

GENDER IMPACT
ASSESSMENT REPORT ON
THE BUDGET OF THE
AUTONOMOUS COMMUNITY
OF ANDALUSIA FOR 2012



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Introduction



Article 114 of the Andalusian Statute of Autonomy states that gender impact shall be taken into account when drafting the content of all the regulatory laws and provisions of the Autonomous Community, amongst which is the Finance Bill. To implement this provision, Article 8 of Law 12/2007 on the Promotion of Gender Equality in Andalusia regulates the mandatory publication of the Gender Impact Assessment Report for the draft Finance Bill by the Gender Impact Commission of the Budget, regulated and implemented by Decree 20/2010 of 2 February.

The Gender Impact Assessment Report for the Budget of the Autonomous Community of Andalusia is also part of the budgetary documentation submitted as an appendix to the Budget, in accordance with the provisions of rule five of article 35 of the Consolidated Text of the General Law on Public Finance of the Regional Government of Andalusia, passed by Legislative Decree 1/2010 of 2 March.

The Budget for 2012 is marked by various characteristics which have direct and indirect implications for the achievements made in gender equality matters in the sphere of Public Administrations.

Despite the forecasts that by the present time a more advanced stage of economic growth would be attained, financial instability continues and the international economy has yet to recover the stability desired for enabling the productive fabric to develop normally.

Of particular concern are the difficulties of the financial sector in offering the credit required by families and businesses, and the instability of the debt markets. This has direct consequences on growth rates and, therefore, on the capacity for employment creation.

2012 will, however, be a year when it is anticipated that economic stabilisation will be achieved once the European Union strengthens the fiscal policy and financial stability coordination mechanisms recently approved.

In this context, firm commitment to the fiscal consolidation process must be maintained whilst at the same time making use of the financial autonomy of the Autonomous Community to bring economic stability and ensure social inclusion. This will enable basic public services to be maintained and productive activity to be promoted due to the higher economic multipliers linked to public spending, with the constraints inherent in the regulatory and financial dimension and capacity of a regional government.

In view of this, the Budget for 2012 contains measures intended to ensure continued public spending on welfare by means of a fairer and more progressive fiscal system, and to stimulate economic growth and employment, and to combat tax fraud.

Meeting these objectives calls for spending to be reorganised, whilst at the same time strengthening the measures aimed at rationalising and improving efficiency. This reorganisation places the emphasis on, firstly, protecting the priority areas of basic public services, such as health, education, justice, non-contributory pensions, the dependency programme and social services, these being policies with a far higher quantitative share of the Budget than others.

The Budget prioritises education as an essential asset for building a more prosperous future and a more competitive and enterprising economy able to generate profits from the possibilities offered by the information society. Education geared towards creativity, effective equality between men and women, and diversity, are added values for businesses and people. In this respect, the Budget for 2012 backs education firmly, keeping its weight in the GDP.

Secondly, social security services will be maintained. The government's commitment to citizens since the beginning of the recession has been to achieve fiscal stability without dismantling the network of basic public services. The Budget for 2012 remains true to this political decision and social security services will remain at the same level as the previous year.

Thirdly, support will continue to be given to production sectors, businesses and self-employed professionals, by means of improving access to credit and promoting international expansion and innovation projects.

Fourthly, the Budget for 2012 focuses efforts on assisting those who have lost their jobs, both by improving their employability and offering careers guidance, and by setting up job creation projects.

Lastly, Local Authorities will be given significant additional resources in 2012, which will increase their autonomy and improve their financial situation.

All of the foregoing is part of the government's firm commitment to equal opportunities for men and women and, more specifically, its commitment to develop gender budgeting, based on the conviction that equality must be a goal of every single public policy. This is so because the public budget is an instrument which has demonstrated its validity for achieving social and economic objectives, whilst at the same time promoting effective equality between men and women.

In this respect, in addition to being a legal requirement, the Gender Impact Assessment Report for the Budget is a valuable evaluation document. It streamlines budgetary information from all executive departments and this information serves as the basis for measuring progress in integrating the gender focus into different policy actions and its translation into the budget. Its value has been multiplied since the legal requirement to submit it as an appendix to the Finance Bill of the Autonomous Community, because it increases the transparency of budget management and implementation and brings the gender equality dimension into public debate on the budget. It thus constitutes a powerful feedback tool providing key information for policy decisions, and at the same time the annual review of these policy decisions keeps the gender equality in the budget debate open on a permanent basis.

The Gender Impact Assessment Report on the Budget of the Autonomous Community of Andalusia for 2012 repeats the format of previous years, presenting and analysing the achievements made in the gender budgeting strategy of the Autonomous Community.

From this perspective, there are significant improvements in some of the public spending management instruments, reflected in positive figures and data in the fields of education, family/work life balance, rural development, new technologies and statistical information, amongst other areas. Also of note are the activities to promote the international dissemination of the experience and dissemination in the scientific-academic fields of gender equality through budgetary action. Along the same lines are the steps taken to assess the gender budgeting experience itself, which will enable the challenges guiding future actions for this initiative to be identified.

The chapter on REALITY presents a series of situation indicators which are relevant from the perspective of equality between men and women in Andalusia. These indicators were prepared by the Andalusian Institute of Statistics and Cartography using the latest information available for each policy area. In this edition, new indicators have been included for the areas of power and representation, health, employment, the environment, and culture and welfare, the objective being to gain deeper knowledge of existing gender relations in Andalusian society.

The chapter on REPRESENTATION looks at the gender aspect of administrative personnel working for the Regional Government of Andalusia. The analysis considers, separately, General Administration staff, Public Education staff, Health Service staff, non judicial staff in the justice system and the executive staff of Public Agencies.

As a new feature this year, the chapter on Representation includes an in-depth analysis of General Administration staff, the evolution of which has been analysed over the period 2008 - 2011 in order to detect the most relevant typical features. Salient in this respect is that parity in the senior management category has been reached over this period, contributing to closer effective equality between men and women at the highest levels of decision-making and responsibility.

The fifth chapter concerns RESOURCES - RESULTS. It assesses the different impact that budget programme actions have on men and women. As in previous years, the starting point is the prioritisation established by the G+ methodology for different spending programmes which places emphasis on those actions which have a greater bearing on equality, in turn more significant in the economic context of reducing public spending. This will result in 2012 in the reorganisation of those spending policies in which gender sensitivity and impact are also prioritised, and which maintain public investment in budget programmes for employment, health, education and dependency programmes. This chapter contains gender-sensitive indicators for the budget programmes which break down by gender the number of persons targeted by these budgetary actions; also described are the actions with an integrated gender perspective, and calculation of resource investment can be made in relation to the results obtained.

The final chapter presents the gender-sensitive indicators for budgetary compliance, provided by the General Audit Office in June 2011; these are the retrospective indicators for the forecast undertaken in 2009 and the implementation of the budget for 2010.

Overall, the Budget for 2012 is a gender-sensitive budget which reorganises policies across the board from investment to social security services by means of increasing the weight of budget programmes with greater gender sensitivity and impact, which account for 71.3% of budget funds.

Over 18,083 million euros are set aside for programmes which have greater impact on individuals and a significant capacity to change reality from the gender perspective, since they make a contribution towards achieving effective equality between men and women.

Lastly it must be pointed out that today, within the framework of European and national agreements, it remains essential to design and implement strategies aimed at meeting budgetary stability obligations, but not at the cost of the achievements made to date regarding equality. For this reason, gender budgeting takes on a role of singular importance at this time as a tool for attaining gender equality. Gender budgeting enables us to assess the strategy adopted along with its coherence and consistency, since by incorporating valuable and costly public and private resources into the system and maintaining them, the effective equality which drives global growth strategy is turned into a prerequisite for maintaining growth capacity and for sustaining public finances in the long term.



Using public budgeting to improve gender equality

2

2.1. ACHIEVEMENTS IN THE GENDER BUDGETING STRATEGY OF THE REGIONAL GOVERNMENT OF ANDALUSIA

The gender budgeting strategy in Andalusia is the result of an agreed procedure driven by the Regional Ministry responsible for finance. Law 18/2003 of 29 December approving fiscal and administrative measures was the first law which took the initiative in encouraging analysis of the effects and outcome of budgetary measures on men and women, looking at the issues from the public finance perspective.

The Gender Impact Commission plays a central role in strategy operation and consolidation of the initiative. Since its creation and amongst its various other functions, this body has been responsible for designing the format of the Gender Impact Assessment Reports for the Budget and for publishing them. In addition, it has promoted the open and participatory methodology for making gender focus an integral part of the Budget, facilitating its integration into the budgeting process, whilst at the same time actively encouraging the cultural change which this initiative makes necessary.

The General Administration of the Regional Government of Andalusia has over 200,000 staff, around 7500 work centres and over 120 budget programmes. In this type of complex organisation, it is helpful to define progressive methodologies which enable revenue and expenditure items to be treated in a stepped fashion, so that initially the focus is on items with higher levels of impact and then is gradually extended to lower priority areas.

For this reason, the G+ Programme was created at the beginning of the experience. This is a working methodology developed by the Ministry of Finance and Public Administration within the Regional Government of Andalusia which aims to focus and concentrate efforts on the budget programmes with the greatest powers, responsibility and capacity to achieve gender equality. It also sets out a series of specific objectives to guide successive stages and actions, significant amongst which are:

1. Achieving a cultural change within the organisation enabling it to integrate the gender focus into its actions.
2. Defining a set of tools and methodologies for analysing the real situations targeted by budget programmes.
3. Drawing up simple strategies for measuring the gender impact of budget programmes.
4. Designing a methodology for efficiently incorporating gender perspective into everyday management.

The G+ Programme is made up of three stages: identification and classification of programmes using the G+ Scale; drafting and fulfilment of Strategic Guidance Documents (Spanish acronym DOEs G+), and monitoring and assessing results.

From the perspective of functional application, the first stage concentrates on classifying budget programmes according to their capacity to impact on the obstacles preventing effective equality between men and women, disregarding purely instrumental programmes. To do this the G+ Scale was created, which gives a rating out of a possible four to each one of the budget programmes (G+, G, g1 and g0 in descending order). It is not a definitive rating however, but is subject to annual review by the Gender Impact Assessment Commission.

At the present time, the breakdown of ratings for budget programmes is as follows: approximately 32.8% are rated as G+, 28.7% as G, 30.3% as g1 and 8.2% as g0. The importance that the Administration gives to gender perspective in the budget is also revealed in how it is structured from the G+ Scale point of view: 71.3% of the budget is earmarked for G+ rating programmes, 11.5% to programmes with G rating, 16.2% to those with g1 rating and 1% to those with g0 rating.

It must be pointed out that for the general classification of budget programmes using the G+ Scale, criteria of appropriateness and gender sensitivity are used. Gender appropriateness divides budget programmes into those which impact on persons and those which do not. Furthermore, programmes considered appropriate are classified as having high, medium or low gender sensitivity, according to specific criteria: firstly, the programme's impact capacity, defined by the number of persons affected by the actions contained in the programme; secondly, functional sensitivity, meaning whether the programme's sphere of action is recognised as exercising leverage for change in achieving gender equality, and thirdly, the transforming capacity associated with the programme's powers to act and the relevance these powers have for gender equality. Once the programmes have been rated, and according to the rating obtained, they are tied to a series of steps and stages which must be fulfilled so that gender focus is included.

Once the appropriateness and gender sensitivity of each budget programme has been established, the basis is in place for implementing the long-term strategy, i.e. the G+ Programme, in all the departments concerned. To do this, the G+ Scale rating of each one of the budget programmes must be linked to the content and scope of the actions it is designed to carry out. In other words, depending on the rating, each executive department defines the commitments it must make to ensure that gender perspective is included in its budget programme.

To take on the commitments arising from the rating given to each programme, a Strategic Guidance Document (DOE G+) is drawn up by each executive department. DOEs G+ are methodology documents which aim to encourage staff directly involved in the design, management and assessment of budgeting policy to commit to achieving gender equality. The result of this procedure is that today, each and every budget programme has a DOE G+ as a result of the efforts of executive departments in drawing them up and consequently pledging to improve gender equality.

Once the DOEs G+ have been drafted, the next stage is to support capacities and provide guidance for the gender mainstreaming procedure, making available the methodologies and materials for applying and implementing the different applications that each executive department and responsible area requires in order to implement gender mainstreaming. Within this line of action is the G+ Fund, a tool for reinforcing gender budgeting in the Regional Government of Andalusia. The results of this tool for gender mainstreaming in the Regional Government of Andalusia are detailed further on.

The gender budgeting strategy was first introduced in 2003 and has made giant steps since then. In 2007 thought was given to the need for having instruments for the procedure, and thus the explicit methodology of the G+ Programme was created. In 2008 this programme began to be implemented in a gradual fashion, and by the end of 2011 when the term of office approaches its end a balance sheet was drawn up assessing the main milestones reached in gender budgeting.

2.1.1. The most important achievements made by the gender budgeting strategy

As previously stated, the gender budgeting strategy in Andalusia has focused on providing guidance and support for budget programmes so that they integrate a gender perspective, paying particular attention to programmes with greater capacity to impact on the obstacles preventing effective equality between men and women.

Significant among these programmes in terms of their gender sensitivity and potential to exercise leverage for change are those which promote the work/family life balance and thus make it possible to achieve similar rates of employment for both men and women.

In this respect, the School Day Extension Plan puts in place longer opening hours for schools across the whole week, offering additional services such as early opening and refectories services and extra-curricular activities. Last year this programme was used by 597,900 pupils in 2082 schools, and from 2007-2008 to 2011 it has increased its allocation as shown in the table below.

Academic year	Refectory	Early opening	Extra-curricular activities
2007-2008	169,833	61,705	228,633
2008-2009	189,136	74,037	239,953
2009-2010	188,838	77,836	222,985
2010-2011	196,313	83,550	218,168

In the area shared by work/family life balance and infant school education, it is also worth highlighting that the Budget for 2012 makes provision for increasing the number of infant education places in state or mixed-funding schools to 100,000 and for increasing the number of state or mixed-funding schools offering these places to 1661.

Also in the education area, a gender divide has been identified in school truancy and in the ideal year level rate for pupils, which measures the percentage of boys and girls enrolled in the year corresponding to their age. In this respect, over the period of academic years 2004-2005 to 2008-2009 it can be seen that the difference in ideal year level rate for boys and girls is decreasing across all ages, with the exception of 12 year-old pupils where a slight increase can be observed over the period 2007-2008 to 2008-2009¹.

Dependency programmes also possess considerable capacity to impact on the obstacles to achieving effective equality between men and women, since the majority of dependent persons and their carers are women. Dependency programmes have therefore been increased over recent years and between 2009 and 2011 the number of women in Andalusia receiving financial assistance for the care of a dependent family member rose from 20,881 to 66,499, whilst the number of men receiving this assistance rose from 11,479 to 36,944.

The Autonomous Community of Andalusia gives assistance to top up State-regulated non-contributory pensions. The purpose is to increase the income levels and, therefore, quality of life, for those persons - mostly women - who, either because they have not entered the labour market or have not made sufficient national insurance contributions over the years, receive only the basic pension

¹ The bar chart showing this information is given on page 109 of this Report in the section containing Educational Indicators

amount. The Regional Government of Andalusia makes an additional contribution to this pension amount. Given the gender sensitivity of this assistance, and taking into account its contribution from the gender perspective, it has been increased over recent years and will be increased by 2% above the anticipated deflator value in the budget for 2012.

Achievements in Rural Development are highly significant in Andalusia, given the weight of rural areas in the Andalusian economy. From the gender perspective, it is interesting to note that ownership of agricultural holdings by women was 30% in 2009, having increased 2 percentage points from the census figures in this respect for 2007, at which time 72% of agricultural holdings were owned by men and 28% by women.

The Programme Contract between the Regional Ministry of the Economy, Innovation and Science (Spanish acronym CEIC) and Universities, with results-based financing, sets out three objectives for increasing the number of women holding professorships in universities, heading research projects, and in the governing bodies of publicly-funded universities in Andalusia. Through this initiative, the number of female professors has risen from 12% in 2008 to 31% in academic year 2009-2010. As regards research in science and technology, the number of female trainee researchers increased by 26.6% between 2008 and 2012, and the number of female research directors in R+D increased by 30.3%.

Similarly in the area of new technologies, progress is being made in achieving effective equality between men and women and closing the gender gap. Information on computer use for the period 2008 - 2011 shows an increase of 12.2 percentage points in the figures for women using computers and 5.4 percentage points for men. This represents a reduction of 7.4 percentage points in the computer use gap between men and women, so that from a figure of 10.8 percentage points in 2008 it has dropped to 3.4 in 2011.

Lastly, and concluding with one of the most strategic areas for improving gender equality - gender perspective statistics - it can be observed that the Statistics and Cartography Programme for 2012 in Andalusia covers a total of 282 statistics activities. Of these, 129 break down information using the gender variable and 40 of them are directly developed by the Andalusian Institute of Statistics and Cartography. Among the activities which have included gender focus for the first time are: automated methods for linking records; life-path statistics; the survey on disability, personal autonomy and dependency situations; the cross-sectional statistics on the Andalusian Population Census; the annual mixed income of Andalusia and the survey on living conditions.

In matters of administrative activity and management, the gender budgeting strategy has here too made significant achievements in developing tools for managing spending in the area of transfers or subsidies, and in placing women in positions of higher responsibility and decision-making posts. Public policies for education, employment, overseas activities, trade, sport, and innovation and culture have incorporated evaluation criteria which promote gender equality into the regulatory basis for awarding competition-based subsidies.

Important amongst these evaluation criteria are: prioritising equal conditions of participation for men and women in these projects and activities; making gender perspective an integral part of the project; applying a gender equality plan to the subsidised activity; using gender-specific indicators or implementing monitoring and evaluation systems which enable gender impact to be analysed; ensuring balanced distribution of men and women in the project team; and developing projects whose content is related to equal opportunities, able to promote processes of reflection and to challenge and change gender prejudice and stereotypes in the community involved, encouraging co-responsibility and equality in family and social environments and in the careers development area.

The examples of evaluation criteria described above for the regulatory basis of awarding assistance and subsidies are quantified, amongst other ways, by a one-off increase of the score obtained or the sum of an additional percentage. The tools for carrying out budgetary spending thus include gender focus in administrative management, whilst at the same time promoting effective equality between men and women in Andalusian society.

2.1.2. Results of the G+ Fund

One of the activities for developing gender mainstreaming was the launch in 2010 of the G+ Fund by the Regional Ministry of Finance and Public Administration. The G+ Fund is a set of incentives aimed at encouraging the executive departments of the Regional Government of Andalusia to create projects for reinforcing gender budgeting. Its primary objective is to maintain and strengthen these departments' commitment to achieving gender equality in Andalusia by means of incorporating the gender perspective into the budgeting process within the framework of the G+ Programme.

The projects proposed must be geared towards one of the three major objectives established in the regulatory basis of the G+ Fund:

- a) Gender-focused research into the real situation of the citizens of Andalusia;
- b) Designing gender-focused budgeting actions;
- c) Reinforcing the gender issue knowledge of staff involved in the budgeting process and their capacity to apply such knowledge to their activities in this area.

In compliance with the G+ Fund regulations, executive departments were required to present a report of their activities by 31 January 2011, thus completing the implementation of projects financed by the Fund. This report must contain an assessment of the degree to which the project met its targets, of the practical adequacy of the activities for meeting objectives, and lastly of the effective and deferred impact of the project. The Directorate-General for the Budget was required to submit a summary of the report detailing the activities carried out to the Gender Impact Assessment Commission of the Budget.

Thirty-three projects applied to the G+ Fund for financing, of which 22 were successful, representing 31 executive departments across all the regional ministries except for the Presidency and Culture Ministries. Among the applications, 10 were joint projects submitted by various executive departments. The total amount of incentives awarded was 845,652 euros, 72% of which went to 15 research projects and 28% to training projects.

In order to endorse and carry out general monitoring of the integration of gender perspective into budget programmes, follow-up meetings were held in July and November 2010 after the call for proposals. Similarly, after the reports on the projects carried out with G+ Fund financing had been studied, a series of bilateral meetings took place between the Directorate-General for the Budget and the persons in charge of the projects in May 2011, so that first-hand knowledge of their impact could be obtained.

In overall terms, it can be stated that the G+ Fund has met its target of encouraging executive departments to include gender perspective in the Budget of the Autonomous Community of Andalusia. This is so because either through studies and research or through training of staff in the competent area in each regional ministry, all the actions carried out provide greater knowledge of specific aspects of gender relations within Andalusian society, and such knowledge is decisive for allocating economic resources in accordance with the specific requirements of men and women.

The executive departments involved in this initiative have undertaken a set of actions which have major potential for gender mainstreaming in budget programmes, since the results of studies and research can be used in planning lines of strategy for future actions by the departments. Significant examples in this respect are: "Study on causes of differences in performance at school" (Directorate-General for Participation and Innovation in Education), "Defining mobility patterns in public transport" (Deputy Ministry of Public Works and Housing) and "Designing a procedure for creating a map of indicators and its implementation through gender equality programmes in the departments and institutions of the Andalusian Health Service" (Directorate-General for Health Planning and Innovation).

Likewise it is envisaged that the set of training programmes will result in better levels of knowledge and awareness for achieving gender equality, in turn producing a significant multiplier effect on staff working in the different departments serving the public. Of note in this respect are: the “Training programme for gender budgeting in Rural Development” (Directorate-General for Sustainable Development of Rural Areas) carried out jointly with the Andalusian Institute for Women’s Affairs, and the “Training programme for gender mainstreaming in the Dependency, Active Ageing and Disability Programme” (Office for Dependency Services).

Lastly, the Gender Inequality Index project (Directorate-General for European Funds and Planning, working with the Andalusian Institute of Statistics and Cartography) was assessed as an innovative activity defining a summary index of gender inequality. This index called INDESGEN looks at five socio-economic areas and enables gender inequality in Andalusia to be quantified and compared with the rest of Spain, and will serve as an indicator for monitoring and assessing the 2007 - 2013 Competitiveness Strategy for Andalusia.

