



**GENDERWISE:
THE ROLE OF MEN AS AGENTS OF CHANGE IN RECONCILING WORK AND
FAMILY LIFE**

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Table of Contents:

1. INTRODUCTION	3
2. PROJECT AIMS AND OBJECTIVES	3
3. PROJECT PARTNERS.....	4
4. POLICY CONTEXT & SUB-THEMES.....	5
GENERAL POLICY CONTEXT	5
SUB-THEMES	8
<i>Socialisation and education.....</i>	<i>8</i>
<i>Gender Equality in the Workplace</i>	<i>11</i>
<i>Sharing domestic responsibilities: the role of men.....</i>	<i>17</i>
5. FROM POLICY TO PRACTICE: PEER REVIEW EXCHANGE WORKSHOPS & CASE STUDIES	22
5.1. FIRST PEER REVIEW EXCHANGE WORKSHOP, BARCELONA, 17-20 MAY 2006.....	22
<i>The Hungarian case</i>	<i>22</i>
<i>The French case</i>	<i>23</i>
<i>The English case.....</i>	<i>24</i>
<i>An Italian case study</i>	<i>24</i>
<i>The case of men's groups in Europe.....</i>	<i>25</i>
<i>A Spanish case study</i>	<i>26</i>
<i>Other educational projects on a European level.....</i>	<i>26</i>
5.2. SECOND PEER REVIEW WORKSHOP, ENNA 5-8 OCTOBER 2006	27
<i>The perspective of a Family-responsible employment or the family-friendly workplace</i>	<i>27</i>
<i>The perspective of a Work-life balance approach.....</i>	<i>28</i>
<i>The perspective of Gender roles in the workplace</i>	<i>28</i>
5.3. THIRD PEER REVIEW WORKSHOP, BRUSSELS 30 NOVEMBER-1 DECEMBER 2006	29
<i>The Hungarian case</i>	<i>29</i>
<i>The United Kingdom case.....</i>	<i>30</i>
<i>The French case</i>	<i>30</i>
<i>The Spanish case</i>	<i>31</i>
6. EXAMPLES OF LOCAL ACTIONS AND MAPPING:.....	32
6.1. SPANISH LOCAL ACTION GROUPS: ITD (BARCELONA), AMESAL (MADRID) AND FEMPCLM (TOLEDO).....	32
6.2. PILOT PROJECT ON TELEWORKING, CASTELLDEFELS CITY COUNCIL.....	35
6.3. CERTIFICATE OF FAMILY RESPONSIBLE EMPLOYERS (FRE) - BARCELONA.....	36
6.4. HUNGARIAN ACADEMY OF SCIENCE – LOCAL ACTION PLAN	37
6.5. REGIONAL ACTION PLAN, 2007-2010, CASTILLA LA MANCHA, SPAIN	38
6.6. "FAMILY FRIENDLY WORKPLACE AWARD" – HUNGARY	40
7. WEB SITE	42
8. CONCLUSIONS AND RECOMMENDATIONS	42
9. ANNEXES	49
9.1. PARTNER PROFILES	49
9.2. LOCAL DISSEMINATION EVENTS	66



1. INTRODUCTION

Over the last decade, there has been a growing interest in the role of men in promoting gender equality, in particular as the achievement of gender equality is now clearly seen as a societal responsibility that concerns and should fully engage men as well as women.

Whilst there has been a growth in the attention given to the critical role men and boys can play in the achievement of gender equality, the achievement of gender equality is still to a large extent considered a women's issue. In other words, there is still a considerable policy "impact lag" in terms of action.

That is why the project "Genderwise: The role of men as agents of change in reconciling work and family life" seeks to capitalise existing experience and know-how and thus enable the creation of local/regional action plans.

This report brings together the work undertaken by the project and thus creates a synthesis which enables easy access into the work of the project. The report has been produced as an "online" document and as such contains links to a wide range of documents and reports produced by the project as well as those in the public domain. The aim is to enable users to get access to information easily where their needs require.

2. PROJECT AIMS AND OBJECTIVES

The overall aim of this project is to support the development of integrated Local/ Regional Action Plans for Gender Equality, with a specific focus on developing and promoting the role of men as change agents in the reconciliation of work and family life.

In order to achieve this overall aim this project developed and undertook the following specific objectives:

1. It established and supported in each partner location a cross-sectoral Local Action Group (LAG) which brings together key public sector agencies, employers and community based initiatives. Each LAG undertook the following actions:
 - a local/regional mapping exercise to identify what measures, compatible with national conditions and possibilities, need to be taken in order to develop and promote the role of men as change agents in the reconciliation of work and family life
 - local /regional dissemination/consultation in order to maximise the commitment to this issue and widen "ownership" of the issue
 - linkages with its work and key national agencies/actors were established
 - Production of a local/regional plan for action. This incorporated the establishment of local/regional panel of men who acted as promoters and catalysts for promoting the role of men as change agents.
2. It supported the work of the LAGs by developing and implementing a transnational peer review and development programme which brought together key actors from the LAG's and external experts relevant to the area(s) of focus for each peer review and development workshop.



The peer review and development workshops focused on the following themes:

- **sharing of domestic responsibilities;**
- **gender equality in the workplace;**
- **socialisation and education.**

Each workshop focused on one of the three areas outlined above. Each workshop, whilst focusing on the specific themes outlined above aimed to:

- provide a vehicle for the exchange of experience and practice between the project partners. Thus providing an action-learning approach which draws on the experience of participants from the LAG's and offers support and professional development for the key actors involved
 - With the input of external experts, analyse approaches and strategies that have so far successfully focused on the role of men and boys in achieving gender equality, in different parts of the EU and internationally
 - Identify persistent obstacles and challenges to men's and boys' full participation in efforts to achieve gender equality
 - Identify the value of gender equality for men, and any benefits for men and boys that may result from greater equality between women and men, considering a wide range of issues relevant throughout the lifecycle
3. It capitalised existing practice at local, national and EU levels and created an online policy and practice "market place"(Agora Praxis) which would be a resource for the development and promotion of men as change agents in local and regional gender equality plans/strategies.
 4. It produced a transferable framework/common methodology for the development of local/regional plans for action. This would reflect the experience and good practice lessons emerging from the transnational exchange programme as well as the work of LAGs at a local/regional level.

3. PROJECT PARTNERS

The partnership brings together a diverse mix of public bodies, local authorities and NGOs from 8 EU Member States that are all involved in local/regional/national work related to gender equality as well as working on a Europe wide level. All partners have also strong links with other agencies and organisations working with this issue.

The project has been coordinated by QeC-ERAN.

The full list of project partners is:

1. Quartiers en Crise – European Regeneration Areas Network , QEC - ERAN (Belgium)
2. ACCEDO – (France)
3. Innovación, Transferencia y Desarrollo (ITD) - Barcelona – (Spain)
4. Asociación de Mujeres Empresarias de Sociedades Laborales (AMESAL) – (Spain)
5. Federación de Municipios y Provincias de Castilla la Mancha – (Spain)



6. Shantona Women's centre – (UK)
7. Regional Development Agency Senec - Pezinok – (Slovakia)
8. Centro Sicilia Servizi – Enna – (Italy)
9. Comitato Progetto Porta Palazzo - The Gate – (Italy)
10. JOL-LET Foundation – (Hungary)
11. Institute of Sociology at the Hungarian Academy of Sciences – (Hungary)
12. District Council Southeast Amsterdam – (The Netherlands)

4. POLICY CONTEXT & SUB-THEMES

General policy context

There are a number of contextual factors that underpin the policy context for this project .

Equality is a relationship between people. Gender equality is not an issue that only concerns women. It requires active commitments by men, and partnerships between women and men. While different political movements have placed gender equality on the agendas of international and national fora, it is only relatively recently that the issue of the active involvement of men and boys in achieving gender equality has been raised. Whilst there has been a growth in the attention given to the critical role men and boys can play in the achievement of gender equality, the achievement of gender equality is still to a large extent considered a women's issue. In other words, there is still a considerable policy "impact lag" in terms of action.

The growing interest in the role of men and boys also has occurred as a result of the shift in the work for gender equality from a focus on advancing women's status to a focus on gender relations, i.e. the relations between women and men. The gender approach allows for clarification of the roles commonly associated with being male or female in public and in private life, and provides a basis for identifying differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources as well as decision-making opportunities. A better understanding of gender roles and related structural inequalities increases opportunities for policy measures and other actions aimed at overcoming such inequalities. This shift from a focus on women to the perspective of gender relations has created the opportunity to give increased attention to men and boys. Over the last decade a stronger focus has developed on the positive role men and boys can and do play in promoting women's empowerment in the home, the community, the labour market and the workplace. The increasing attention given to the role of men and boys by Member States, international bodies such as the United Nations, research institutes and civil society reflects this shift in terms of the policy agenda. This trend, for example, is also reflected in the National Action Plans for Employment and Social Inclusion of Member States as well as the EU life-long learning strategy and work with young people. It is now more widely recognized that a better understanding of gender roles and relations, and related structural inequalities, increases opportunities for effective policy measures and actions for overcoming inequalities. The role of men and boys in challenging and changing unequal power relations is critical.

Changing patterns of production and reproduction are also indicative of changes in gender relations which challenge traditional images and expectations associated with men's – as well as women's – roles, such as those of breadwinner, care giver, or head of household. These developments increasingly call for a re-assessment of the roles and responsibilities of women and men, of stereotypical and traditional gender



roles, and of existing power relations between women and men. Increased emphasis is also placed on men and women working together towards gender equality.

Full engagement of men and boys in achieving gender equality requires much greater attention to gender stereotypes and expectations about men's roles and responsibilities, and how these expectations influence male behaviour. Such stereotypes continue to place greater emphasis, as well as greater value, on the role of men and boys in public life and in the work place, as opposed to women's role in unpaid family labour, care giving and community work.

Men's involvement in gender equality and work with men and boys is not however new. There is a large body of research about men's gender identities and practices, masculinities, social relations and related matters. Academic journals have been founded for specialized research on men and masculinities, many research conferences have been held, and there is a rapidly growing body of international literature. Men's support for gender equality has taken a variety of forms including intellectual and public advocacy, organizational and political alliances, and a variety of educational programmes for young men.

In addition, there has been a proliferation of projects and programmes related to working with men and boys implemented by institutions, ranging from large international development organizations to small community-based groups. Many of these projects focus on improving sexual and reproductive health, combating HIV/AIDS, reducing gender-based violence, and overcoming poverty and social exclusion. In many instances these diverse programmes and approaches to men's involvement are conceptually grounded in gender-equitable, pro-poor and/or rights based approaches to development. These conceptual frameworks help make clear the linkages between the different thematic areas of work with men – such as the linkages with violence, structural inequalities (including those based upon race, class, physical ability and age), the spread of HIV/AIDS and poverty. Projects working with men and boys are seen not only as an end in themselves, but as a strategic way to achieve gender equality, reduce poverty, and ensure human rights.

What emerges from the research and results of projects is that men feel increasingly committed to their families and are increasingly emotionally involved in their children. At the same time, research into the division of paid and unpaid labour indicates that it is difficult for large groups of men to realise their wishes and live up to their ideals. Two clusters of theories have served to explain this contradiction between preference and reality. One cluster of theories consists of the new home economics or rational choice theories, the other cluster of theories can be summarised under the header of gender identity theories.

The so-called rational choice theories are originally based on the new home economics model. In this household production model, someone's market productivity and home productivity are compared over the life cycle. In the middle stage of life, the market productivity and earning capacity reach their peak, and , consequently, it is most rational to participate on the labour market as much as possible during that phase. The arrival of children poses a problem, because as a consequence time spent on housekeeping and family tasks (the home productivity) rise as well. The rational choice theorists state that partners running a household together (the family unit) will always opt for the decision that yields the maximum reward for the least effort. The comparative efficiency of each partner will shape the division of market and household labour. Since, on, average , men still have more opportunities on the labour market and higher wages than women, it would be- from a rational point of view- financially disadvantageous for men to work less and for women to work more. Nevertheless, rational choice theories cannot explain the asymmetric division of household labour completely. If these theories were right, the division of household labour



should be symmetrical within households where men and women have the same opportunities on the labour market. It turns out that this is not the case. Even in households where men and women have the same opportunities on the labour market and regarding earning capacities, an asymmetric division of labour exists.

Gender identity theories show that “choices” are made in the direction opposite from the ones that the household economics theories would justify. Research in fact shows that men perform even fewer tasks within the household if their wives reach a higher income level and financial status. Gender identity theories suggest that men with well earning wives have difficulty to maintain their masculine image, and, as a result they want to resist changes that challenge their male gender identity. Work is assumed to be a major basis of masculine identity. Masculinity is challenged when men enter the home in order to take on the main responsibility for a child. Care giving, it is suggested, is problematic, because care lacks the symbolic value of paid labour, which is associated with status, power and income.

These theories highlight the persistence of a number of obstacles. These include persistent gender stereotyping which had led to insufficient encouragement for men to reconcile professional and family responsibilities, and insufficient sharing of tasks and responsibilities by men for care giving within families, households and communities. Attention therefore needs to be focused on the positive role of men as partners and allies in building a more gender responsive and just society.

To realize men's interests in change, a majority of men and boys must be persuaded that the benefits under the current gender order (the current system of gender relations in society) are less valuable than many now think – or that they come at too high a cost. Moving towards gender equality requires a basic shift from a gender consciousness built on dichotomy and privilege to a gender consciousness built on diversity and reciprocity. There are many positive trends in this direction, and many men who support them.

In the world of work and sharing domestic chores the potential policy options for changing men's involvement in gender relations are crystallising around the issues of work-life balance, the impact of parenthood on employment, the rights of fathers after the birth of a child and the return of former leave-takers into the labour market. The most comprehensive policy measures on these issues have been implemented in Northern European countries, especially in Sweden. As Holter underlines: “The Nordic ‘experiment’ has shown that a majority of men can change their practice when circumstances are favourable. When reforms or support policies are well-designed and targeted towards an ongoing cultural process of change, men's active support for gender-equal status increases.” (Holter, 2003:126). From this perspective, the best policy option seems to be the adaptation of the key elements of the North European practice.

MacInnes (2006) lists the following objectives of the Nordic reconciliation (work-life balance or family-friendly) policies:

- reduction of long working hours incompatible with parenting and family life;
- to facilitate different leave schemes and arrangements;
- to increase labour supply through provision of ‘flexible’ working time arrangements and childcare services;
- to overcome gender segregation of labour market and unequal share of domestic labour;
- to promote a more equal sharing of paid and unpaid work;
- to avoid fiscal consequences of population ageing by supporting fertility sustaining family life.



However, Reingardiene and Tereškinas (2006) underline that the structures of the welfare state and the institutionalised policies of social protection play key roles among the policies. The three main policies concern:

- the provision of public care infrastructures by state;
- the provision of parental leave arrangements;
- the development of new patterns of working time.

First, a good infrastructure of public day care is a basic (necessary) factor for equality success in the Nordic countries. Second, the frame of parental leave as an individual or non-transferable entitlement gives more incentive for men to opt for such leave. In addition, flexibility in the take-up of parental leave (maternity leave and paternity leave) offer parents the opportunity to take up leave in turns. Third, when employers are aware of work-life balance problems – the intensification of the workload versus the needs of children and family life – the supporting policies are not dependent only upon individual organisational benevolence, but they are also perceived as a strategic choice promoting long-term effectiveness.

Sub-themes

Socialisation and education

There are a multitude of voices claiming that socialisation, and consequently education, are the keys to bridging this gap separating formal equality from real equality between women and men in welfare societies. To date, the vast majority of work-family reconciliation policies have been limited to facilitating women's entry into the job market, and to a lesser extent, to encouraging men to participate more actively in the household realm. However, they have done this without bearing in mind the differentiating effects of the socialisation process. Emphasising this process is crucial to ensuring greater involvement by men in household chores and care of dependent persons. Some conceptual points are:

- The gender perspective recalls that inequalities between men and women are the result of a different socialisation process based on gender and thus that they do not arise from innate biological differences.
- From the gender perspective, primary socialisation is when individuals acquire the basic elements of their gender identity, while secondary socialisation confirms and legitimises the adoption of that identity and adherence to pre-established gender roles (Brullet, 1996).
- Gender roles and stereotypes are the pillars of gender socialisation. Through them, boys and girls are assigned the norms, roles, expectations and social spaces for male and female identity.
- The collective patriarchal consciousness attributes qualities and attributes to men and women that are inherent to their sex and that entail different ways of living and thinking in their everyday lives. As a result, from an intergenerational standpoint, socialisation for production is a male characteristic and socialisation for reproduction is the backbone of female life.

Several studies show how currently, behaviour patterns are changing more quickly amongst girls than boys. Girls have broader, more diverse and contradictory life plans than boys, while for boys, their life plans remain focused almost exclusively on full availability for work (Tarrés, 2002). Females' dual adherence, both productive and reproductive, will lead them to live in a permanent system of twofold presence that they could scarcely imagine.



Amongst the young generations, boys and girls share the collective consciousness of equal opportunities. Equal access to university degrees thus makes them believe this. However, once they enter adulthood, many women discover the hidden facet of this notion: the dual adherence, both productive and reproductive, which will condition their entire lifetime and do so in both their workplace and their personal lives.

First, they will come upon not formal yet real difficulties when choosing certain professional options. Sexist discrimination in school does not result in lower educational attainment, rather in a devaluation of professional options. Secondly, when they acquire affective stability, they will most likely take on greater responsibilities for domestic work and care work than their partners.

One of the concepts that best explains this difference in female and male identity is the hidden curriculum. This term refers to the entire set of norms, attitudes, expectations, beliefs and practices that are unconsciously taught in institutions and in the hegemonic culture (Santos Guerra, 1996). It is a mechanism that explains the lack of awareness as to the transmission of the patriarchal culture's implicit norms and values. Beyond content, it highlights the importance of social relations as a factor explaining the process through which gender is socially constructed. The consequences of this hidden curriculum results in the different ways boys and girls organise experience, structure spaces, articulate time, establish relations and perform tasks, differences which condition their life plans.

Given the characteristics of this hidden curriculum, it should be understood that the primary socialising agents are not aware of it; consequently, they do not have the resources and training needed to combat gender stereotypes and roles. Or, if they are already aware of it, they can generate tension with the norms and values transmitted by other agents: contradictions between what is taught at home and what is seen on the television, or between what is learned at school and what grandparents tell. So, if we want to intervene in this frame it is necessary, firstly, to know the characteristics of each socialisation agents and, secondly, to know their main resources.

The socialisation agents

The family realm

It is where the socialisation process begins. The attitudes of parents can mediate the traditional gender roles in their children's construction of identity. Often families have placed their hopes for the equality of their sons and daughters in the hands of formal education and have forgotten about the informal upbringing that takes place inside the home (Valiente, 1997). Along these lines, many different studies underscore the importance of family lifestyle over the structural variables that the mother and father define. For example, it appears that relations with one's own gender, father with son and mother with daughter, reinforces roles, while relations with the opposite sex can contribute to diminishing stereotypes. For this reason, we must bear in mind the influence of the following:

- Behaviours and responsibilities that are taken on by and attributed to the different members of the household.
- Different treatment of children according to their sex, conveyed through games, clothing, activities and chores assigned to them.
- Intergenerational relations through which the traditional gender roles and stereotypes are reproduced.
- The language used to communicate within the household.
- The use and distribution of household space.

The educational realm



It can be regarded as one of the most egalitarian realms of socialisation. However, it should be borne in mind that it still values and considers important certain knowledge and wisdom that are rooted in an androcentric tradition. Inasmuch as this is true, gender roles and stereotypes are conveyed and consolidated. Experts remind us that beyond the statistical data that highlight the increasing presence of women in all university degree programmes, it is important to remember that discrimination has changed form but not content (Subirats, 1999; Solsona, 2002). Currently, sexism is not manifested in overall access to education nor in academic performance, rather more subtly through the hidden curriculum. Along these lines, it should be borne in mind that:

- Coeducation schools are not educating schools; an explicit bread is needed with identifying school content and maleness.
- The influence of the presence and absence of men and women teachers according to the educational level and subjects.
- The preponderance of the male model and androcentric contents in school subjects.
- The language used to communicate inside the classroom.
- The use and distribution of school space.
- The organisation and dynamisation of schools.
- The underlying values that are conveyed in games and extracurricular activities.

