

WORKING GROUP ON GENDER EQUALITY AND DIVERSITY

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1.-SPANISH LEGISLATION IN 2024 (FAMILY ACT)

2.- SITUATION IN SPAIN

3.-CCP KEY STRATEGIES TO ADVANCE GENDER EQUALITY

After over a year of negotiations, the Spanish government finally approved the Ley de Familias, in March 2024.

It has been a significant step forward in promoting gender equality. Here are some of the main measures:

1. Flexible Working Hours and Extended Parental Leaves, as:

Paid leave to care for sick family members (up to 5 days of paid leave to care for an unwell child, as well as other family members such as grandparents, siblings, and grandchildren, or **cohabiting partners or flatmates**).

Additionally, up to **4 days of paid leave per year will be available for family emergencies**, such as accompanying a partner to a medical appointment.

Parents will also be granted **8 weeks of unpaid leave that may be used intermittently until their child reaches 8 years of age**. This leave can be used for various reasons, such as when a child needs to switch schools or is experiencing difficulties.

The law's provisions for **extended parental leave and flexible working hours** have been instrumental in helping parents balance their professional and personal lives. This has encouraged more men to take on caregiving roles, thereby challenging traditional gender norms and promoting a more balanced distribution of domestic responsibilities.

2. Financial Support for Families:

The law includes some benefits and discount for a new category of families called "**Families with the greatest support needs for upbringing,**" which encompass large families and single-parent families with 2 children, families with 2 children with disabilities, those headed by a victim of gender violence, and spouses who have obtained sole custody without financial support.

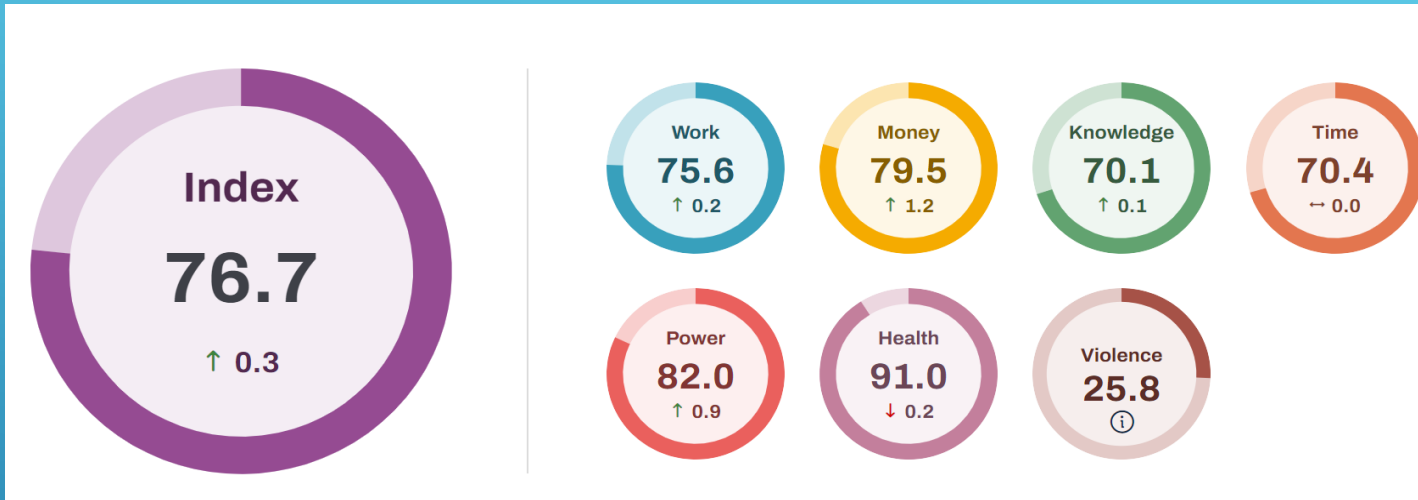
All mothers (employed or unemployed) with children aged 0 to 3 years will now receive 100 euros per month and per child (125 euros for single-parent families), regardless of their employment status. This benefit includes families who adopt or foster children.

3. Recognition of Diverse Family Structures :

Including adoptive, reconstituted, LGTBI, families with members with disabilities, multiple, and foster families. This inclusivity helps to break down stereotypes and promote equality for all family types.