In overall terms the G+ Fund has, therefore, translated into progress in including the gender perspective in budget programmes, always bearing in mind that the gender mainstreaming strategy requires regional ministries to carry out ongoing actions in terms of research, training, adjustment of tools and procedures, coordination with other social agencies, etc., in order to maintain, extend and assess how gender focus is incorporated in their areas of jurisdiction.

Finally and in order to contribute to the exchange of experiences and good practice in integrating the gender focus into Public Administrations, summary files have been drawn up which contain basic information on each project: name, regional ministries and executive departments responsible, objectives envisaged, activities carried out and results obtained. The files have been created with a view to publicising the initiative in the Gender Budgeting section of the Regional Ministry of Finance and Public Administration website. The website² contains a table of the aforementioned files and a synopsis of the results of the projects financed by the G+ Fund following their validation by each regional ministry.

2.1.3. Strategy assessment stage

A third stage of monitoring and assessment of the implementation and results of the G+ Programme is also planned. Its basic aim is fully to explore whether progress in gender equality has genuinely filtered down into the actions of executive departments. Likewise its purpose is to consolidate the achievements made over the last four years and to provide feedback on gender mainstreaming in public budgeting.

2 http://www.juntadeandalucia.es/haciendayadministracionpublica/planif_presup/genero/fondo_g.htm

As with the prior stages of the programme, specific tools have been designed for the assessment stage to monitor budget programmes. These tools are the Progress Report and Gender Auditing. The former provides an interim assessment of fulfilment of the DOE G+ commitments taken on by each executive department in order to evaluate progress and to redefine commitments for continuing to make a direct contribution to achieving the effective equality of men and women. The latter, regulated by Law 18/2003 of 29 December, is being designed and planned as a progressive tool for assessing the progress in gender equality terms of the Regional Government of Andalusia's budget programmes in relation to the commitments acquired in the framework of the G+ Programme.

Since the beginning of the assessment stage, it has been considered advisable for the assessment process to respect the participatory and open nature that has been a feature of the budgeting strategy since it began. With this in mind, an evaluation and situation analysis was carried out involving the people targeted by the most qualitatively significant actions of the G+ Programme. This target population is formed by the General Administration staff of the Regional Government of Andalusia responsible for running and managing budget programmes.

The individuals in these posts have been the receivers and users of the methodology tools for steering the Budget towards gender equality, and of training programmes, technical support and awareness-raising activities, all developed to achieve gender mainstreaming in the different areas of jurisdiction.

The main objective of this assessment analysis in social research terms has been to obtain real information on the opinions of executive and management staff in the Regional Government of Andalusia regarding the gender budgeting strategy, and to take note of their suggestions for improving the resources and procedures used in this strategy. This was carried out by means of a telephone survey³ in the third quarter of the year on a sample of staff in career bands 28 and 30.

The staff interviewed showed that they were aware of the existence of gender inequalities and the overwhelming majority approved the actions implemented by the Regional Government of Andalusia to tackle this socio-economic problem. Over 96% of the persons surveyed agreed that Public Administrations should take action to combat inequalities between men and women, and almost 90% agreed with the strategy by which each executive department accepts responsibility for implementing the appropriate measures for reducing these inequalities.

³ Surveys were carried out on 338 staff at levels 28 and 30 in all the regional ministries. The survey took the form of a questionnaire with 25 questions, some of which multiple-choice, with a sampling error calculated at +/- 4%, a single random design with a significance level of 95.5% ($z=2$), and an approximate answering time of 15 minutes.

However, staff at this level do not have in-depth knowledge of the overall social limitations faced by women and specifically of gender inequality, which suggests that it would be useful to continue offering training activities in the different areas of jurisdiction to improve knowledge of the real situation, and to provide information and action measurement tools. In overall terms, staff with the greatest knowledge/awareness of gender inequality in the workplace are those in the 36 to 45 year-old age group, with a low number of dependents (1 child), specific training in gender issues and gender budgeting, and who run G+ rating budget programmes.

Separately, the majority of those surveyed valued extremely positively the gender equality strategy enshrined in the Budget of the Regional Government of Andalusia. Three out of four of the persons interviewed (74.5%) agreed that budgeting is a good tool for tackling gender inequality in a comprehensive manner. However, a lack of knowledge regarding this strategy was observed in departments whose budget programmes are less gender-sensitive and pertinent. Here, 64% of the persons interviewed did not think that gender inequalities existed in their areas of responsibility.

With regard to the gender budgeting strategy of the Regional Government of Andalusia, 93.3% had heard of it or had experience of it and 64% knew one or more of the specific tools for it (such as the Gender Impact Assessment Report, the G+ Programme or the specific training offered), but only 30% of staff directly involved in budgeting activities knew the G+ Scale rating of their budget programme. In this respect, and for increasing the effectiveness of the gender budgeting strategy, the request most frequently reiterated by 45% of staff interviewed was for more information, greater circulation of information, or training in the area.

In general and taking all of the above information into account, the survey reveals that there is a high degree of awareness of gender inequalities, awareness of the work still remaining to be done and of the effort required to achieve effective equality between men and women. That this awareness exists is an encouraging result in itself, since along with the wide acceptance of the gender budgeting strategy revealed by the opinions expressed in the survey, it can also be deduced that things are moving in the right direction. Future challenges are therefore to ensure that Regional Government of Andalusia staff have fuller knowledge of the real situation from the gender perspective, greater access to updated information relevant to their area of responsibility, and better training to enable them to interpret and find solutions for the gender-related problems they face in their day-to-day administrative work.

The staff interviewed expressed a high degree of willingness to attend general courses on gender equality and specific courses on gender budgeting tools. This opens up the possibility of reinforcing training in a more intensive and focused fashion, adding in different yet closely related areas such as gender equality, the economy and gender

budgeting. In this way, the theoretical framework of action is still provided, along with other diverse tools and instruments for applying gender focus to the different stages of programme and policy cycles. This will enable staff to construct opinions and make decisions which respond at all times to the complex and varied reality in which men and women operate, in a differentiated manner and under equal conditions.

To conclude, it is still necessary to impact on the assumption of responsibilities and commitments as regards efficiency and gender equality, and to continue working to make progress in the gender budgeting framework so that the effort and resources invested are profitable. Likewise, progress must continue to be made in improving the quality of public services designed for the men and women of Andalusia.

2.1.4. Other actions

Over the last few years, the experience of Andalusia has become nationally and internationally recognised, and its representatives have been invited to attend various seminars and forums specialising in promoting gender equality. Over the course of 2011, the gender budgeting experience of the Regional Government of Andalusia has been presented at the Conference “Counting on Women: Gender, Care and Economics”, organised by WISE (Women in Scotland’s Economy), held in May in the city of Glasgow; in July and at the invitation of the United Nations System, its representatives offered technical support to the Nicaraguan government; and in November the experience was presented at the International Conference on “Good Practice in Gender Mainstreaming: Towards Effective Gender Training”, organised in Brussels by the EU European Institute for Gender Equality.

As part of the academic dialogue for reviewing and exchanging visions aimed at improving gender budgeting, various articles have been drafted over 2011. Among them are: “The gender budgeting experience of the Regional Government of Andalusia: analysis of the different stages of the process”, published in the Institute of Fiscal Studies journal “The Budget and Public Spending”; and the chapter “Gender, Budget and Public Policies: a strategic alliance for equality” in the monograph titled “The changing situation of women in Andalusia”, part of the Social Reality collection by the Centre for Andalusian Studies Foundation.

Equally in the area of research, exchange of experiences and network creation, the Andalusian experience forms part of the European network of experts in gender budgeting (European Network for Gender Budgeting), a body of recognised experts from the academic and consultancy worlds and Public Administration. And lastly, the programme and strategy use social networking sites as a tool for communication, increasing the number of users and keeping them updated on the real situation and in touch with specialists in the field.



Reality

(Equality in Reality)

3

The third chapter of the report, entitled “Equality in REALITY”, is in itself a short report on the “state of the art” regarding the situation of women and men in Andalusia, examined through a focus on gender equality.

The chapter is divided into fourteen thematic sections presenting the latest available data on the population: presence of women and men in different spheres of power and responsibility in society; employment, income and pensions; taxes; companies, universities and information and communication technologies (ICTs); education; housing; transport; health; sport; culture; agriculture and fisheries; environment; and, finally, social welfare, the work/family life balance, care of dependents and gender violence.

The methodology used to prepare this chapter repeats the format employed in previous years. Firstly, in a planning phase, the relevance of the indicators used in the previous year’s report and the extent to which they have been updated for the new report is checked, eliminating indicators that cannot be updated for reasons related to the production of statistics. In a second phase, in collaboration with the Andalusian Institute of Statistics and Cartography, new indicators that can be incorporated in the different sections are identified and submitted to the Gender Impact Commission of the Budget for approval. Finally, the regional ministries are asked to analyse the indicators in the report that reflect the gender equality situation in their respective areas of responsibility, and their reflections on the situation serve as a guide through the statistical analysis. The chapter on REALITY is therefore actually an ensemble collaborative work carried out by all the Regional Ministries of the Regional Government of Andalusia, a large number of executive departments and the Gender Impact Commission of the Budget chaired by the Regional Ministry of Finance and Public Administration.

The report covers the same thematic areas as the previous report corresponding to year 2011. However, some areas have been supplemented by the inclusion of indicators that first appeared in the series of Gender Impact Assessment Reports on

the Budget of Andalusia. The decision to increase the number of indicators stems from interest in furthering knowledge of gender relations and because national and Andalusian statistics have, for some years now, incorporated gender mainstreaming in the planning of statistical operations.

In Andalusia, Law 4/2007 of 4 April has provided the necessary impetus to ensure that gender perspective is systematically incorporated every year in an ever-increasing number of statistical operations and actions, in this way providing more indicators of the real situation. Nearly half of the 280-plus statistics activities developed within the scope of the 2012 Statistics Programme of Andalusia, will be statistics broken down by sex. This represents an increase in the number of gender perspective statistics, resulting not only from the implementation of Law 4/2007 but also from the commitment of the Regional Ministries of the Regional Government of Andalusia, and in particular their executive departments, gradually to broaden the catalogue of data and records incorporating the gender variable.

This edition incorporates a total of 100 indicators presenting the latest available data on the main areas covered in this chapter. The most noteworthy indicators used in the chapter are (in order of appearance) as follows:

The section on power and representation includes data on the participation of men and women in the governing bodies of political parties. Moreover, all the data shown on the participation of women and men in municipal councils, provincial government offices and Autonomous Community level parliament and executive bodies have been updated through the incorporation of the results of last spring's elections.

The section on employment presents data on the participation of women and men in the private and public sectors. This section also includes data on maternity and paternity leave granted in Andalusia.

The section on health presents data on the number of deaths by suicide in Andalusia and Spain. It also incorporates a new variable: data on admissions for treatment of psychoactive substance abuse or dependency broken down by sex, substance and other socio-economic conditioning factors.

The section on environment includes some indicators from the latest Eco-barometer published by the Regional Ministry of the Environment that measure sensitivity towards environmental issues, knowledge of specific environmental matters and women and men's willingness to adopt different pro-environmental and ecologically responsible behaviour.

The section on culture presents data from the survey on cultural habits and consumption conducted by the Regional Ministry of Culture. The indicators incorporated in the chapter entitled “REALITY” reveal certain notable differences between the cultural interests and habits of Andalusian women and men. This section also includes data on jobs created in the cultural sector and how certain sub-sectors are clearly masculinised and others feminised.

The final section of the chapter on social welfare, work/family life balance, care of dependents and gender violence analyses data from the Time-Use Survey and describes differences that still exist in terms of the time dedicated by women and men to two areas of life: domestic duties and family on the one hand, and paid work on the other.

Finally, it is important to mention that in this year’s report most of the indicators are accompanied by an analysis of the development of the indicator in question since the beginning of the term of office.

Therefore, the overview of the current reality of the Autonomous Community of Andalusia presented in this chapter will make it easier to follow chapter five of the report, entitled “RESOURCES-RESULTS”, which describes how the Regional Ministries of the Regional Government of Andalusia will allocate the budget they have been assigned to achieve the objectives and develop lines of work to reduce gender inequalities identified in their respective jurisdictions, and thus achieve greater equality between women and men.

3.1. POPULATION AND IMMIGRATION

The main aim of the budget of any administration is to satisfy, as far as possible, the aspirations and needs of the dependent population. Therefore, in order to prepare the best budget possible, it is essential to obtain and analyse statistics on the population of the Autonomous Community of Andalusia not just in absolute terms but also broken down by sex, age or origin, in order to fine-tune new policies and plan resources to support each of these policies.

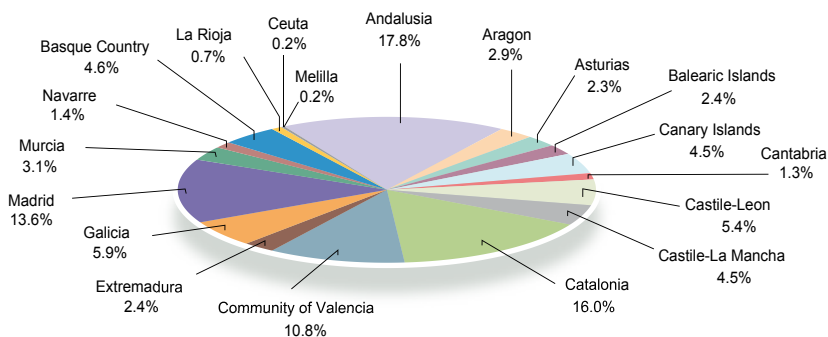
3.1.1. Distribution of the population by Autonomous Community and sex according to the latest Census as at 1 January 2011

Regional Ministry of Finance and Public Administration

As at 1 January 2011, the total population registered in Andalusian municipalities numbered 8,415,490 people, of whom 4,166,133 were men (49.5%) and 4,249,357 women (50.5%). This proportion is very similar to that of the total Spanish population (47,150,819 people), with 49.3% men and 50.7% women. The Andalusian population represents 17.8% of the total Spanish population and Andalusian men and women account for 17.9% and 17.8% of total men and women in Spain, respectively.

As shown in Figure 3.1, Andalusia is the region that contributes the highest percentage of population to the total population of Spain, followed by Catalonia (16%), Madrid (13.7%) and the Autonomous Community of Valencia (10.8%).

Figure 3.1. Population by Autonomous Community



Percentage of women in the total Spanish population: 50.7%

Source: National Institute of Statistics (INE). Municipal Population Census.
NB: Preview of data at 1 January 2011. Provisional data.

The Autonomous Community with the largest relative number of women in its population is the Principality of Asturias (52%), followed by the Autonomous Communities of Madrid and Galicia (51.7% in both cases). The Autonomous Community with the largest relative proportion of men is the Autonomous City of Melilla (51.3%) followed very closely by the Autonomous City of Ceuta (51.2%).

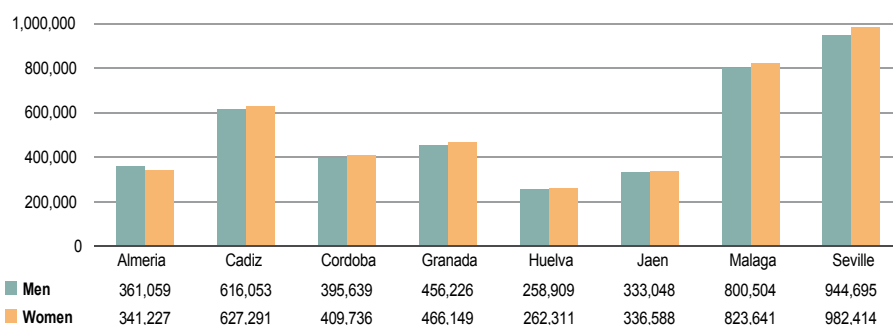
According to data from Municipal Population Censuses, the Andalusian population has increased by 2.6% since 2008. Broken down by sex, the populations of women and men have increased by 2.9% and 2.3%, respectively. The total population of Spain has increased at a slightly lower rate than in Andalusia, with the numbers of men and women increasing by 1.8% and 2.5%, respectively. The populations of all the Autonomous Communities have increased with the exception of Castile-Leon. The Autonomous Communities experiencing the largest increases in population have been, in the following order, the Autonomous Cities of Ceuta and Melilla, the Balearic Islands, the Autonomous Community of Madrid, the Region of Murcia, Castile-La Mancha, the Autonomous Community of Navarre and Andalusia. In all these Autonomous Communities, with the exception of the two Autonomous Cities, the female population increased more than the male population between 2008 and 2011.

3.1.2. Population resident in Andalusia by province and sex according to the preview of the Population Census as at 1 January 2011

Regional Ministry of Finance and Public Administration

According to the preview of the Population Census at 1 January 2011, the populations of all Andalusian provinces are relatively evenly divided between men and women. The province with the largest proportion of women is Seville (51%), followed by Cordoba (50.9%) and Malaga (50.7%), and the province with the lowest proportion of women is Almeria (48.6%).

Figure 3.2. Population resident in Andalusia by province and sex



Source: National Institute of Statistics (INE). Municipal Population Census
NB: Preview of data as at 1 January 2011

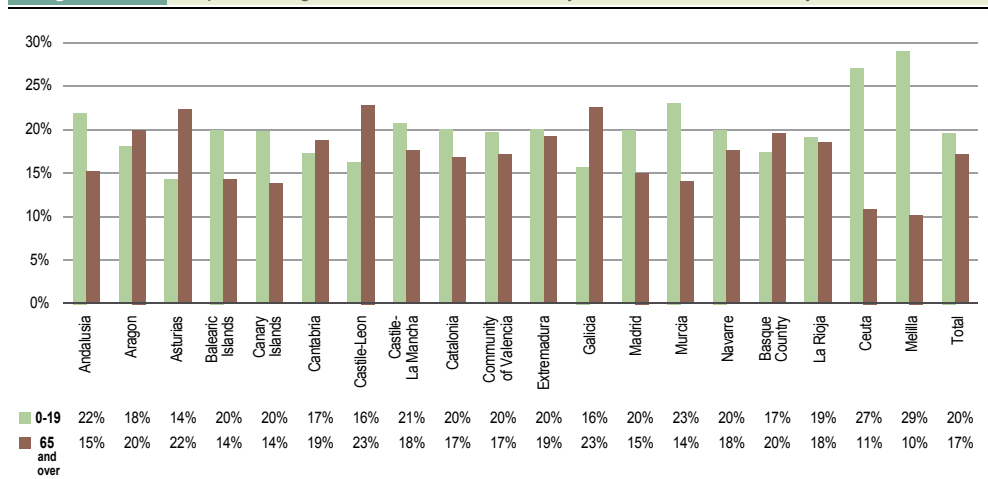
The variation in population by province and sex since 2008 is evident in all provinces. With the exception of Huelva where there has been no change, in the other provinces the provincial female population has increased by 1 percentage point and by 4 percentage points in Cadiz.

3.1.3. Population resident in Spain by age group (0-19 and 65 and older) and Autonomous Community according the preview of the Population Census as at 1 January 2011

Regional Ministry of Finance and Public Administration

The analysis of the population by large age groups allows public authorities to identify sectors of the population that are not of working age and that use different resources and services, as well as the degree of ageing of the population, analysing people in the 65-and-older age group, which is a segment that requires other services.

Figure 3.3. Population aged 0-19 and 65 and older by Autonomous Community



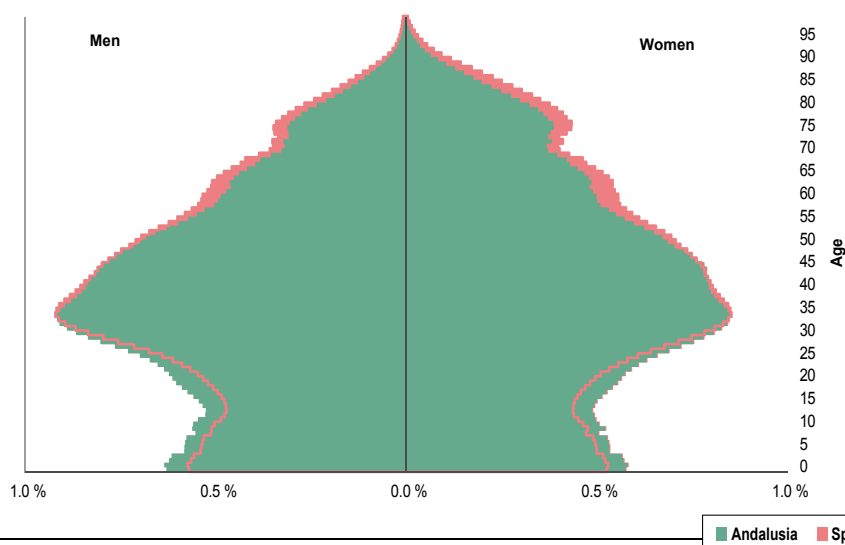
Source: National Institute of Statistics (INE). Preview of the Population Census as at 1 January 2011. Provisional results
NB: Percentage of the total population in each territory

Persons aged 0-19 and 65-and-over account for 22% and 15% of the total Andalusian population, respectively. By Autonomous Community, Melilla (29%), Ceuta (27%) and Murcia (23%) also have populations aged 0-19 that are above the national average, which stands at 20%. As regards the 65-and-older age group, there are six territories with percentages below the national average of 17%: Melilla (10%), Ceuta (11%), Murcia, the Canary Islands and the Balearic Islands (14% in each case) and Madrid (15%).

The proportion of the total Andalusia population aged 0-19 and 65 and older as at 1 January 2011 was the same as at 1 January 2008. At national level, the overall population aged 0-19 increased by 1 percentage point, while the percentage of people aged 65 and older remained steady at 17%. In Catalonia, the Autonomous Community of Madrid and the Autonomous Community of Navarre, the percentage of the total population aged 0-19 increased. In the Canary Islands, Cantabria, Castile-Leon, Catalonia, the Autonomous Community of Valencia, Galicia, the Autonomous Community of Madrid, the Autonomous Community of Navarre and the Basque Country, the percentage of the total population aged 65 and over increased.