Informal education

It refers to non-academic education in values and other knowledge offered and received outside school. It is usually transmitted through entities, associations and organisations that provide free-time activities, sports or training for children. One of the clearest examples of the importance of informal education in the reproduction of gender roles and stereotypes is the segregation found in sports. As is obvious, this realm is not impervious to the hidden curriculum, and here the same factors should be borne in mind as in the realm of education.

The media

It is one of the main socialisation institutions in western society as it plays a key role in creating, modifying and eliminating values and ways of thinking and living. For this reason, it must be taken into account if we wish to influence the reproduction of sexist roles and stereotypes. Many different studies prove its influence in the process of child socialisation and lambaste advertising as one of the realms where sexism is most often conveyed (Fernández, 2001). Some factors to bear in mind along these lines are:

- The use of stereotyped language.
- The presence and absence of stereotyped images of women, along with violent and pornographic images.
- Gender sensitivity in programming policies.
- The coverage of women in the news.
- The number of women working in the communications sector, the positions they hold in terms of decision-making.
- Women's access to the new information and communication technologies.



Gender Equality in the Workplace

In this part basic indicators of gender inequality in the world of work are presented. Comparable datasets are available regarding unemployment rates, employment rates, the ratio of part-time employment (as a % of total employment), the share of female managers in total managers and the gender pay gap.

Unemployment in the EU25

In general, unemployment rate of women in the European Union (EU-25 countries) is 2%-points higher than the unemployment rate of men (9.6% against 7.6%). However, there are marked inter-country differences: in 4 countries male unemployment rate is higher, in 1 country female and male unemployment rates are the same, while in 20 countries the female unemployment rate is higher.

Possible factors explaining these differences are partly economic, partly cultural ones. A stronger role of business services and traditionally higher labour market participation of women are likely to be the two major explanatory variables. Male unemployment rate is higher in Ireland, Sweden, the United Kingdom and Latvia while female and male unemployment rates are the same in Estonia. An interesting feature: at present, these countries are among the most prosperous ones of the European Union, especially if GDP growth rate is controlled by the level of economic development.

In certain countries (Denmark, Finland, the Netherlands, Austria, Slovenia, Hungary, Lithuania, Cyprus) the differences between female and male unemployment rates are rather small ones. These countries are smaller open economies with strong business service sectors and/or extensive public sectors. However, culturally-geographically Cyprus seems to be an outsider: in Southern European countries female unemployment rates are typically higher, mainly due to traditionalist patriarchal family organisation and division of labour. The fact that Cyprus was once part of the British Commonwealth, could explain its seemingly outsider position.

The next group of countries consists of 7 states. Germany, France, Belgium, Luxembourg, the Czech Republic and Slovakia are the main industrial countries of the present EU in which machinery sectors are especially strong. In these countries female unemployment is markedly higher than male unemployment. The collapse of the light industries (textile, footwear) and the continuing importance of machinery sectors have had different impacts on the unemployment of women and men.

The last group of countries comprises Southern European states (Italy, Spain, Portugal, Greece, Malta) and Poland. These countries are (or at least had been) following rather traditionalist values: lower female participation and a smaller role of part-time employment are (or were) the typical consequences of these value patterns on the labour market. The period of transformation (i.e. a shift towards less traditionalist, less masculine values) seems to be especially painful for women living in these countries: female unemployment rate is much higher than the male unemployment rate.

Female and male unemployment rates in the European Union (as a % of the labour force, ILO definition, February 2006)

	Female	Male
Belgium	9.7	7.6
Czech Republic	9.6	6.3
Denmark	5.0	3.8
Germany	10.2	8.2



Estonia	6.2	6.2
Greece	15.5	6.4
Spain	11.0	6.6
France	10.1	8.3
Ireland	3.8	4.7
Italy	9.7	6.0
Cyprus	6.4	4.5
Latvia	7.8	8.5
Lithuania	7.3	6.6
Luxembourg	7.8	3.8
Hungary	7.5	5.0
Malta	9.8	6.9
Netherlands	5.0	4.3
Austria	5.6	4.9
Poland	19.1	15.6
Portugal	8.7	6.9
Slovenia	6.7	6.1
Slovakia	16.6	15.2
Finland	8.8	7.7
Sweden	6.3	6.4
United Kingdom	4.5	5.4
EU25	9.6	7.6

Source: Eurostat

The difference in female and male unemployment rates has remained stubbornly high: in February 2006 it was 2%-point compared to 2.1%-point in February 2005. The gap is narrowing significantly in Spain, Germany, Cyprus and Slovenia while it is increasing somewhat in the Czech Republic, Italy and Malta. The impacts of sectoral business cycles are evident in this respect: blossoming service activities typically favour female participation while strong machinery sector prefers male participation.

Employment in the EU25

The difference between female and male employment rates is conspicuous in the European Union: while in Q2 2005 the employment rate of women was 56.3%, male employment rate achieved 71.2%. In addition, there is no country in the EU, in which the female employment would be higher. However, cross-country differences are remarkable also in this respect: while in Sweden both female and male employment rate is above 70% (and the difference is only 4%-points), in Malta the above-average male employment (73.5%) is coupled with an extremely low female employment rate (33.6%).

Female and male employment rates in the European Union (Q2 2005)

	Female	Male
Belgium	54.1	67.7
Czech Republic	56.0	73.3
Denmark	70.8	80.1
Germany	59.3	71.1
Estonia	63.5	66.5
Greece	46.2	74.5



Spain	51.2	75.0
France	57.9	69.0
Ireland	58.0	76.2
Italy	45.4	70.2
Cyprus	58.5	79.5
Latvia	59.4	66.9
Lithuania	59.2	66.3
Luxembourg	50.6	72.4
Hungary	50.9	63.0
Malta	33.6	73.5
Netherlands	66.4	79.9
Austria	61.7	75.1
Poland	46.4	58.2
Portugal	61.9	73.4
Slovenia	61.7	70.2
Slovakia	50.8	64.1
Finland	67.4	71.0
Sweden	70.5	74.6
United Kingdom	65.8	77.3
EU25	56.3	71.2

Source: Eurostat

Grouping the countries we can observe that cultural-social factors bear more influence on the female and male employment rates than economic ones. In 7 countries (Sweden, Finland, Denmark, Estonia, Latvia, Lithuania and Slovenia) the difference between female and male unemployment rate is relatively small (below 10 %-points). These countries are smaller, open economies in which Nordic (i.e. less traditionalist) value patterns dominate. The small difference is mainly a consequence of the high female participation. In addition, active labour market policies and/or the extensive welfare state may also promote the higher labour market inclusion of women. An interesting phenomenon however, is that the smallest employment rate difference is observable in a post-socialist country, namely in Estonia where the markedly above-average female employment (63.5%) is coupled with below-average male employment (66.5%). In other words: we can assume that the less traditionalist, Nordic value orientation of the Estonian society had a strong positive impact on the high female labour market participation and the steady process of economic convergence (measured inter alia, in terms of GDP per capita).

In 12 countries of the European Union the difference between female and male employment rate is between 10 and 20 %-point. Most of the founding members of the EU (Belgium, France, Germany, the Netherlands), as well as the United Kingdom, Ireland and Austria are in this group. In addition, the four new member States of Eastern-Central Europe (the Czech Republic, Hungary, Slovakia and Poland) and, surprisingly, Portugal also registered a 'moderate' (i.e. around the average) difference between female and male employment. The promoted female labour market participation in state socialism might explain the position of the ECE countries, while in the case of Portugal sectoral peculiarities (the high relative importance of textile and footwear industries) and more flexible regulation may partly offset the traditionalist value orientation.



In the remaining six countries of the EU the difference between female and male employment rates is higher than 20%. Not surprisingly, with the exception of Portugal Southern-European countries (Greece, Spain, Italy, Cyprus and Malta) are in this group; but the high difference between female and male employment in Luxembourg comes as a surprise. Nevertheless, the female employment rate in Cyprus, Luxembourg and Spain is more than 50%, and in Spain we could observe a significant improvement in the last couple of years. On the other hand, the Italian, the Greek and the Maltese female employment rate is markedly below 50%. These figures again underline the utmost importance of value patterns.

Naturally not only gender differences but also total employment levels matter. In Denmark, the Netherlands, Sweden, the United Kingdom and Portugal(!) both female and male employment is markedly above the EU average, while in Italy, Hungary, Poland and Slovakia both are significantly below. While mainly cultural factors determine the differences between female and male employment rates, we can assume that the level of total employment (i.e. both female and male employment) are more dependent upon other factors, such as employment policy measures, labour market regulations, sectoral business cycles and human capital (education and health) factors.

Part-time employment in the EU25

Several leading sociologists and labour market analysts regard part-time employment as a means to combine household (non-paid) and 'gainful' (paid) work. In this approach part-time employment is especially relevant for women who have more domestic work than men. Not surprisingly, almost one-third of European women are in part-time employment (32.6%) while the share of part-time employment among male workers is only 7.1%.

Cross-country differences are remarkable in this respect as well. The Netherlands is an outlier: not only because of the outstanding role of part-time employment among women (75.3%) but also due to the high relative share of male part-time employed (22.6%). Specific labour market regulation has an overwhelming role in that. In most of the older EU members (Belgium, Denmark, Germany, France, Luxembourg, Austria, Sweden and the United Kingdom), female part-time employment oscillates between 30-45%. In Spain, Italy and Ireland the share of part-time employed among women is roughly 25%, while in Estonia, Cyprus, Latvia, Malta, Poland, Portugal, Slovenia and Finland it moves between 10-20%. The lowest ratio of female part-time employment is observable in Greece and most of new EU member States (namely: the Czech Republic, Lithuania, Hungary and Slovakia).

Inter-country comparison of male part-time employment indicates that it is parallel with female part-time employment figures (although part-time employment among men is much less frequent in all of the EU countries). Besides value patterns and labour market regulation features also the general level of well-being matters a lot: in the poorer new EU members income from part-time employment is hardly enough to ensure a decent family (or individual) life.

Female and male employed part-time in the European Union (as a % of total female and male employment, Q2 2005)

	Female	Male
Belgium	40.7	7.1
Czech Republic	8.4	2.1
Denmark	32.7	12.8
Germany	44.3	7.7
Estonia	10.4	4.9



Greece	9.1	2.1
Spain	24.9	4.7
France	30.9	5.7
Ireland	24.4	5.0
Italy	25.7	4.5
Cyprus	13.8	5.1
Latvia	11.6	7.6
Lithuania	8.5	4.6
Luxembourg	40.2	2.4
Hungary	6.1	2.9
Malta	19.3	4.7
Netherlands	75.3	22.6
Austria	38.7	5.9
Poland	14.2	7.7
Portugal	16.6	7.1
Slovenia	11.0	7.1
Slovakia	3.9	1.2
Finland	18.5	9.1
Sweden	39.9	11.8
United Kingdom	43.1	10.6
EU25	32.6	7.3

Source: Eurostat

Career pattern inequalities in the EU25

Gender inequalities in the workplace can be characterized by different career opportunities. Two commonly used indicators to measure this phenomenon are the share of female managers (as a % of total managers) and the gender pay gap. The gender pay gap is the difference between average earnings of male and female employees.

Share of female managers and gender pay gap in the European Union

	Share of female managers in total managers, Q2 2005	Gender pay gap, 2004
Belgium	32.9	6
Czech Republic	30.3	19
Denmark	23.0	17
Germany	26.4	23
Estonia	37.5	24
Greece	25.8	10
Spain	32.3	15
France	37.1	12
Ireland	30.2	11
Italy	31.9	7
Cyprus	13.6	25
Latvia	44.3	15
Lithuania	42.7	16
Luxembourg	26.3	14



Hungary	34.3	11
Malta	14.5	4
Netherlands	25.6	19
Austria	27.0	18
Poland	32.5	10
Portugal	34.2	5
Slovenia	32.8	9
Slovakia	31.2	24
Finland	29.7	20
Sweden	29.8	17
United Kingdom	34.5	22
EU25	32.1	15

Source: Eurostat

In all of the EU countries, the share of female managers is lower than 50%. The ratio is the lowest (below 20%) in the two new EU member Mediterranean States, Cyprus and Malta. The highest ratio (above 40%) is observable in Latvia and Lithuania. In general, post-socialist countries have a higher ratio of female managers: Estonia, Hungary, Poland, the Czech Republic, Slovakia and Slovenia equally register a share of above 30%. The ratio of female managers is higher than 30% in Belgium, France, Italy, Spain, Portugal as well as Ireland and the United Kingdom. However, in North-European countries (Denmark, Finland, Sweden), the Netherlands, Luxembourg, Germany, Austria and Greece the share of female managers is only between 20-30%. These data underline two interesting cultural-historical factors: although in a contradictory way, post-socialist countries achieved remarkable results in promoting this feature of gender equality. On the other hand, Nordic countries – cited as positive examples concerning gender equality in the fields of employment, part-time employment and combating unemployment – have a somewhat worse than average performance in this aspect of equal opportunity.

Inter-country differences in gender pay gap are difficult to interpret. While most of the Southern European states (Malta, Portugal, Italy and Greece) register the lowest differences, Nordic countries, Estonia, Slovakia and Cyprus produce the highest differences. It seems that the smaller difference in opportunities of employment and the extension of part-time employment correlate rather negatively with the gender pay gap. Even bearing in mind that women and men have different employment characteristics by economic sectors and that working women tend to be younger ('less senior' and as a result, on average they have less opportunity to fulfil managerial positions), this underlines that a problem of equal opportunities continues to exist in all of the EU countries.

Gainful versus domestic work in the EU25

Examining gender inequalities in the world of work, we cannot neglect the fact that total work of women and men consists of two components: besides gainful (paid) work domestic (non-paid) work matters as well. While men spend more time than women on working in the workplace, the reverse is true for domestic work.

Regarding total work there is only one country in the EU, namely Sweden, in which women and men spend the same amount time. On the other hand, in Lithuania, Slovenia, Hungary, Estonia as well as in Italy and Spain the total number of hours worked per day is conspicuously higher for women than for men: the difference is more than one hour. Again, cultural and historical factors together explain the structure of use of time. Women living in post-socialist countries have an especially hard life in this respect: not only



the gender inequalities in time use are significant, but also people in these countries work generally more than in the old EU member countries. As a result, Lithuanian women work more than 8 hours on average, i.e. almost two hours more than German women (the difference compared to German men is 2 hours and 14 minutes).

Gender peculiarities in education: an additional factor behind gender inequalities

Traditionally, equal opportunity researches focused on the problem of women. However dramatic changes in the educational success may indicate an (at least partial) shift towards the problem of men. Recent indicators underline that the share of women is already markedly higher among tertiary students (54.6%). This trend is valid across the EU; only in two countries (Germany and Cyprus) have men a higher share among tertiary students (although the difference in favour of men is negligible in these countries: only 1%). In the other 23 EU countries women have a higher share among tertiary students; the difference in favour of women is especially striking in the 3 Baltic States (more than 20%). In the meantime, faculty segregation remained strong: on average, the share of women is 37.3% among students of science, mathematics and computing, while they represent 65.6% in faculties of humanities and art.

Not only tertiary education figures, but also upper secondary education data underline that in the future the problem of men could aggravate in the world of work. With the exception of the Czech Republic and the United Kingdom, a lower ratio of men completed at least upper secondary education in the age group 20-24. In the overall EU25 the ratio of men is 74.6% compared to 80% of women. Differences in favour of women are especially high in Southern European countries. In addition, in Spain, but especially in Portugal and Malta the general level of completed upper secondary education is markedly lower than in other EU countries: only 40.4% of young Portuguese men and 41.7% of Maltese men were able to finish an upper secondary school with success.

Sharing domestic responsibilities: the role of men

The third sub-theme is sharing responsibilities between men and women, and the role of men.

The last few decades the number of women entering the labour market increased considerably all over Europe, but men did not take up caring tasks in a proportionate way. In all European countries men take the biggest part in paid work, while women do most of the caring for children and the household. In most European countries women do twice as much caring for children than men. In all European countries women perform more care and household tasks than men, even if they have a full time paid job.

To illustrate this, some figures – for the countries participating in the Genderwise project – are provided concerning participation in paid work and concerning hours per week spent on household tasks by men and women.

Table 1: Labour market participation rates and weekly time for household tasks of men and women

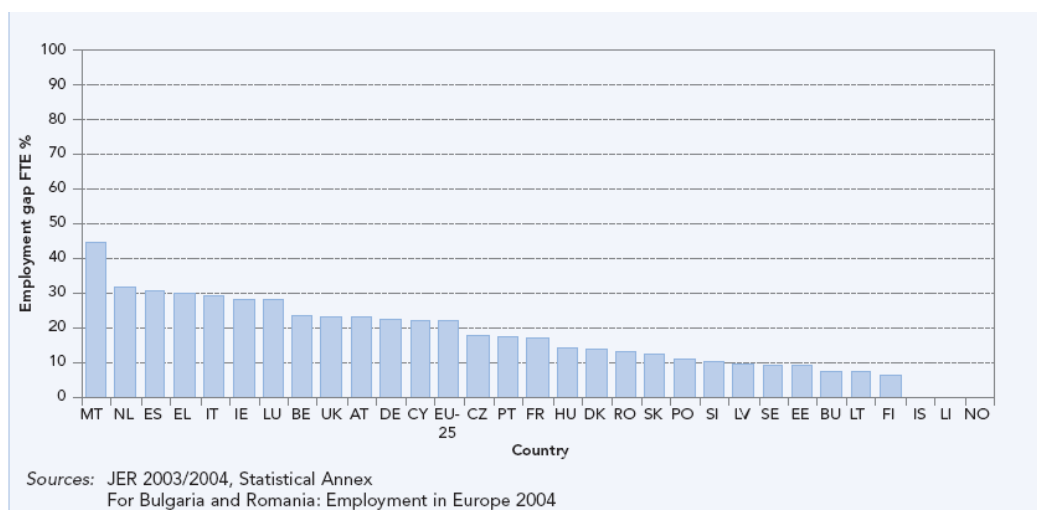
country	Labour market participation rate in % of people between 15-65 years of age					Household tasks hours per week	
	women			men		women	men
	1995	2005	Of which Full time	1995	2005	2003	2003



			(2000)				
France	52	58	65	67	69	18.2	10.4
Hungary	45	51	.	60	63	27.7	11.0
Italy	35	45	67	67	70	25.3	18.0
Netherlands	54	66	28	75	80	23.8	11.6
Slovakia	.	51	.	.	65	.	.
Spain	32	51	71	63	75	23.8	13.4
UK	62	66	48	75	78	25.9	13.7

As can be seen in this table, there is an important variation in male and female employment rates through Europe. The same goes for the variation in part time work of women. Therefore, it is interesting to look at difference in employment rates between men and women, in full time equivalents. The following graph shows this employment gap for 30 European countries.

Graph 1: Employment gap in full-time equivalents 2003



The actual division of tasks between the sexes is a problem as far as it hampers people's freedom of choice. Women more in particular are confronted with the limits of their possibilities and the restrictions in their freedom of choice. If women have to take up more paid work, men will have to be stimulated to take up more care tasks... and do less paid work.

For different reasons European governments and the European Union would like to see an increase in the labour market participation of women.

On macro level following reasons play explicitly or implicitly a role in this:



- Enforce the competitive power of (EU) countries;
- Limit the claims for income substitution;
- Enlarge the (financial) basis for taxes and social security;
- Keeping salary claims within certain limits.

There are also reasons on micro level to put the division of paid work and care tasks between men and women on the agenda. Realising the European countries' and the EU objective of increasing the labour market participation of women, is only realistic and fair, if this goes along with an increase in the share that men take in the care for children and the household. If men will not change, women will not increase their labour market participation, or they will have to accept much more work load for realising the increase in labour market participation.

Moreover women have also less freedom of choice as to the household tasks. Somebody has to perform the less agreeable tasks. If men do not take their responsibility, women will have to perform these tasks. At the end it is a matter of fair and just division if men gave a comparable contribution to the care for children and the household.

