS.	2

## 11. HOUSING AND URBAN PLANNING

Section	Programme	Indicator name	Value	Quantity
1300	43A	REHAB. PUBLIC HOUSING (M)	N° BENEFICIAR.	5,148
1300	43A	REHAB. PUBLIC HOUSING (F)	N° BENEFICIAR.	1,452
1300	43A	REGIONAL REHAB MEN	N° REQUESTS	4,590
1300	43A	REGIONAL REHAB WOMEN	N° REQUESTS	3,910
1300	43A	HOUSING SUPPORT YOUNG PEOPLE, VICTIMS, MEN	N° REQUESTS	900
1300	43A	HOUSING SUPPORT YOUNG PEOPLE, VICTIMS, WOMEN	N° REQUESTS	900
1300	43A	REHAB ARCHITECTURE, DIRECTION OF WORKS	PERCENT.WOMEN	33
1300	43B	DIRECTION OF WORKS AND PUBLIC SPACE PROJECTS	N° MEN	10
1300	43B	DIRECTION OF WORKS AND PUBLIC SPACE PROJECTS	N° WOMEN	8

## 12. JUSTICE, SECURITY AND CIVIL PROTECTION

Section	Programme	Indicator name	Value	Quantity
0900	22B	EMPLOYMENT CREATED EMERG.NETWORK F	N° JOBS	22
0900	22B	EMPLOYMENT CREATED EMERG.NETWORK M	N° JOBS	15

0900	22B	EMPLOYMENT MAINTAINED IN EMERG.NETWORK F	N° JOBS	178
0900	22B	EMPLOYMENT MAINTAINED IN EMERG NETWORK M	N° JOBS	94
1100	14A	DIGITAL CERTIFICATES PROCESSED FOR SS	N° REQUESTS	737
1100	14A	APPLICANTS FOR DIGITAL CERTS.SS	N° MEN	397
1100	14A	APPLICANTS FOR DIGITAL CERTS	N° WOMEN	340
1100	14B	COURSES ATTENDED IN SAVA INSTALLATIONS F	N° CASES	8,866
1100	14B	COURSES ATTENDED IN SAVA INSTALLATIONS M	N° CASES	1,373
1100	14B	USE OF DUTY LAWYERS AND COURT REPS	N° PERSONS	242,000
1100	14B	LEGAL AID FOR DETAINEES	N° ASSISTANC.	92,000
1100	14B	COURSE FOR JUDGES/MAGISTRATES ON GENDER VIOL.	N° COURSES	1
1100	14B	COURSE SPEAKERS M	N° SPEAKERS	4
1100	14B	COURSE SPEAKERS F	N° SPEAKERS	4
1100	14B	COMPENSATION	N° BENEFIC WOMEN	96
1100	14B	COMPENSATION	N° BENEF MEN	99

#### 14. EXTERNAL ACTION AND INTERNATIONAL COOPERATION

Section	Programme	Indicator name	Value	Quantity
0100	82A	GRANTS AWARDED WOMEN	NUMBER	3
0100	82A	GRANTS AWARDED MEN	NUMBER	3
0100	82A	WOMEN PER 100 STUDENTS FINANCIAL COURSE	NUMBER	50
0100	82A	WOMEN PER 10 TEACHERS FINANCIAL COURSE	NUMBER	4
0100	82B	PROJECTS TO PROMOTE EQUALITY	NUMBER	45
0100	82B	GRANTS FOR TRAINING IN COOPERATION	NUMBER	4
0100	82B	DIRECT FEMALE BENEFICIARIES OF GRANTS	NUMBER	2
0100	82B	OPERATIONAL PROGRAMMES APPROVED WITH GEN.PERSP.	NUMBER	6



## 18. OTHER POLICIES

Section	Programme	Indicator name	Value	Quantity
0100	I1A	WRITTEN QUESTIONS FROM WOMEN	NUMBER	1,000
0100	I2D	JOURNALISM AWARDS MEN	N° PROF. PARTIC	70
0100	I2D	JOURNALISM AWARDS WOMEN	N° PROF. PARTIC	50
1000	61A	STUDENTS TRAINING AND PERFECTION COURSES F	N° STUDENTS	1,500
1000	61A	STUDENTS TRAINING AND PERFECTION COURSES M	N° STUDENTS	1,100
1000	61H	TAX PAYERS DEALT WITH IN PERSON	PERCENTAGE	52
1100	I2A	USERS OF TELEF AND ELECTRONIC C. MEN	N° MEN	35,074
1100	I2A	USERS OF TELEF AND ELECTRONIC C. WOMEN	N° WOMEN	56,804
1100	I2A	PARTICIPANTS TRAINING ACTIVITIES	N° MEN	336
1100	I2A	PARTICIPANTS TRAINING ACTIVITIES	N° WOMEN	224
1100	I2A	INCOMPATIBILITY	N° ACTIONS	2,000
1131	I2B	PARICIPANTS IN ACTIVITIES AND COURSES MEN	N° PARTICIPANTS	8,770
1131	I2B	PARICIPANTS IN ACTIVITIES AND COURSES WOMEN	N° PARTICIPANTS	10,720
1131	I2B	REQUEST FOR CIVIL SERVICE ENTRANCE EXAMS MEN	N° REQUESTS	30,400
1131	I2B	REQUEST FOR CIVIL SERVICE ENTRANCE EXAMS WOMEN	N° REQUESTS	45,600
1131	I2B	PARTICIPANTS IN OFFICIAL TRAINING ACTIVITIES MEN	N° PARTICIPANTS	6,064
1131	I2B	PARTICIPANTS IN OFFICIAL TRAINING ACTIVITIES WOMEN	N° PARTICIPANTS	7,411
1131	I2B	REQUESTS FOR FELLOWSHIPS, AWARDS AND GRANTS MEN	N° REQUESTS	6
1131	I2B	REQUESTS FOR FELLOWSHIPS, AWARDS AND GRANTS WOMEN	N° REQUESTS	24