The population pyramid (Figure 3.4) provides a clear picture of the forecast distribution of the Andalusian population over the coming decades by age group and sex, compared with the distribution of the same variables for the Spanish population. The pyramid shows that the birth rate in Andalusia will be higher than the Spanish average but Andalusia will have fewer elderly people than the national average. Broken down by sex, the distribution of the population is very similar to the Spanish average. If the age variable is also considered, the proportion of elderly women in the Andalusian population is below the Spanish average. Andalusia also has a higher proportion of people under the age of 30 than the average for Spain, the proportion of men being higher than women in this age group.

Figure 3.4. Population pyramid of Andalusia and Spain in 2011



Source: Andalusian Institute of Statistics and Cartography. Projected population of Andalusia (2009-2070)
National Institute of Statistics. Long-term population projections (2009-2049)

3.1.4. Development of family structures and cohabitation units between 2000 and 2010

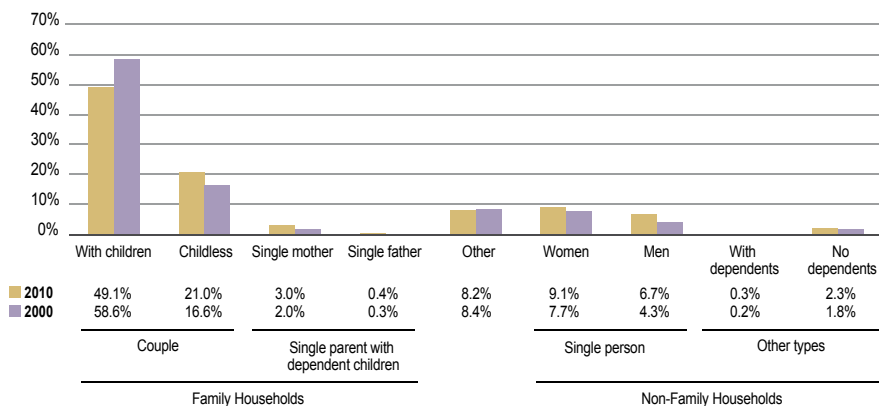
Regional Ministry of Finance and Public Administration

According to data from the Labour Force Survey, in 2010 there were a total of 2,897,000 households in Andalusia, 31% more than in 2000. Households may be classified into two large groups: family households and non-family households. The first large group is, in turn, divided into sub-groups of households formed by couples, single-parent households and “other households”. Family households in 2010 accounted for 81.6% of all households, 4.3 percentage points fewer than in 2000 (85.9%).

The most common type of household in 2010 corresponded to couples with children (49.1%), which in 2000 accounted for 58.6% of all households. The second most common type of household was formed by couples without children, representing 21% of total households, down from 16.6% in 2000.

As regards single-parent families with children, 2010 data show that households formed by single women and their children represented 3% of all households, compared with 2% in 2000. Single-parent households formed by single men and their children also increased between 2000 and 2010 from 0.3% to 0.4%, respectively.

Figure 3.5. Types of Andalusian households in 2010 and 2000



Source: Andalusian Institute of Statistics and Cartography. Obtained from the National Institute of Statistics Labour Force Survey.
 NB: Percentage of total households

In terms of non-family households, i.e. households where none of the people who live together are relatives of the person of reference, the most common type were formed by single women (9.1%), followed by single men (6.7%). Both percentages are higher than those registered in 2000 as a proportion of total households (7.7% and 4.3%, respectively).

3.1.5. Development of the fertility rate in Andalusia and Spain (1997-2010)

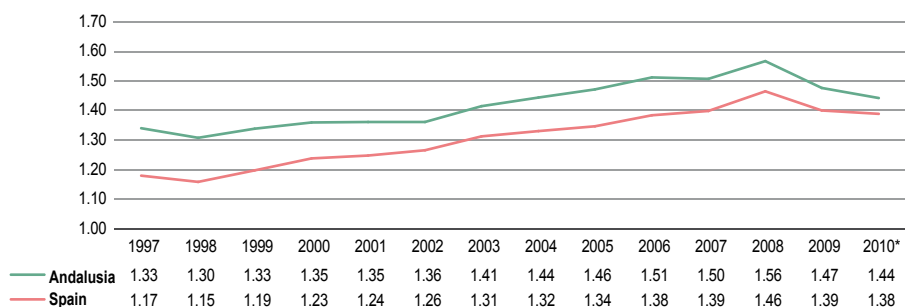
Regional Ministry of Finance and Public Administration

The Short-Term Fertility Rate (SFR), defined as the sum of specific fertility rates (number of births among women of a certain age divided by the population of women of the same age half-way through the year) by specific age groups over a certain period, reflects the intensity of fertility in a specific period.

Figure 3.6 shows that the Short-Term Fertility Rate is higher in Andalusia than in the rest of Spain. Although this has been the case for a number of decades, since the mid-seventies fertility rates in the Autonomous Community of Andalusia and Spain have gradually converged. The latest data from the Andalusian Demographic Information System indicate that the SFR in 2010 was 1.44, six hundredths higher than the indicator for the Spanish population as a whole.

These data confirm the decrease in fertility in 2009 following a period of growth that started in 2005 and continued until 2008 before returning to 2004 levels. According to National Institute of Statistics (INE) data, the same trend can be observed in the fertility rate for Spain, marked by a period of sustained growth between 2005 and 2008 followed by decreases in 2009 and again in 2010, when the fertility rate returned to 2004 levels.

Figure 3.6. Development of the Short-Term Fertility Rate (SFR) in Andalusia and Spain. Period 1997-2010



Source: Andalusian Institute of Statistics and Cartography and National Institute of Statistics

NB: * Preliminary results

3.1.6. Immigrant population

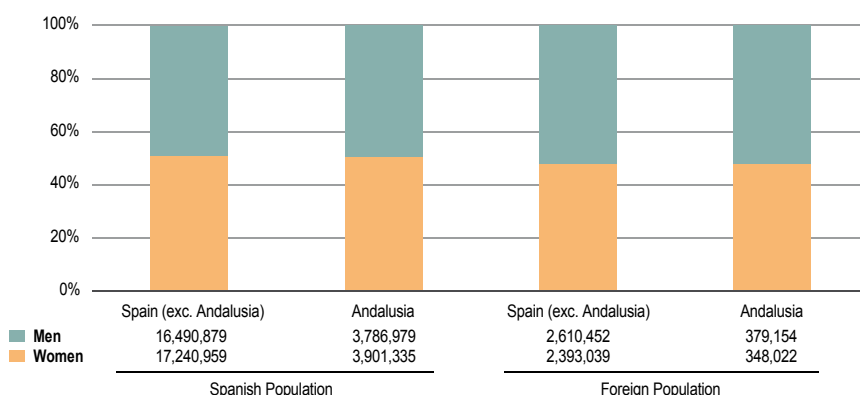
Regional Ministry of Employment

According to provisional data from the Population Census as at 1 January 2011, 5,730,667 foreign nationals are registered in Spain (12.2% of the total registered population) of whom 52.2% are men and 47.8% women. Of all foreigners registered in Spain, 727,176 are registered in Andalusia, i.e. 12.6% of all foreigners registered in Spain and 8.6% of the total Andalusian population (52.1% are men and the remaining 47.9% women). In other words, while there are slightly more Spanish women than men (50.7% in Andalusia compared with 51% in Spain), foreigners registered in Andalusia and the rest of Spain are predominantly men.

In the last four years there has been a 1.1 percentage point increase in the foreign population registered in Andalusia, since in 2008 foreigners accounted for 7.5% of the total registered population.

The foreign population resident in Spain has also increased in recent years and accounted for 11.3% of the total population in 2008. Broken down by sex, 53.2% of the foreigners registered in Spain in 2008 were men and 53.1% of all foreigners registered in Andalusia were males. Hence, between 2008 and 2011 the proportion of foreign men decreased slightly at national and regional level.

Figure 3.7. Spanish nationals and foreigners resident in Andalusia and in the rest of Spain by sex. Year: 2011



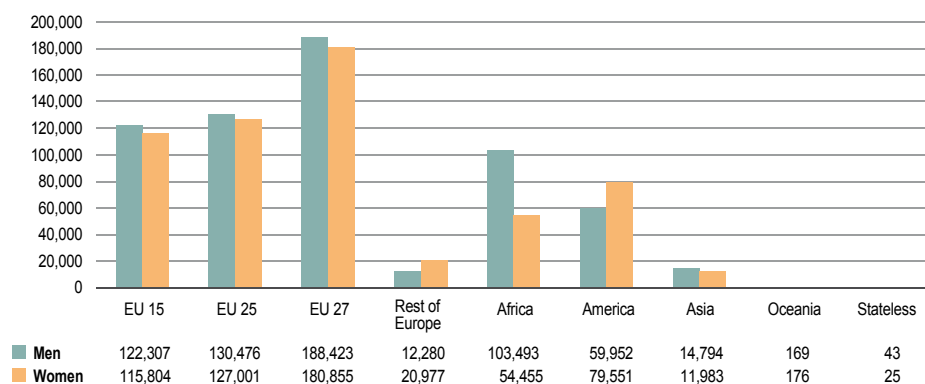
Source: National Institute of Statistics (INE). Municipal Census of Inhabitants
NB: Preview of data as at 1 January 2011

A more in-depth analysis of the origin of foreigners registered in Andalusia indicates that the distribution of foreigners by sex varies from one nationality to another, as shown in Figure 3.8. Thus, while there are more men than women from EU, African and Asian countries, there are more women than men from non-EU countries, America and Oceania.

Particularly noteworthy are the cases of foreign men of African or Asian origin, who account for 63.5% and 55.2%, respectively, of all foreigners from those regions, in contrast to foreign men from EU countries who represent 51% of the total population of foreigners from EU countries. Women represent 63.1% and 57% of foreigners from non-EU countries and America, respectively, while female nationals from Oceania represent 51% of all foreigners from that region.

The communities of foreigners presenting the greatest differences in terms of their composition by sex are Russians (77% women, 23% men), Polish (62.5% women, 37.5% men), Algerians (28.5% women, 71.5% men) and Senegalese (12.9% women, 87.1% men).

Figure 3.8. Origin of foreigners resident in Andalusia. Year: 2011



Source: National Institute of Statistics (INE). Municipal Population Register
NB: As at 1 January 2011. Provisional results

Between 2008 and 2011, the number of foreigners in all the groups of origin has increased, albeit more sharply among people of Asian and African origin (45% and 31% more, respectively), with a greater increase among women than men. The number of women and men of African origin increased by 40% and 27% between 2008 and 2011, respectively, in absolute terms. The number of Asian women and men increased by 54% and 39%, respectively.

The nationalities with the largest numbers of men registered in Andalusia as at 1 January 2011 were Moroccans (61%), Italians (58%) and Rumanians (52%). The percentages of women of these nationalities in Andalusia are slightly higher than in 2008 (3.2 percentage points higher in the case of Morocco, 0.9 in the case of Italy and 1.9 in the case of Romania). The proportions of Colombian and Ecuadorian women registered in Andalusia outnumber men of those nationalities (58% and 51%, respectively) and are very similar to the percentages in 2008.

3.2. POWER AND REPRESENTATION

For some years now, the presence of women in political institutions, public administrations, universities, financial institutions or social media has ceased to be a phenomenon that makes headline news. However, the fact that it is no longer newsworthy does not mean that women and men participate in these spheres on an equal footing.

For this reason, different legal provisions and plans implemented by central, regional and local governments continue to set objectives aimed at reducing the differences between the participation of women and men in spheres of power, decision-making and representation and thus achieve balanced levels. In Andalusia, Law 12/2007 on the Promotion of Gender Equality in Andalusia establishes that balanced representation exists when the minimum and maximum presence of each sex falls within a range of 40-60 per cent participation.

Within the scope of the Andalusian Public Administration, Law 6/2006 on the Autonomous Community Government of Andalusia establishes the requirement to guarantee balanced representation in the designation of members of the Governing Council. Additionally, Law 12/2007 establishes that in the appointment of members of the governing bodies of the Administration of the Regional Government of Andalusia, which is the responsibility of the Governing Council, balanced representation between men and women must be guaranteed.

In the private sphere, existing legal provisions and plans designed to enhance equality between men and women and promote balanced participation on governing bodies are not binding. However, this year the European Commission decided to intervene in the business sphere and launched the “Women on the Board Pledge for Europe”, an initiative that seeks gradually to increase female representation on the boards of directors of listed companies. The Commission has announced that if this progress is not achieved, legal measures will be adopted to ensure female representation on the boards of all listed companies in the European Union. As a result, companies have voluntarily and gradually embraced this Commission initiative as the year has progressed.

This section presents the latest available data on the participation of women and men in regional (Autonomous Community) and local political institutions, academic institutions, the Andalusian finance and insurance sector and the media.

3.2.1. Composition of Autonomous Community Parliaments

Regional Ministry of the Presidency

After the elections held on 22 May 2011 in all Spanish municipalities and in thirteen Autonomous Communities (with the exception of Andalusia, Catalonia, Galicia and the Basque Country), data show that 43.5% of MPs in the Autonomous Communities and Autonomous Cities of Ceuta and Melilla are women and the remaining 56.5% men.

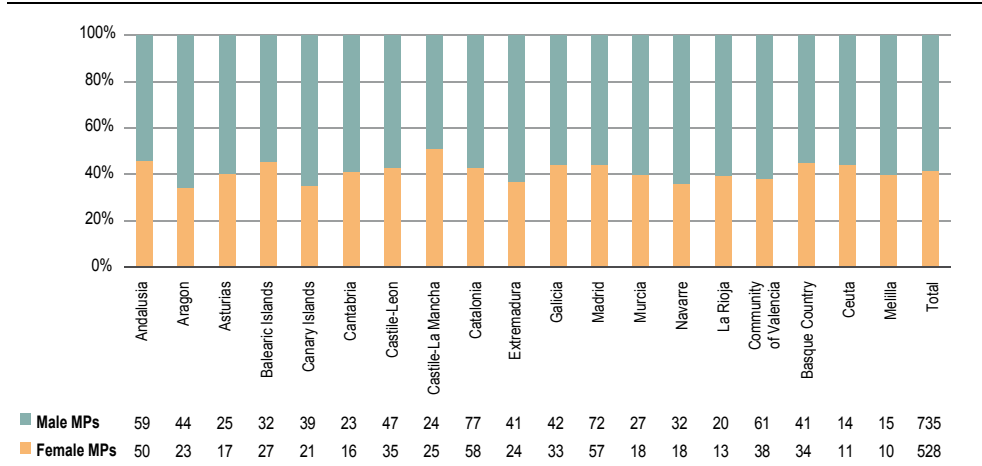
These data reveal an increase in the proportion of female MPs at Autonomous Community level, marking an upward trend since in 2010 they accounted for 42.6% of all MPs and 42.4% in 2008 and 2009.

It is also noteworthy that in 2011, and for the first time, one Autonomous Community Parliament had a majority of female MPs: the Parliament of Castile-La Mancha, where 51% of MPs are women.

However, in some Autonomous Communities the number of female MPs has declined. For example, this year 44.2% of MPs in the Autonomous Community of Madrid are women, continuing a downward trend that began in 2009 (47.5%). Also, the proportion of women holding parliamentary seats in the Autonomous Community of Valencia has dropped to 38.4% from 47.5% in 2010.

Figure 3.9.

Composition of Autonomous Community Parliaments/Autonomous Community Assemblies by sex. Year: 2011



Source: Autonomous Community Parliaments
 NB: Updated 2 August 2011

In Andalusia, where Autonomous Community elections do not take place until 2012, there has been no variation in the proportion of male and female MPs (54.1% and 45.9%, respectively). For this reason, as a result of the general decrease in other Autonomous Communities, Andalusia has become the first region after Castile-La Mancha in which the percentage of female MPs has stabilised at around 50%.

After Castile-La Mancha and Andalusia, the regional assemblies with the most balanced representation of men and women are the Parliaments of the Balearic Islands (45.8% female members), the Basque Country (45.3%), and the Autonomous Community of Madrid, where, despite a decrease in the number of female members in 2009, 44.2% of MPs are women.

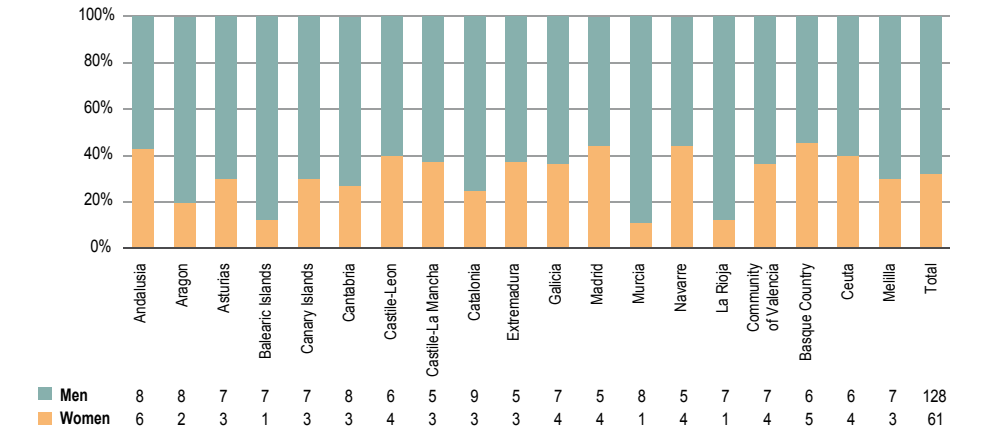
In contrast, the Autonomous Community Parliament with the lowest number of female members (34.3%) is Aragon; although the number of women is higher than in 2010 (32%), it is not within the range limits of balanced representation. Aragon is followed by the assemblies of the Canary Islands (65% male members, 35% female members), Navarre (64%; 36%) and Extremadura (63.1%; 36.9%).

3.2.2. Composition of Autonomous Community Governments

Regional Ministry of the Presidency

The formation of the Autonomous Community Governments after the local and regional elections last spring shows that 32.3% of the members of Autonomous Community governments are women and 67.7% men, i.e. outside the range limits of what is considered to be balanced representation. This reveals a decrease in the presence of women in regional governments because in 2010 women accounted for 36.7% of all members, in 2009 39.8% and in 2008 37.1%.

The total number of members of regional governments fell from 221 in 2010 to 189 in 2011. It can therefore be concluded that the decline in the absolute number of government members has particularly impacted on the presence of women in regional governments. In fact, considering only governments that were formed after the elections, and excluding Communities where no elections were held in 2011, the participation of women is as low as 30.5%.

Figure 3.10. Composition of Autonomous Community Governments by sex. Year: 2011

Source: Autonomous Community Governments
 NB: Data as at 2 August 2011

However, in terms of heads of government, prior to the May 2011 elections the only Autonomous Community with a female president was Madrid. Now three more Autonomous Communities have female presidents - Aragon, Castile-La Mancha and Navarre – while the Autonomous Community of Madrid has maintained its female president.

For Autonomous Communities and Cities, it is important to highlight that while in 2010 half the posts in the governments of Ceuta, Extremadura, Madrid and Navarre were held by women, after the elections none of these regional governments maintained balanced representation, the decrease being particularly strong in the number of women in the Regional Government of Extremadura (37.5% of women in government posts).

The Autonomous Community governments in which women come closest to parity are those of the Basque Country (54.6% men, 45.4% women), Madrid and Navarre (both with similar ratios: 55.6% men, 44.4% women). The proportion of women in the Regional Government of Cantabria increased significantly from 18.2% in 2010 to 41% in 2011. The Autonomous Communities with fewest women in their regional governments are Murcia (11.1%), the Balearic Islands and La Rioja (12.5%, in both cases).

3.2.3. Development of the representation of men and women in Municipal Councils

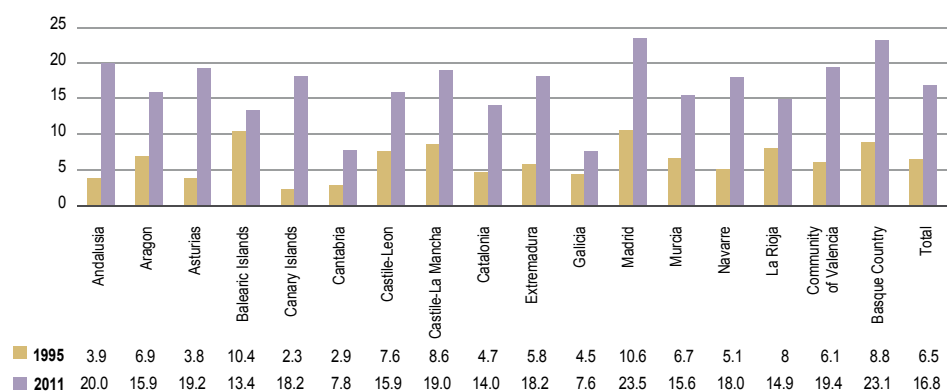
Regional Ministry of the Interior and Justice

After the local elections in May 2011, data from the Information System of the Directorate-General of Local Administration (Spanish acronym SIDGAL) show that 154 municipalities in Andalusia have female mayors (20% of the total) and 617 municipalities have male mayors (the remaining 80%).

According to data on the 2007-2011 term of office, in Andalusia there were 140 female mayors (18.2% of the total) and 631 male mayors (81.8%), while in the 2003-2007 term of office 14% of mayors were women and 86% men. These percentages represent an improvement on the 1999-2003 term of office when only 8% of mayors were women (92% were men). Therefore, although figures for July 2011 show that the number of female mayors is generally below the range limits indicating balanced representation, their participation has increased in each term of office. Nevertheless, it is evident that growth has slowed down between terms of office, with numbers in the 2007-2011 term of office being 4 percentage points higher than in the previous term of office and increasing 6 percentage points between the 2003-2007 and 1999-2003 terms of office, thus confirming a slight but constant increase since that term of office.

Figure 3.11.