An important element of the context for these arguments lays in the demographic challenge. To ensure our future, we will need having more children AND more people (men and women) will have to take part longer in both paid work and unpaid care tasks.

There is a clear need therefore for initiatives in three policy directions at the same time:

- Children and family friendly equal opportunity policies
- Policies for alleviating the burden on women
- Increase incentives for men to take up more care tasks

Some of the policies developed during the last decades do not support a combination of these three directions. The development of 7 days, 24 hours child care facilities e.g. does alleviate the burden for women, but is not necessarily child friendly; neither does it stimulate men taking up more care tasks. Sometimes policy options in different sectors could even be conflicting. One example is the option to increase labour market participation of women and the option for counting more on voluntary caring. Policies to be developed should be proofed for their complementary quality as to the three policy directions.

The existing task division between men and women is influenced by three types of conditions on respectively the macro, meso and micro levels. These conditions influence both the degree of male involvement in care tasks (the quantity), and the kind of tasks that men perform in household and family (the quality).

Macro conditions

The macro conditions are related to time (flexible working patterns and leave schemes), money (tax systems) and provisions (child care). For a more fair division of all paid work and care tasks good national arrangements are necessary as to child care, parental leave, life cycle arrangements, the right to work part time etceteras. These arrangements are of great importance to make the first steps on the way to a more just division of tasks. Men will perform more tasks in the household. Women will get a more real possibility to take up paid work.

Some of the macro conditions to improve are in the fields of:



- Flexible working patterns
- (Paid) leave schemes on an individual basis
- Tax advantages for dual-income families sharing care responsibilities
- Adapted opening hours
- Accessible and affordable childcare facilities

Nevertheless, even if macro conditions are favourable for enabling men to take up care tasks, men have a clear preference for the type of tasks to fulfil (such as shopping and cooking) and for leaving other household tasks (such as cleaning and doing the laundry) for their partner. Also men have a clear preference for the care of the children above household tasks. There seems to be, as far as men are concerned, a clear hierarchy in the tasks to perform.

Research has shown that the difference between men and women in taking up care tasks is culturally determined. This means that this difference is open for change, even if change is not easy to realise. It becomes important not only to influence the amount of time that men and women invest in household and care, but also to change the division of the types of tasks. This could be done on a meso level through a qualitative approach of the conditions under which men and women divide paid work and care tasks.

On micro level efforts should concentrate on the dissociation of care tasks and gender stereotypes. This includes creating mechanisms to help women and men sharing care tasks, training men to take care of others and of themselves, campaigning for taking up existing facilities, etceteras. Tasks can become “beyond” gender.

The micro level: degendering tasks

More knowledge is needed about mechanisms behind the unfair division of household tasks. Tasks have a gender connotation. How to get them beyond gender? In a study by Verwey-Jonker Institute¹ this was done through an analysis of three tasks, i.e. shopping, doing the laundry and visiting the baby clinic. The description of each of these tasks shows that it is possible for a specific household task (e.g. shopping) to lose its female connotation. This will then mean that there is no barrier anymore for men to fulfil this task. A stimulating factor can be that a task is part of a “chain”. When men do the cooking, they will consider it fully normal to do also the shopping. Men who dress their children in the morning will get concerned with the availability of clean cloths. The study also shows that visibility of a task and more tolerance (of women) for making mistakes (by men) are important factors for men to take up household tasks. In the Netherlands one could observe that visiting the baby clinic is an activity in full transition towards changing its gender connotation, while doing the laundry remains to a great deal a women’s business.

Important interlocked mechanisms for (or against) “degendering” are:

- A “chain” approach: if one task from a chain becomes gender neutral, other tasks from the same chain could follow that direction easier;
- Visibility: men will more easily take up visible, public tasks such as shopping and visiting the baby clinic. If more men perform these tasks this will of course stimulate other men. But it could also influence taking up other tasks as far as they are part of a chain;
- Tolerance: another important element is the fact that men and women perform the same tasks in a different way. If men take up tasks that traditionally belong to the territory of women, tolerance for difference and for making mistakes will play an important role;

¹ J.W. Duyvendak & M. Stavenuiter (eds.) (2004). Working Fathers, Caring Men. Ministry of Employment and Social Affairs, Verwey-Jonker Institute. The Hague, Utrecht.



- Control and execution: household tasks can be transferred gradually from women to men. This could be first in terms of execution, while women keep control. Step by step men can take up also control over certain tasks. Shopping is a nice example for this. We could observe that older than younger men use shopping lists made by their partner. Younger men are more independent in shopping. We observed similar mechanisms in doing the laundry.
- Home alone: men take up household and child care tasks more easily if they are alone at home with the children. This point refers to meso conditions, namely the organisation of paid work in relation to the care for household and family.

Influence of the conditions: study of exceptional practices

In the same study of Verwey-Jonker institute, researchers also wanted to investigate to what extent the conditions influence both opinions about task division and the factual behaviour. Therefore they questioned household types that could be seen as having an “exceptional” practice in terms of the conditions for combining paid work and care tasks. In the “standard practice” a household is composed of a man, a woman and a child or children; the man has paid work outside the home at regular hours (between 8:00 and 18:00 hours) and the woman (with or without a paid job) is (mostly) responsible for household and care tasks. A practice is considered as “exceptional” if the man works at non-regular hours, or has an unusual work pattern, or is part of a special type of household. The study included 30 exceptional households, consisting of households with shift working men, with men doing tele-work and households with homosexual fathers.

The most important conclusion of studying the exceptional practices was that opinions and preferences of men in relation to the task division between men and women are strongly related to the possibilities of men to combine caring with paid work. In households where a more equal task division already exists, competences of men, their preferences and the traditions of their education seem hardly important. The opinions of men are flexible if they – due to changing conditions – have to perform certain tasks. Even (supposedly poor) competences no longer appear to play a role. Being at home alone with the children appears to be an important stimulus for men to really performing caring tasks. A similar conclusion was drawn from Norwegian research into men on parental leave.

Innovations in European countries

In most European countries it appears that a more fair division of paid work and care tasks between men and women is an urgent issue. But situations and traditions are pretty different. So are the issues at stake, the challenges to overcome and the appropriate answers. As example the study gives a short image of issues in three countries that stand for three different societal and policy traditions in respect to conciliation of work and family life: Sweden, France and Spain. Looking into good practices (mostly at local level) for stimulating men to take up child care and household tasks this gives the following images.

Sweden has a longstanding tradition of state intervention in relation to the role of fathers. In this field local authorities developed several initiatives influencing the amount of child care tasks that men take up within the household. Most of these initiatives are indeed limited to the care for the children. Putting the division of household tasks between men and women on the (family) agenda appears also in Sweden a difficult issue.

In this respect it is remarkable that the latter is explicitly the case in Spain. On local level as well as in national campaigns, the Spanish public authorities stimulate men to take up more care tasks. Both care



for the children and for the household are included in these campaigns. Apparently Spain is catching up for a more traditionalist past. At the same time, social scientists in Spain are warning for the distance between the political and the social moral in these issues.

In France it seems to be difficult putting the subject of men and care on the policy agenda. The cause lays in the fear for public interference with “private” issues. Slowly the societal climate is changing also in France, as to make it possible to intervene in this field, because the limits of what could be achieved with improvements of macro- and meso conditions become more and more clear. France has a strong tradition on these levels. But people do ask themselves whether the wellbeing of children (and their parents) is served with a stay of more than ten hours a day outside the family. Also, more and more (local) policy makers realise that the principle of non intervention in the “private” sphere leads to a systematic overburden on women, which has great influence also on the possibilities for women to participating in public life.

5. FROM POLICY TO PRACTICE: PEER REVIEW EXCHANGE WORKSHOPS & CASE STUDIES

One of the basic aims of this project is to undertake three Peer Review and development Workshops to promote the exchange of practices between the transnational partners. Each workshop brought together a delegation of participants from the Local Development Group that each partner had established at the outset of the project. These LDGs are cross sectoral, and connect into regional, national and local actors and ensure involvement of participants who would bring direct experience into the exchange process. National perspectives as well as specific case studies are therefore outlined in this chapter.

5.1. First Peer Review Exchange workshop, Barcelona, 17-20 May 2006

The First Transnational Peer Review Workshop of the project took place in Barcelona from 17-20 May 2006. The specific focus theme of the workshop was *Socialisation and Education*. This section aims at describing the case studies presented by several project partners based on different perspectives at European, national and local level.

The Hungarian case

The presentation of the Hungarian perspective was divided into two parts. The first part dealt with the issue of socialisation. It stressed an idiosyncrasy in Hungary in which the current population follows a modern behaviour pattern yet still holds on to traditional attitudes and values. This trend can be summarized with the slogan “from cosmopolitan woman to maternity” and explains how socialisation is a mechanism through which familism is reproduced from generation to generation. The example of the media is striking: the results of a study comparing the editions of a Hungarian weekly dating from 1970 and 1990 to analyse the evolution of the sexist content showed that the scales were negative insofar as throughout the twenty years the stigmatised image of working women and feminism had worsened. Again, a recently-administered survey aimed at measuring the degree of trust inspired by a variety of night-time television newscasters showed that, unlike the previous case, this one offered a more positive outlook in favour of women, as the viewers expressed greater confidence in the female newscasters than the male ones. In this way, public opinion spoke out against the television station’s sexist policy.



The second part analyzed the case of education as an agent for transmitting and reproducing these traditional values present in the attitude of modern-day Hungarian society. The analysis of political discourse and the labour situation within academia served to illustrate the lack of gender sensitivity in Hungarian educational policies. The first issue spotlighted was the high politicisation of education and the Hungarian political class's lack of interest in including the gender perspective. In terms of academia in Hungary, examples included the shortcomings in teacher training and centres devoted to women's studies and gender sensitivity. The main obstacle to overcoming these shortcomings is the strict hierarchy in the educational structure, which has a twofold consequence: women are not given power, and any individual initiative is inadequate. The two case studies presented – the gender perspective in history and equal opportunities at the Miskolc University - served to illustrate this lack of focus on gender within the national curriculum, as well as the workplace segregation between men and women in the occupational structure of higher education.

The French case

The French case was focused on the general political framework and was centered on services providing care for children and young people.

In terms of national policies, France is one of the European countries with the most favourable legislative contexts on family policies. The *Conférence de la famille* - organised by the Ministry of Health and Solidarity – is the body through which the objectives and avenues of action of these public family policies are defined. Since 1997, one of its top priorities has been the issue of reconciling professional and family life. The social changes in recent years have led to greater political concern for the education and socialisation of children with the goal of ensuring their social integration.

The *Association des Crèches d'Aix en Provence* (ACA), a non-profit association aimed at managing childcare centres, was presented. It is currently the largest entity of its type in all of France. Specifically, it manages 25 nursery schools, with 380 people on staff and an average of 1,100 children cared for per week. Based on its experience, the current situation presents three problems which require reflection: care, professional adaptation and social prejudices.

- Care: despite the changes in the legislative framework aimed at adapting and improving the use of resources, the number of places is insufficient for the current demand by families, which harms mothers' job opportunities.
- Professional adaptation: the increasing flexibility in the use of places requires new professional skills.
- Social prejudices: many mothers and fathers mistrust the men working in this sector who take care of their children.

Mention is to be made about the training of social workers. This is a sector that for many years has inverted the gender balance: although historically speaking the majority of students were men, currently it is a female-dominated field. The arguments used to explain this change in trends pointed to differential gender-based socialisation. This process places men and women at two totally opposing extremes of reality: men are taught that they have to control reality, while women are taught to be aware of their limits. When these attitudes are transferred to the domain of education, we can understand why women are more successful than men at dealing with problematic children. Thus, the experience accumulated from training in social work has enabled them to note the inefficacy of education through physical force, as a male strategy, and the efficacy of education based on the principle of reality, as a female strategy.



L'Association Maison d'Enfant pour la Culture et l'Education (AMECE) was created in 2000. Its main goal is to promote socio-educational, cultural and intercultural activities to support young people and their families in their integration and socialisation. One of the activities held to achieve the association's goals is the parents' forum. These are monthly gatherings amongst Moroccan families (parents and children) to share experiences about different issues, to create support networks and to provide solutions to specific problems. One of the issues examined at these gatherings is the role of Moroccan men as husbands and fathers. Moroccan culture still preserves traditional patterns in terms of the sexual division of labour between men and women: men spend a great deal of time at work and women are in charge of raising the children. Despite this division of labour, the power within the family falls to the man. For example, women do not have the independence to deal with bureaucratic issues related to the household, and men are in charge of conveying the culture to their children. Within this context, the forum seeks to promote spaces for constructing a new model of family that combines respect for the traditional culture with more equal opportunities. Since its launch, it has learnt the importance of taking into account two key strategic factors:

- the role of children as mediators between the families and Western society,
- the role of elderly men as a good means for spreading a new model of family.

The English case

The English perspective was presented from the local dimension. Leeds was the spotlight, and the *Shantona Women's Center* was the specific experience framing the need to work on the gender perspective with ethnic minorities. The city of Leeds is one of the neediest areas in England in terms of health care, housing, education, formation and employment. As for its population, it is characterised by encompassing a vast diversity of ethnic minorities.

Within this context, in 1998 the *Shantona Women's Center* was created as a centre to empower women from Bangladesh. The centre was started with the help of the entire community –both men and women– but the services it provides are exclusively addressed to women, young people and children. Specifically, it offers jobs placement services and personal care through different projects: family support; activities to promote healthy habits and reduce health-based inequalities; education, training and employment; specific programmes for the young population; childcare services; household chore clubs; and support for community cohesion and small groups. Some of these projects work in conjunction with other services, such as the *Primary Care Trust* project.

An Italian case study

Il Cerchio Degli Uomini was spontaneously started in 1998 by a group of men in order to share their personal experiences and emotions. In 2004 it was set up as an association with the goal of acting as an interlocutor between institutions and the social reality. Its main goal is to share experiences about the meaning of being a man today, within a context in which some of the traditional patriarchal structures are changing. For many men, divorce or job loss entails a loss of identity and a lack of male role models. To this end, the purpose of the organisation is threefold:

- provide group support to avoid isolation, solitude and violence in these men
- to help them face their new situation by recovering self-confidence and changing their household behaviour patterns
- to promote social action that enables them to express the changes in direction and contents of the male experience.



The working method involves sharing, within a small group, experiences with other men on a variety of issues, including: fatherhood, relations with women, knowledge of oneself, one's emotions, one's sexual orientation, etc. The overall assessment of the men participating in this group is positive. In general, their relationships within their families improve, and they have a greater capacity to share the household work and a better relationship with their wives and children. What is more, they stress the importance of feeling supported by the group at difficult times.

The case of men's groups in Europe

Men's interest in the issue of gender is relatively recent. The first experiences emerged during the 1970s in Scandinavian countries and the United States. From the theoretical realm, Men's Studies emerged, an avenue of research focused on studying the changes in men's social roles. From civil society, men's groups have been organised to reflect on the male condition in a changing society, gender discrimination and different forms of sexism. These groups all start from the same premise: personal and social changes are not possible without an increased awareness of what is happening in one's immediate environment. During the 1980s, the movement spread around many different countries in Europe and America. Currently, the European Union has three avenues of work underway along these lines: the *Ariane* projects (projects on educational innovation, gender and masculinity), the *Daphne* programme (White Ribbon Campaign², promoted by men to combat violence against women) and the *EQUAL* programme (projects centring on men as change agents).

In Italy, EQUAL has co-funded interesting projects such as *S.O.S // Casalingo* (SOS Male-Household) which invited men to improve their skills in household management) and *Fiocco Rosa, Fiocco Celeste* based on the Italian tradition of decorating the front door of the house with a pink or a blue ribbon when a baby is born.

In France, where kindergartens or schools are rarely meeting points for parents, new neighbourhood centres were well received by both women and men. Users appreciated the idea of transferring the discussion on task sharing away from their homes to a neutral space. In several regions, EQUAL provided opportunities for men and women to meet and talk shop with or without the support of professionals. Some examples are *L'Ecole des parents* (workshops where parents learned about practical solutions to task sharing between mothers and fathers) and *Parents'cafés* (men and women meetings to give voice to what they feel and think about old and new gender roles)

In Spain, the Health and Gender delegation of the Jerez Council has already launched the *Hombres por la Igualdad* (Men for Gender Equality) programme, with the goal of facilitating men on the road towards egalitarian gender relations. Specifically, it helps them to share family responsibilities, work, child-rearing, etc. Based on this project, different men's groups have arisen within the Andalusian community: the *Asociación de Hombres por la Igualdad de Género* (Association of Men for Gender Equality - AHIGE) in Malaga; *Al-Garaia* in Granada focuses on the exchange of experiences, reflection and mutual respect for undertaking social initiatives that condemn sexism; and the *Grupo de Hombres de Sevilla*³, a group aimed at analysing the out-of-date features of male models.

² For further information, please see: www.euowrc.org <http://europa.eu.int/comm/sg/daphne/en/>

³ For further information, please see: <http://www.arrakis.es/~jcasado/hombres/hombres.htm>



A Spanish case study

This project arose within the European *TEMPORA* programme, from axis IV, *Equal Opportunities for Men and Women*. Specifically, it falls within the thematic area I, focused on reconciling family and professional life. It is part of the *Educació en Valors* (Education in Values) programme run by the Barcelona Council's Education Institute. This programme has a twofold goal: to make visible the values existing in any educational practice, and to recover some values from the perspective of social justice. To achieve these goals, the project is based on three vantage points: interculturality, sustainability and gender equality. The last vantage point is the one guiding the project entitled *Learning household knowledge and chores*.

The main goal is to promote new models of behaviour with respect to the sexual division of labour within the school and family life, while the specific goals are:

- to introduce aspects of female culture into educational systems
- to legitimize women's knowledge
- to break the "female versus male" dichotomy
- to promote respect for women's work
- to promote social responsibility amongst men and women
- to promote personal autonomy
- to encourage both men and women to be present in both the workplace and domestic realms

The method used is innovation in teaching, and the methodological perspectives include constructivism, action research, the dialectical relationship between different kinds of knowledge and conflict resolution.

The project was implemented in one primary school in a cross-curricular fashion, that is, in all the subjects, and in four secondary schools through the subjects of chemistry, technology and tutoring.

The main difficulties and obstacles encountered when implementing the practice entail the work overload for the teachers involved in the experience, which is just added to their everyday responsibilities. In terms of the impact on students, the youngsters became more aware of their differences in terms of how they expressed their feelings. However, shifting this awareness to the realm of practice was not accomplished. In this sense, there is a clear need to build new models of masculinity amongst boys through education.

Other educational projects on a European level

Some member States combined *Community Action Programmes for Equal Opportunities of Women* with strategies that addressed young people and children in order to challenge stereotypes during those crucial stages when gender roles are being formed. Training and further education developed by EQUAL partners in many countries enabled kindergarten and primary school teachers to let boys and girls explore existing gender differences and to break with stereotyped perceptions of men and women. And some national projects, like Netherlands and Spain, prepared didactic material.

- In Spain, besides the case of Barcelona, there are other cities where EQUAL has created and tested innovative curricula for primary and secondary schools which challenged traditional gender roles and also the subtle integration of the related stereotypes into science and technology: Cordoba, Cartagena and Alicante⁴.

⁴ For further information, please see:

http://www.dipucordoba.es/mujer/dmuj_f5c60.htm

<http://www.ayto-cartagena.es/educacionnueva/educacion.htm>



- The Dutch EQUAL has also been building on research indicating that young men at the beginning of their career have a more egalitarian vision than the previous generation when it comes to sharing care responsibilities with their wives or partners. Through an internet tool a partnership encouraged men to make the barriers visible and also proposed practical solutions to remove them. Moreover, a group of engineers who are actually combining work and care was trained as *ambassadors* of a new male role model. They acted as visiting lecturers and passed on their experience to the students. All these positive experiences were synthesised and integrated into teaching materials and tools, including a training module as part of technical education programmes at universities, which are now in demand in a growing number of educational institutions⁵.
- One of the most significant EQUAL media campaign has been implemented in the Netherlands by the Ministry of Labour and Social Affairs with the slogan of *Men Taking the Lead*. It was shaped like a marketing strategy for a new commercial product. Taking account of specific life styles and characteristics of a given target group, such strategies are intended to build a critical mass of people that would, after having received the message, adopt the new product as the most suitable. Similar to a nuclear chain reaction, that critical mass triggers an on-going process of multiplication and eventually creates sustainable change.