## APPENDIX II.

## PERSONNEL OF THE JUNTA DE ANDALUCÍA BY COLLECTIVES

PERSONNEL OF THE GENERAL ADMINISTRATION OF THE JUNTA DE ANDALUCÍA  
BY COLLECTIVES. SEPT. 2007

		MEN	WOMEN	TOTAL
<b>Executive Posts</b>		<b>124</b>	<b>71</b>	<b>195</b>
<b>Delegates</b>		<b>58</b>	<b>43</b>	<b>101</b>
<b>Civil Servants</b>		<b>11,490</b>	<b>12,788</b>	<b>24,278</b>
	A	2,710	2,174	4,884
	AB	2,174	1,229	3,403
	B	711	949	1,660
	BC	970	725	1,695
	C	1,215	1,273	2,488
	CD	1,776	3,106	4,882
	D	1,804	3,243	5,047
	DE	3	1	4
	E	127	88	215
<b>Admin. Personnel</b>		<b>8,331</b>	<b>14,778</b>	<b>23,109</b>
	I	478	677	1,155
	II	605	1,584	2,189
	III	2,063	3,304	5,367
	IV	1,411	1,771	3,182
	V	3,774	7,442	11,216
<b>TOTAL</b>		<b>20,003</b>	<b>27,680</b>	<b>47,683</b>

## EDUCATIONAL PERSONNEL, JUNTA DE ANDALUCÍA. SEPTEMBER 2007

	MEN	WOMEN	TOTAL
<b>Civil Servants</b>	<b>36,728</b>	<b>54,831</b>	<b>91,559</b>
A	19,705	18,535	38,240
AB	233	256	489
B	16,790	36,040	52,830
BC			
C			
CD			
D			
DE			
E			
<b>Admin. Personnel</b>	<b>357</b>	<b>427</b>	<b>784</b>
I	149	109	258
II	208	318	526
III			
IV			
V			
<b>TOTAL</b>	<b>37,085</b>	<b>55,258</b>	<b>92,343</b>

## PERSONNEL, JUSTICE SYSTEM OF THE JUNTA DE ANDALUCÍA. SEPTEMBER 2007

		MEN	WOMEN	TOTAL
<b>Civil Servants</b>		<b>2,728</b>	<b>4,174</b>	<b>6,902</b>
	A	85	92	177
	AB			
	B	884	1,182	2,066
	BC			
	C	1,061	2,138	3,199
	CD			
	D	698	762	1,460
	DE			
	E			
<b>Admin. Personnel</b>				
	I			
	II			
	III			
	IV			
	V			
<b>TOTAL</b>		<b>2,728</b>	<b>4,174</b>	<b>6,902</b>

**HEALTH SYSTEM PERSONNEL, JUNTA DE ANDALUCÍA. SEPTEMBER 2007**

	<b>MEN</b>	<b>WOMEN</b>	<b>TOTAL</b>
<b>Civil Servants</b>	<b>29,310</b>	<b>54,546</b>	<b>83,856</b>
A	12,247	8,761	21,008
AB	145	222	367
B	6,815	17,606	24,421
BC			
C	1,495	4,674	6,169
CD	144	201	345
D	4,848	17,928	22,776
DE			
E	3,616	5,154	8,770
<b>Admin Personnel</b>			
I			
II			
III			
IV			
V			
<b>TOTAL</b>	<b>29,310</b>	<b>54,546</b>	<b>83,856</b>

## TOTAL PERSONNEL OF THE JUNTA DE ANDALUCÍA. SEPTEMBER 2007

	MEN	WOMEN	TOTAL
<b>Executive posts</b>	<b>124</b>	<b>71</b>	<b>195</b>
<b>Delegates</b>	<b>58</b>	<b>43</b>	<b>101</b>
<b>Officials</b>	<b>80,256</b>	<b>126,339</b>	<b>206,595</b>
A	34,747	29,562	64,309
AB	2,552	1,707	4,259
B	25,200	55,777	80,977
BC	970	725	1,695
C	3,771	8,085	11,856
CD	1,920	3,307	5,227
D	7,350	21,933	29,283
DE	3	1	4
E	3,743	5,242	8,985
<b>Admin. personnel</b>	<b>8,688</b>	<b>15,205</b>	<b>23,893</b>
I	627	786	1,413
II	813	1,902	2,715
III	2,063	3,304	5,367
IV	1,411	1,771	3,182
V	3,774	7,442	11,216
<b>TOTAL</b>	<b>89,126</b>	<b>141,658</b>	<b>230,784</b>