Development of the number of female mayors in Autonomous Communities. 1995-2011

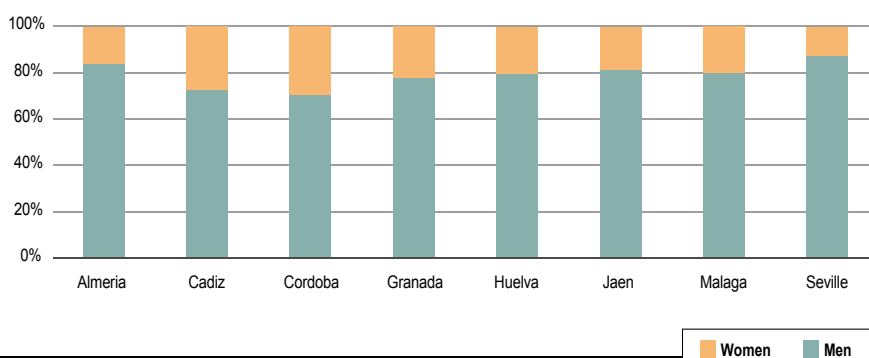


Source: Regional Ministry of the Interior and Justice. Ministry of Territorial Policy and Public Administration
NB: Data as at 22 July 2011

At provincial level, the breakdown by sex of municipal council mayors is as follows:

- Almeria has 102 municipal councils, of which 86 (84.3%) have male mayors and 16 (15.7%) female mayors.
- Cadiz has 44 municipal councils, 32 governed by men (72.7%) and the remaining 12 by women (27.3%).
- Cordoba has 75 municipal councils, 53 with male mayors (70.7%) and 22 with female mayors (29.3%).
- Granada has 168 municipal councils, 131 with male mayors (78%) and 37 with female mayors (22%).
- Of the 79 municipal councils in Huelva, 63 are presided by men (79.7%) and 16 by women (20.3%).
- The 97 municipal councils in Jaen have 79 male mayors (81.4%) and 18 female mayors (18.6%).
- Malaga has 101 municipal councils, 81 governed by men (80.2%) and the remaining 20 by women (19.8%).
- Of the 105 municipal councils in Seville, 92 have male mayors (87.6%) and 13 have female mayors (12.4%).

Figure 3.12. Number of municipal councils by sex of mayor by province. Year: 2011

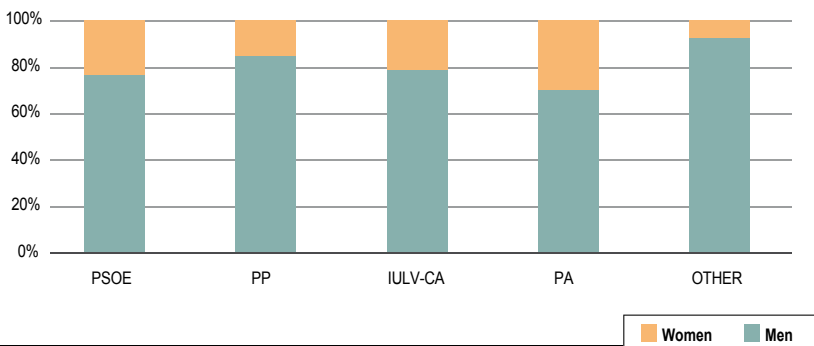


Source: Regional Ministry of the Interior and Justice
NB: Data as at 30 June 2011

An analysis of the number of municipal councils governed by men and women according to the political party represented by each mayor produces the following map of Andalusia as at June 2011:

- The Spanish Socialist Workers' Party (Partido Socialista Obrero Español, PSOE) of Andalusia governs 371 municipal councils, of which 284 have male mayors (76.5%) and 87 female mayors (23.5%).
- The People's Party (Partido Popular, PP) of Andalusia governs 266 municipal councils, of which 226 have male mayors (85%) and 40 female mayors (15%).
- United Left-Assembly for Andalusia (Izquierda Unida-Convocatoria por Andalucía, IU-CA) presides 80 municipal councils, of which 63 have male mayors (78.8%) and 17 female mayors (21.2%).
- The Andalusian Party (Partido Andalucista, PA) governs 27 municipal councils, of which 19 have male mayors (70.4%) and 8 female mayors (29.6%).
- Other parties govern 27 municipal councils, of which 25 are presided by male mayors (92.6%) and the remaining 7.4% (2) have female mayors.

Figure 3.13. Number of municipal councils by sex of mayor and political party. Year: 2011



Source: Regional Ministry of the Interior and Justice
NB: Data as at 30 June

3.2.4. Representation of women and men in Provincial Governments of Andalusia

Regional Ministry of the Interior and Justice

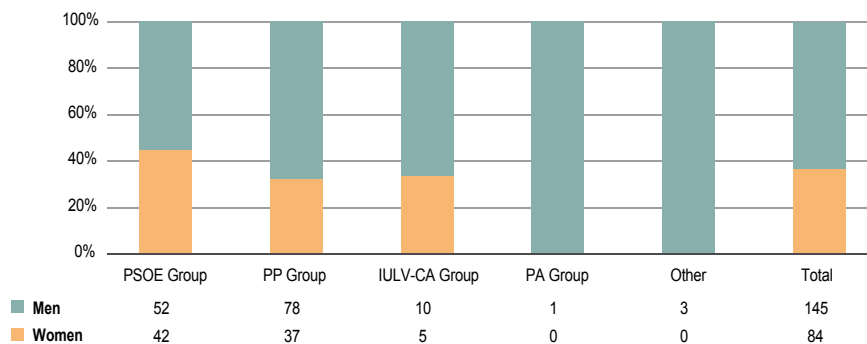
In 2011, 63.6% of provincial councillors in Andalusia were men (145 in total) and 36.8% women (84 in total). These percentages are very similar to those in the previous term of office. However, in the 2003-2007 term of office, there were 70 female provincial councillors (31%) and 156 male provincial councillors (69%). Therefore, in the current term of office the slight increase in women's participation in Andalusian provincial governments has been consolidated.

If, as at municipal level, the proportion of male and female provincial councillors is analysed by the political party they represent, the following data are obtained:

- The People's Party (PP) of Andalusia has 115 provincial councillors, of whom 37 are women (32.2%) and 78 are men (67.8%).
- The Spanish Socialist Workers' Party (Partido Socialista Obrero Español, PSOE) of Andalusia has 94 provincial councillors, of whom 52 are women (55.3%) and 42 are men (44.7%).
- United Left-Assembly for Andalusia (Izquierda Unida-Convocatoria por Andalusia, IU-CA) has 15 provincial councillors, of whom 5 are women (33.3%) and 10 are men (66.7%).
- Other parties have a total of 5 provincial councillors, all of whom are men.

Figure 3.14.

Andalusian Provincial Governments. Composition by sex and political party.
Year: 2011



Source: Regional Ministry of the Interior and Justice

NB: Data as at 3 August 2011

Finally, as regards the presidents of provincial governments, six provincial governments have male presidents (75%) and two have female presidents (25%).

Therefore, the situation at provincial government level shows an improvement in overall participation between men and women in provincial governments, although balanced representation has not yet been achieved.

3.2.5. Composition of the executive committees of political parties, trade unions and business organisations

The section on “Power and Representation” in this year’s report incorporates an indicator that measures the representation of women and men in the composition of the executive committees of the main political parties and trade unions in Andalusia and the executive committee of the Confederation of Business people of Andalusia (Spanish acronym CEA).

The table shows that the representation of men and women in the executive committees of the Andalusian PSOE and United Left-Green Party (Izquierda Unida-Los Verdes) and in the executive committee of the Andalusian PP is within the range of balanced representation (40%-60%). The same situation is true of the executive committees of the two trade union organisations, UGT (Unión General de Trabajadores, General Union of Workers) and CC.OO. (Comisiones Obreras, Workers Commissions). However, the representation of women on the executive committee of the Andalusian Party (Partido Andalucista) and the executive committee of the Confederation of Business people of Andalusia is far from balanced.

Representation of men and women in the executive committees of political parties, trade unions and business organisations

ORGANISATION	GOVERNING BODY	Men	%	Women	%
PSOE-Andalusia	Regional executive committee	23	52.3%	21	47.7%
People’s Party of Andalusia	Aut.Com. executive committee	12	50.0%	12	50.0%
United Left-Green Party	Executive Comm. of Andalusia	34	57.6%	25	42.4%
Andalusian Party	National executive committee	22	84.6%	4	15.4%
Workers Commissions (CC.OO.)	Executive committee	5	55.6%	4	44.4%
General Union of Workers (UGT)	Regional executive committee	7	50.0%	7	50.0%
Confederation of Business People of Andalusia (CEA)	Executive committee	20	90.9%	2	9.1%

Source: Political, trade union and business organisations
NB: Data updated as of September 2011

If these data are compared with the data presented in the previous sections on the percentage of female mayors and provincial councillors by political party, generally speaking the political parties with executive committees that have a balanced representation of men and women have not yet transferred this equilibrium to the municipal councils that they govern, while the situation in provincial governments is more similar to that in the executive committees.

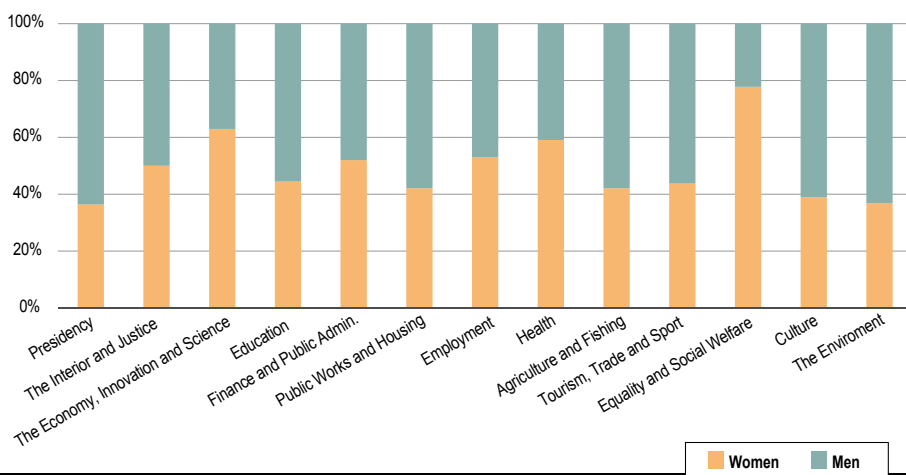
3.2.6. Distribution of senior posts in the Regional Government of Andalusia by sex and regional ministry

Regional Ministry of Finance and Public Administration

Updated data as at July 2011 show that women occupy 50% of senior posts in the Administration of the Regional Government of Andalusia, thus placing them in a position of parity. This percentage reveals an increase in women's participation at the highest levels of responsibility with respect to 2010 (49.4%). This is the point of maximum equilibrium in women's participation, which also reached 50% in 2009 when their participation increased by more than 3 percentage points with respect to 2008, at which time women in senior positions accounted for 46.2% of the total.

The analysis by sex and regional ministry shows that there is a balanced representation between men and women (50% of both sexes) in the Regional Ministry of the Interior and Justice, and almost balanced representation, but with greater female presence, in the Regional Ministry of Finance and Public Administration and Employment. In two Regional Ministries the representation of women is higher than the range limit indicating balanced representation: the Regional Ministry for Equality and Social Welfare (77.8%); and the Regional Ministry of the Economy, Innovation and Science (63%).

Figure 3.15. Senior posts in the Regional Government of Andalusia by regional ministry and sex. Year: 2011



Source: Regional Ministry of the Presidency
NB: Data as at 27 July 2011

The representation of men and women in the other regional ministries is within the range of balanced representation established in Article 3 of Law 12/2007 on the Promotion of Gender Equality in Andalusia, with the exception the Regional Ministries of The Environment and Culture where women account for 36.8% and 37.5% of senior staff, respectively.

3.2.7. Development of the representation of men and women in the governing bodies of the High Court of Justice of Andalusia, Ceuta and Melilla

Regional Ministry of the Interior and Justice

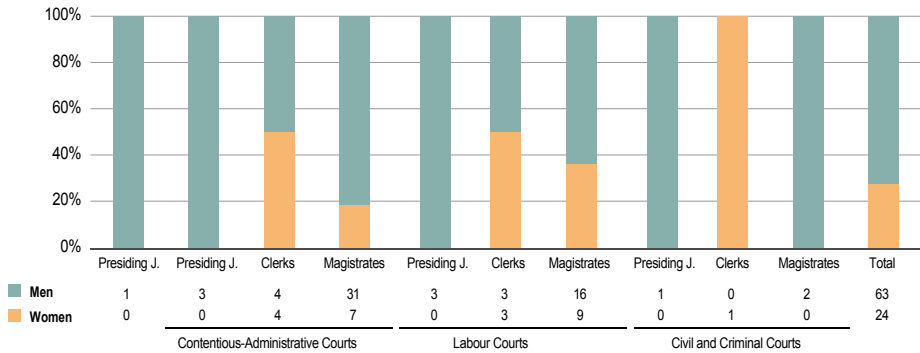
The High Court of Justice of Andalusia, Ceuta and Melilla is the supreme body of the Judiciary in the Autonomous Community of Andalusia. The three Contentious-Administrative Chambers and the three Labour Chambers of the High Court of Justice of Andalusia are based in Seville, Malaga and Granada. The jurisdiction of the divisions located in Seville is limited to the provinces of Cadiz, Cordoba, Huelva and Seville, while the chambers located in Granada have jurisdiction in the provinces of Almeria, Granada and Jaen. The jurisdiction of the Contentious-Administrative Courts and the Labour Court of the High Court of Justice of Andalusia based in Malaga is limited to the province of Malaga. The cities of Ceuta and Melilla belong to the judicial district of the High Court of Justice of Andalusia, specifically the Provincial Courts of Cadiz and Malaga, respectively.

According to data as of September 2011, 72.4% of the presiding judges, magistrates and clerks were men and 27.6% women. This represents an increase in the participation of women with respect to 2010 (26.1%) and 2009 and 2008 (24.7% in both years).

If court clerks are excluded from the equation, a comparison can be made with all the High Courts of Justice at national level. According to data as at 1 January 2011 from the General Council of the Judiciary, the data for all the High Courts of Justice show that 30.5% of judges and magistrates were women and the remaining 69.5% men. In Andalusia, 22.2% of judges and magistrates were women and 77.8% men.

In terms of post occupied, the presiding judge of the High Court of Justice of Andalusia and the presiding judges of the different divisions/chambers were men. There is balanced representation of men and women (50%) among the clerks in the Civil and Labour Courts and the only clerk of the Contentious-Administrative Court was a woman, meaning that 46.7% of clerks were men. 24.6% of magistrates were men and 75.4% women.

Figure 3.16. High Court of Justice of Andalusia, Ceuta and Melilla. Year: 2011



Source: High Court of Justice of Andalusia, Ceuta and Melilla

NB: Data as at 23 September 2011. The presiding judge of the High Court of Justice of Andalusia is also the presiding judge of the Civil and Criminal Court

The previous data contrast with the figures provided by the General Council of the Judiciary (Consejo General del Poder Judicial - CGPJ) in May 2011 regarding the latest class of judges. According to the Council, 99 of the new members were women, representing 74% of all graduating judges. Thus, the female majority increased again with respect to 2010, when female judges accounted for 64% of their class.

However, according to the 2011 annual report of the General Council of the Judiciary, these two realities may be matched up taking into account the age and average length of service of female magistrates. The age pyramid of magistrate judges in Andalusia according to the General Council of the Judiciary's report shows that there are more women in the 20-30 and 31-40 age groups than men, while in the 41-50 age group there are slightly more men than women. The number of men in the 51-60 age group is four times that of women. In the 61-70 age group, the ratio is 51 male magistrate judges to 1 female magistrate judge. The demographic analysis of serving judges shows that the average age of female magistrates in the High Court of Justice of Andalusia is 47.7 compared with 54.3 in the case of men, and women's average years of service in the judiciary is 19 years compared with 24.3 years in the case of their male counterparts.

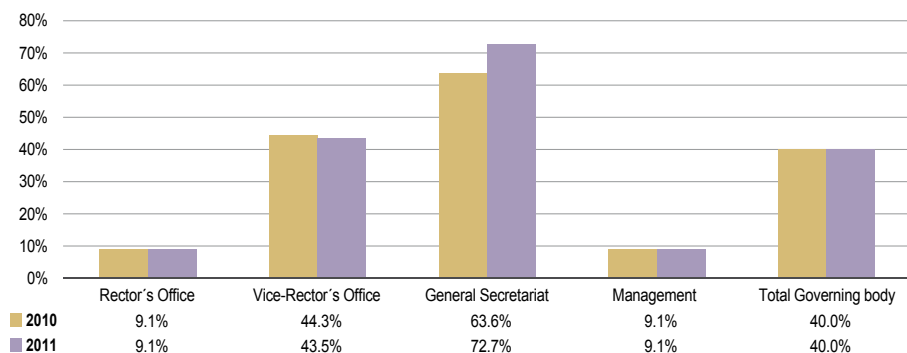
3.2.8. Development of the representation of men and women in single-member governing bodies in Andalusian Universities

Regional Ministry of the Economy, Innovation and Science

The participation of women in single-member governing bodies in the Andalusian Public University System in 2011 remains at the same levels as in 2010 (40%), i.e. within the range indicating balanced representation. However, it is worthwhile remembering that in 2009 women's representation in these academic bodies (37.1%) was lower than in 2010 and that the sharpest increase in their participation occurred between 2007 (24.4%) and 2008 (34.6%).

To illustrate this development, it is important to highlight that Article 20.3 of Law 12/2007 stipulates that the Andalusian university system must encourage measures to promote the balanced representation between women and men in the composition of collective university bodies and selection and evaluation committees. It is also worth highlighting that the Financing Model for Andalusian Public Universities for the period 2007-2011, the framework within which Contract-Programmes are annually executed between universities and the Regional Ministry of the Economy, Innovation and Science, establishes that at the end of such contract-programmes the proportion of women on the management and governing bodies of universities must never be less than 40%.

Figure 3.17. Participation of women in single-member governing bodies of Andalusian Public Universities in 2010 and 2011



Source: Andalusian Public Universities
NB: Data as at 27 June 2011

A detailed analysis of data as of June 2011 reveals significant differences by post. Thus, in 2010 women occupied 9.1% of posts in rector's offices and management. Women occupied 43.5% of the posts in vice-rector's offices, compared with 44.3% in 2010. The upward trend in the representation of women in General Secretarial offices in recent years has continued, with the proportion of posts occupied by women increasing from 63.6% in 2010 to 72.7% in 2011.

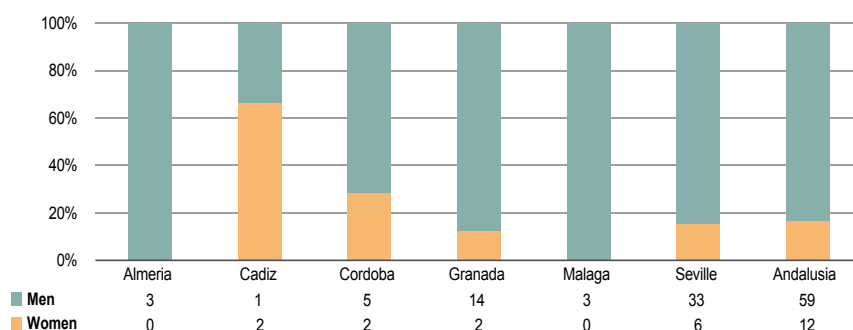
3.2.9. Development of the representation of men and women in the governing bodies of the Higher Council for Scientific Research of Andalusia

Regional Ministry of the Economy, Innovation and Science

The composition of the governing bodies of the twenty-three research centres that belong to the Higher Council for Scientific Research (Consejo Superior de Investigaciones Científicas - CSIC) in Andalusia continues to be, as in the other Autonomous Communities, principally male, since 83% of their members are men. At national level, 24.3% of all members of CSIC governing bodies are women and 75.7% men. However, the participation of women in the CSIC's governing bodies in Andalusia has increased by 2 percentage points from 15% in 2010 to 17% in 2011. Women represented 29% and 18.2% of the members of governing bodies in 2008 and 2009, respectively, and recovered after the two years of decreases in 2009 and 2010.

The distribution by sex of posts on the governing bodies of the CSIC's provincial delegations is not homogeneous. Thus, while the presence of women in the Cadiz delegation is double that of men, approximately 67% in 2011, the governing bodies of the Almeria and Malaga delegations have no female members.

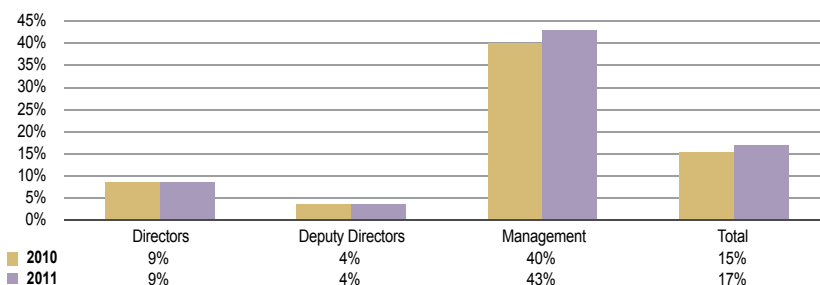
Figure 3.18. Governing bodies of the Higher Council for Scientific Research by sex and province. Andalusia, 2011



Source: Higher Council for Scientific Research (CSIC)
NB: Data as at 24 June 2011

The figure below shows the development of female representation by type of executive post. It shows that there are still very few female directors and deputy directors and their number has not increased with respect to the previous period, remaining at 9% and 4% respectively. However, the number of female managers has increased by 3 percentage points during the same period. The highest level of female participation is in precisely at management level, since 43% of managers are women.

Figure 3.19. Percentage point development in 2010-2011 of the representation of women in the governing bodies of the Higher Council for Scientific Research of Andalusia



Source: Higher Council for Scientific Research (CSIC)

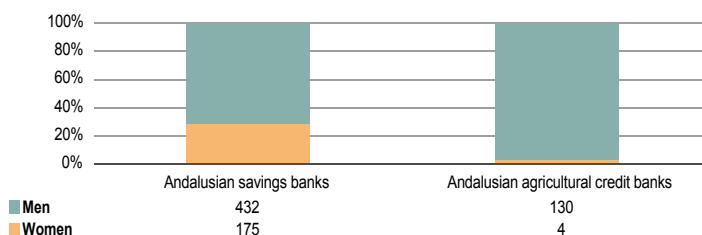
NB: Data as at 24 June 2011

3.2.10. Representation of men and women on the boards of directors of Andalusian Savings Banks

Regional Ministry of the Economy, Innovation and Science

In 2011, Andalusia had three savings banks based in the region: one savings bank and two agricultural credit banks. The figure below shows that in 2010 28.8% of board members of the only Andalusian savings bank were women, compared with 30% in 2010; 71.2% of directors were men.