5.2. Second Peer Review Workshop, Enna 5-8 October 2006

The second Peer Review Workshop took place in Enna (Sicily, Italy) from 5-8 October 2006. The theme of this workshop was **Gender equality in the workplace** and it included presentations of case studies from several project partners based on different perspectives.

The perspective of a Family-responsible employment or the family-friendly workplace

Some of the case studies focused on *family-responsible employment* or *family-friendly workplace*. The Barcelona (ITD IESE) case and the Budapest (Jól-Lét, Budapest) case describe the challenges of the 'humanly sustainable companies'. The introduction of the 'Family-Responsible Employer Certificate' and the 'Family Friendly Workplace Award' were developed in cooperation with management and gender research centres. They implemented a certification process that was carried out by independent certifying organisations and supervised by government boards that were responsible to promote gender equality. An important element of these practices is the close relationship between the activities of analysis, implementation, certification, monitoring, research and the dissemination of best practices.

The case of 'family-friendly workplace' in Hungary The problem of the reconciliation of work and private life is more and more in the foreground in other EU countries, but as yet, not so much in Hungary. The whole terminology of work-life balance is practically missing from the public discourse. In the meantime, the concept of the "family-friendly workplace" has spread somewhat, thanks to the family-friendly workplace (családbarát munkahely) award, which has been presented to companies and organisations in both the private and public sectors since 2000. However, the concept of family-friendly workplace has a varied and a rather blurred interpretation among entrepreneurs and corporate leaders. According to a representative survey of 400 enterprises in 2005⁶, most people identified "family-friendliness" with the

⁵ For further information, please see: <http://www.breakingbarriers.nl/xcms/welcome>

⁶ Gallup survey prepared for the European Social Fund.



organisation of family programmes, and with flexible working arrangements. The perception of „family friendliness⁷:

- Organising family programmes at the workplace 27%
- Flexible working hours 23%
- Helping employees, taking their problems into account 18%
- Benefits for the employees (e.g. supporting schooling) 16%
- Taking individual interests into account 13%
- Taking individual interests into account when choosing days-off 12%
- Financial and social support 10%
- Familial atmosphere at the workplace 8%
- Supporting the return of mothers from child care leave 8%
- Financial support for the holidays 6%.

Other elements of the definition has been: part-time work as an option, support for recreation, employment for other family members, health protection, insurance, medical screening programmes, competitive salaries, food vouchers, salary for an extra month, meeting for pensioners, employment of elderly people and employee-friendly management methods. According to most of the respondents, the concept is targeted at women with small children, possibly at larger families. In this perception of the family-friendly workplace the most critical aspects of the Hungarian work-life balance are marginal: only 8% of the respondents reflected on the problem of the return of mothers from child-care leave while the issue of paternity leave was completely neglected.

The perspective of a Work-life balance approach

Another group of cases focus on the experiences of the gender roles in the workplace from the point of view of the *work-life balance approach*. The case studies of La Cicogna Association in Torino, the Torino City Time and Motion Department and the Shantona Women's Centre in Leeds reveal the importance of the work-life balance approach. The Italian time use survey point to the fact that although in the last 25 years spare time has been strongly reduced for everybody, the paid work of women increased significantly more (by about 1 hour) than the participation of men in family work (only by half an hour). Thus the double burden of mother in Italy is incontestable – similar to that one described in the Lithuanian case studies, see: Reingardiene and Tereškinas (2006). The Italian case showed an alternative way of nursing to support the harmonization of work-life balance for women, meanwhile the Leeds case proves the importance of public awareness campaigns for promoting the equal opportunity idea in the frame of work-life balance. However, at least in Italy, the involvement of men in the micro-nursery projects also reveal various perceived 'losses': the reduction of spare and personal times and the inconveniences of sharing places with the children of the micro-nursery.

The perspective of Gender roles in the workplace

A third group of cases show the everyday difficulties of practicing unconventional *gender roles* in daily life at the workplace. The case studies of ACCEDO in Marseille as well as of CESIS in Enna illustrate the daily integration problems of women in different workplaces (a driver conductor at a large public company, a master house painter at a small family-based enterprise) and the existing hidden discrimination

7 Open-ended question among those who considered their workplace family friendly.



mechanisms. These cases clearly support the core ideas of the introductory lectures, namely, that besides the formal (legal) changes, a comprehensive cultural transformation (a definite shift from the traditional ideology of patriarchy) must happen as well.

5.3. Third Peer Review Workshop, Brussels 30 November-1 December 2006

The third Peer Review Workshop took place in Brussels from 30 November to 1st December 2006. The theme of this workshop was **Sharing of domestic responsibilities** and it included presentations of case studies from Hungary, the UK, France and Spain. In each of the presentations (some) general information was given about conciliation of work and family life, either in the country as a whole, or in the region or locality of participants. The cases presented included pilot actions at both meso and micro levels.

The Hungarian case

The Hungarian case focused strongly on the attitudes of men and women concerning the sharing of tasks, on the background for these attitudes and possible methods and strategies to promote dual parenting. A concrete initiative to help young fathers taking a more active role in the household was also presented.

According to European statistics, the employment rate (% of 15-65 years old) for Hungarian women increased from 45% in 1995 to 51% in 2005. For men this rate increased in the same period from 60% to 63%. As in other countries, Hungarian women spend many more hours per week on domestic tasks than men do: 27.7 hours per week for women, 11 hours for men. There are differences linked to the employment situation of men and women, but in all cases women spend more time for the household than men. The acceptance of inequality is particularly strong among Hungarian women. The majority of them beliefs in traditional gender roles. There is clearly a strong negative impact of the state socialist propaganda, i.e. a soviet-type of emancipation. Also, the gap between the planned and actual number of children is one of the measurable consequences of the unbalance between working life and private and family life. This gap grows with the level of education.

The presentation on civil initiatives to promote dual parenting showed that sharing of domestic responsibilities does not appear as a problem in Hungary at all, while it is a crucial issue for several reasons, probably providing the clue to gender equality:

- in practical terms, it *affects the chances and degree of women's employment* as well as their performance at the workplace;
- in symbolic terms, it *shapes gender roles* and thus indirectly affects women's capacity as employees in particular, and the gendered division of labour in general: both the horizontal and the vertical segregation of the labour market is a function of the division of labour at home; it is in accordance with, and legitimated by, the conservative family model;
- in political terms: it is the *ultimate criterion of gender equality* (women are more readily involved in paid employment than men in household tasks).

It was underlined that in Hungary there is a moderate liberalisation going on: gender roles are now diversified and appear somewhat malleable. But there is a striking asymmetry: the range of roles available for women is expanding, while men's repertoire looks more constrained. Thus the relative disadvantage of women persists. Indeed, women's competences and availability as employees are now less questioned



(though their career opportunities are still significantly worse), while there are serious doubts concerning men's competences and availability in doing household work: men are considered psychologically dependent on work and career, and inept at most domestic tasks, including childcare. (Vajda, 2006)⁸

The case study on the "Fathers' club", a training group for fathers expecting their first child, showed that the leading principle behind it is the importance of dual parenting. Research shows that emotional preparation to fatherhood is crucial and with the birth of a first child, the family is born. The family structure that is created at that moment will greatly influence the development of the child(ren). The „Fathers' club" deals with different matters, such as anxiety and fears for the new, unknown situation; necessary change of lifestyle; change of roles; the emotional availability of the father. The results of this training have been studied and it's been possible to observe a clear positive change in social skills and initiatives, a positive change in the sense of responsibility and in motivations of care giving and emotional reactivity.

The United Kingdom case

The presentation from Leeds gives some facts and figures about Leeds and the UK in relation to gender equality. General figures: in 2001, 91.8% of Leeds' population was white, 4.5% were Asian and 1.4% black. As to religion: 68.9% is Christian and 3% is Muslim.

Some research findings on men and caring in the UK:

- 23% of British fathers spend more than 28 hours a week with their children, compared to 16% in Germany; 10% in France; 4% in Greece 4% and 41% in Denmark.
- UK Fathers do a third of parental childcare, i.e. 2 hours per day. This is eight times more compared to 30 years ago.
- Three quarter of mothers (77%) felt their partner was as confident as they are for taking care of the children.
- Nine in ten new fathers (87%) feel as confident as their partner at caring.
- Half of new mothers (48%) say they would like their partner to be more involved in the care of the children.
- Over two thirds of new fathers (70%) say they would like to be more involved in the care of the children than they currently are.
- Three in five new mothers (62%) and 58% of all new fathers reject the idea that a dad's main role is that of breadwinner.

The French case

The French case included presentations by the Regional Group of Action and Information of Women (GRAIF) in the region Provence Alpes Côte d'Azur and an organisation supporting single fathers [dads = moms]. It focused on sharing and on domestic tasks, childhood and education. It showed that demands around equal sharing of responsibilities are very strong in France, but that it is important to note that if the domestic roles are solidly established since the nineteen eighties, they are questioned and do become the object of bitter negotiations within couples.

⁸ "Project Stere/o"—Results of Research in Hungary IN: Nem-Állapot: Sztereotípiák a munka világából (Gender Situation: Stereotypes From the Realm of Employment) Jol-Let, 2006



A presentation on the specific situation of a single parent was provided to show the link between divorce and (dual) parenting, as follows: Élodie is a social worker. Her couple split up just before the birth of Salomé. The father refused to recognise the child and to see her. Élodie took a parental leave. Through the association she managed, little by little, to create a good bond between the father and her daughter so that they made a request for organising alternated residence for Salomé and share the educational responsibility. With the help of the association, Élodie discovered the sufferings of paternal exclusion and had to face some misogyny insinuations. Now, she is a member of the Board of Directors, and she offered pictures of Salomé for the external communication of the association [dads = moms].

The issue of institutional resistance to dual parenting was also discussed as part of the case study. For instance, while the current legislation tends to facilitate the procedures of divorce or to facilitate unions other than marriage, the same legislation does not take into account fathers who abandon their educational role, nor protect it fathers who seek to keep the relation with the children (95% of impunity in case of no respect of visit right, Ministry of Justice, 1996 and 2003). 30% of the children don't see their father any more 2 years after divorce. Indeed, legal steps can be launched only with regard to pensions or allowances. It seems that the state is involved most in issues of domestic violence and allowances, and leaves the issue of sharing responsibility for children and the management of conflicts to private initiatives.

The Spanish case

One of the Spanish case studies concerned the policy plan for reconciliation of work, private and family life in the autonomous region of Castilla-La Mancha. It showed that the agreement on conciliation of professional, family and private life in the region takes as point of departure what is called "a new social need". This is based on the following facts:

- Women took up professional responsibilities without diminishing family and domestic responsibilities. 92.2% of women devote 4.45 hours a day and 69.6% of men devote 2.4 hours a day to household tasks.
- 98.24% of women make use of maternity leave. Only 1.52% of men make use of paternity leave.
- Women wait longer before having their first child.
- Women encounter invisible barriers to employment and a professional career. 15% of women feel discriminated.

This led to the conviction that there was a new field for public intervention to be developed, with new concepts of flexibility and special attention for diversity. On this basis, the agreement has been designed and implemented.

Measures were therefore taken to implement the agreement. Among them, the following can be found: Grants to promote reconciliation in Business Enterprise, Grants to Workers for reconciliation and Training, Information and Awareness-raising measures.

The experiment of tele-work in the municipality of Castelldefels (near Barcelona) gave a good example of the role that (local) authorities can play at a meso level, giving the good example to other employers in their region. Tele-work was presented as a - not the - solution for better conciliation of work and family life, knowing also that conciliation is not the only (often even not the most important) argument for introducing tele-work.



6. EXAMPLES OF LOCAL ACTIONS AND MAPPING:

One of the main goal of this project was to provide support for the development of local action groups in order to promote gender equality and foster the active role of men as agent for change on the local and regional level. The LAGs met bi-monthly and provided the vehicle for the effective implementation of the agreed project actions. They carried out local mapping exercises, collating materials on national and local gender legislations, specifically as concerns the reconciliation of work and family life and examples of good practises and innovative measures implemented to achieve a healthy work-life balances. All the documentation produced by the Local Action Groups can be consulted on our [website](#), for the purpose of this report we have highlighted a few examples of local actions and mapping exercises:

6.1. Spanish Local Action Groups: ITD (Barcelona), AMESAL (Madrid) and FEMPCLM (Toledo)

The three Spanish partners prepared a [resource paper](#) on the situation of gender equality in Spain. The first part of this paper provides information on the legal framework for gender equality (constitutions, Equality Law Bill, Employment and Work Relations, Prevention and Treatment of gender violence etc.) and specific actions taken by the government promoting equality such as for example: incorporation of women in the armed forces, feminisation of titles, maternal surnames, creation of the Observatory of the Equality of Opportunities between women and men etc. It also details the specific legal background to "Reconciling Personal Life with Professional Life".

Specific actions in Madrid and Greater Madrid area

Both the Madrid Local Council and Madrid Regional Government are carrying out several measures to promote equality (with focus on men as agents of change). Amongst several measures the following initiatives have been highlighted in the resource paper:

a) Equality Scheme

The Madrid Local Council started the Equality Scheme that was characterised by an innovative approach and a cross-wise perspective. It was developed through eight axes, a transversal and seven strategic ones, and it encloses eight objectives and one hundred twenty two measures to be executed over a period of four years since it came into action. Different factors were taken into account when the Scheme was designed: the position enjoyed by women living in Madrid, the results which emerged from the First Equality Scheme, suggestions from different sectors of Madrid society and, at the same time, the dynamism of Madrid district. For more information see [resource paper>>](#)

b) Madrid, Companies and Conciliation

A project named "Madrid, Companies and Conciliation" has been carried out by the Madrid Local Council. The project aims to promote in the business world those working conditions that would help people living in Madrid to find a better balance between personal, familiar and professional life. This project has been designed taking into account what has been learnt through "EQUAL Madrid a city pro Conciliation". There is a need to identify those alternatives that are appropriate for each organisation and those which promote cultural and structural changes favourable to conciliation.

* "EQUAL Madrid, una ciudad por la Conciliación",...



c) Guide to good business practice

The Madrid Regional Government considers that the Public Administration has got a major responsibility in promoting initiatives to guarantee gender equality, conciliation of personal life, family life and working life. It has published a handbook, Guide to good business practice*, in the attempt to boost a flexible system as a mean to promote conciliation and, at the same time, make available to the business world the existing devices, in order to encourage conciliation between working life and family life of employees, following the example of those companies that have already done it. On this line of work, Madrid Regional Government organised various contests.

d) Handbooks

The Madrid Regional Government has also published three handbooks to promote gender equality targeting young students attending the national school system. The Advisory Committee on Employment and Women*, through the Head Office of Women, has published three didactic guides, a DVD plus the guide "Building up equality we prevent gender violence**" for students attending primary and secondary schools, through which these institutions want to tackle gender violence and eradicate sexist attitudes and stereotypes that encourage inequality between women and men.

The situation and specific actions in Catalunya

The third part of the [resource paper](#) looks at the legal background as concerns gender equality and reconciliation specific to Catalunya. The paper highlights examples of good practise in the area of reconciliation and equality of opportunities such as for example:

a) Equality plans in Barcelona companies, Promoter: Barcelona City Hall

The idea is to get companies in Barcelona to incorporate plans for equality: the recognition of women's rights to equal access, appreciation and remuneration in the work place, the promotion of women to positions of responsibility, the prevention of sexual and moral harassment, non-sexist communication and language, and the improvement of mechanisms for the promotion of equal opportunities.

b) Programme for Equality between Men and Women, Promoter: Sabadell City Hall

Awareness raising of activities concerning gender equality that are already in place in different areas of the Sabadell administration. Of particular note is the effort to publicise the initiative, through workshops, dissemination, etc.

c) Study of skills and know how in company management, Promoter: University of Girona

This study analyses the management styles of women in the city of Girona, considering selection procedures, discrimination and issues of combining family and working lives, as well as the difficulties they have encountered in their professional endeavours.

d) Harmonising company and family, Promoter: ADELL- (Business Association for the Development of Businesswomen)

* **Guía de Buenas Prácticas empresariales,...**



Reconciling of Family and Work Lives in the business environment of the city of Lerida, through the following phases:

- Diagnosis of the present situation, by business sectors
- General awareness raising of business people
- Specific sectors and pilot businesses
- Analysis of results by sectors

d) Woman and City, Promoter: Maria Aurèlia Capmany Foundation

This project aims to develop a tool for promoting the participation of female citizens in city planning, the urban environment, mobility, security, people-centred services and time organisation. Thus, the initiative defines new concepts, strategies and policies adapted to the needs of daily life and enabling the overcoming of obstacles, to men and women of the city, in combining work and family life.

Recommendations of the Spanish LAGs:

Following the Local Action Group meeting that took place in Barcelona in February 2007, members of the LAG working group came up with the following list of recommendations to be included in Local Action Plans for gender equality:

- Reconciliation is still largely a woman's issue. Men still avoid their domestic responsibilities. Housework and caring for people continue to be female activities. Despite the existence of some forms of leave from work applicable to men for home needs (paternity, family illnesses, etc.), the percentage of men using these rights is insignificant. This argues for the need for awareness campaigns and administration-backed initiatives for positive action targeting men.
- There is a need to integrate co-education into all educational levels, introducing values that break current stereotypes, above all for males. Certain attitudes and behaviour are still expected from boys: he has to be brave and not display certain emotions (the expression of all sentimental or affectionate emotion being sanctioned).
- Public authorities need to set an example by advancing proposals that move towards real equality between men and women and towards shared responsibility. External actions (aimed at citizens) and internal ones (aimed at staff) are fundamental, as they have an educational effect and serve to change society's values.
- Need for planning cities that facilitate the reconciliation of people's personal, family and working lives. Some lines of action to take for making such cities:
 - School schedules and mobility
 - The schedules of different support services
 - Times of public administration services availability
 - Shop hours and commercial services
 - The scheduled availability of cultural and leisure activity
 - The scheduling of activities in public spaces
 - Public transport schedules (routes, frequency, etc.)
 - Night time transport services

Recommendation for specific actions to be taken:



- Application of a more open vision, regarding the role men are to play in achieving equality of opportunity
- Identification of cases, projects and experiences in which the question is dealt with from a political, strategic and operative point of view
- Promoting measures of reconciliation directly into daily life
- Furthering the use of new technologies and the opportunities for flexibility they present
- Including within the portfolio of activities, the development of projects incorporating the dimensions analysed in the project

[Click here](#) to download the complete version of the resource paper.

6.2. Pilot project on Teleworking, Castelldefels City Council

Castelldefels City Council has undertaken a pilot project that looks into the benefits of “teleworking” as a measure not only to reconcile work and private life but to also achieve better organisation of work and introduction of modern technologies. During the three months trial period the city council ensured to share experience with other similar initiatives and organised a seminar dedicated to “teleworking” where participants could directly exchange experience.

At the initial stage of the project it was analysed how different types of work could be part of “teleworking”. Two types were distinguished: more general routine tasks at the one hand and more autonomous, so-called “self-programmed” tasks. The first group included secretarial, administrative and financial support tasks. For these tasks it was important to be continuously on line. In the second group there was a distinction between tasks to be performed on line (technical ICT support, web administration, technical support for the research department) and tasks that can perfectly performed off line (support for the youth and culture department, co-ordination of health and consumers issues, co-ordination of informatics issues). Finally a few tasks were chosen that have to be regularly, but not continuously on line: co-ordination of an economics department and quality control. Different functional levels participated in the test: higher, intermediate and lower levels: chiefs of department (economic and trade), technical staff and administrative support staff.