Overall, the Ley de Familias measures collectively contribute to a more equitable distribution of caregiving responsibilities and support for families, which in turn helps to advance gender equality in Spain.

SITUATION IN SPAIN (GENDER EQUALITY INDEX 2024).



Spain ranks fourth in the EU's Gender Equality Index.

SE	82.0
DK	78.8
NL	78.8
ES	76.7
BE	76.1
FR	76.1
LU	75.4
FI	74.5

Key highlights

- Participation in the labour market increased for both women and men.
- Women's disposable income increases less than men's, slightly widening the gender gap .
- Women are more likely to have tertiary education.
- The gender gap in cooking and housework has narrowed significantly over time.
- Increasing representation of women in parliament.
- Spain's central bank has one of the highest proportions of women in the EU.
- Women's power in social sphere has increased.

There is room for improvement!

(REAL) SITUATION IN SPAIN

Spain has made **significant legislative advances in gender equality** over the past seven years. However, despite these efforts, **full gender equality is not expected to be achieved until 2062.**

The progress has been slowed down by persistent **gender stereotypes and unconscious biases** that continue to place women in caregiving roles, limiting their free time due to domestic responsibilities.

Despite of the rank in the Gender Equality Index, **Confederation of Managers and Professionals** claims that there is room for improvement, because **MOST WOMEN** in SPAIN:

1. find **more difficulties incorporating** into the world of work and access to positions of responsibility.
2. are underrepresented in STEM fields and other strategic fields.
3. almost **always have lower salaries** (19% less than men).
4. continue to **carry out care tasks almost exclusively.**
5. suffer gender stereotypes, limiting hers aspirations and opportunities.
6. have **fewer economic opportunities.**
7. are more likely **to work in informal jobs and in vulnerable, poorly paid or undervalued Jobs.**
8. their **participation in collective bargaining is scarce** .or null.
9. **3 out of 4 Spanish** women report having been **victims of sexual harassment** more than once.
10. **17.3% say that the aggressor was a man in their work environment.**

CCP KEY STRATEGIES TO ADVANCE GENDER EQUALITY

According to **Confederation of Managers and Professionals**, organizations can create a more equitable and inclusive workplace and use technology as a powerful ally to advance gender equality.

Here are **some key strategies**:

- 1. Equal Pay Audits and Training and Awareness** on unconscious bias, gender sensitivity, and inclusive leadership to all employees.
- 1. Telework as a fundamental right for workers:** to ensure that employees can choose to work remotely without employer`s approval. Employers must provide necessary tools and training for remote working.
- 2. Mentorship and Leadership Programs:** to support women's career development and advancement and provide guidance and networking opportunities, increasing women in leadership positions.
- 4. Clear Policies and Reporting Mechanisms:** Develop and enforce clear policies against discrimination and harassment, and provide safe and confidential reporting mechanisms.
- 5. Promote Women in STEM:** to pursue careers in science, technology, engineering, and mathematics (STEM) fields. This can include scholarships and visibility campaigns to highlight female role models in technology.

Artificial Intelligence to Reduce Gender Stereotypes

- 1. Bias Audits and Algorithm Transparency:** to identify and eliminate gender biases in algorithms.
- 2. Diverse Data Sets:** when training AI models to avoid reinforcing existing gender stereotypes and to ensure that data reflects a wide range of experiences and backgrounds.
- 3. Inclusive AI Development Teams:** This helps bring different perspectives and reduces the likelihood of biased outcomes.
- 4. Awareness and Education:** Raise awareness about the potential for gender bias in AI among developers and users. Provide education on how to recognize and mitigate these biases.
- 5. Ethical AI Guidelines** for AI development that prioritize gender equality. These guidelines should include principles for fairness, accountability, and transparency in AI systems⁵
- 6. Monitoring and Evaluation:** Continuously monitor AI systems for gender bias and evaluate their impact on gender equality. Use this data to make informed adjustments and improvements to AI technologies

Implementing
robust gender equality measures
is not just a moral imperative;
it is the **keystone** of a
thriving, equal, innovative, and inclusive
society

THANK YOU!