Figure 3.20. Governing bodies of Andalusian Savings Banks and Agricultural Credit Banks by sex



Source: Directorate-General for Financial Policy. Regional Ministry of the Economy, Innovation and Science

NB: Data for Andalusian Savings Banks as at 19/07/2011. Data for Andalusian Agricultural Credit Banks as at 31/12/2010

In the case of the agricultural credit banks, 3% of the members of their governing bodies were women and 97% men, similar to the levels of distribution by sex in 2010.

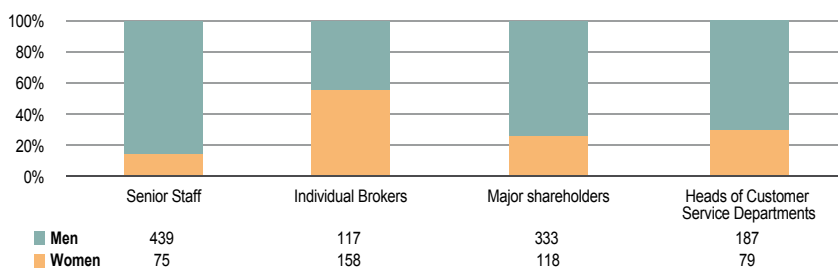
Female representation in the governing bodies of savings banks and agricultural credit banks between 2011 and 2008 has gradually increased (9.2% in 2008, 10.7% in 2009, 15.5% in 2010 and 24.2% in 2011). In view of these data, the shrinkage of the Andalusian financial sector between 2009 - when there were five savings institutions - and 2011 does not seem to have had a negative impact on women's access to the decision-making spheres of this sector, in fact quite the opposite.

3.2.11. Representation of men and women in the Register of Insurance Brokers, Reinsurance Brokers and their Senior Staff

Regional Ministry of the Economy, Innovation and Science

The Register of Insurance Brokers, Reinsurance Brokers and their Senior Staff, managed by the Regional Ministry of the Economy, Innovation and Science, includes all insurance brokers and reinsurance brokers resident or domiciled in Andalusia and subject to Law 26/2006 of 17 July on private insurance and reinsurance brokerage and the corresponding implementing regulations.

Figure 3.21. Register of Insurance Brokers, Reinsurance Brokers and their Senior Staff in Andalusia. Year: 2011



Source: Directorate-General for Financial Policy. Regional Ministry of the Economy, Innovation and Science
NB: Data as at 15/07/2011

Updated data as of July 2011 show that 27.5% of people working in this sector are women, 0.3% percentage points more than in 2010 and 0.9% fewer than in 2008. General levels of participation depend on the area of activity. Thus, 47.2% of individuals working in insurance brokerage were women (46.5% in 2010 and 49.9% in 2008) and 14.6% of all senior staff in insurance brokerage firms were women, compared with 15% in 2010 and 11.9% in 2008. From the share ownership pers-

pective, 26.2% of shares in these firms were owned by women, compared with 26.5% in 2010 and 26.6% in 2008. In customer services departments, 29.7% of managers were women, 3.2 percentage points more than in 2010 and 22.2 more than in 2008.

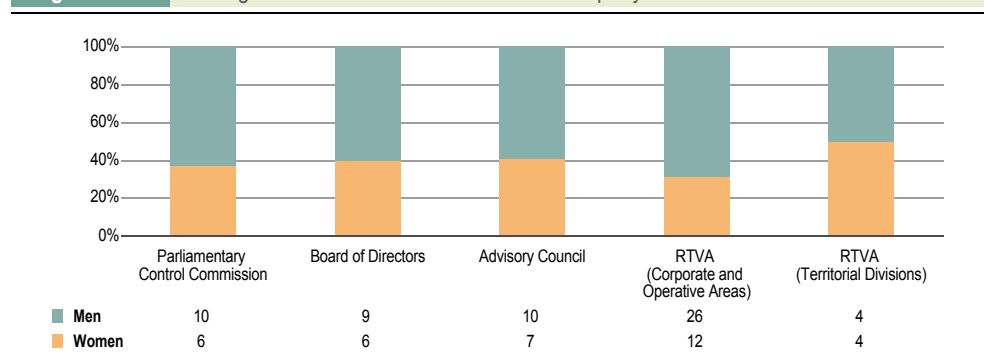
3.2.12. Representation of men and women in the management of Radio y Televisión de Andalucía (RTVA)

Regional Ministry of the Presidency

The management team of the boards of management of the Public Sector Company “Radio y Televisión de Andalucía” (RTVA) (Andalusian Broadcasting Company) and its subsidiary companies Canal Sur Televisión S.A. and Canal Sur Radio S.A., and on its supervisory body, comprise 37.2% women and 62.8% men. This composition represents a decrease in the percentage of women over 2010 (38.5%) and 2009 (41.2%), but is better than in 2008 when women represented only 35.3% of managers on these boards of management.

The changes in these percentages are due to the constant decrease in women’s participation in the management teams of RTVA’s corporate and operative departments, which, after reaching 35.3% in 2009, fell to 32.6% in 2010 and 31.6% in 2011. This was accompanied by a decrease in women’s representation in the Parliamentary Control Commission, which, after reaching 43.8% in 2010, improving substantially on the 31.3% in 2009, fell to 37.5% in 2011.

Figure 3.22. Management staff of the Public Sector Company RTVA. Year: 2011



Source: Public Sector Company RTVA and Andalusian Parliament
NB: Updated as at 27 June 2011

Female participation on the Board of Directors of RTVA has also declined slightly, from 43.8% in 2009 and 2010 to 40% in 2011. In 2011, women accounted for 41.8% of members of the Advisory Council, RTVA's participatory body, identical to the proportion in 2010 but lower than the 46.7% participation achieved in 2009.

In contrast to these data, the greatest improvement in women's participation has taken place in management posts in the Territorial Divisions, which are shared equally between men and women (50% each), and represent an improvement on women's participation in 2009 and 2010 (40%).

3.2.13. Executives in the media in Andalusia

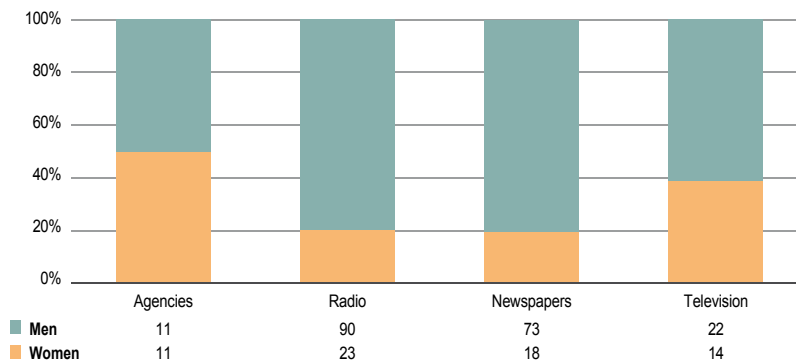
Regional Ministry of the Presidency

The directors of news agencies, radio broadcasters, daily newspapers and television companies based in Andalusia are 25.2% women and 74.8% men. This percentage represents an improvement on the 20.9% recorded for women in 2008.

In the two press agencies present in Andalusia (EFE and Europapress), the distribution by sex is 50% women and 50% men. This situation of parity has been maintained since 2008.

Finally, in 2011 19.8% of the directors of daily newspapers were women, confirming the upward trend beginning in 2009, when the percentage of female directors increased from 15.4% in 2008 to 18.9%, rising again in 2010 to 19.6%.

Figure 3.23. Executives in the media in Andalusia. Year: 2011



Source: Andalusian Communication Agenda. Regional Ministry of the Presidency
NB: Data as at 29 June 2011

The influence of women's participation in the management of social media companies can be understood more easily by examining the data contained in the report on the distribution by sex of speaking time on news programmes broadcast on the Andalusian public television channels of the Audio-Visual Council, which has calculated that female presence on news programmes broadcast on Andalusian public television is much lower than that of men, since three out of every four reports on the news refer to men stories. The report shows that news programmes broadcast more than 630 hours of reports on the news, with 75.3% of this time for male guests and 24.7% for women. The report also shows that female guests are used more frequently in news stories relating to health (44.7% of voiceover time), education (40%) or social conflicts (32%), and are barely token in news relating to science and technology (19%), the economy (18%), sports (3.5%) or university (21%).

3.3. EMPLOYMENT, INCOME AND PENSIONS

The activity rate of the European population is one of the cornerstones of “Europe 2020”, the EU’s growth strategy for the coming decade. This strategy aims to ensure that the European Union achieves smart, sustainable and inclusive growth. These three mutually-reinforcing sides of the prism will help the EU and the Member States to deliver high levels of employment, productivity and social cohesion.

With the priority of the so-called “inclusive economy”, the “Europe 2020” strategy sets a target for the EU and the Member States to achieve an employment rate of 75% among the population aged 20-64 by the year 2020. This target may vary according to the situation of each Member State; in the case of Spain, the target has been set at 74%.

According to the latest Eurostat statistics, the employment rate in Spain in 2010 remained almost stable with respect to 2009, when the employment rate among men was 71% and 56.3% among women. For the EU-27, the employment rate among men has dropped from 75.8% to 75.1%, and among women from 62.5% to 62.1%, the inter-gender difference being 13% in 2010.

A number of international studies have estimated the impact on national GDP of an increase in the female employment rate. The latest data in this regard have been published by the Swedish government, which has estimated that an increase in the female employment rate in the Eurozone could boost its GDP by 13%.

From this point of view, it is clear that commitment to economic growth is not possible without concomitant improvements in equality between women and men, since it is both essential and more effective to improve women’s participation in the economy and the labour market as a necessary condition for economic recovery and growth.

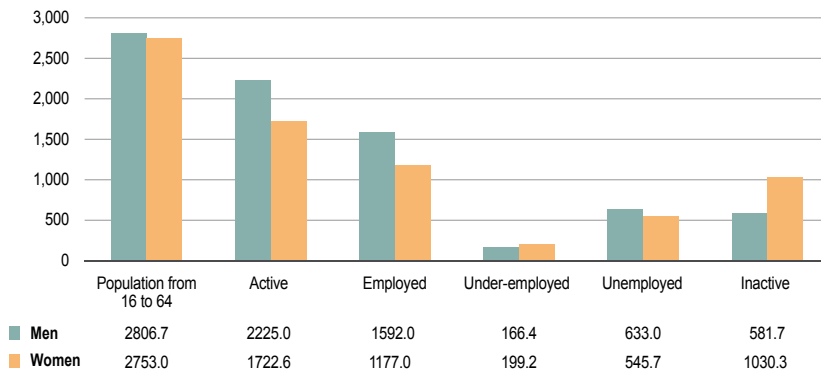
This section presents and analyses the latest available data on the labour market in Andalusia, employment in the national and European context, and salaries and contributory and non-contributory pensions of men and women in the Autonomous Community of Andalusia.

3.3.1. The Andalusian population according to labour market situation and inter-annual development of the active, employed and unemployed population

Regional Ministry of Employment

According to the results of the Labour Force Survey (Encuesta de Población Activa - EPA) for the second quarter of 2011, 49.5% of the population aged 16-64 in Andalusia are women. According to the two large categories in the labour market defined in the survey (the “active” and “inactive” population), data show that 43.6% of the total active population in Andalusia are women and 56.4% men. Of the total inactive population, 63.9% are women and 36.1% men. These data show that, in addition to the efforts made to promote equal opportunities in access to and continuance in the labour market, important gender-related challenges still exist in the labour market.

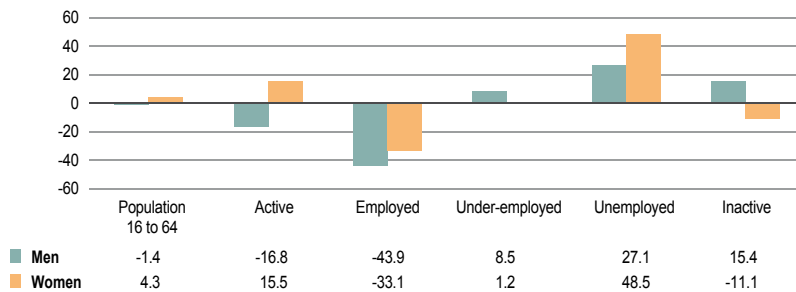
Figure 3.24. Population aged 16-64 by situation in the labour market in Andalusia. 2Q/2011



Source: Andalusian Institute of Statistics and Cartography. Data from the National Institute of Statistics Labour Force Survey
NB: thousands of people

In the second quarter of 2011, 42.5% of the working population in Andalusia were women and 57.5% men. This means that, in absolute terms, there were 415,000 fewer employed women than men. Of the working population who are under-employed (people who want to work more hours), 54.5% are women and 45.5% men.

Figure 3.25. Absolute variation in the Andalusian population aged 16-64 by labour market situation with respect to the same quarter the previous year. 2Q/2011

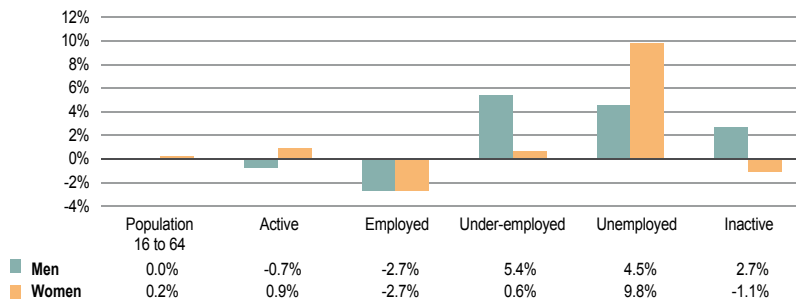


Source: Andalusian Institute of Statistics and Cartography. Data from the National Institute of Statistics Labour Force Survey
NB: thousands of people

The analysis of the development of the Andalusian population between the second quarter (2Q) of 2010 and the same period in 2011 shows that the population aged 16-64 increased by 2900 people. This general increase in the population was due to the increase in the female population by 4300, mitigated by a decrease of 1400 in the male population within this age group.

As regards the active population, the inter-annual development also shows variations according to gender. Thus, in the second quarter of 2011 there were 15,500 more active women and 16,800 fewer active men, resulting in 1300 fewer active persons than in the second quarter (2Q) of 2010.

Figure 3.26. Development of the Andalusian population aged 16-64 by labour market situation with respect to the same quarter the previous year. 2Q/2011



Source: Andalusian Institute of Statistics and Cartography. Data from the National Institute of Statistics Labour Force Survey
NB: thousands of people

In spite of this increase in female demand for labour, the labour market in Andalusia, engulfed by the global economic-financial recession, has been unable to absorb this demand. This, together with the loss of around 33,000 female jobs,

has meant that the number of unemployed women in Andalusia increased by around 48,500 between 2Q 2010 and 2Q 2011. The number of unemployed men increased by 27,100. The result is that in 2Q 2011, 46.3% of unemployed people are women and the remaining 53.7% men, 4.5 percentage points more than in 2010 in the case of men and 9.8 percentage points more in the case of women.

3.3.2. Comparison of activity rates in Andalusia, Spain and the EU15, EU25 and EU27

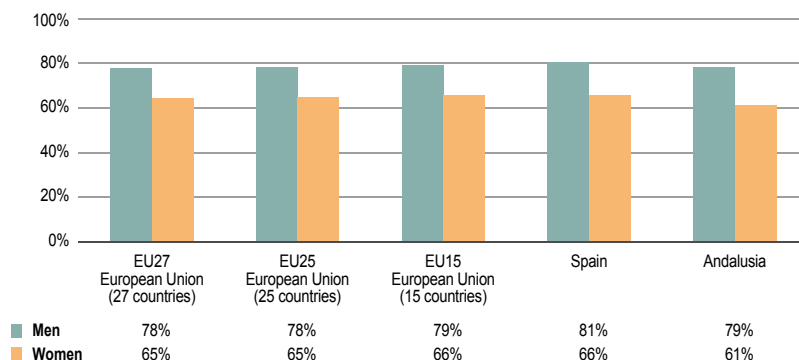
Regional Ministry of Employment

Data for 2010, the last year for which data are available, show that the male and female activity rates in Spain were 81% and 66%, respectively. In the EU of 27 Member States (EU27), the male and female activity rates were 78% and 65%, respectively. Therefore, the differences between the male and female activity rates were 15 percentage points in Spain and 13 percentage points in the EU27.

In Andalusia, the male activity rate in 2010 was 79% and the female activity rate 61%. The male activity rate in Andalusia was 1 percentage point higher than the EU27 average and 2 percentage points lower than the average for Spain, while the female activity rate was 4 percentage points below the European average and 5 percentage points lower than the Spanish average. The difference in the male and female activity rates in Andalusia was 3 percentage points higher than the national difference and 5 percentage points higher than the European difference.

Figure 3.27.

Activity rate of the population aged 15-64 by sex in the different groups of European countries, Spain and Andalusia. Year: 2010



Source: Andalusian Institute of Statistics and Cartography. Data from the National Institute of Statistics Labour Force Survey. Rest: Eurostat
NB: annual average

3.3.3. Inter-annual development of the activity, employment and unemployment rates in Andalusia and Spain

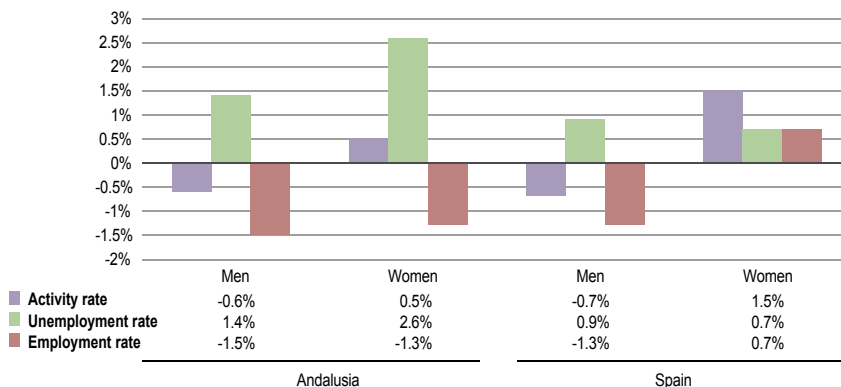
Regional Ministry of Employment

The comparison between the activity, employment and unemployment rates in the second quarters of 2011 and 2010 shows that, in spite of the loss of more male than female jobs, the incorporation of a large number of women into the labour market has resulted in a larger increase in unemployment among women: of the 75,700 newly unemployed, 64% were women and the remaining 36% men.

These circumstances have prompted a 0.6% decrease in the male activity rate in Andalusia and a 0.5% increase in the female activity rate. A comparison of how activity rates have developed at regional and national level reveals similar decreases in the male activity rate in Andalusia (-0.6%) and Spain (-0.7%). In contrast, the increase in the female activity rate between the second quarter of 2011 and 2010 was 1% lower in Andalusia than in Spain.

Unemployment has increased more amongst women (2.6%) than men (1.4%). In both cases, the increases have been higher than at national level.

Figure 3.28. Variation in the activity, unemployment and employment rates over the same quarter the previous year in Andalusia and Spain. 2Q/2011



Source: Andalusian Institute of Statistics and Cartography. Data from the National Institute of Statistics Labour Force Survey
NB: Active, unemployed and employed persons as a percentage of the total labour force

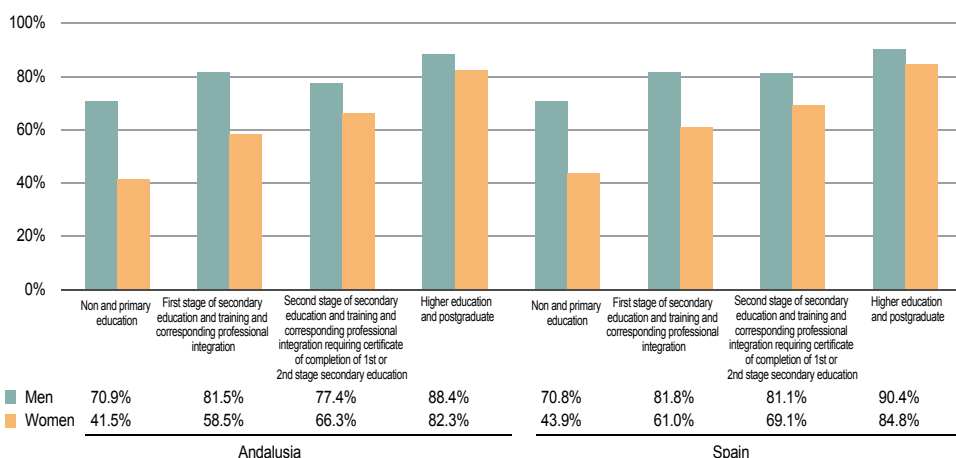
The employment rate in Andalusia fell more sharply amongst men (-1.5%) than women (-1.3%). In Spain as a whole, male employment fell by 1.3%, i.e. almost as strongly as in Andalusia. The decrease in the female employment rate in Andalusia contrasts with the 0.7% increase at national level.

3.3.4. Activity rates according to level of education

Regional Ministry of Employment

Data from the 2010 Labour Force Survey show that the higher the level of education of women, the greater their participation in the labour market. The clearest example of this is the 40.8 percentage point difference in the activity rate between Andalusian women with no or only primary education qualifications (41.5%) and women with higher education qualifications or PhDs (82.3%). In the case of men, the difference in the activity rate according to their level of education is smaller; the activity rate among men with no or only primary education qualifications is 70.9%, but among men with higher education qualifications or PhDs the activity rate is 88.4%, a difference of 17.5 percentage points.