Following the trial period an extensive SWOT analysis was carried out by all the actors involved (employees, the organisation, informatics etc.). The SWOT analysis came up with the following conclusions and proposals for the future:

1. Teleworking should remain voluntary, both from the side of the employer and of the employee;
2. Teleworking is just another organisational model that leaves the responsibility and hierarchy of the entrepreneur (or board, organisation) unchanged;
3. Teleworkers must have the same rights as other workers regarding salary, promotions, flex hours and availability;
4. The right to go back to non tele-work after a period should be guaranteed;
5. The municipality (employer) must take care of the maintenance and installation of necessary equipment, security as well as confidentiality matters. This goes for hardware and software;
6. The teleworker needs to respect norms of confidentiality and take necessary measures to avoid others accessing the network where confidential data are stored;
7. Loss of productivity that might occur due to technical failure are on the account of the municipality (employer);



8. Teleworkers will have to be introduced at the office, given a good instruction, guiding and adequate technical settings will be organised;
9. Telework is one way to better conciliation of work and family life, but conciliation is not the only objective of telework;
10. Social partners have to be involved in the implementation and evaluation of telework, and an agreement on telework should always be negotiated with them.

Guidelines for future development of teleworking

- Proposals have to be developed for indicators of productivity and quality both in the more routine support work as in the autonomous functions. This has to take into account the position in/of the team and the management. Motivation and satisfaction will play an important role in this field.
- A training plan for teleworkers and all workers involved needs to be developed, taking into account the analysis of the psychosocial risks as proposed by a university working group.
- The larger social responsibility of the municipality has to be part of the arguments for or against telework: there could be opposition between public opinion arguments and the arguments from an administrative efficiency point of view.

For more information go to the [Castelldefels website](#) (only available in Catalan and Spanish)

6.3. Certificate of Family Responsible Employers (FRE) - Barcelona

Another good example of local action is the Family Friendly Employers Certificate which has been developed based on research done by the International Center for Work and Family at IESE Business School, Barcelona. The Centers main aim is to help organizations create a family-responsible environment. Go to [IESE website>>](#)

The Family Friendly Employer certification process is carried out by independent certifying organizations (third parties) supervised by the Spanish National Accreditation Board, ENAC (Entidad Nacional de Acreditación) which goes through a set of indicators for Family Friendly companies.

Once the company has received the certificate, it remains in force for three years, period during which the company may include the "Family-Responsible Employer" sign as part of its brand in all its communication actions. When that term expires, the company may renew it for periods of equal length.

The set of indicators look at the type of policies companies as concerns stability in the workplace, flexibility as to time and space, giving support to the employees' families, professional development and competences and policies related to equal opportunities.

In 2006 the IESE Business School has carried out an extensive analysis of the reconciliation policies in over 360 companies in order to continue examining the best company practices as a critical source of information for practice.

In summary the conclusions of the study are that a good reconciliation policy (work-life balance) improves the self-esteem and motivation of employers, reduces stress and early contract terminations, employers work in a more "natural" environment, with more commitment as they feel less guilty for not being able to



see their children or not playing the corresponding natural role. Findings also showed that there was an increase in employability and better development of professional career within the same company.

Benefits for the companies were a higher degree of commitment in the company's development and productivity, an improved public image before clients and prospective clients (external and internal), an increase in company competitiveness as well as reduction in rotation and termination-related costs. Additionally FFE certified companies were eligible for certain incentives granted by different government administration agencies -at local, autonomous, state or community level- in the form of subsidies, tax exemptions and more opportunities in public biddings.

To read the complete analysis, please [click here](#) (only available in Spanish).

6.4. Hungarian Academy of Science – Local Action Plan

While labour market participation of Hungarian women is relatively high compared to Hungarian men, the masculine ideology based on the conceptualisation of “men as main breadwinners and women as main caregivers” remained basically unchanged. This context means, on the one hand, that the dominant attitudes, norms and behavioural patterns may limit significantly the adoption of ‘best practices’, and on the other, that it requires various additional policy measures to support the desired cultural shift.

Regarding the social and economic actors, it means that not only policymakers, corporate leaders and trade unions but also schools, research institutes and NGOs have to be involved in the process of implementation.

The HAS local action groups with the following recommendations for a Local Action Plan on gender equality with special focus on men as agents for change:

- Stronger legislative support in the field of *social security* (not “punishing” those choosing part-time work). Concerning *parental leave*, the individual approach has to replace the ‘family’ based approach: the introduction of an individual, non-transferable entitlement to parental leave (maternity leave, paternity leave). In this framework if fathers do not take advantage of the entitlement (paternity leave), then the right expires. It may encourage fathers to play a more intensive role in the care of their children.
- Strong support of low cost, flexible *childcare* arrangements (e.g. micronurseries). At present, EU funds are spent to increase the availability of flexible childcare facilities (with a strong emphasis on flexible and integrated services.)
- Stronger government support should be provided for *family friendly policies* with their broad interpretation as measures to help the reconciliation of work and family life. It would be useful to disseminate existing best practices (e.g. the methodology and the results of the family friendly workplace award, see 7.6)
- Development of a *national strategy* on balancing of the work- family issue as an assignment for both sexes. *Public awareness* campaigns are also essential in this respect. In addition, the *media* could enhance less traditional norms, role models, setting new positive examples, or at least focus discourse around some of these issues. Successful flexible and family oriented employment practices also have to be presented.



- The demonstration of the *longterm positive effects* of a more equal work-life balance on *corporate performance* and demographic factors. However, sociological and economic research must be supported to take this item forward.
- Programmes aiming to reintegrate women into the labour market should highlight and tackle the importance of a *supporting family background*. *Discrimination* stories, especially those related to the *return of leavetakers* on the labour market have to be strictly monitored and the equal opportunity laws should be enforced.
- Besides the feminist organisations, encouragement of the active participation of NGOs that support the *change of the traditional male perspective* (e.g. fathers' club).
- There is research on the background and motivation patterns of the few *fathers* who do take advantage of the childcare leave in Hungary. The idea to use existing professional networks to promote increasing roles for fathers in caring for their children should be applied more in practice.
- *Role models* should be created. (The case of Mr. Batiz, former spokesman for the government who made statements about his consideration for his family and newborn child is one positive example.)
- *TV and radio programmes* should get more support to prepare report series about related questions. NGOs should get support for innovative projects in this field, e.g. a women's organisation is funded for a project that aims to educate district nurses (a very well-functioning national network) to integrate and include fathers in their activities.
- The content of *educational and media materials* should be surveyed and enhanced to present alternatives. More information should be included in secondary level education about gender issues in society. *Boys' education* at school and in other fields of socialization should include the encouragement of caring roles)

6.5. Regional Action Plan, 2007-2010, Castilla La Mancha, Spain

The Regional Action Plan for the reconciliation of family and work life (2007-2010) for Castilla La Mancha recognises that there is "a new social need" which calls for public intervention in order to develop new concepts of flexibility and special attention for diversity. On this basis, the agreement has been designed and implemented.

A new social need

In Spain including the region of Castilla La Mancha, women have taken professional responsibilities without diminishing family and domestic responsibilities. 92.2% of women devote 4.45 hours a day and 69.6% of men devote 2.4 hours a day to household tasks. 98.24% of women make use of maternity leave. Only 1.52% of men make use of paternity leave.

Women wait longer before having their first child. Women encounter invisible barriers to employment and a professional career. 15% of women feel discriminated. The idea has taken root that balancing family and professional responsibilities is something intrinsically feminine and this prejudice undermines women's equal position in the workplace.

On average, annual wages in Spain for women are 29% lower than for men. In Castilla-La Mancha, average annual wages for women are 24% lower than for men. In 2004, 5.4% of women stopped working for family reasons. Of the men, none did.



The working and family context is characterised by: women's massive and ongoing entry into the labour market; persisting obstacles to a completely equal market; imbalance in the sharing of domestic tasks between men and women; ongoing ageing of the population; exhaustion of the intergenerational solidarity model as a solution to social demand.

A new field for public intervention

Two major agreements have already been concluded before: the Pro-employment Agreement 2004-2007 and the Development and Competitiveness Pact 2005-2010.

A new concept of flexibility: rationalisation of working hours

Spain is the country with the highest number of hours worked, although productivity levels are low. In Castilla-La Mancha working hours are the least flexible. 28.6% of job-holders in Castilla-La Mancha say they cannot change, for family reasons, the times they start and end their working day. Working hours correspond to traditional models in the distribution of tasks between public and private life.

Excessively long working hours pose difficulties as regards reconciliation, children's schooling, the birth rate and occupational risk prevention.

Special attention to diversity

Reconciliation policies are policies that should support both business enterprise and the family. Public interventions in the realm of reconciliation should be the outcome of social agreement and public-private cooperation. They should be respectful of business diversity: size, sectors and sphere of competition. They should be aware of and cater for the new make-up of households. They should pay special attention to single-parent families (approx. 8% of families).

Guiding principles for the Regional Action Plan :

A true reconciliation of family and professional responsibilities would call for changes to take place and be consolidated in rationalising working hours; new, agreed work-organisation models; availability of resources and services and equal sharing of tasks between men and women.

Public intervention should give impetus to and promote debates and cultural changes in households and businesses as well as help bringing about a change in families and businesses, encourage work and employment, not unemployment;

On this basis reconciliation policies should foster flexibility in the organisation of business enterprise; contribute towards enhancing quality in employment; and should revolve around free negotiation by and the autonomy of the parties;

Goals of the Regional Action Plan:

- To reconcile the right to employment with family responsibilities;
- To foster employment among women;
- To foster the creation and consolidation of new jobs and new businesses;
- To help companies in Castilla-La Mancha to voluntarily establish flexible strategies in the organisation of the work;
- To increase the competitiveness of companies in Castilla-La Mancha, in particular SMEs, in an economy based increasingly more on the value of human capital, knowledge and innovation;



- To promote changes in society's perception of the distribution of tasks among men and women.

Specific measures within the Regional Action Plan

1. *Grants to promote reconciliation in Business Enterprise*
2. *Grants to Workers for reconciliation*
3. *Training, Information and Awareness-raising*

Implementation of the Regional Action Plan

The measures in the RAP are addressed at people working in the private sector and contain the regional Department of Labour and Employment's own measures. They are the basis of ESF programming for the period 2007-2013. After two years of intervention, in 2008, the measures in the RAP will be assessed and redefined. The Board of Directors of the SEPECAM will be responsible for monitoring and co-ordinating the Action Plan. Within the regional employment service SEPECAM the position of provincial and regional head of the Agreement for Reconciliation has been created to assure the implementation process.

To read the full Regional Action Plan, [click here](#) (available only in Spanish)

6.6. "Family friendly workplace award" – Hungary

The problem of the reconciliation of work and private life is more and more in the foreground in other EU countries, but as yet, not so much in Hungary. The whole terminology of work-life balance is practically missing from the public discourse. In the meantime, the concept of the "family-friendly workplace" has spread somewhat, thanks to the family-friendly workplace (családbarát munkahely) award, which has been presented to companies and organisations in both the private and public sectors since 2000. It might be awarded to companies and institutions implementing outstanding family friendly measures. One of the main objectives of the award programme is collecting and disseminating information on existing measures and good practices, and raise awareness on the issue.

So far around 500 employers have competed in four categories (SMEs, big companies, NGOs and public authorities) for the award which is given on the basis of a questionnaire filled by employees according to their level of satisfaction with working conditions, career advancement, family-friendliness, training possibilities and equal chances in their job.

The award considers the following indicators as "family friendly":

- A. **Working time** (various models, transfer, career opportunities, overtime, public transport etc.)
- B. **Training** (equal opportunities, time, place, cost, making use of various subsidies etc.)
- C. **Reintegration after parental leave** (keeping contact, career planning, flexible work arrangements, child-care etc.)
- D. **Child-care facilities** (financial and in kind support, opening hours, summer vacation etc.)
- E. **Allowances in money and in kind** (family occasions, extraordinary situations, housing, health, recreation, insurance, board etc.)
- F. **Safety at workplace** (rights, collective bargaining, health check, barrier free environment, equal opportunities plan etc.)
- G. **Events at the workplace** (involving the family, school breaks, summer job for students etc.)



In 2006 a research has been carried out analysing the applications from over 500 companies. Below is a summary of the research findings:

Working time

- Opportunity to choose a part time job – 91% of applicants
- 85% of applicants actually employ workers in part time jobs
- Rate of employees in part time positions – less than 15%
- Generally the reason for choosing a part-time job is not even related to work-life balance issues

	4 hours		6 hours	
	Female	Male	Female	Male
Big companies	67%	33%	69%	31%
Medium-sized companies	87%	13%	94%	6%
Small companies	100%	-	80%	20%
Total	69%	31%	69%	31%

Training and development

Training as a family-friendly HR tool

- 65% of training activities are scheduled in working hours, costs are mostly covered by employers
- Almost 50% of full-time employees are involved in training & development, the same rate for part-time employees is only 4-5%

	Working hours	Week-ends	Paid leave	Evening courses	Leave (without payment)	Flexible	Total
Big companies	58%	12%	11%	12%	3%	4%	100%
Medium-sized	79%	8%	1%	8%	2%	2%	100%
Small companies	57%	8%	8%	11%	2%	14%	100%
Total	65%	9%	7%	10%	2%	7%	100%

Reintegration after parental leave:

- Applicants emphasize keeping contact with employees on a parental leave
- The most important methods of communication: via personal relations, social programmes
- Family-friendly organizations involve employees on parental leave in training & benefit programmes.

For more information visit the University of Pecs [website](#) which organised this years Family Friendly Award presented at the "Work Life Balance conference".



7. WEB SITE

A project website has been constructed within the framework of the QeC-ERAN website. The Genderwise project website serves as a resource tool for project partners as well as outside parties working on and interested in the field of Gender equality.

The website contains detailed information on the project partnership, project activities and products. There is a dedicated section for the individual [Local Action Groups](#) which are responsible for implementing the agreed transnational activities. Members of the LAG also form part of the [on-line mentoring network](#) of professionals who have considerable experience of working in the field of gender equality. Each member has created a professional profile describing his/her main expertise and interests.

Another section of the website is dedicated to the local/regional mapping exercises undertaken by the LAGs in order to identify what measures can and need to be taken to develop and promote the role of men as change agents.

Finally, the website also contains a dedicated section to the [Peer Review Workshops](#) allowing for easy access to all the presentations made during these workshops as well as workshop and case studies reports.

8. CONCLUSIONS AND RECOMMENDATIONS

- Traditional gender roles and stereotypes continue to have a strong influence on the division of labour between men and women at home, in the workplace and in society at large, and tend to continue a vicious circle of obstacles for achieving gender equality. In the past three decades, women's employment rates have increased significantly and faster than men's, but not equally in all sectors and occupations. Women tend to be overrepresented in specific areas of activity related to traditional gender roles such as care, education, cleaning, retail etc., and to be underrepresented at higher levels of occupation. Breaking down cultural barriers to ensure that women and men follow a more diverse range of careers and to encourage their participation across the labour market is a complex task given the numerous socio-economic factors to be taken into consideration. It is nevertheless crucial to desegregate labour markets in order to achieve occupational gender equality.
- While there are many examples of men's support of gender equality, it is also clear that significant resistance remains. Such resistance is based on the patriarchal dividend to men acquired from gender inequalities, including material benefits and power. Men as a group receive formal benefits such as higher incomes and informal benefits, including care and domestic service from women in the family. If social definitions of masculinity include being the breadwinner and being "strong", then men may oppose women's professional progress because it makes men seem less worthy of respect. In many parts of the world ideologies exist that justify men's supremacy on grounds of religion, biology, cultural tradition or organizational mission, for example in the military. These ideologies do not disappear with the advance of equality perspectives; anti-equality perspectives may adapt to changing social conditions and be revived or emerge in new forms.



- To realize men's interests in change, a majority of men and boys must be persuaded that the benefits under the current gender order (the current system of gender relations in society) are less valuable than many now think – or that they come at too high a cost. Moving towards gender equality requires a basic shift from a gender consciousness built on dichotomy and privilege to a gender consciousness built on diversity and reciprocity. There are many positive trends in this direction, and many men who support them.
- The time is ripe for involving men and boys. Economic restructuring and the shifts in global economic environments have also created circumstances that have forced men to rethink their roles and positions within existing economic structures and created a unique opportunity for new dialogues between men and women.
- The rationale for involving men and boys in gender equality is manifold – and will continue to develop and expand as goals are realized and different gender and social arrangements emerge around the world. Men and boys must be brought into the framework of strategy, policy and micro politics of gender equality programmes. Hegemonic ideologies of unequal power such as patriarchy suppress both women and men. Patriarchal ideologies eclipse the human capacities of men to care and love. Men pay significant costs within the current structure of gender relations.
- In the formal economy, there is enormous pressure on men to spend longer hours in the workplace. In some occupational groups this results in a life practically consumed by "work". The negative side to a poor "work/family life balance" is that there is little time to share with partners and children, and it is difficult to be a good father in any way except as economic provider.
- Conventional divisions between men's and women's roles and expectations also narrow men's cultural experience. In education, for instance, boys and men predominate as students in "technical" courses and natural sciences, but are underrepresented in humanities, creative arts, social sciences and human services. Power oriented masculinities are often associated with ethnocentrism, rejection of other cultures and the maintenance of inflexible and rigid barriers to change.
- The workplace is a major site of inequality between women and men, and therefore a major arena for men to participate in promoting gender equality. Embracing gender equality requires a redefinition of "work" itself, to include the informal sector and domestic labour as well as labour in the formal economy. This redefinition addresses the structural inequality that comes from valuing the private and public spheres differently.
- Outlining the costs of gender inequality for men does not remove the fact that men are predominantly advantaged within patriarchal systems. It is clear therefore that involving men and boys is not a simple matter of requesting their participation in creating gender equality, especially if this means giving up the privileged positions they occupy within patriarchal structures. Seeking the active involvement of men and boys will entail a profound shift in the basis of societal structures. It should not, however, be assumed that such societal change will mean replacing one set of unequal power structures with another. Rather it involves redefining democracy and social justice in a way that creates a new social formation and opens the possibility of another gender-just way to be human.
- Research in all EU Member States shows that, the great majority of senior managers, both in the corporate sector and in public sector organizations, are men. Using managerial authority, and managerial capacity for initiative, is one of the most immediately available ways for men to promote economic and workplace gender equality. At the same time, the majority of union leadership positions are held by men so union initiatives are also important ways for men to act towards gender equality.



- Many gender inequalities have their bases in imbalances in domestic work and in the relationship between paid work and family life. Men as well as women suffer negative consequences from these imbalances, and have much to gain from better contact with children and inclusion in family life. There is wide recognition of a need to increase the participation of men in domestic work, to adopt family support policies, and to encourage reconciliation of family and working life for both men and women.
- There are clear benefits for men from involvement in creating a gender-equal society. In a world of gender equality, there will be less risk for men in experiencing and expressing the complete range of human emotions. Men will be able to enjoy more intimate, trusting and respectful relations with women and other men. Men will have more opportunity for sharing the care and contributing to the growth of young children – both as fathers and as professional caregivers. The possibility of a richer personal life and a fuller humanity is an important benefit of transformed and more equal gender relations. Moving toward gender equality does not mean loss of masculinity. It does mean that men as a group will in fact be able to share and be part of a broader, richer cultural experience. Another key potential benefit for men from gender equality is to live in a world where arbitrary inequalities of all kinds are rejected.

Recommendations

We held as part of the project a regular session with participants where we simply asked them to make a list of recommendations that they would make to policy makers and politicians. The following list is a summary of the results of this participative exercise. The list is grouped into general recommendations and those specific to the three themes:

General:

- Emphasize the active stake that men and boys have in gender equality, that is, the gains to men and boys.
- Develop integrated gender policies rather than separate and parallel policies for women and men ensuring that when a "gender perspective" is adopted in policies, attention is given to relations between women and men rather than to women and men separately.
- Recognize that working with men and boys toward the goal of gender equality faces short-term constraints and risks, but offers the potential for significant progress toward achieving gender equality in the long run.
- Work with men as allies to women in achieving gender equality through collaboration with, and accountability to, women's organizations and feminist movements.
- Ensure that funding for gender equality work with men and boys is not at the expense of existing or future funding for empowerment work with women and girls.
- Define specific roles for men and boys in developing and implementing policies and programmes for gender equality.
- Work with the men in positions of greatest power and influence (as local and national leaders, and policy makers) to ensure their commitment to and action on promoting gender equality goals.
- Recognize the well-being of men and boys as a legitimate aim of gender equality measures.
- Recognize the diversity of men's situation and assess the specific situations, interests, identities and privileges of different groups of men and boys and address their specific needs.
- Acknowledge that while men are responsible for gender norms that damage the lives of women and men they also suffer under these norms in different ways.