Figure 3.29. Activity rates of the population aged 16-64 according to their education level in Andalusia and Spain. Year: 2010



Source: Andalusian Institute of Statistics and Cartography. Obtained from the National Institute of Statistics Labour Force Survey
NB: annual average

Furthermore, the differences between the male and female activity rates decrease the higher the education level, from 29.4 percentage points among women and men with basic studies to 6 percentage points among male and female university graduates.

If these variables are compared with the situation in Spain as a whole, the same trend can be observed in the differences between the male and female activity rates according to their education level: at national level, the difference in the activity rate between women and men with basic studies is 26.9 percentage points and 5.6 percentage points between female and male university graduates.

3.3.5. Inter-annual development of labour market inactivity in Andalusia by type of inactivity

Regional Ministry of Employment

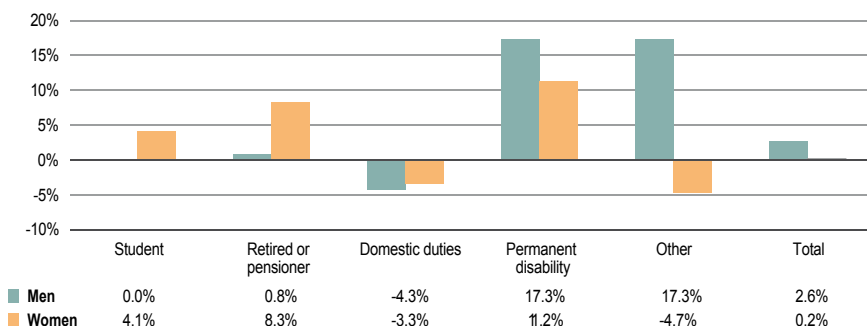
One important contribution of the Labour Force Survey to improving knowledge of the labour market has been to identify the reasons for non-participation in the labour market, i.e. the reasons for inactivity. In 2Q 2011, the main reason mentioned by Andalusian women for not joining the labour market was, in 81.7% of cases, dedication to domestic duties. The most important reason for inactivity mentioned by men (in 52.8% of cases) was being in receipt of a retirement or early retirement pension.

The figure below shows the development of the main causes of inactivity in the labour market mentioned by women in 2Q 2010 and in the same period in 2011. It reveals an increase in the number of women leaving the labour market to obtain more qualifications, collect pensions, or because they have reached retirement age or are unable to work. In contrast, the number of women mentioning domestic duties as a reason for their inactivity has declined.

During the same period, the number of men leaving the labour market because they are unable to work has risen and the number of inactive men leaving the labour market to take on domestic duties has declined.

Figure 3.30.

Development of the inactive population in the labour market by type of inactivity over the same quarter the previous year in Andalusia. 2Q/2011



Source: Andalusian Institute of Statistics and Cartography. Data obtained from the National Institute of Statistics Labour Force Survey

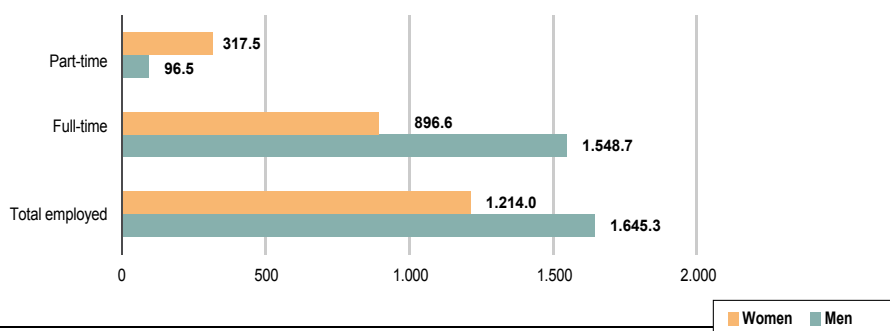
3.3.6. Employment rate in Andalusia by type of working day

Regional Ministry of Employment

A full working day is deemed to be an ordinary working day in the organisation where a person works, and a part-time working day is one that is shorter than a full working day.

Of all part-time workers in Andalusia in 2010, 23.3% were men and 76.7% women. The 317,500 women in part-time work represented 26.1% of all working women and the 96,500 part-time male workers represented 5.9% of all male workers.

Figure 3.31. Working population by working day and sex in Andalusia. Year: 2010



Source: Andalusian Institute of Statistics and Cartography. Data obtained from the National Institute of Statistics's Labour Force Survey
 NB: thousands of people, annual average

These data represent a decrease with respect to 2009 and 2008 in the percentage of female part-time workers in relation to the percentage of male part-time workers. Women represented 78.7% and 79.6% of all part-time workers in 2009 and 2008, respectively. The percentage of female part-time workers as a proportion of all female workers has remained fairly stable (26.4% in 2009 and 25.6% in 2008). The percentage of male part-time workers has increased steadily (from 4.3% in 2008 to 5.1% in 2009 and 5.9% in 2010, as mentioned before).

In terms of the reasons stated by workers for having part-time jobs, the Labour Force Survey shows that the main reason expressed by both men and women was the inability to find full-time employment (mentioned by 66.5% of men and 56.8% of women). The following reasons, in order of frequency, differed according to gender; 15% of men stated that they did not know or did not mention a specific reason; 12.5% of women mentioned having to look after children or unwell adults, and 11% did not mention any specific reasons. The next most common reason mentioned by women was other family or personal responsibilities (8.7%). The third and fourth reasons mentioned most frequently by men for working on a part-time basis were in order to take training courses (9.1%) and not wanting to work full-time (4.8%).

These data can be complemented by establishing the relationship between the type of working day, on the one hand, and the age and sex of workers, on the other. The age group with the highest proportion of male part-time workers was the 16-24 age group (33.5%), followed by the 55-and-over age group (28.6%). The age group with the highest proportion of female part-time workers was the 45-54 age group (84.1%), followed by the 35-44 age group (81.3%).

3.3.7. Type of work or employment contract by sex and by public or private sector

When linking data on employment and sector (public or private), Labour Force Survey data show that the numbers of men and women working in the public sector are very similar, while in the private sector the proportion of men is slightly higher (56.9%).

As regards job stability, the general temporary employment rate in Andalusia is 34.8%, although it is slightly higher among women than men (35.8% vs. 33.9%). In terms of the temporary employment rate by sector, this is higher in the private sector (38.2% of all workers), with little difference (1.2%) between men (37.7%) and women (38.9%). In the public sector, the temporary employment rate is 23.9% but the difference between men (20.3%) and women (27.5%) is 7.2%.

3.3.8. Employment rate in Andalusia according to number of children

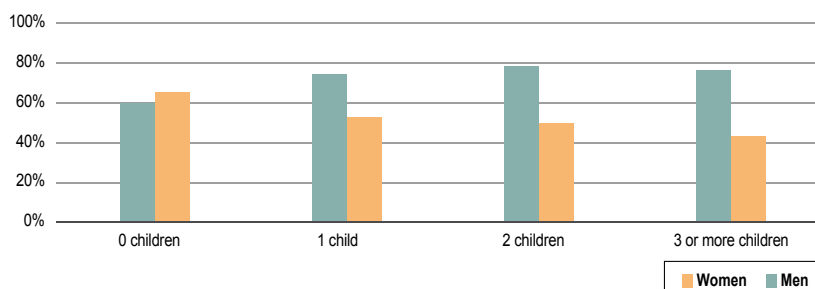
Regional Ministry of Employment

The analysis of the employment rate among persons of reproductive age (25-49), according to the number of children they have, shows that in 2010 the employment rate of women without children was 65.2%, higher than the rate for men (59.9%). However, the higher the number of children per woman, the lower the female employment rate. In contrast, the male employment rate increases in a directly proportional manner to the number of children per male worker.

The highest male employment rate is among men with two or more children 78.7%, compared with 49.8% in women, and the lowest rate is among men with no children. The lowest female employment rate is among women with 3 or more children 43.2%, compared with 76.4% among in men in the same family situation. The employment rate among men with one child is 74.4% and 52.8% among women in the same situation.

Overall, the difference between the employment rate of men and women in reproductive age increases the more children they have. The differences, in percentage point terms, are as follows: no children (-5.3), one child (21.5), two children (28.8) and three or more children (33.2).

Figure 3.32. Employment rate of persons aged 25-49 by number of children in Andalusia. Year: 2010



Source: Andalusian Institute of Statistics and Cartography. Data from the National Institute of Statistics Labour Force Survey
NB: annual average

Certain significant changes can be observed with respect to 2008 data. Three years ago, the male employment rate was higher than the female employment rate in all scenarios with children and the difference between the male and female employment rates has decreased in most scenarios, by as much as 9 percentage points in the case of men and women with two or more children.

In general, it may be concluded that fatherhood and motherhood have contrasting effects on the employment rate of men and women, respectively, and that in recent years the difference has diminished due more to the decrease in the male employment rate in any scenario with children than to the increase in the employment rates of women with children.

Another relevant aspect related to workers with children is the analysis of how maternity and paternity leave requests registered by the Social Security Authorities have developed. In most cases, maternity leave is currently 16 weeks for mothers and paternity leave 13 days for fathers, although mothers can transfer up to 10 weeks of their maternity leave to the other parent.

According to Social Security data, a total of 59,330 requests for maternity leave were presented in Andalusia in 2010, of which 58,664 were used by mothers and 666 by the other parent. A total of 43,577 paternity leave requests were presented in the same year. Maternity leave requests between 2009 and 2010 declined by 3%¹, as did the number of maternity leave requests taken by mothers, while maternity leave taken by the other parent decreased by 5.5%. By contrast, paternity leave increased 0.59% as compared to 2009.

¹ The same proportion in which the numbers of births decreased during the same period.

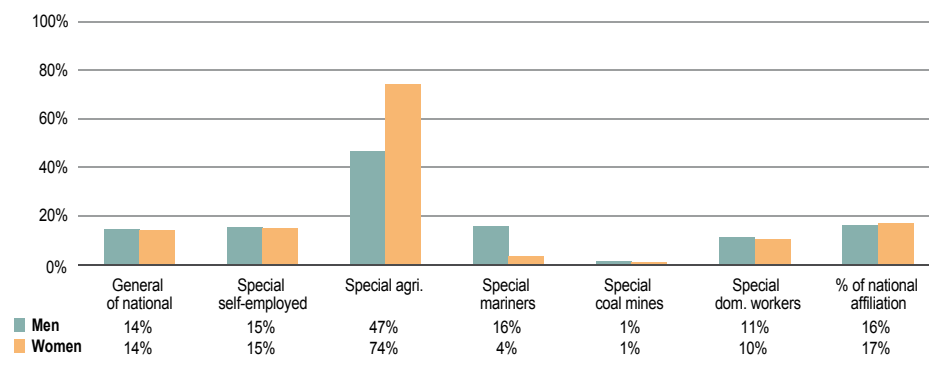
3.3.9. Registration with Social Security by scheme in Andalusia and Spain

Regional Ministry of Employment

According to information available as at 31 May 2011, of all workers registered with Social Security, 17% were registered in Andalusia. Men registered with Social Security in Andalusia account for 16% of the national total. The proportion of men and women registered under the General Social Security Scheme in Andalusia is the same as the percentage of all persons registered under this scheme nationally, i.e. 14%.

An analysis of the other Social Security schemes shows that a large proportion of women are registered in Andalusia under the special agricultural scheme (74% of the total); the same is true, albeit to a lesser degree, regarding the percentage of men registered under this scheme (47%).

Figure 3.33. Percentage of persons registered under the different Social Security schemes by sex in Andalusia expressed as percentage of the national total. Year: 2011



Source: National Social Security Institute.

NB: Data as at 31 May 2011

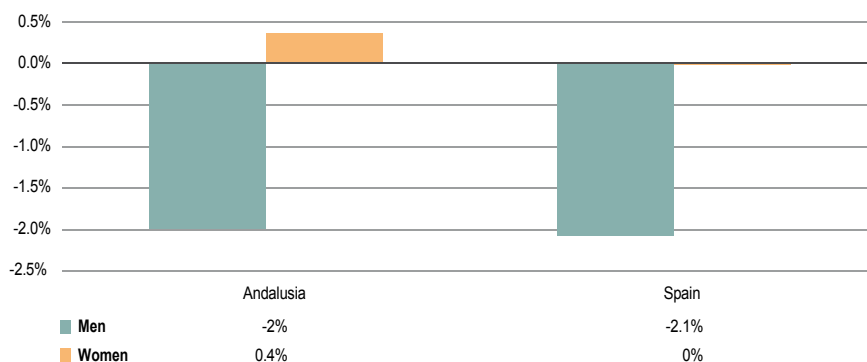
By contrast, Andalusian women are highly under-represented in the Special Mariners' Scheme, at a ratio of four Andalusian women to every one hundred women registered under this regime; in the case of men, the proportion affiliated under this scheme in Andalusia is identical to the average affiliation rate in Spain (16%).

There are no major inter-gender differences in the other schemes. Andalusian self-employed men and women account for 15% of all persons registered under the Special Scheme for Self-Employed Workers (Régimen Especial Trabajadores Autónomos - RETA) at national level. Men and women registered in Andalusia account for 14% of workers affiliated nationally under the General Social Security Scheme, 1% of workers affiliated under the Special Scheme for Coal Miners and around 10% of workers registered under the Special Scheme for Domestic Workers.

An analysis of the inter-annual evolution of total affiliation by sex shows that in Andalusia the number of female workers registered with Social Security increased more than the number of men between May 2010 and May 2011. The number of employed women registered with Social Security has increased by 0.4%, while the number of men has fallen by 2%.

A comparison of the rates of Social Security affiliation in Andalusia and Spain shows that the percentage of women registered with Social Security increased more in Andalusia between May 2010 and May 2011 (by 0.4%) than at national level, where there has been no variation in one year. In the case of men, the inter-annual variation in affiliation in Andalusia (-2%) has been slightly better than at national level (-2.1%).

Figure 3.34. Percentage development by sex of the number of persons affiliated with Social Security in 2011 over the same month in 2010 in Andalusia and Spain



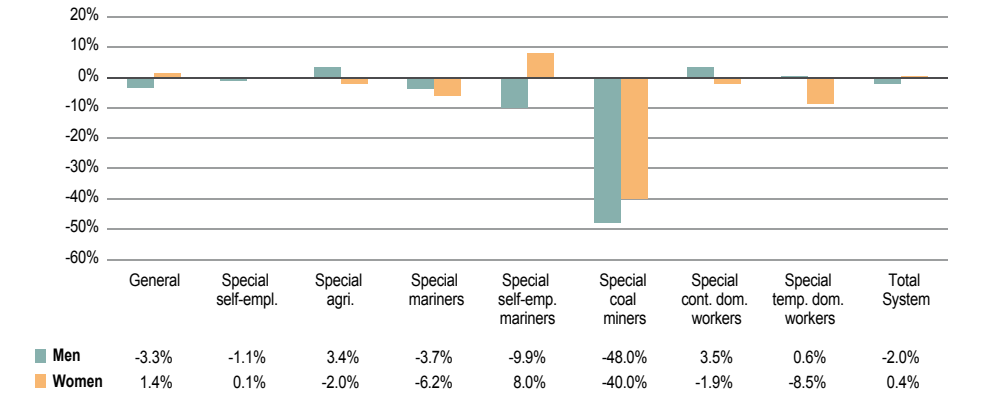
Source: National Social Security Institute.
NB: Data as at 31 May 2011

3.3.10. Inter-annual development of the number of persons registering with Social Security by scheme in Andalusia

Regional Ministry of Employment

Analysed by schemes, the development between May 2010 and May 2011 was heterogeneous in the case of female workers. Thus, female affiliation in Andalusia has increased under the General Social Security Scheme (1.4%), the Special Scheme for Self-Employed Workers (0.1%) and the Special Self-Employed Mariners' Scheme (8%). The numbers of women affiliated under the Special Agricultural Workers' Scheme, the Special Employed Mariners' Scheme and the Special Scheme for Employed and Self-Employed Domestic Workers have decreased.

Figure 3.35. Rate of change in affiliation under the different Social Security schemes by sex in Andalusia between May 2010 and May 2011



Source: National Social Security Institute.
 NB: Data as at 31 May 2011

Between 2010 and 2011, the proportion of men affiliated under all the different Social Security schemes decreased, with the exception of those registered under the Special Scheme for Agricultural Workers, where the number of affiliated men increased 3.4%, and men registered under the Special Scheme for Domestic Workers, increasing by 3.5% in the case of permanent workers and 0.6% in the case of temporary workers.

The percentages of women and men affiliated under the different Social Security schemes in Andalusia between 2011 and 2008 were very similar. In 2008, women and men affiliated with Social Security in Andalusia represented 16% of the national total, with no differences between women and men. 15% of men and 13% of women were affiliated under the General Social Security Scheme in 2008, 1 percentage point more and 1 percentage point less than in 2011, respectively. Women affiliated under the Special Scheme for Agricultural Workers in Andalusia accounted for 76% of the national total and men 49%, 2 percentage points more than in 2011 in both cases. The proportions of women and men registered under the Special Mariners' Scheme in 2008 and 2011 were identical in both years in the case of women (4%) and varied slightly in 2011 for men (15% in 2008, 16% in 2011). The proportions of men and women registered under the Special Scheme for Coal Miners fell between 2008 and 2011, by 2 percentage points in both cases.

Finally, 2011 data show that the proportion of women affiliated under the Special Scheme for Domestic Workers in Andalusia decreased with respect to 2008, 2009 and 2010, years in which they accounted for 11% of all women registered under this

scheme at national level. The number of men registered under this scheme remained at 11% of the national total.

3.3.11. Gross annual salary

Regional Ministry of Employment

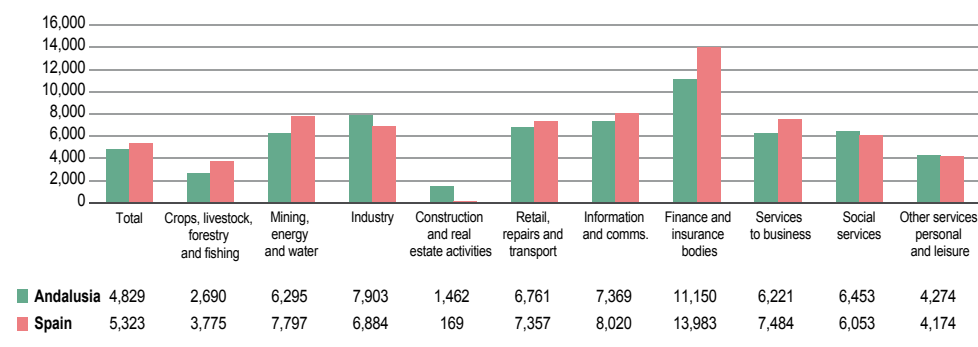
State Taxation Agency data for 2009 on workers' salaries show that the difference between the average gross annual salary received by men and women in Andalusia was 4829 euros. However, the difference at national level was greater (5323 euros per annum).

The differences in the salaries received by men and women vary considerably from sector to sector. The greatest difference in Andalusia is in the finance and insurance sector (11,150 euros) and this difference is even greater at national level (13,983 euros). The smallest difference in salary is in construction and real estate, at 1462 euros per annum in Andalusia, below the average national difference (169 euros). In the agricultural sector, the different in gross annual salary earned by men and women is greater at national level (3775 euros) than in Andalusia (2690 euros).

These figures show a decrease in the difference in salaries received by men and women in 2008 at both Autonomous Community and national level. In 2008, the difference between the gross annual salaries received by women and men was 5456 euros in Andalusia (627 euros more than in 2009) and 5976 euros at national level (653 more than in 2009). Salary differences have been reduced most in the finance and insurance sector, by 2173 euros in Andalusia and 2703 euros in Spain.

Figure 3.36.

Net salary differences between men and women in terms of gross annual salary in Andalusia and Spain. Year: 2009



Source: State Taxation Agency.

NB: The data for Spain correspond to the Common Tax System Territory, i.e. all the Autonomous Communities with the exception of Navarre and the Basque Country. The classification of sectors of activity corresponds to the 2009 Classification of Economic Activities.

3.3.12. Contributory pensions in Andalusia

Regional Ministry of Finance and Public Administration

Contributory pensions are contingent upon the existence of a prior legal relationship with Social Security, which in most cases requires being able to accredit a minimum period of contributions. The amount of these pensions is determined according to the contributions made by workers and, in the case of employed workers, taking into account employer contributions.

These two circumstances have a decisive influence on the proportion of men and women who receive these types of pensions in their different forms (disability, retirement and widows/widowers' pensions, as well as the average amounts of these pensions.

A total of 1,328,300 contributory pensions were received in Andalusia in 2010, 50.4% by women and 49.6% by men. Compared with the figures in 2008, when 1,286,432 pensions were paid in Andalusia (3.2% less than in 2010), 50.3% were received by women and 49.7% by men, similar to the 2009 proportion.

As shown in the following figure, the proportion varies according to the type of pension. In the case of permanent disability and retirement pensions, calculated on the basis of beneficiary employment record, the number of men receiving these pensions is twice that of women, although it is important to highlight that this percentage has varied with respect to 2008, with the gradual inclusion of women in the labour market; in 2009, women received 33.4% of pensions and 33.7% in 2010, respectively.

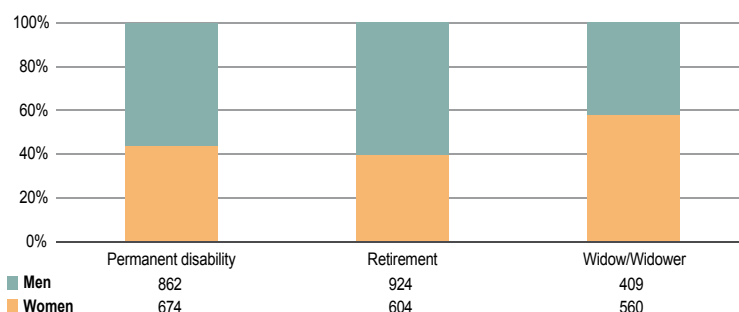
Figure 3.37 Number of contributory pensions in Andalusia. Year: 2010



Source: National Social Security Institute
NB: Data as at 31 December 2010

In terms of widow's/widower's pensions, calculated according to beneficiary employment records, 93.1% were received by women, almost identical to the percentage in 2008 (93.3%).