- Build on existing resistance to and questioning of gender norms that perpetuate gender inequality by some men and boys.
- Develop policies, programmes, practices and processes that both hold men accountable for their roles in structures of male power and at the same time assist men in learning about and healing from the harmful effects of gender norms in their own lives.
- Recognize sexuality as a fundamental dimension of human relations in which gender inequality is often expressed and enforced. Respond to the complexity and diversity of meanings, desires, practices and identities in men's sexual lives. Address the connections between misogyny and homophobia in the construction of harmful norms of male and female sexuality.
- Work with the capacities and potential of men and boys to be actively involved in achieving gender equality. Positive aspects of traditional male roles can be drawn upon, such as strength, courage and leadership.
- Ground gender equality work with men and boys in the context of local cultures and traditions, as well as community practices and structures, that are supportive of equal relationships between women and men.
- Ensure that research on issues related to men and boys and the goal of gender equality include participatory or community-controlled research, with mechanisms to develop the capacities of communities to design and conduct their own research.
- Connect gender equality measures involving men and boys with a general framework of human rights and social justice. Within this framework, use shared experiences of multiple forms of oppression to promote solidarity between women and men for social justice and gender equality.

Recommendations in respect of socialisation and education:

- Carry out critical reviews of curricula, including at the preschool, primary and secondary level, to include ways of promoting gender equality that engage boys as well as girls;
- Develop training for teachers, administrative staff and other groups dealing with children and youth (for example, health and social service professionals and police), to promote ways to engage boys and young men in gender equality. This should include sessions in which adult staff examine their own views about gender equality and assumptions about boys and male youth;
- Value, in school reform efforts, gender equality as an educational outcome which is as important as basic literacy and numeracy;
- Include messages and activities targeting boys and young men and promoting gender equality within existing sexuality education, HIV/AIDS prevention education and family life education curricula;
- Strengthen use of mass media campaigns (using television, music videos, billboards and other), for positive, non-violent messages about manhood, including participation in domestic and household tasks and caregiving, and respect for women;
- Promote the engagement of young people in action for gender equality. Since there are many young men who already question gender inequalities, change agents already exist. Young people themselves can advise on, and create, programmes and campaigns addressed to boys and young men;
- Incorporate a lifecycle approach in strategies for gender equality education. This includes, among others, early childhood education, an appropriate approach in adolescence when the potential for



critical thinking provides the opportunity to question gender stereotypes, and skills-based approaches during the transition from school to work.

Recommendations in respect of gender equality in the workplace

- Use legislation, organizational restructuring and industrial bargaining to reduce gender segmentation in the workplace, both in public sector employment and in the private sector;
- Use legislation, regulatory authority and wage bargaining to reduce income inequality between men and women;
- Ensure support from men in leadership positions in all types of organizations – public sector, corporations, unions and community organizations – including through role-modeling and publicly endorsing gender equality in their workplaces;
- Define the fiduciary responsibility of employers for promoting gender equality;
- Introduce or expand specific parental leave policies, providing for both women and men;
- Frame “family-friendly” employment policies in such a way as to encourage men, as well as women, to use employment flexibility;
- Design promotion policies so as to create incentives for male employees to share domestic work and care;
- Encourage the recruitment and training of men for occupations involving “care” work (for example, early childhood education and nursing), while at the same time ensuring that this does not have negative consequences for women’s employment;
- Examine public sector budgets for the specific impact of public expenditures on men as well as women, especially for the incentives or disincentives they create for men to support gender equality;
- Review economic and workplace policies for the way they define men’s contexts (for example, as breadwinners for families) and create incentives or disincentives for men to support gender equality;
- Encourage mass media to communicate messages about broader, less segregated economic roles for both men and women, for instance by reducing the stereotyped presentation of men’s and women’s work in advertising;
- Develop and use gender sensitive policies in the informal economy, to redefine the roles and responsibilities of both women and men;
- Encourage trade unions to define gender equality as a central part of economic democracy, and expand the traditional concept of collective bargaining to address care work and gender equality issues for both men and women;
- Encourage trade unions to address the gender gap in representation and leadership positions in these organizations.

Given the crucial role that stereotyped gender roles play in the labour market, partners also identified the following kinds of specific actions that need to be taken:

- Promoting non-gender biased education in schools, universities as well as efficient and non-stereotyped careers advice services, for students and those already at work, to enable individuals to make better informed education and career choices. Encouraging pupils, students and parents



to consider all the available career options for girls and boys at an early stage. Examples of practical tools to do so include:

- Organising open days in companies for girls in order to show that pre-conceived ideas about women's compared with men's jobs are not justified in practice and inform them about career options they may not have considered otherwise;
- Encouraging parents to promote companies as a place for their daughters to pursue careers;
- Cooperation programmes with public and/or education authorities to raise awareness on labour markets needs;
- Participation in career fairs.
- Making a special effort to attract girls and young women into technical and scientific professions which can also help address skills and labour shortages hampering economic growth. Examples of practical tools to do so include:
 - Setting targets to increase the number of girls taking up apprenticeships in technical and scientific professions as a way to step up female recruitment in the future;
 - Sending women engaged in technical or scientific occupations as "ambassadors" into schools to inform and raise awareness of girls about opportunities of technical or scientific professions.
- Promoting the recruitment and retention of women and men with adequate skills at the enterprise level in sectors and occupations where they are underrepresented. Acknowledge, and where possible, enrich the skills content of female occupations so as to offer better career paths and opportunities for women in female dominated sectors. Examples of practical tools to do so include:
 - Reviewing the way in which job titles, job descriptions and advertisements are formulated to enhance their attractiveness for women and making managers who recruit aware of the issue;
 - Adapting the workplace to enable a greater gender mix at work (ergonomics, local services);

Recommendations for domestic responsibilities

- Promoting local campaigns that make the social importance of domestic work and care work visible, as well as the need to redistribute these tasks amongst women and men. They should be a dual objective: to generate debate and to raise awareness.
- Use financial and social policy to improve the balance between work and family life, and encourage men to make an equal contribution to domestic work;
- Expand paternal leave provisions;
- Create disincentives for employers to demand overtime work;
- Create a legal structure for permanent part-time work and incentives for men to use it;
- Develop aspects of family law that enable men to be active partners in the lives of children and dependents; review and make appropriate changes in adoption policies and the care of orphans and adopted children;
- Take measures to help teenage and young fathers be involved in the support and care of their children while continuing their education and training. Such measures include:
 - Requiring education and training institutions to design their programmes and schedules to facilitate carework by teenage and young fathers without breaks in study; and



- Structuring health services concerning pregnancy and early childhood to promote the participation of young fathers;
- Recognize workers' childcare obligations in setting terms of employment and recognize workers' childcare obligations in setting terms of employment and schedules of work;
- Include incentives for childcare contributions in recruitment and promotion policies;
- Build into collective bargaining strategies the possibility for men's involvement in care work.

In summary therefore, it is certainly necessary to continue promoting the existing and planned measures at different levels for conciliation of work and family life. The effects of these measures on a more fair distribution of care tasks should be carefully monitored. Some measures seem to be crucial for stimulating men to take a fair share in caring.

On macro level it is important to develop individual (paid) leave arrangements (see e.g. Belgium) and specific paternity leave arrangements (home alone). But also more general measures such as the right for temporary part time work as it was introduced in the Netherlands could have a real influence on a more just division of paid work and care work.

On meso level, one should not forget the importance of good provisions, but also a stimulating culture at the level of work organisations.

On micro level one should mention the chain approach and the promotion of tolerance. But also mobilising professionals can be very helpful. This could be done in two ways. One way is to stimulate that more men accede to certain professions (health care, baby clinics, child care, home care, household services). The other is to give attention in the training of these professionals to the role of men in the care for household and family. Young parents are absolutely sensitive for professionals systematically asking for the active presence of the father.

The appeal on men to fully play their role as fathers is an important intermediate step towards a more fair distribution of all tasks between men and women.

But men will not only have to play a more important role in the care for children. They will have to get more involved in all household tasks. To call upon men as fathers because of the importance of that role for their personal development and that of other family members, bears the risk that men will continue to leave the less pleasant household tasks to their partner: "this is not why I took up parental leave!" In the longer run one should publicly reflect about masculinity and femininity in relation to the division of tasks. Diversity and freedom of choice are key in such reflections. The question is no longer IF men will have to take up certain tasks. The question will be about a desirable division of tasks between partners, man and women, within households.



9. ANNEXES

9.1. Partner profiles

ACCEDO

Name of Organisation: ACCEDO

Representative: Nasseur OUSSEDIK

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Short presentation of the organisation:

ACCEDO is a not for profit company for the development of the organizations and for human resources management. The ACCEDO's capacities of action and intervention focus on several domains: equal opportunities, local economic and social development, conception and guidance of project, action or project assessment, development of human resources, development of the organizations. ACCEDO works extensively with local authorities and the third sector.

Description of on-going projects relevant to the current project partnership:

- Implementation of a regional device of animation linked with methods developed to take into account the principle of equal opportunity in Community Initiatives EQUAL
- Methodological guidance of the project EQUAL "Mediations against discriminations", in particular of its axis Equal opportunity : production of bulletins of actuality on this topic, conception of wake's notes on specifics dimensions, conception and implementation of a training session about 'equality and its concepts'
- Conception and implementation of a device of territorial animation :
 - This device attempt, through a permanent animation, to set up a network of the whole of the agents located like "relays of reception". Theses professionals intervene close to publics in difficulty of social and professional insertion



- Organization of regular regroupings of the "Agents Relay of Reception"

Other Areas of interest:

Through these various missions, ACCEDO develops numerous partnerships with different structures:

- which recover as much of the public sector (General Council, Chamber of Commerce..) that the private sector (companies, associations..)
- and this in multiple and varied spheres of activities (insertion, training, early childhood, industry, food, culture...)

QeC-ERAN

Name of Organisation: QeC-European Regeneration Areas Network

Representative: Haroon Saad, Director

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Belgium
Tel: +32 (0)2 524 45 45,
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E-mail: info@qec.skynet.be
Website: <http://www.qec-eran.org>

Short presentation of the organisation:

Qec-ERAN is a network of towns promoting the integrated approach to the revitalisation of disadvantaged areas, with the involvement of politicians, technicians and local residents in that process. It is one of the longest established networks in relation to the theme of urban regeneration. and remains committed to being at the leading edge in relation to the changing realities experienced by regeneration areas.

Qec-ERAN was established in 1989 in order to represent the interests of towns/cities which face a number of multiple challenges whilst also offering new opportunities in terms of urban regeneration. Since then it has played a strategic role in the development of programmes linked to structural and cohesion funds and is one of the key players in the URBACT programme, which seeks to capitalise the good practice, which the URBAN programme has generated.

Qec-ERAN has a number of key objectives:

- Developing programmes/projects which facilitate the exchange of experience and practise between such areas.
- Supporting initiatives based on greater participation of targeted groups.



- Promoting joint up working and thinking between local authorities and other key agencies, and in particular local NGOs.
- Undertaking research and evaluation in order to impact on existing and future Urban regeneration policies/programmes.
- Representing the views and needs of such localities within EU and EC groupings and networks.
- Creating a network which constitutes an European "think tank" regarding the issues of diversity, integration, social and economic exclusion and urban regeneration

Description of on-going projects relevant to the Laps/Raps project partnership:

QeC-ERAN is involved in a number of initiatives that relate to the issue gender equality:

- Gender Equality: Within the EU Gender Equality Framework the network has developed a project that focuses on the identification and development of good practise of the social and economic needs of women in area's of high need.
- Youth Development: Within the Ecos-Ouverture programme the network has developed and co-ordinated a project focussing on the issue of youth unemployment and in particular the transition from school to work for young people with low or no qualifications.
- Social Exclusion: Within the Urbact programme Qec- ERAN has developed and now provides the technical and professional input in relation to the Urban Diversity and Inclusion Exchange (UDIEX)
- Regeneration: Within the Interreg IIIC programme Qec-ERAN has developed with other partners a project called IMAGE . This focuses on an exchange of experience in relation to local strategies which aim to "turn around" areas that are clusters of "negativity" in terms of human, social and environmental capital

Other Areas of interest:

- social inclusion
- urban regeneration
- gender equality
- employment issues

Comitato progetto Porta palazzo - The Gate, Turin



Name of Organisation: Porta Palazzo

Representative: President: Marco Calgaro
Director: Ilda Curti

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Short presentation of the organisation:

Porta Palazzo was the site of a major project - "The Gate - Living Not Leaving" - which received assistance under Article 10 of the European Regional Development fund.

In addition to European funding, the City of Turin, the Italian government and various institutions had committed themselves to resolving the difficulties - common to all big cities - arising from unemployment, crime and immigration (10% in the neighbourhood as against 3% for the city as a whole).

The Porta Palazzo Project Committee was officially established on 16/1/98. It was a non-profit mixed public/private organisation, which was functional for a pre-determined period only. By Italian standards, its concept was innovative: it was the first time that this particular committee structure has been used in order to manage and implement a regeneration project. In fact, the company statute included new paragraphs and definitions to allow the Committee to be much more flexible than other public bodies.

In June 2002 the proposal was presented to the Mayor of Torino which foresaw the transformation of The Gate from Urban Pilot Project to a Local Development Agency, a tool for the Public Administration to be used within the framework of the most complex development projects in the Suburb Sector.

Porta Palazzo Committee today:

- It is a non-profit Committee, which provides a mixed public and private participation.
- The members have the task of guaranteeing the correct management of the project, a correct use of resources and the diffusion of the project results at a local, national and international level. They are also represented on the Board of Administration.
- The local partners are representatives of the local community and guarantee the involvement and the knowledge of the project within the area.



The members of the Directive Board:

Private Partners: Chambers of Commerce, 2 Bank Foundation (S. Paolo, CRT), 3 NGO (Sermig, Ordine Mauriziano, Cottolengo), 3 Trade Associations (ASCOM, Confesercenti, Coldiretti)

Public Partners: Municipality Mayor Deputies: Social affairs, Culture, Housing, Urban planning, Vice Mayor, Economic Development, 2 Neighbourhood's Presidents.

THE STRATEGY : FIVE AREAS

The Committee is a tool of the administration of the City of Torino and its partners, for a series of initiatives regarding integrated and co-ordinated regeneration, divided into 5 main areas:

Economic Environment: to improve and strengthen the economic fibre, through incentives, aid and the re-qualification of the "natural economy" (small commerce, artisans etc.)

Social Environment: to contribute, strengthen and promote positive dynamics across the territory from the social cohesion perspective, contrasting new types of poverty and social exclusion, minimising the phenomenon of emargination and social conflict, and the sense of insecurity perceived by the inhabitants.

Built Environment: to continue the activities regarding the re-qualification of the built environment, both in the public sector as well as the private sector, through assistance with the public policies across the territory. Offering incentives to the private sector, aiding concertation among the different interests and improving living conditions.

Sustainable Environment: to continue the Activities regarding the improvement of the environmental quality of the territory, through actions aimed at re-organisation, education and public-awareness.

Cultural Environment: to promote the district as a cultural and tourist resource for the city, continuing the activities that increase the value of the district, the links and assistance in the production of culture in a multicultural creative environment, where leisure and free time can evolve.

THREE SERVICES

Community Development Unit : to analyse and intervene in the processes and the socio-psychological dynamics of the territory, to promote the processes of active citizenship, to raise in value and support the associative life of the residents of Porta Palazzo by putting them in condition to both negotiate and plan.

Territorial consultancy: to make available, in a targeted way, the opportunities for funding/incentives open to the private sector, by acting as "initial help desk" which filters and directs applications.



Territorial communication and marketing : to communicate the transformation that the territory is undergoing, by "selling" the district and its transformation

THE METHODOLOGY

The activation of citizens' networks on single initiatives and on the territorial transformation processes, by promoting inter-sectorial co-operation, by encouraging public/private partnerships and supporting a horizontal and integrated approach.

The development of the community: assisting the local community in minimising conflictual situations and finding local resources for becoming pro-active within the area (community empowerment and community building).

Planning urban transformation in close collaboration and co-ordination with the Public Administration.

Making available specific skills (urban planning, architectural, financial) to aid and support policies.

The evaluation of every initiative within the project in order to supply indications, boundaries and critical points that emerge from the course of the process. It is fundamental to understand, analyse and re-plan the single initiatives. The evaluation process is carried out by involving all those that participated in the initiative.

Description of on-going projects relevant to the current project partnership:

The Community Development Unit began to work with women in 2002 with an ACTION - RESEARCH financed by the Gender Equality Office of the Municipality. The objective of the project is to create spaces for women living in Porta Palazzo based on their physical and mental needs.

Before the research we knew very few aspects of the life of immigrant women living in Porta Palazzo: they came to Italy after their husbands and usually live on the margin of social life.

Action research had allowed us to understand the lives of women, their interests, backgrounds and needs and to engage them in the project in the attempt to build an solution to their needs and problems. The research identified the following issues language, employment, childcare and home and family responsibilities. Employment issues and childcare issues are connected because in Turin we have a long waiting list for day-care service for children between years 0-3 and so many immigrant women with children cannot look for a job because they must to stay with their children. Other issues were: the absence of social networks and social support and the loneliness and fragmentation felt by women as a result of immigration.



After the research we trained a group of women to become leaders in the area and to promote networking between other women. The training topic included an 'Expressive Workshop', established to support the development and building of the group, some meetings about immigration from an anthropological point of view and informative meeting with Institutions and Territorial Services. In this project we were supported by the local group set up for the Gender Equality project.

Last year the group of women had created a Voluntary Association that carried out different actions such as an information and orientation desk and escort of immigrant women.

Currently they are involved in a project that aims to support mothers that have children with mental or physical disabilities through the management of a meeting space for promoting activities between mothers and their children, socialization and peer support system between mothers.

As the Gate Project we are working to support this group of women with activities of technical assistance and consultation, support in the planning and implementation of their projects, training and networking with other actors of the territory.

Other Areas of interest:

The other areas of interest of the Community Development Unit are:

SECURITY COMMITTEE

It's a formal network composed by local authorities (the office of the vice mayor of the city, the Social and Health Services, the Foreign Minors Office, the Economic Development Department, the Neighbourhood Administration, the 4 different kinds of the Local Police) and 12 grassroots committees and associations of citizens. The Security Committee was born in 2001 on the basis of an ordinance by the Prefect of Turin, in which he invited the local Neighbourhood Administrations to promote:

- (a) The increase of the institutional cooperation in security matters
- (b) A direct relationship between local police and the territories.

The general goal of the Security Committee is to promote the suitability for human living conditions looking for the best strategies to enhance the quality and effectiveness of the actions directed to reduce criminal and illegal behaviours.

EDUCATIONAL POLO

Formalised Network of Schools and other institutions.



YOUTH TABLE

Network of associations and different institutions engaged with young people in the neighbourhood. The youth table realised actions of social and territorial animation for youth.

FLEA MARKET

Empowering action with the irregular merchants

Stadsdeel Zuidoost (City of Amsterdam)

At the end of 1966 the construction of Bijlmermeer, 'City of the Future', started. A city in which living, working, traffic and recreation would each be giving its own place. The first residents of this south-eastern part of Amsterdam came in 1968. Almost 40 years later, it is clear that Amsterdam Southeast has developed entirely different from what was expected.

Amsterdam Southeast has a population of over 86.000 with more than 130 nationalities and cultures. The most dominant group are the Dutch, Surinamese, Ghanaians and Antilleans. Thanks to its multi-cultural character, Southeast is a distinctive and attractive district of the city of Amsterdam.

The Southeast population is relatively young. Almost one-third of the population is under 20 years and approximately 55% is under 35 years. Only 10% of the people in South east are older than 65.

A very important assignment in Amsterdam Southeast is the renewal of Bijlmermeer. It is a joint project of the Southeast district council, the city of Amsterdam and the Rochdale Housing Corporation. The urban renewal of this large residential area is a project, unique in the Netherlands for its scale, cost and ambition. Since 1992 the entire high-rise area of Bijlmermeer has been scheduled for renewal. In this project, the urban development, social economic renewal and renewal of administration of public places go hand in hand.

The renewal of the Bijlmermeer entails not only the renewal of 12,500 homes, shopping centres, facilities and construction of infrastructure but also social projects which directly affects about 30,000 residents. Our approach is physical renewal based on social strategy. In this strategy, the connection between physical and social economic renewal is absolutely crucial. Social projects which are specifically targeting early school leavers are the provision of 'after school centers' and the organisation of activities and projects to prevent pupils from dropping out.

Federacion de Municipios y Provincias de Castilla la Mancha (FEMPCLM)

Name of Organisation: Federacion de Municipios y Provincias de Castilla La Mancha (FEMPCLM)

Representative: Eugenio Sánchez Garcia (General Secretary)



Lidia Garcia Alises (Local Coordinator)

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Short presentation of the organisation:

The FEMPCLM was founded in 1989 in Castilla La Mancha, and the main activities are:

- Promotion and defence of the autonomy of the Municipalities and other local Organizations.
- Representation of the generic interests of the local communities before the political and administrative instances of the Independent Community of Castilla la Mancha.
- Promotion of studies on problems and questions of local character.
- Dissemination of the knowledge of the local institutions, fomenting the citizen participation.
- Development and consolidation of the European democratic spirit in the municipal scope, based on the autonomy and solidarity of the local entity.
- The members of the FEMPCLM were 900 municipalities and the 5 county councils of the region.

The structure is: President, General Secretary, Vice General Secretary and General Coordinator

Areas of Work: Social Affairs, environment, training and education, insurances, European programs, consumption.

There are also different commissions on: woman, education, environment, social affairs, cooperation, health, with the participation of different groups from the municipalities.

We have a special relation with the regional government of Castilla La Mancha, and we have differents agreements about themes like: woman, education, environment, social affairs, health, cooperation etc.

Description of on-going projects relevant to the current project partnership

- DG IGUALDAD DE OPORTUNIDADES Y EMPLEO Programme, LATENT POTENTIAL, 2002



- EQUAL programme, INSEREMPLO, 2004
- TRANSNATIONAL COOPERATION AND EXCHANGE PROJECTS TO COMBAT SOCIAL EXCLUSION, STRATEGIES FOR SOCIAL INTEGRATION, 2004
- INTERREG III-C, CONNECTED CITIES, 2005
- INTERREG III-C., TECNOEMPRENDE, 2004
- TRANSNATIONAL COOPERATION AND EXCHANGE PROJECTS TO COMBAT SOCIAL EXCLUSION, RE-START: INNOVATE APPROACHES TO TACKLING EARLY SCHOOL LEAVING ,2005
- URBACT, URBANITAS, 2005

Other Areas of interest:

We are interested in all the themes relation with the local development, and we would like have a relation with other entities, public or private, to try to understand how implement different projects in their local structure.

CESIS S.p.A. Centro Sicilia Servizi

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Short presentation of the organisation:

CESIS-Sicilian Centre for Facilities is a stock-company founded in 1991, controlled by the Local Government of the Province of Enna and several local Public Institutions. Its aim is to support, in the entire provincial area, the planning of local development, to promote and carry out investment projects, to create new business and local marketing. CESIS's staff is composed by: the President, the Director, two Project Managers, nine development agents, two tutors and ten members of the administrative staff.



In coherence with its mission, CESIS is:

- Responsible for the "Patto Territoriale" for Enna, that funded some initiatives in the field of transformation of local agricultural and zootechnical products, of clothing and rubber, and, in the end, some investments in tourism and hotel accommodation;
- Responsible for the "Patto Agricoltura" of Enna, that was signed in order to continue in the strengthening of the agro-industrial division by the realization of projects for the entire productive process;
- Manager of the Progetto Integrato Territoriale n. 10 "Sinergie per competere" and n. 11 "Turismo tra archeologia e natura". The Integrated Plans pursue the aim of strengthening and modernizing the productive system by exploiting the cultural and tourist resources of the territory. CESIS is in charge of the coordination, management and statement of the sources; of information and tourist promotion of the territory, and of monitoring and verifying of the results;
- Technical Assistant in the management of the "One Stop Shop for Productive Activities" of the Province of Enna in charge of technical, organizational, procedural and computer support;
- CESIS have a strengthened experience in organization of training courses, financed by F.S.E. and Sicilian Local Government. That courses have trained professional figures very innovative like: Development Agent, Environment Analyst, Promoter of Local Tourism, Environment and Work Security Expert.

Description of on-going projects relevant to the current project partnership:

CESIS is partner in a project within the EU Equal Initiative (Action II), to develop and test new ways of integrating best practices into employment and social inclusion. The name of the project is "Sinergie" and it works to promote new models for implementing employment in social enterprises.

Other Areas of interest:

CESIS plays an important role in the development of economic activities by providing information and advice concerning localization opportunities and financial and job-creation incentives such as the establishment of new industrial zones.

CESIS also promotes several project financing actions in local territory, with the collaboration of Local Institutions.

Institute of Sociology, Hungarian Academy of Science



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Short presentation of the organisation:

The Institute of Sociology of the Hungarian Academy of Sciences (IoS, HAS) was founded in 1963. Since its conception, it has been the leading institution in shaping the profile of Hungarian sociology through innovative theoretical and methodological experimentation, key contributions to postgraduate training, intense participation in the elaboration of progressive reforms for democratic institution-building, as well as extensive presence in international academic activities (cross-national comparative empirical research, graduate and post-graduate training abroad, international student exchange, advisory roles in international and supranational institutions, etc.). IoS,HAS had a lion-share in assisting the preparation of Hungary's EU-accession with applied research and policy-analyses in the respective areas of environmental issues, science -technology-society, privatisation and economic adjustment, ethnic/racial relations, labour market policy, issues of family and gender, reforms in welfare, healthcare and education.

Since the early 1990s, IoS,HAS has become one of the core institutions of the East-Central European region in comparative studies on the social, political, economic and cultural problems of the post-communist transition, and also a key participant in a range of East-West joint research projects on poverty, employment, gender relations, household formations and daily living, childcare, healthcare, schooling, the shaping of the welfare mix, policies of redistribution, etc.Over the past five years, IoS,HAS has been participating in 37 EU-funded cross-country comparative research projects in the mentioned areas.

Description of on-going projects relevant to the current project partnership:

On-going projects:

- 1) Preparation of the Hungarian CEDAW Report
- 2) Changing role of fathers in Hungary
- 3) Preparation for the reconciling work and welfare project

Topics of previous projects :



- Changing Family - Changing Policy
Improving Policy Responses and Outcomes to Socio-Economic Challenges:
changing family structures, policy and practice - IPROSEC
For more info see: <http://www.iprosec.org.uk/>
- Gender Representations in Hungary (work and family roles)
- Teenage Pregnancy from a European Perspective
- Domestic Violence
- International Social Science Program - Family Module 1988, 1994, 2003
- Two Generations: Mothers and Daughters
- Social Construction of Women's Roles in Society
- Gipsy Mothers in the Hungarian Health Care System

Other Areas of interest:

Main area of interest: conducting social scientific research
Plans: getting involved in projects on reconciling work and welfare

JOL-LET Foundation

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Short presentation of the organisation:

Our Foundation (2002) is a private initiative of intellectual women, active participant of national and international principle of equality projects.

We consider "Well-Being" (JOL-LET) in a psychological and social sense is only possible if individual and community existence and effort have clearly defined aims,



values and a promising future. The declining birth-rate, the increasing number of divorces, male mortality rates, employment discrimination against women over 40 or with small children, increase in children's learning and behavioural disorders etc. in Hungary all point towards our under-achievement of a Welfare ("Well-Being") Society.

We organize our tendering-financed, continually expanding activities accordingly: research, career management, consultancy, child services.

As *researchers*, we visualise the solution in representing conscious human life values, strengthening the partnership between men, women and generations, aiding and assisting employment adapted to individual capabilities and lifestyles, and promoting flexible employment supporting family and workplace obligations.

By founding the *First Hungarian Mother Supporting Employment Agency and Career Consultancy* we aim to strengthen this latter point. We support child bearing mothers **from pregnancy to a successful resettling** with our services.

Our colleagues and voluntary workers represent wide range of expertise: sociologists, economists, psychologists, HR-experts, graphologists, historians, linguist, journalists, web-designer, graphist.

Description of on-going projects relevant to the current project partnership:

- **(ESF-Hungary) 1.3.1 HEFOP Regina modell** - reintegration of women to the Labour Market in Godollo region - on-going project, selection, mentoring and placement of the target group
- **STERE/O Project (EC)** - research in 6 countries (new and ancient members of EU) and guide on gender stereotypes in work division. Presentation of results in Brussels, 24 of February 2006
- **Non-profit Mother Supporting Employment Agency and Career Consultancy (PHARE)** - ongoing project - placement and advisement to mothers (fathers) after maternity leave, services to employers(e.g.. internal regulations of equal chances).
- **Initiator and tender writer of a winner EQUAL-project** - "Mothers back to the labour market" - stopped by the DP leader
- **Conferences, presentations, events**

Other Areas of interest:



Projects linked to gender equality, equal chances, flexible work.

Shantona Women's Center

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Short presentation of the organisation:

As a Bangladeshi women's organisation, Shantona aims to advocate and meet the needs of our target group with a view to benefiting society as a whole. Our mission is clear and simple: To provide a separate, safe environment to encourage Bangladeshi women, young people and children to take control of their lives and fulfill their potential.

Shantona Women's Centre was established in 1998 to help build the confidence and independence of the Bangladeshi women, young people and children living in Harehills and Chapeltown. Since then, Shantona has not looked back; becoming an acclaimed and renowned voice of the Bangladeshi populace.

Our aims and objectives:

Shantona aims to work alongside other services to improve and provide accessibility to training, educational and employment-related opportunities whilst encouraging confidence and aspirations. It also addresses the health-related recreational needs of the community as well as promoting healthy life-styles and ease access to health services. The organisation also institutes a well integrated, multi-agency service to Bangladeshi families in order to ensure their well-being and equal involvement within their society. Shantona is constantly developing and amending their infrastructure accordingly to meet the needs of the community and accomplish the above.

Shantona's objectives are clear and attainable. It champions the needs of Bangladeshi women, young people and children alike with various statutory and voluntary organisations alongside strategic partners. It prides itself in enhancing cultural and religious awareness amongst professionals and service deliverers and induces, as well as orchestrating, multi-cultural events to endorse social cohesion. As a by-product we pro-actively build more links with strategic partners. In conjunction with this, the organisation plans and facilitates educational sessions with its affiliates. Improving access to training and educational opportunities for all ranges of age groups through partnership work is amongst their vast work. In alliance with employers, they also improve work prospects. Another of their incentives is to assist women to work



towards enhancing their credentials and ambitions, potentially starting their own businesses, or working from home. Shantona also organize and deliver activities with professionals and service providers to meet the physical, social and emotional needs of the Bangladeshi women, young people and children. It also carries out research and consultative analysis of the communities' health-related needs to further develop the current service provision. Essentially, a practical support, including equal childcare and advocacy to assist Bangladeshi families in making the most out of mainstream services is implemented.

Shantona Women's Centre was initiated by the local Bangladeshi women and later with the support of the local councillors and local authorities. Organisation was established to cater primarily for the needs of Bangladeshi women, young people and children living within the Chapeltown and Harehills area of Leeds. The locality is documented to be one of the most deprived areas in England and as such attention is required in areas of health, housing, education, training and employment.

Through the provisions that we have made available to the women, we seek to address all these issues, thus the main aims outlined within our mission statement are as follows:

- **Family Support:** One of our key work involve the Family support to ensure an integrated multi-agency services to Bangladeshi **families** to ensure their well-being and equal involvement in the community.
- **Health promotional Activities: Reducing health and inequality** and giving equal access to the services available.. Also we address **health** and recreational related needs to promote healthy choices and improve access to health services.
- **Education, training and employment** related opportunities to raise confidence and aspirations. We design, deliver the course and training appropriate services for the community we serve as well as this we work with mainstream services to develop their services so that the barrier to access their services are removed.
- **Young People** : We are also involve in delivering the services for young people who are in great need of support and guidance this could be in regards to anti social behaviour, young people who are not in education, training or employment, young people in need of one-to-one personal guidance, young people who are divided between cross cultural identities etc. Connexions Personal Adviser to young people based at Shantona provide school based support to young people are in need.
- **Other services includes : Childcare facilities, Homework club etc.**
- Diversity training for the professionals to develop understanding and involve in Local and regional strategic.
- Promoting community cohesion and supporting small groups.

Shantona prides itself on excellence. As an organization we have received an accolade for our highly regarded services to the Bangladeshi community in Harehills and Chapeltown. Our highly competent staff of development workers who are specialists in the fields of health, training and development and family development believe in allowing Bangladeshi women to strive for the



best in all aspect of their lives. In addition to this we specifically work with young people aged between 13-19. Our Connexions personal adviser service promotes aspiration and reaching potential through careful guidance and encouragement.

Shantona has been running from strength to strength and our recent honour ' **The Duke of York' award** compliments and recognises the unique and sensitive approach in liberating, education and empowering Bangladeshi women and young people.

Our expertises therefore lie in:

- Understanding the deep sited issues facing by the BME community specially Bangladeshi women, children and young people
- Tackling community issues and designing delivering services for the targeted group
- Developing local partnership and consultation and carrying out research
- Coordinating group to develop employment and training opportunities and joint approach.
- Understanding diversity

Strategic planning and representation

We are representing voluntary and community sectors in various strategic planning group. We regularly work in cooperation with local groups such as Connexions- This is renowned organisation which forefronts young people and their families, we work closely with social services and Sure Start in regards to Domestic violence, West Yorkshire police-whom we have affiliations with in respect to neighbourhood safety, women and young people's safety and any law or regulation related queries. We also work with local colleges and universities to provide extensive training for our women and young people, Leeds city council who we work in cooperation with as they provide our facilities and many other organisations such as the healthy living centre, Archways, Leeds children's fund, Leeds play network and so forth.

Description of on-going projects relevant to the current project partnership:

Shantona works in alliance with many organisations which allows use to provide a high standard of service, our ongoing project provide continuity and much needed regular support for women, young people and children. The following are projects that are regular features at Shantona:

Nari Kormo : Supporting Bangladeshi long term unemployed women to build their confidence to develop their skills.

Chakri: To look at delivering the training for BME community women. We are at planning stage and Leading this group.

Narrowing the Gap : This group working together to reduce the unemployment amongst



Pakistani and Bangladeshi people. Five people from different parts of Yorkshire working in this project

Community Cohesion: We are working with various refugee and Asylum seeker Developing services for them e.g. joint Summer programme with Local Iftin Somalian young people community group to overcome the barrier to support each other.

Connexions: Supporting service for young people to raise their aspirations and developing services for them

Children and young people strategic planning : This group was set up to look at the issues effecting life of children and young people as well their families, also development of services for them. Shantona is the Leeds voice representative for voluntary sector.

We are involved in various partnership work as follows:

- SRE sub group; this partnership has developed to support parents to understand
- St James employment and training working group
- Leeds Voice Learning Forum
- Leeds voice coordinating group
- *BME Network*

Other Areas of interest:

9.2. Local dissemination events

Local dissemination event: ACCEDO

The Final Event

- Took place the 19th January at the Social and Cultural Center of Castellane
- It gathers more than 35 participants :

Public services:

- 3 decentralized service of the French state – Ministry of employment and social cohesion
– delegation equality and parity :
 - The association SOS Women



- The association SOS Rape
- The Center for Information and Right for Women
- 1 organisation appointed by the regional council of Provence : the regional grouping of action and information for women
- 1 representative of the municipality of Marseille and the town policy : Urban Social development
- 1 Association for support to mediation and juridical relays, governed by the crown court and the French interior ministry

Associations:

- 1 association of the tenants of the Castellane's district
- 1 militant association : center of documentation and information for women

Professionals:

- 1 director of professional secondary school
- 1 social assistant for young people
- 1 trainer in the field of social work
- 1 professional of the Social Center of 'Plan d'Aou'
- 1 professional of the Social Center of 'Belle de Mai'

Publics:

- 1 women driver of bus and responsible of the quality process at the department authority of transports
- 1 young women house painter in building sector
- Several inhabitants of the Castellane's district

Medias:

- Regional daily paper "La Provence"
 - Regional daily paper "La Marseillaise"
 - Regional radio "Radio Dialogue"
- 2 articles and one radio show of 10 minutes

The final event was organised in 4 times:

1. Presentation of the project Genderwise : its aims, its partnership and development
2. Presentation of the results and the impacts by the members of the LAG
3. Testimonies of two guests : two women who implement their project thanks to two agents of change
4. Debates and exchanges with the participants about the theme of men as agents of change

The process of diffusion

- Elaboration of a CD ROM that present all the documents elaborated on the frame of the project + communication supports (clips, videos ...) + synthesis highlighting the results, the impacts and the perspectives of Genderwise



- Target groups for the diffusion: institutional partners of the LAG, institutional services concerned by the topic, trade unions, economical organisations, associations at the local, national and transnational level.
- Conception of articles of communication for the local, regional and national magazines which can be used to diffuse the results of the project:
 - Agor'elles : regional magazine of the GRAIF (Regional Group for the Action et information of women)
 - Aca'pella : journal of the ACA (Association of the Crèches)
 - Le Sociographe : national magazine of the 20 regional Institute of social work
 - The letter de l'IRTS : quarterly magazine of the structure
 - The Tramway : magazine of the RDT 13
- Diffusion on websites :
 - CIDF (Information Center on the women's rights of the department),
 - Center Social of the Castellane,
 - [the dads = the moms],
 - IRTS (Regional Institute of Social work)
 - GRAIF
 - Regional Chamber of Trades
 - Collective 'Mixity' of the National trade union CGT

First effects of the cooperation:

- Bilateral partnerships and projects on equality approach:
 - The Association [the dads = the moms] is going to hold office in the Social and Cultural Centre of Castellane. Indeed, further to the various exchanges developed during the local meetings, the work developed by the association [dads=moms] on the role of the fathers, the paternity corresponds to the projects and the objectives of the Social Center.
 - The Information Center on the women's rights of the department (CIDF) which develops a project on the extension of the professional choices, contacted Philippe Guy (CAPEB) so that he welcomes a trainee girl in his company.
- The local partners, who are not used to work on gender approach, identify the resources organisations in term of equality and we can say that they appropriated themselves the theme.
- Regular interpellations are realized at the level of the group concerning seminars on the equality of opportunity and gender approach.
- The members of the LAG highlight their project to implement activities on the theme of equality, in the frame of their job and, maybe, in the frame of a new project.



Local dissemination event – South East Amsterdam

Please click here to access dissemination [event flyer>>](#)

Local dissemination event – Centro Sicilia Servizi (Enna)

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Local dissemination event – Hungarian Academy of Science

Report on the GENDERWISE Final Dissemination Event of the Institute of Sociology, Hungarian Academy of Sciences (MTA SZKI)

On January 23, 2007 we have organised our final dissemination event in the form of an awareness-raising conference where our Genderwise project team members presented lectures on the three main topics of (i) sharing of domestic responsibilities, (ii) gender (in)equality in the workplace, and (iii) socialisation and education.

The more than fifty participants of the final dissemination event included our team members, researchers of the Institute of Sociology and other research institutes, members of Hungarian NGOs, journalists, students and Zsuzsa Sebestyén, a representative of the Ministry of Labour and Social Affairs (who also gave a short speech on the social equality of women and men).

As a result of the dissemination event several articles/programmes were published/broadcasted in Hungarian media (including the Petőfi Rádió, the Kossuth Rádió, the hvg.hu, the Hungarian News Agency) on the topics discussed in the awareness-raising conference.