Figure 3.38. Average amount of contributory pensions in Andalusia. Year: 2010



Source: National Social Security Institute.
NB: Data as at 31 December 2010. In Euros/month

The analysis of the distribution of average contributory pensions shows that permanent disability and retirements pensions received by men were 27.9% and 53% higher, respectively, than those received by women. Although this difference has fallen slightly since 2008 in the case of disability pensions (29%), the difference in average retirement pensions has increased (51.6% in 2008). The difference between average widow's and widower's pensions, calculated according to the spouse's employment record, is still greater in the case of women (36.9%) than men, although this difference was smaller in 2008 (32.6%).

3.3.13. Welfare benefits or non-contributory pensions in Andalusia

Regional Ministry of Finance and Public Administration

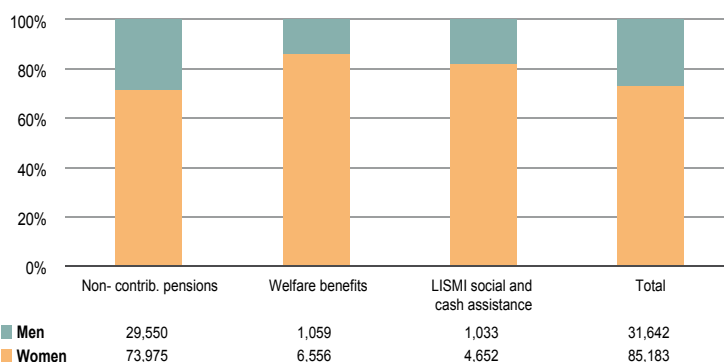
Non-contributory pensions are paid to needy people who are in situations entitling them to protection but whose incomes are below a certain level, even if they have never paid social security contributions or have not done so for long enough to entitle them to the benefits paid under the contributory system.

These pensions, which are not linked to the beneficiary's employment record and serve as a resource for people who have not had access to the labour market or who have done so very late in their lives or who have a disability, are mainly received by women (72.9% are received by women and 27.1% by men).

Data for 2010, broken down by type of pension, show that women received 86.1% of welfare benefits and men 13.9%. In the case of social and economic benefits granted under the Law on Social Integration of the Disabled (Ley de Integración Social de Minusválidos - LISMI), 81.8% of these disability pensions were awarded to women and 18.2% to men.

These pensions, which being repeated, are still being paid, are regular individual benefits paid to persons aged over 65 and to persons with occupational illnesses or disabilities preventing them from working.

Figure 3.39. Population receiving non-contributory benefits by type of benefit in Andalusia. Year: 2010



Source: Regional Ministry for Equality and Social Welfare
NB: Data as at 1 December 2010

The percentages of women and men receiving welfare benefits in 2010 were similar to those in previous years, with 85.7% received by women and 14.3% by men in 2010. The distribution by sex of benefits awarded under the Law on Social Integration of the Disabled has also been very similar, with women receiving 81.8% and 82.1% of such pensions in 2010 and 2008 respectively, and men 18.2% and 17.9% respectively.

3.4. TAXES

3.4.1. Personal Income Tax

Regional Ministry of Finance and Public Administration

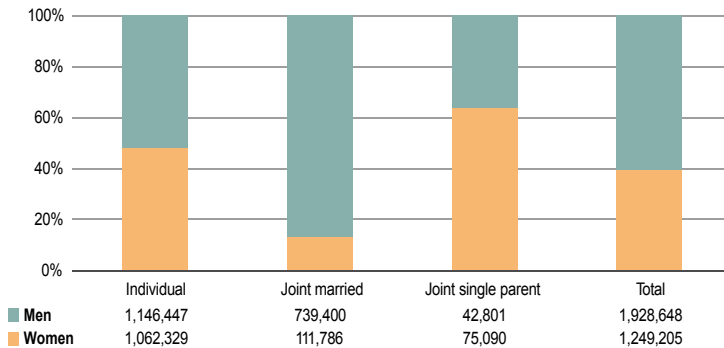
Personal Income Tax (Impuesto sobre la Renta de las Personas Físicas - IRPF) is withheld on different sources of income obtained by individuals, understood as their entire income obtained for work, capital and economic activities, capital gains and losses and income allocations established by law.

A total of 3,177,853 personal income tax returns for 2009 were filed in 2010 in the Autonomous Community of Andalusia, 60.7% by male taxpayers (1,928,648 tax returns) and 39.3% by female taxpayers (1,249,205 tax returns). In the 2008 tax filing year (a total of 3,199,048 tax returns), 61.6% of tax returns were filed by male taxpayers (1,969,107 tax returns) and 38.4% by female taxpayers (1,229,941 tax returns).

A comparison of the number of self-assessment tax returns filed in the 2009 and 2008 tax filing periods shows that the number of such tax returns filed in the 2009 tax filing period was 0.7% lower than in 2008 (-21,195 tax returns). Specifically, self-assessment tax returns presented by male taxpayers fell by 2.1% (-40,459 tax returns), while those filed by female taxpayers increased by 1.6% (19,264 tax returns). The percentages of all personal income tax returns filed by women in the 2008 and 2008 tax filing periods were below the range indicating balanced gender representation (40%-60%). Consequently, of all the tax returns filed in the 2008 and 2009 tax filing periods, only 38.5% and 39.3% respectively were filed by female taxpayers.

In terms of the different tax returns available for different family units, 69.5% of all personal income tax returns presented in the 2009 tax filing period were individual tax returns (2,208,776 tax returns) compared with 69.3% in the 2008 tax filing period (2,217,803 tax returns), i.e. 0.4% fewer than in the 2008 tax filing period (-9027 tax returns). Of the individual tax returns filed in the 2009 tax filing period, 51.9% were presented by male taxpayers (1,146,447 tax returns) and 48.1% by female taxpayers (1,062,329 tax returns). As regards individual personal income tax returns filed in the 2008 tax filing period, 52.5% were presented by men (1,163,578) and 47.5% by women (1,054,225).

Figure 3.40. Number of personal income tax returns filed in Andalusia (2009 tax filing period)



Source: State Taxation Agency.

NB: In the case of joint married tax returns, sex refers to the sex of the main taxpayer.

A comparison of the number of self-assessment tax returns presented in the 2009 and 2008 tax filing periods shows that the number of individual self-assessment tax returns filed by male taxpayers fell by 1.5% (-17,131 tax returns), while the number of such tax returns presented by female taxpayers increased by 0.8% (8,104 tax returns). This means that the proportion of individual self-assessment tax returns filed by women is within the range indicating balanced gender representation (40%-60%), and the equilibrium range has even increased with respect to the previous campaign, albeit modestly.

The joint married tax returns and joint single-parent family tax returns filed in the 2009 tax filing period accounted for 30.5% of all personal income tax returns (969,077 tax returns), and 30.7% of those presented in the 2008 tax filing period (981,245 tax returns), representing a decrease of 12,168 tax returns. The number of joint married tax returns presented in the 2009 tax filing period accounted for 26.8% of the total (851,186 tax returns), while those presented in the 2008 tax filing period represented 26.9% of all personal income tax returns presented in that period (861,296 tax returns). In the 2009 tax filing period, joint married tax returns presented by male tax filers who were the main income earners accounted for 86.9% (739,400 tax returns) of all such tax returns filed in that period compared with 13.1% (111,786 tax returns) in which female tax filers were the main income earners. In 2008 tax filing period, joint married tax presented by male tax filers as the main income earners represented 88.3% (760,247) of all joint married tax returns filed in that period, compared with 11.7% (101,049 tax returns) filed by female tax filers. The data show that the number of joint married tax returns decreased by 1% from 2008 to 2009 (-10,140 tax returns), decreasing by 2.7% (-20,847 tax returns) in the case of men. The proportion of joint married tax returns in filed by women as the main income earners increased by 10.6% (10,737 tax returns).

In the case of joint married tax returns, the difference between men and women is more evident because the representative percentages of 11.7% and 13.1% for the years 2008 and 2009, respectively, are far below the range limits indicating balanced representation (40%-60%). Joint single-parent family tax returns for the year 2009 accounted for 3.7% of all tax returns (117,891 tax returns) compared with 3.8% for the year 2008 (119,949 tax returns), a decrease of 1.7% (-2058 tax returns). Of the total number of joint single-parent family tax returns filed in the 2009 tax filing period, 36.3% were presented by male taxpayers (42,801 tax returns) and 63.7% by women (75,090 tax returns). In the 2008 tax filing period, 37.8% (45,282 tax returns) of joint single-parent family tax returns were filed by male taxpayers and 62.3% (74,667 tax returns) by female taxpayers.

Therefore, it may be concluded that although the number of tax returns of this type filed has declined proportionally with respect to the 2008 tax filing period, the numbers of joint single-parent family tax returns filed by male taxpayers has decreased by 5.5% (2481 tax returns) and those presented by female taxpayers have decreased by 0.6% (423 tax returns).

Gender inequalities are therefore evident in the presentation of joint married and joint single-parent family tax returns. During the 2008 tax filing period, 62.3% of joint single-parent family tax returns were presented by women, rising to 63.7% in 2009, much higher than the range limit of balanced representation (40%-60%). The increase in the percentage of women filing joint married tax returns from 11.7% for 2008 to 13.1% for 2009 is far short of the range limits of balanced representation. This highlights the importance of joint married tax returns in which the person declaring the highest income is male.

In order to prepare the tax income budget for 2012, the Directorate-General for Financing and Taxation's main objective has been to evaluate the impact of gender on Autonomous Community personal income tax relief approved by the Autonomous Community of Andalusia and review the gender approach within the framework of the fiscal regulatory capacity exercised by our Autonomous Community, in accordance with Law 22/2009 of 18 December regulating the financing system in Autonomous Communities with general tax schemes and cities with Statutes of Autonomy. Amendments have been made to certain tax regulations and Law 18/2010 of 16 July on the system regulating the transfer of taxation competencies from the State to the Autonomous Community of Andalusia and the establishment of the scope and conditions of the aforementioned transfer of responsibilities.

After identifying the quantitative effect of tax policy broken down by sex, the latest implementation data were applied to determine the beneficiaries of different types of tax credit.

1. Tax credit for certain types of family benefit

In the 2009 tax filing period, this deduction was applied in a total of 4880 tax returns, of which 57.5% were filed by male taxpayers (2574 tax returns), accounting for 57.7% (111,308 euros) of the total amount of this tax benefit (192,758 euros), and 42.5% were presented by female taxpayers (1906 tax returns), who accounted for 42.3% (81,450 euros) of the total amount of these tax credit deductions. The average amounts of tax credit deducted by male and female taxpayers were 43.2 euros and 42.7 euros, respectively.

2. Tax credit for persons receiving subsidised housing benefit

In the 2009 tax-filing period, this deduction was applied in a total of 3518 tax returns. 66.4% (2337 tax returns) were filed by male taxpayers, accounting for 66.4% (70,095 euros) of the total amount of this tax benefit (105,510 euros), and 33.6% by female taxpayers (1181 tax returns), accounting for 33.6% (35,415 euros) of total tax benefit.

3. Tax credit for investment in usual residence classified as subsidised housing and for young people

In the 2009 tax filing period, a total of 45,411 taxpayers under the age of 35 applied this deduction (99.2% with respect to 2008). Of these, 61.8% were male taxpayers (28,061 tax returns) and 38.2% female taxpayers (17,350 tax returns). Male taxpayers accounted for 62.6% (3,652,920 euros) of the total amount of this tax credit and women 37.4% (2,179,856 euros). The average tax credit deducted in this respect by men and women amounted to 130.20 euros and 125.60 euros, respectively.

4. Tax credit for amounts invested in rental of usual residence

In the 2009 tax filing period, a total of 12,641 taxpayers under the age of 35 applied this deduction in their tax returns (1.2% more than in 2008). Of these, 54.2% were men (6849 tax returns) and 45.8% women (5782 tax returns). Men accounted for 54.1% (2,825,430 euros) of the total amount of this tax credit and women 45.9% (2,400,499 euros). The average amounts of tax credit deducted in this respect by men and women amounted to 412.50 euros and 414.50 euros, respectively.

5. Tax credit for the promotion of self-employed young entrepreneurs

In the 2009 tax filing period, 423 taxpayers under the age of 35 deducted this tax credit in their tax returns (17.2% less than in 2008). Of these, 94.1% were men (398 tax returns) and 5.9% women (25 tax returns). Of the total amount of this tax credit (63,600 euros), men accounted for 94.1% (59,850 euros) and women 5.9% (3750 euros). The average amounts of tax credit deducted in this connection by men and women amounted to 150.4 euros and 150 euros, respectively.

6. Tax credit for the promotion of self-employed female entrepreneurs

In the 2009 tax filing period, this tax credit was deducted from a total of 619 tax returns (13.4% less than in 2008), of which 25.5% were tax returns filed by male taxpayers as the main taxpayer (158 tax returns) and 74.5% by female taxpayers as the main taxpayers (461 tax returns, of which 397 were individual tax returns).

Male filers who were also the main taxpayers and who deducted this tax credit for the promotion of self-employed female entrepreneurs accounted for 25.4% (47,181 euros) of total tax credit deducted in this respect (185,481 euros) and women 74.6% (138,300 euros). The average amounts of tax credit deducted in this respect by men and women were 298.60 euros and 300 euros, respectively.

Of the 222 joint married tax returns filed, 71.2% (158 tax returns) corresponded to joint married tax returns filed by men as the main taxpayers, and 28.8% corresponded to joint married or single-parent family tax returns filed by women as the main taxpayers (64 joint married tax returns).

7. Tax credit for international child adoption

In the 2009 tax filing period, a total of 200 taxpayers applied this deduction (8.7% less than in 2008); 49.5% were male taxpayers (99 tax returns) and 50.5% female taxpayers (101 tax returns). Of the total amount of tax credit deducted in this respect (90,200 euros), male taxpayers deducted 47.2% (42,550 euros) and female taxpayers 52.8% (47,650 euros). The average tax credit deducted in this connection by men and women amounted to 429.80 euros and 471.80 euros, respectively.

8. Tax credit for taxpayers with disabilities

In the 2009 tax filing period, a total of 39,680 disabled people applied this deduction on their tax returns (2.3% more than in 2008); 72.6% of these were male taxpayers (28,792 tax returns) and 27.4% female taxpayers (10,888 tax returns). Male taxpayers accounted for 72.9% (2,956,700 euros) of the total tax credit deducted in this respect (4,056,383 euros), compared with 27.1% (1,099,683 euros) in the case of female taxpayers. The average tax credit deducted in this respect by men and women amounted to 102.7 euros and 101 euros, respectively.

9. Tax credit for mothers or fathers of single-parent families and, where applicable, with parents aged over 75

In the 2009 tax filing period, a total of 7311 taxpayers applied this deduction (11.3% more than in 2008); 28.9% were male taxpayers (2111 tax returns) and 71.1% female taxpayers (5200 tax returns). The participation of male taxpayers in the total amount of tax credit deducted in this respect (740,850 euros) totalled 28.9% (214,000 euros), compared with 71.1% (526,450 euros) in the case of female taxpayers. The average tax credit deducted in this respect by men and women amounted to 101.60 euros and 101.20 euros, respectively.

10. Tax credit for looking after disabled people

In the 2009 tax filing period, a total of 25,304 taxpayers applied this deduction (1% more than in 2008); 66.1% were male taxpayers (16,732 tax returns) and 33.9% female taxpayers (8572 tax returns). The participation of male taxpayers in the total amount of tax credit in this respect (2,100,358 euros) was 68.4% (1,435,869 euros), compared with 31.6% (664,489 euros) in the case of female taxpayers. The average tax credit deducted in this respect by men and women amounted to 85.80 euros and 77.50 euros, respectively.

The specific distribution by sex of the different types of tax returns is unknown. However, in the 2009 tax filing period, joint single-parent tax returns accounted for 86.5% (6326 tax returns) of all tax returns applying this deduction and individual single-parent tax returns accounted for 13.5% (985 tax returns), while in 2008 joint tax returns accounted for 89.2% (5863 tax returns) and individual tax returns 10.8% (708 tax returns), respectively.

In the 2009 tax filing period, 83 taxpayers applied the tax credit deduction for care of disabled people requiring a third party (72.9% more than in 2008); 49.4% of these taxpayers were men (41 tax returns) and 50.6% women (42 tax returns). The total amount of these tax deductions (15,076 euros) was distributed as follows: men, 45.8% (6902 euros); and women, 54.2% (8174 euros). The average amounts of tax credit deducted by men and women were 168.30 euros and 194.60 euros, respectively.

11. Tax credit for home help

In the 2009 tax-filing season, 2578 taxpayers applied this deduction (38.6% more than in 2008); 47.1% were men (1188 tax returns) and 53.9% women (1390 tax returns). The total amount of these tax deductions (489,412 euros) was distributed as follows: men, 45.4% (222,028 euros); and women, 54.6% (267,384 euros). The average amounts of tax credit deducted in this respect by men and women were 186.90 euros and 192.40 euros, respectively.

3.4.2. Inheritance and Gift Tax

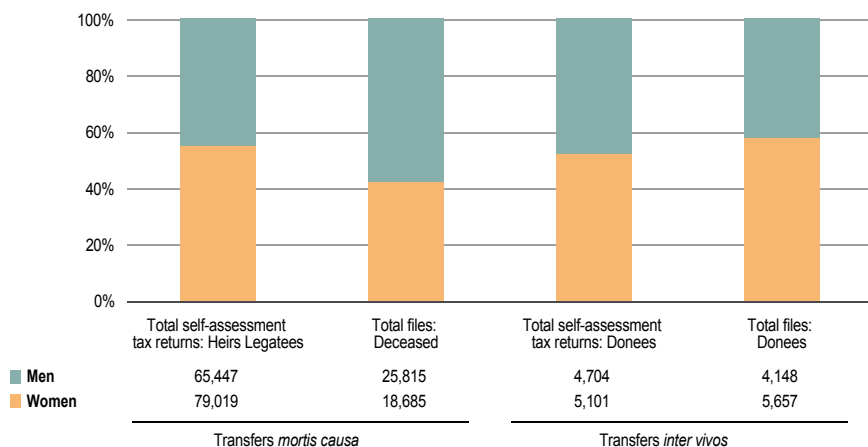
Regional Ministry of Finance and Public Administration

Inheritance and Gift Tax is applied to acquisitions mortis causa of property and rights transmitted by inheritance, bequest or any other form of succession. This tax is also applied to amounts received by the beneficiaries of life insurance contracts when the insured is not the beneficiary. This tax is also applied to acquisitions inter vivos of property and rights transferred as gifts or through legal transactions by gratuitous title inter vivos.

For the 2010 tax year, a total of 144,466 self-assessment tax returns were presented using Form 650 for transfers mortis causa to heirs and legatees; 54.7% of these taxable transactions were self-assessed by female taxpayers (79,019) and 45.3% by male taxpayers (65,447).

For the 2009 tax year, a total of 134,749 self-assessment tax returns were presented using Form 650 for transfers mortis causa to heirs and legatees; 54.6% of these taxable transactions were self-assessed by female taxpayers (73,618) and 45.4% by male taxpayers (61,131).

The comparison of data from both years shows that 7.2% more self-assessment tax returns were presented in 2010 than in 2009 (9717); 3.2% were presented by women (5401) and 4% by men (4316).

Figure 3.41. Number of self-assessed Inheritance and Gift Tax returns presented in Andalusia. Year: 2010

Source: Regional Ministry of Finance and Public Administration. Unified Resource System (SUR)

It can therefore be concluded that most self-assessment tax returns for Inheritance and Gift Tax on transfers *mortis causa* to heirs and legatees are filed by women. This has been the pattern for some time. This means that the percentage of women among taxpayers filing self-assessment Inheritance and Gift Tax returns falls within the range indication gender balance (40%-60%), and is actually higher than the percentage of men.

Data for 2010 show that more tax returns of this type were filed in relation to the death of men than of women. Of the total, 45,350 (56.9%) tax returns corresponded to deceased men (25,815 cases) and 43.1% to deceased women (19,535 cases).

In 2009, 57.1% of the 43,525 tax returns presented in this respect corresponded to deceased men (24,840) and 42.9% to deceased women (18,685).

A total of 9805 self-assessment tax returns were filed by donees in 2010 using Self-Assessment Form 651 for taxable transactions consisting of transfers *inter vivos* corresponding to either gifts or any other legal transaction by gratuitous title, compared with 9736 in 2009.

In tax year 2010, 48% of self-assessment tax returns corresponded to male taxpayers (4704 self-assessment tax returns) and 52% to female taxpayers (5101 self-assessment tax returns). In tax year 2009, 49.2% corresponded to male taxpayers (4792) and 50.8% to female taxpayers (4944). An analysis of the data for both years shows that in 2010 the number of self-assessment tax returns for transfers inter vivos was 0.7% higher (69) than in 2009, due to the 1.6% increase in self-assessment tax returns filed by female taxpayers (157) and the 0.9% decrease in those filed by male taxpayers (88). Therefore, the representation of women in the total number of self-assessment tax returns inter vivos is also within the range of balanced representation between men and women (40%-60%).

A total of 9805 tax returns were registered in 2010, of which 42.3% corresponded to male donees (4148) and 57.7% to female donees (5657), compared with 9736 returns in 2009, of which 46.1% corresponded to male donees (4483) and 53.9% to female donees (5253).

3.4.3. Tax on transfers of assets and documented legal transactions

Regional Ministry of Finance and Public Administration

This tax is levied on transfers of assets for consideration in transfers inter vivos of all types of property and rights forming part of the estate of individuals or legal entities, as well as the constitution of real rights, loans, guarantees, leases, pensions and administrative concessions. Taxable transactions include company transactions (incorporation of companies, company capital increases and decreases, dissolution of companies) and legal transactions documented in notarial deeds, documents or certificates, trade documents and administrative documents.