Short summaries of the lectures presented by the MTA SZKI Genderwise team members follow:

Sharing of Domestic Responsibilities (presented by Judit Acsády)

The presentation contained a short introduction about the context and the relevance of the problem of *the sharing of domestic responsibilities*, such as, social justice, equal chances at the workplace, economic and demographic arguments. Comparative data were presented that demonstrated several aspects of the sharing of household tasks and caring in different European countries. The Hungarian situation was shown with the help of time-scale statistics and results of researches on attitudes concerning housework and also some data concerning the dilemma of the decrease in birth were discussed.

Reconciling Work and Family life – Not for women only (presented by Fruzsina Albert and Attila Bartha)

Since the end of WWII women have transformed the world of work and today almost half the labour force is female. However, the increasing participation of women on the labour market has not been coupled with a more intensive involvement of men in domestic (unpaid) works. Post-socialist countries (including Hungary) indicate extreme imbalances in this respect: the stronger presence of women led to excessive



overall (paid and unpaid) working hours. Work-life balances reflect a persistent gender inequality in Hungary at the expense of women. In order to achieve more harmonious gender relations in the world of work, fundamental changes and a more active involvement of men in these changes are unavoidable. Positive and negative incentives related to paternity leave, employment opportunities of former parental leave-takers and the contradictory character of flexible work were the main regulatory issues tackled in the presentation.

In addition, we also revealed several cultural aspects of reconciling work and family life and we suggested some policy options to raise public awareness of gender issues.

In the presentation we also provided a brief statistical overview of some significant differences between men and women in various EU countries (number of hours spent on paid work versus housework, part-time employment, fathers' leave etc.) Then we reviewed some factors that inhibit or enhance the labour market reintegration of women, such as childcare facilities, flexible working arrangements, financial allowances, and the problems of social norms regarding this field. Finally we highlighted some aspects where men could play a role in changing the present situation, in top political or entrepreneurial positions, within their families, and in the media.

Familism instead of Feminism (presented by Csaba Dupcsik)

We stressed that according to the international comparative attitude researches could suggest to the outsiders that Hungary is a strongly premodern society. However, studying the real factors we could disprove this first impression: Hungary, as in the case of the other social, economic, and cultural dimensions, to be located somewhere inside of the (rather wide) European scales. In the presentation we showed some historical background information to the phenomenon of discrepancy between attitudes and real behaviour of population. We proved that all of the historical periods during the 20th century used the ideology of Familism. Both right and left wing political powers have found their legitimisation in this ideology.

Local dissemination event – Torino

REPORT OF THE DIFFUSION AND OF THE CONCLUSIVE SEMINAR

1. DISSEMINATION

The topics of the Genderwise project, the Italian website and the seminar have been presented at the following events:

- National Literary Competition "Lingua Madre" (Mother Tongue) (Center of Documentation and Studies Female Thoughts, Piedmont Region and Turin International Book Fair). Saturday 25/11/06 – h. 15.30 – Library VII District of Municipality.
- International Day for the Elimination of Violence against Women (Pangea Onlus Foundation). Saturday 25/11/06.

Materials on the project have been distributed in:



- Informative point of the 10 Districts of the Turin Municipality
- Office for public relation of the Municipality
- InformaGiovani (informative point for Youth)

The Town Councillorship on Equal Opportunities – Time and Motion Department has activated a campaign of social communication for the sensitisation on the theme of conciliation and gender stereotypes. The communication plane is entrusted to the Istituto Wesen, that prepared leaflets, cards and posters. The title of the campaign is: “The father is a professional ... at home too” (“Papà è un professionista ... anche a casa”). To increase the knowledge of the Law 53/2000 about parental leaves, Istituto Wesen made an informative brochure.

A comic strip on stereotypes and on the problems of sharing domestic works has been published on Vivacemete2. Vivacemete2 is a magazine for children of 7-11 years and for their families; it's published in 15.000 copies and it's delivered in each school of Turin and of the Municipalities of Piedmont that asked for (www.vivacemete.it). The publication of the comic is foreseen for the beginning of March. The comic strip will be 3 pages long and it's theme will be “the pleasure to care the family by the father”.

We sent about 1.200 e-mail and 220 normal mail with the invitation to the seminar.

2. CONCLUSIVE SEMINAR

Title of the seminar:

PIU' TEMPO PER FARE I PAPA'

Il ruolo degli uomini come soggetti di cambiamento nel conciliare la vita lavorativa e familiare.

Il progetto GENDERWISE a Torino

Place and date:

Circolo dei lettori – Palazzo Graneri della Rocca – via Bogino 9 - Torino

24 febbraio 2007

Participants:

About 100 people participated to the seminar.

About 50 people asked for the documents of the seminar.

Services and animation during the seminar:

Baby sitting (by la Cicogna association), puppet show (by Circolo dei Lettori), video boxes with interviews to men, interviews during the seminar, folder with varied documents (interventions, description of the Genderwise project, presentations of the LAG members).

During the seminar we presented the following topics:

- Introduction by the Town Councillorship on Equal Opportunities and the Town Councillorship on Urban Regeneration: they talked about the aims of the City of Torino on equal opportunities area, past experience and future actions to do. They stress their commitment to the implementation of our Local Action Plan.
- Presentation of the Genderwise project: the European experience and the Turin LAG experience



- General context: researches about time use, the state of the art of the equal opportunities in Italy, the laws
- The social communication: a study on the gender stereotypes, experience of education on this topics, aims and techniques of social communication on gender roles and stereotypes
- The work on emotions: how to get an in-depth change. Il Cerchio degli Uomini presented the association and the self-help groups through a show. La Cicogna made a little workshop on the quality of time spent in the family. After the two interventions we had time to discuss about them.
- Work and family friendly organizations. Two applications (best practices) of the law 53/2000: a measure for and an example of family friendly organization.

Local dissemination event – Shantona Women Center (UK)

Minutes for the Dissemination Event Held on the 28th February 2007 at the Civic Hall Leeds.

<u>Agenda Item</u>	<u>Action</u>
1. Present	<ul style="list-style-type: none"> ▪ Sixty people attended the event. ▪ Thirteen People signed up for the Gender in the workplace Workshop Facilitated by Ross Cheetham and Fateha Begum. ▪ Sixteen people for the Socialisation and Education Workshop Facilitated by Waish Miah and Pat Fuller. ▪ Twelve people for Domestic Responsibilities Sayed Loonat and Kuldeep Bajwa.
2. Introduction	<ul style="list-style-type: none"> ▪ Introduction given by Chair Kuldip Barj ▪ The Overall aim of the dissemination event is to get input from people locally within the City of Leeds. ▪ The information gathered from the event will be taken forward and put into a good practice guide which will be disseminated to the local area at a later date. ▪ Presentation will be delivered in the morning ▪ Firstly by Nahid Rasool project Director who will give a brief background of the Genderwise project and the key findings of the project locally as well as nationally from within EU. ▪ Second Presentation done by John England Deputy Director of Leeds Social Services will be looking at Gender in the workplace were he will be looking at the social services and the current position within social services. ▪ Third presentation by Sarah Hayes Interim Director of Communications and Corporate Affairs Leeds PCT looking at Gender in the workplace within PCT perspective ▪ Fourth workshop to be delivered by Ken Morton Director of Learning Communities team part of school improvement team Education Leeds. ▪ There will be a chance for question to the presentors after the presentations ▪ In the afternoon people will be split into workshops on the three themes



	<p>socialisation and Education, Gender in the Workplace and Domestic Responsibilities.</p> <ul style="list-style-type: none"> ▪ This is a crucial part of the event where they have the chance to express their views ideas and experiences.
<p>3. Presentations A) Nahid Rasool Genderwise project Background/ Key Findings</p>	<ul style="list-style-type: none"> ▪ Looked at Policies already in place and those that are to come into force the Gender Equality Duty 30th April 2007 biggest change in sex equality legislation in thirty years. ▪ <u>The overall aim of the project</u> is to develop an integrated local/ regional action plan for gender equality focusing/developing and promoting role of men as change agents in reconciliation of work and family life. ▪ Establishing local action group ▪ bring together key actors locally ▪ Capitalise existing practices locally/nationally/EU level create online policy and practice ▪ Produce transferable framework/methodology development of local/regional plans of action. ▪ <u>The journey of the project bringing together local action group members</u> ▪ Delegates/Expert attendance at three workshops ▪ Sharing knowledge/ good practice ▪ Looking at online policy/practice information ▪ Key issues arisen from the project from EU factors affecting gender equality are things like higher life expectancy, ageing population ▪ Average age of women having children in Spain 30 EU 29 ▪ Low birth rates ▪ Increasing number of children spending more time at day care, affordable childcare ▪ Absent fathers higher divorce rates, lack of balance from both partners ▪ Socialisation and Education Lack of research identifying gender inequality in schools ▪ Few policies tackling gender equality or promoting gender issues in schools and other public arenas ▪ Girls do better educationally but career wise do not do as well ▪ Females and males segregated in schools ▪ A lot of initiatives in place to challenge stereotypes of men/women in the media ▪ Ofstead inspections strive to promote multicultural agenda but do not place emphasis on promoting gender equality ▪ Gender in the Workplace policies more about sex discrimination ▪ Pay gap between men and women ▪ Paternity leaves there but not enough monitoring ▪ In Hungary 98.3% women take parental leave compared to 1.7% men. ▪ A lot of pushes from the government in the UK to support women in the workplace through policy implementation ▪ A lot of good practices but downfall on the implementation side of things ▪ Domestic Responsibilities In media chefs are more visible but women still seen as the ultimate domestic goddesses



	<ul style="list-style-type: none"> ■ Women get criticised for not letting go of their territory as they feel this is the only one thing they are good at highlighting their vulnerability ■ Women do not trust men with childcare/household chores ■ Divorce in single parent family leads to absence of role model ■ Fear of peer pressure what others will say ■ <u>Positive actions to move forward</u> ■ Support male creating value and encouraging support not pressure ■ Through media, educational systems, raising awareness to challenge stereotypes, balance in life, forming support groups e.g. fathers groups and intergenerational work etc ■ <u>Way forward from the consultation in terms of Shantona & Local Action Group</u> ■ Consultation/ engagement ■ Awareness raising learning and development ■ Good practice guide ■ Local implementation/ monitoring (leadership/commitment) ■ Equal Partnerships in Leeds (education/social other sectors) ■ A checklist for all organisations to score themselves by ■ A good family/friendly workforce ■ Robust monitoring system ■ Do you provide Training on equal basis ■ How do you measure impact on policies ■ Are you ready to implement policies according to gender equality and best practice?
<p>B) Gender in the workplace John England Deputy Director Leeds Social Services</p>	<ul style="list-style-type: none"> ■ John is the equality and social cohesion champion for his department. ■ He highlighted Leeds city council has a lot of data and plans to respond to challenges of gender equality. He also talked about Pay gaps and recruitment as well. ■ Pay gaps Need more flexible working to encourage work life balance. ■ Women in term of pay on still get less than man. (Even in managerial level). ■ The pay gap between men and women is 17.5 % ■ Recruitment: There are skill gaps in labour market due to the increasing of white colour jobs.
<p>C) Gender in the workplace Sarah Hayes Interim Director of Communications and Corporate affairs Leeds</p>	<ul style="list-style-type: none"> ■ Sarah Hayes is one of the directors of the Leeds PCT. An organization which brought together the previous 5 PCTS and organization which will now take the work of those 5 PCTS and accelerate the equality and diversity agenda. ■ The PCT provides healthy services for the population of Leeds and whilst there is a vast range of issues regarding gender and the services PCTs provide. ■ Presentation focused on the workplace and some of the gender issues relating to that highlighted several employment issues that they practice in their work



	<p>place.</p> <ul style="list-style-type: none"> ▪ Recruitment, Concentration of one sex in particular areas of work, Flexible working/part timework, Parents and carers leave, Paternity and maternity leave, Sexist/sexual harassment, Trans sexual staff, Equal pay, Grievance and disciplinary, Retirement/Redundancy, Equal pay. ▪ Mentioned one proverb: "To treat me equally you may have to treat me differently" (Barbara Burford). ▪ In conclusion She said, in this 21st century, The NHS must be responsive to the needs of different groups and individuals within society and challenge discrimination on the grounds of ethnicity, age, gender, disability, sexuality and religion"
<p>D)Socialisation and Education Ken Morton Director of learning Communities team part of school improvement team Education Leeds</p>	<ul style="list-style-type: none"> ▪ Ken Morton- low employment choices and progressive within the education system reflect gender disports. ▪ Highlighted how subject choices are still gender biased. ▪ The role of the curriculum in challenging stereotypes and from their challenges-gender based employment Choices. ▪ Interestingly even though it is considered conventional wisdom to use role models as change catalysts -they in part minor gender stereotypes. ▪ Average salary of the teacher in secondary school is more than the primary school teacher, and also we see a totally different scenario in secondary school boys and girls.
<p>4) Questions outlined</p>	<ul style="list-style-type: none"> ▪ How are the big organizations working city wide towards Gender equality and these equality issues? Also in Strategic level? ▪ In school now the boys and girls are taking subject IT, Math's ...Do you think there is any change taking place? ▪ Will there be any champion in diversity management?
<p>5) Workshops key issues outlined A)Domestic Responsibilities</p>	<ol style="list-style-type: none"> 1. <u>Women's Personal view: (Standards of how the house work is done)</u> <ul style="list-style-type: none"> ▪ Boys /men need to be taught domestic skills in school/ community. E.g. Cooking, washing, clothing, cleaning, ironing. ▪ Parenting skills need to be taught to men ▪ Increase child care service ▪ Men in care roles increasing ▪ Pay gap influences roles/duties. ▪ Very limited numbers of men have taken on the new male role (care of children, shopping, and cleaning.etc.) ▪ Culture/ community support for the change. 2. <u>Very few men are getting in child care sector</u> <ul style="list-style-type: none"> ▪ -Men are pre assumed that they aren't meant for child care job.



	<ul style="list-style-type: none"> ■ Young generation is coming up with gender equality issues ■ Changing attitude ■ Raising awareness at school ■ Institutional training & education (compulsory session for both boys and girls. <p>3. <u>Family & Peer – Group pressure</u></p> <ul style="list-style-type: none"> ■ Men are facing family or peer group pressure while they are doing household activities. <p>4. <u>Father's involvement/ tie with children:</u></p> <ul style="list-style-type: none"> ■ This will happen if fathers are facilitating to take leave from job.
<p>B) Socialisation and Education</p>	<p><u>1. Are there any good practices within the organization / personal life?</u></p> <p>Positives:</p> <ul style="list-style-type: none"> ■ Role model is easier to do in primary ■ Seeing family member in university ■ Single sex school high attainment level does work. ■ Mentoring schemes to encourage school to attend university. ■ Big organization to come to grass root levels. ■ Foundation level preparing people for university ■ Work placement give new flavour of different job ■ Generating genius –aimed at black children to go into medicine etc. <p>Negatives:</p> <ul style="list-style-type: none"> ■ More segregation of high schools more aware of differences. ■ Paying for education not motivated. ■ Peer pressure/ family pressure/ culturally some families not aware of what is available. ■ Who makes choice? Does background make difference? <p><u>2. What can be done to promote good practice?</u></p> <ul style="list-style-type: none"> ■ Local role models networking / talk to people. ■ Raising awareness of moral choices. ■ Raising limits of community working together. Bringing back aspiration e.g. Community worker. ■ Changing attitudes held by people. ■ Shantona network find out what other organizations are doing. ■ New faith/ religious agenda getting people involved.



	<p>3. <u>Key priorities as a city locally:</u></p> <ul style="list-style-type: none"> ■ Support for parents from schools (not enough funding to keep this going) ■ People from community sitting with young stars, sharing experiences. ■ Encourage /support those without educational background to encourage children – can be seen as negative not always everyone want to go through education some just want a job. ■ Ethical or moral issues. ■ Attitude towards certain backgrounds need to change ■ Somebody has to take charge. <p>4. <u>How will local organization take this agenda forward?</u></p> <ul style="list-style-type: none"> ■ Did we target night people? ■ Review aims/objectives ■ Sharing information/joint thinking ■ Local politicians involved ■ Work should be taken to equal opportunity departments in the city ■ Training day ■ Newsletter disseminating data ■ Accountability ■ Cases need to be promoted and made aware of bad practice within organization.
<p>C) Gender in the Workplace</p>	<p>1. <u>Are there any good practices within the organization / personal life?</u></p> <ul style="list-style-type: none"> ■ Challenging stereotypes/dispelling myths. ■ Understanding your organization/values ■ What is the behaviour? - engaging women ■ Taking different relationship account in organization/values, not making individual/ cases but integrating it into core values. ■ Challenging the subtleties that exist. ■ Challenging the subtleties that exist ■ Expectations- How do they arise how can we challenge them? ■ Socialization impact ■ Has to be advantage to men being change agents ■ How are consultations comments going to translate into change? ■ Need to identify barriers and address them. <p>2. <u>What are the keys?</u></p> <ul style="list-style-type: none"> ■ Who takes responsibility for flexible working? May it should be done differently and towards men to ensure equity



	<ul style="list-style-type: none"> ■ Management attitudes ■ Cultural shift has to be top down ■ Who are the key stakeholders for the city? ■ Stakeholders need to be building in saving these issues? ■ Use role models (Women in high position) use as example of good practice. ■ Need to talk to community leaders individually rather than representatives. ■ How do you engage community groups at different levels? ■ We have got the policies in place, how do we make it work? ■ It's about real actions not policies. ■ Needs to target the people at the top. ■ The current main threat is that although a member policies and procedure are already there but putting them in lace is urgently needed because they are not in place. ■ Shift work forces like in PC T need action to help them with gender wise. ■ Not only is to take top level down but taking grass root level up necessary as well. <p style="text-align: center;">3. <u>Cultural Changes are required by:</u></p> <ul style="list-style-type: none"> ■ Sign up ■ Demonstrating our policies in place ■ Demonstrating job sharing gender wise ■ Individual from different faith and organization could make gender issue better; can make a great deal of differences.
6) Feedback	<ul style="list-style-type: none"> ■ <i>In this situation there is greater need for an action plan To take the agenda forward</i> ■ <i>Resource and funding are concentrated in few sectors.</i> ■ <i>There is a greater need for cultural changes – through school, universities and community group.</i> ■ <i>Acknowledgement of continuous disparity from peer group family members etc.</i> ■ <i>Male members of the society have skills but they need some radicalism, campaign and institutional drive to bring together organizations to share views & ideas.</i> ■ Needs to listen to what People are saying to represent them Equality and diversity are embedded in a cross cutting way. ■ Shantona – need to bring gender at political level Govt. authorities and private agencies need to work together. ■ We need to assess equality and disparity in Leeds city wide. ■ Need to improve the Continued disproportion between Men and Women's role in the workplace ■ Key issues outlined



	<ul style="list-style-type: none"> ■ Peer Pressure ■ Domestic training – part of life style <ul style="list-style-type: none"> ● Innovative solution which enabled to foster gender equality ● Challenge to campaign. ● School curriculum ■ Shantona is trying to push the gender equality agenda at a local, national and European –wide level. ■ The speakers from the public sector offered to be vocal about their intension to meet their duties under the forthcoming gender equality duties. ■ Clear that while some measures have been taken there is along way to go. ■ Clear that equality and diversity is not embedded in a cross cutting way. ■ More importantly public authorities are working in silence and not sharing best practice or challenging poor performance. ■ Gender inequality is too important an issue to leave to the sidelines. 3% of chief executives in LA are women, 0.5% of PCT chief executives are women. ■ When speaker has been asked what positive outcome could they see coming out of today event, the response was “we will assets the diversity network at a strategic level. ■ There are number of individual initiatives and there is clearly an imperative for cross- sect oral work.” ■ Key words “assess the probability” – we can no longer be tangled in rhetoric. The time for action is now – It is in this respect feedback is going to be critical in being a driver for action.
7.Close	<ul style="list-style-type: none"> ■ <i>Thanking everyone for there input throughout the event</i> ■ On a whole the event was very productive and a lot of interesting issues were highlighted throughout the debates in the all three workshops ■ Good practice guideline will be produced and sent out to all people attending the event once all the information is put together

Local dissemination event – Regional Development Agency Pezinok –Senec

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Local dissemination event – Jollet , Hungary



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