In 2010, a total of 622,732 self-assessment tax returns, under the three different self-assessment types, were filed by taxable individuals and legal entities for the purpose of tax on transfers of assets (Impuesto sobre Transmisiones Patrimoniales – ITP) and documented legal transactions (Impuesto sobre Actos Jurídicos Documentados – AJD). Of these self-assessment tax returns, 33.2% (206,532) corresponded to taxable events relating to company transactions carried out by legal entities and 66.8% (416,200) to taxable events related to individuals. Of the 416,200 self-assessment tax returns filed by individuals, 68.8% were presented by men (286,304) and 31.2% by women (129,896).

Tax on transfers of assets and documented legal transactions. Number of self-assessment tax returns. Year: 2010

Total Form 600	Legal Entities			Individuals			
	TOTAL	Legal Ent.	%	Men	%	Women	%
2010	622,732	206,532	33.2%	286,304	68.8%	129,896	31.2%

Source: Unified Resource System. Regional Ministry of Finance and Public Administration

In 2009, a total of 690,151 self-assessment tax returns were filed for the purpose of this tax in the three types, of which 33.2% were presented by legal entities and the remaining 66.8% by individual taxpayers. Of the 461,374 self-assessment tax returns filed by individual taxpayers, 70.3% were presented by men (324,374) and the remaining 29.7% by women (137,000).

The number of self-assessment tax returns presented in 2010 decreased by 67,419 (9.8%) as compared with 2009: 5.5% were filed by male taxpayers (-38,070), 1.1% by female taxpayers (-7104), and 3.2% by taxable companies (-22,245).

It can therefore be concluded that more individuals than legal entities filed self-assessment tax returns for this tax in 2010, and the majority of self-assessment tax returns presented by individuals were filed by male taxpayers. The proportion of female taxpayers filing these tax returns is not within the range limits of what is considered to be balanced representation between men and women (40%-60%).

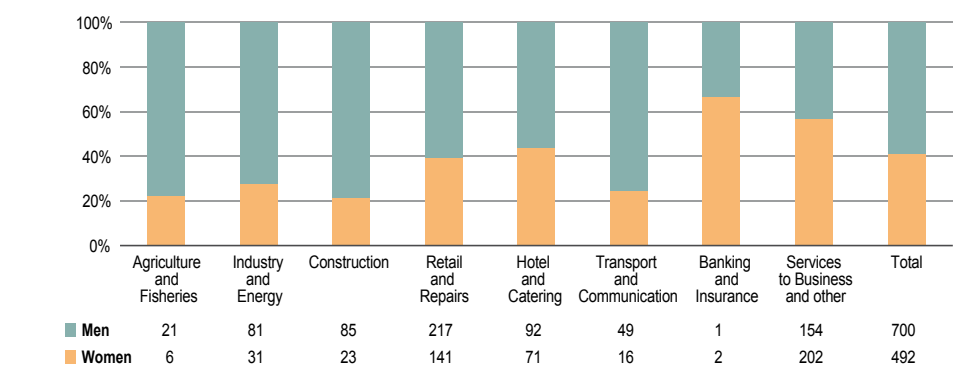
3.5. COMPANIES, UNIVERSITIES AND ICTS

3.5.1. Participation in worker-owned companies in Andalusia

Regional Ministry of the Economy, Innovation and Science

The decline in business activity due to the current economic climate has also affected worker-owned companies. The number of worker-owned companies created between 2008 and 2010 fell by 21.2%. This reduction has been greater among companies created by men (-26.5%) than those created by women (-12.1%). In 2010, of the 1195 worker-owned companies incorporated in Andalusia, 58.7% were created by men and 41.3% by women, i.e. within the range of balanced participation. Women's participation in such companies is greater than in 2008, when men created 63% of worker-owned companies and women the remaining 37%.

Figure 3.42. Individuals incorporating worker-owned companies created in Andalusia in 2010 by sex and economic activity



Source: Regional Ministry of the Economy, Innovation and Science

In spite of the relative parity in the number of men and women setting up worker-owned companies, substantial and evident gender differences exist according to the field of economic activity in which these companies operate. More than 70% of companies operating in the industry/energy, agriculture/fisheries and transport/communication sectors were created by men. Around 60% of companies in the banking/insurance and company services sectors were set up by female entrepreneurs. In the hotel/catering and retail/repair sectors, the presence of women and men is balanced, albeit with a greater presence of men in both sectors.

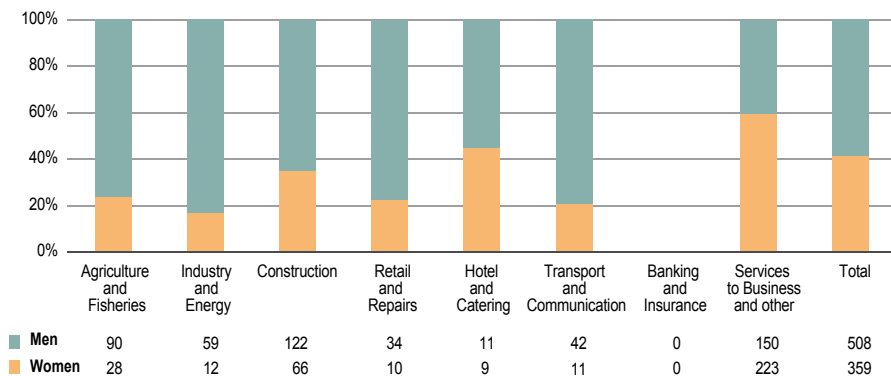
3.5.2. Participation in cooperatives created in Andalusia

Regional Ministry of the Economy, Innovation and Science

The economic situation has also affected the creation of cooperatives in 2010. The total number of people participating in the creation of cooperatives has fallen by 25.4% with respect to 2009 and by 54.8% with respect to 2008. In terms of their distribution by sex, the number of men setting up cooperatives in 2010 in Andalusia was 47.4% down on 2009 and 45.6% lower than in 2008. However, the decrease has been less sharp among women, with 29.8% fewer cooperatives created by female entrepreneurs than in 2009 and 44.6% fewer than in 2008.

In 2010, the percentage participation of women and men in the creation of new cooperatives was similar to that of previous years, with women representing 41.4% of all cooperative members and men 58.6%. By different production sectors, female participation is within equilibrium levels in the company services and hotel and catering sectors. Between 80% and 75% of cooperatives in the agriculture and fisheries, retail and repairs, transport and communications and industry and energy sectors were set up by men. Men are the majority in agriculture and fisheries cooperatives, since the participation of women fell from 47.1% in 2008 to 21.8% in 2009 before rising slightly to 23.7% in 2010.

Figure 3.43. Individuals incorporating cooperatives created in Andalusia in 2010 by sex and economic activity



Source: Regional Ministry of the Economy, Innovation and Science

The largest proportion of business activity on the part of female and male cooperative members in 2010 was developed in the business services and other economic activities sector (59.8% by women and 40.2% by men).

3.5.3. People registered under the special scheme for self-employed workers in Andalusia

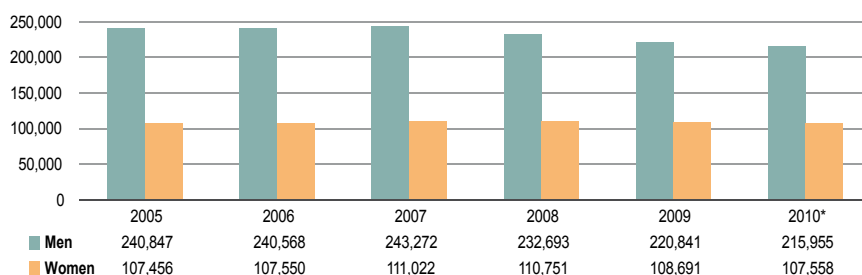
Regional Ministry of Employment

Although 2010 data indicate that entrepreneurship is more deeply rooted among men than women, and since 66.8% of self-employed people in 2001 were men, the growth of the number of people registering as self-employed workers between 2005 and 2010 demonstrates the greater perseverance of women in this type of employment. In fact, excluding the 2007 peak in the number of men and women registering as self-employed, the number of men registered as self-employed fell by 11.5% between 2005 and 2010 while the number of self-employed women remained stable over the same period.

Thus, the percentage of self-employed women between 2005 and 2010 increased from 30.9% to 33.2%, the highest percentage in the entire reference period, while the percentage of self-employed men fell from 69.1% to 66.8%.

In general terms, the number of registered self-employed workers decreased by 7.1% between 2005 and 2010, with the different effects among men and women described previously.

Figure 3.44. Development of the number of registered self-employed persons in Andalusia. Years 2005-2010



Source: Ministry of Employment and Immigration

(*) NB: Data as at 1 December 2010

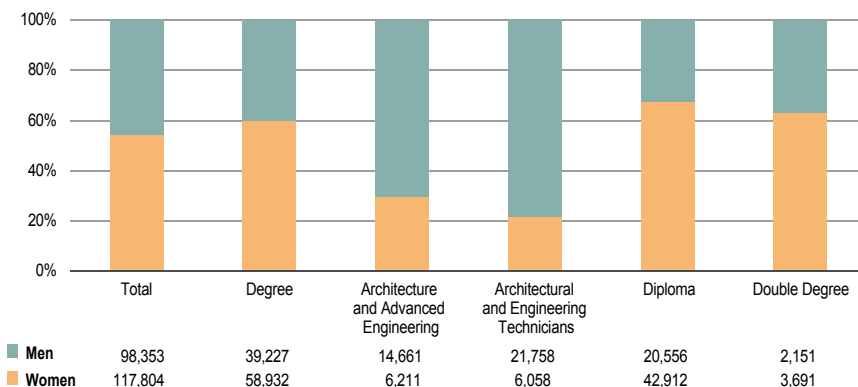
3.5.4. Students enrolled in university education in Andalusia

Regional Ministry of the Economy, Innovation and Science

In the 2009-2010 academic year, 216,157 students enrolled to study at universities in the Andalusian Public University System. Of these students, 54.5% were women and 45.5% men. This represents a slight decrease (-4.4%) in total enrolments over 2008-2009, the decline being greater among women (-5.3%) than men (-3.3%), and is 4.6% lower than the total number of students enrolled in 2007-2008 (an overall decrease of 5.6% among women and 3.5% among men).

Figure 3.45.

Students enrolled in university education by type of qualification and sex in Andalusia. Academic year 2009-2010



Source: National Institute of Statistics (INE)

The variations in preferred types of studies have been largely insignificant; the most in-demand types preferred by 45.4% of all enrolled students, continue to be university degrees, although these have decreased slightly in favour of double degrees (which have increased 4.9% in absolute terms), followed by diploma studies (29.4%), architecture and engineering technicians (12.9%), architecture and advanced engineering (9.7%, up 0.4%) and double degrees (2.7%) (percentages of total enrolled students).

As in previous academic years, more women than men continue to sign up for university degrees (60%), diploma studies (67.6%) and double degrees (63.2%), but women account for less than 30% of all students enrolled on architectural and engineering technician and architecture and advanced engineering degrees and has decreased with respect to the levels in 2007-2008 (1.9% and 11.1% fewer women enrolled on architecture and advanced engineering and architectural and engineering technician degrees, respectively).

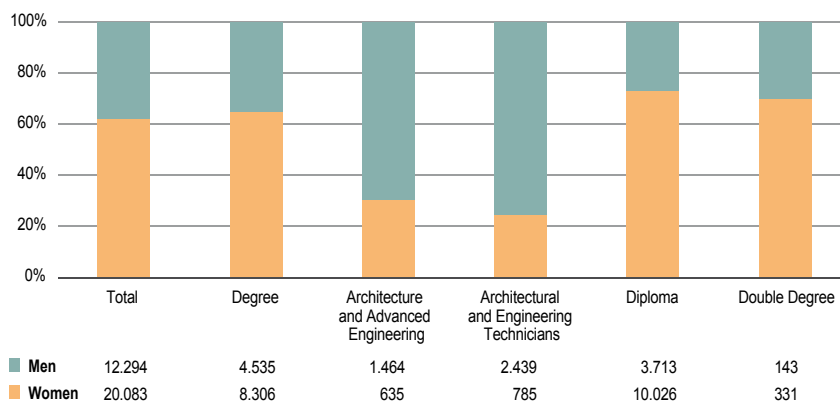
3.5.5. Students completing their studies in 2010 in Andalusia by type of qualification

Regional Ministry of the Economy, Innovation and Science

In the 2009-2010 academic year, 32,377 students completed their studies at Andalusian public universities, 2.9% more than in 2008-2009 and 8.9% more than in 2007-2008; 62% of new graduates were women and 38% men. This ratio between men and women is identical to that in the previous two academic years (2008-2009 and 2007-2008).

By preferred academic qualification, and as in previous academic years, more women than men complete diploma studies (73%), double degrees (69.8%) and degrees (64.7%), while the majority of new graduates completing architecture and engineering technician/architecture and advanced engineering studies are men (75.7% and 69.7%, respectively).

Figure 3.46. Students completing university studies in 2010 in Andalusia by type of qualification



Source: National Institute of Statistics (INE)

3.5.6. Students enrolled on postgraduate courses by academic discipline and sex in the academic year 2009-2010

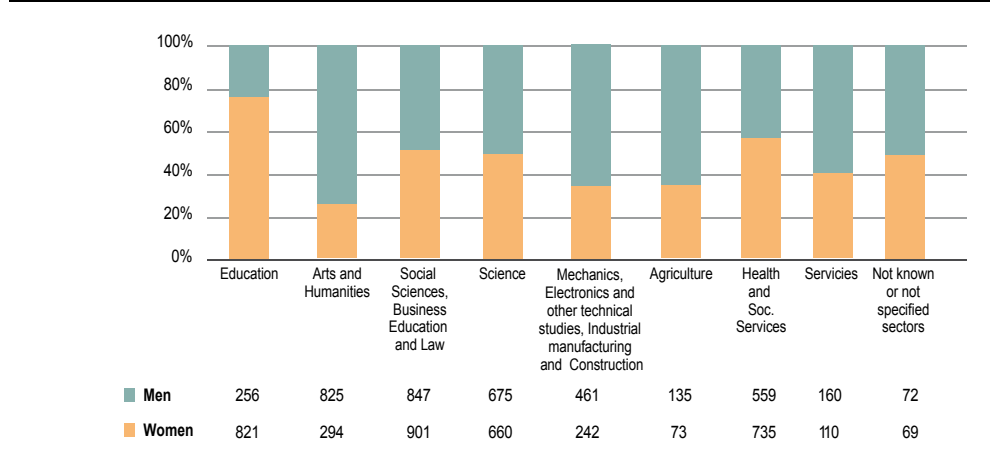
Regional Ministry of the Economy, Innovation and Science

Of the students enrolled in postgraduate courses in the academic year 2009-2010, 49.5% were women and 50.5% men. However, the distribution by sex of the different academic disciplines reveals significant gender differences. For example, women are the majority in the following academic disciplines: Education

(55.1%), Health and Social Services (56.5%), Arts and Humanities (51.4%), Social Sciences, Business Education and Law (51%). Men are the majority in the following academic disciplines: Sciences (50.6%), Agriculture (65.9%) and Technology and Engineering (65.6%).

In terms of development between academic years 2008-2009 and 2009-2010, the proportion of women and men enrolled on postgraduate courses remained at very similar levels. There were also few changes in the preferences of men and women with respect to the different postgraduate courses.

Figure 3.47. Students enrolled on postgraduate courses by academic discipline in Andalusia. Academic year 2009-2010



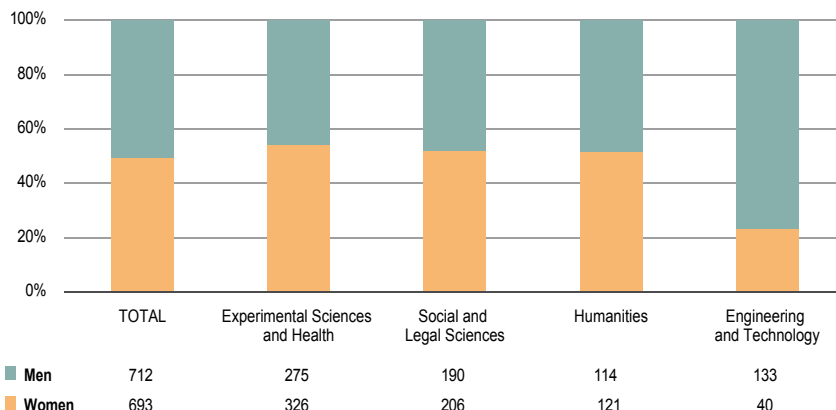
Source: National Institute of Statistics.

3.5.7. Doctoral theses awarded in Andalusia by academic discipline and sex in the academic year 2009-2010

Regional Ministry of the Economy, Innovation and Science

The number of doctoral theses awarded in Andalusia in the academic year 2009-2010 increased by 13.4% with respect to 2008-2009. Of the 1405 theses awarded, 49% were presented by female postgraduate students and 51% by male postgraduate students. These percentages are identical to those in the previous two academic years (2008-2009 and 2007-2008).

Figure 3.48. Doctoral theses awarded by academic discipline in Andalusia. Academic year: 2009-2010



Source: National Institute of Statistics.

The distribution of academic disciplines by sex shows that in previous academic years more women than men doctored in Humanities (51%), Experimental Sciences and Health (54%) and Social and Legal Sciences (52%) (as percentages of the total number of doctoral theses awarded). In Engineering and Technology, men presented 76.9% of all doctoral theses, thus increasing the difference with respect to academic year 2008-2009, when the proportion of female doctoral students presenting engineering and technology theses accounted for 25% of the total, and academic year 2007-2008, when women represented 33% of all doctoral students in this field.

3.5.8. Chairs at universities and university schools in Andalusia and Spain in 2009-2010

Regional Ministry of the Economy, Innovation and Science

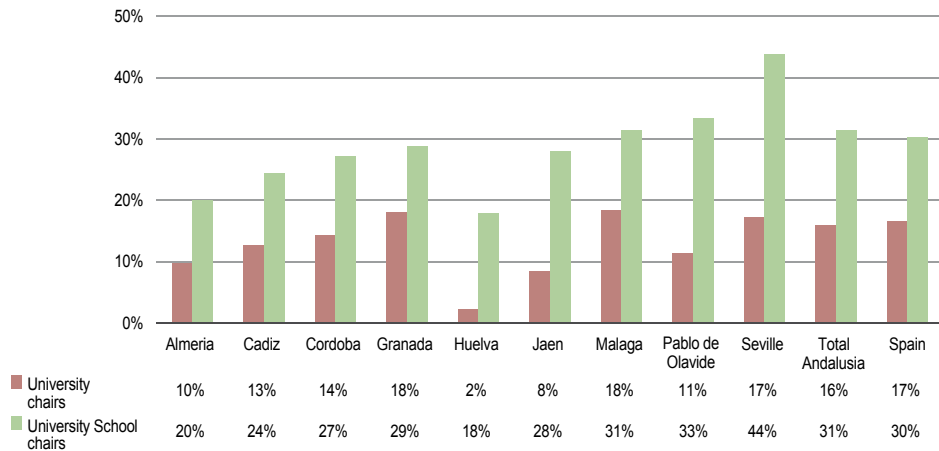
In academic year 2009-2010, women held 16% and 31% of chairs at universities and university schools in Andalusia, respectively. This represents an increase as compared to 2008-2009, when women accounted for 13% of all university chairs, and is also higher than in 2007-2008, when 12% of chairs were women. In contrast, there has been a slight decline in the number of female chairs at university schools, since they accounted for 32% of all chairs in both 2008-2009 and 2007-2008.

The universities with the largest number of female chairs are the universities of Malaga, Granada and Seville, and those with the lowest proportion are the universities of Almeria and Huelva.

The comparison of data for Andalusia and Spain shows that the situation in Andalusia is very similar to that in the rest of the country: there are 1% more female chairs at Andalusian university schools than at national level and 1% fewer at Andalusian universities than at national level.

Figure 3.49.

Female chairs at universities and university schools in Andalusia and Spain.
Academic year 2009-2010



Source: National Institute of Statistics (INE).

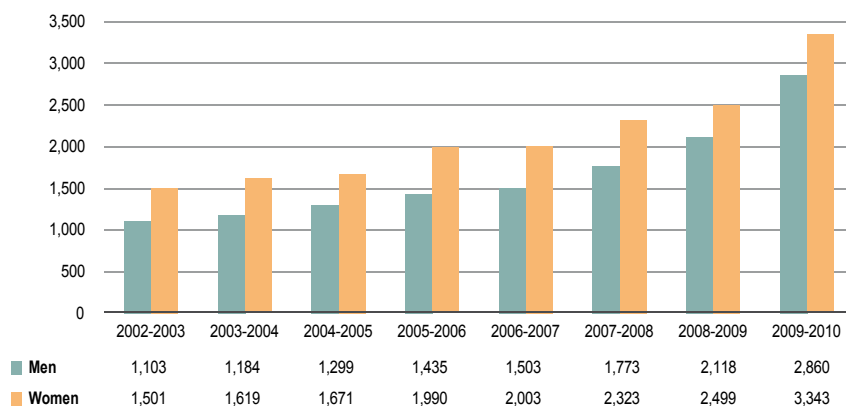
3.5.9. Students with Erasmus grants

Regional Ministry of the Economy, Innovation and Science

The Erasmus programme fosters student mobility between different EU countries, providing financial support to finance 3-to-12-month stays at universities in other EU countries. The financial aid is announced by the universities and financed by the European Union, the Spanish Ministry of Education and the Regional Government of Andalusia, the latter making the largest contribution.

Data for academic year 2009-2010 show a 34% increase in the number of students participating in the programme, with similar proportions of male (35%) and female students (33.8%). However, more female than male students continue to receive Erasmus grants (53.9% and 46.1%, respectively).

Looking at a longer time-frame, between academic years 2002-2003 and 2009-2010 the total number of students receiving Erasmus grants increased by 138%, more so among men (159%) than women (122%).

Figure 3.50. Students with ERASMUS grants at Andalusian Institutions by sex. Academic year: 2009-2010

Source: Regional Ministry of the Economy, Innovation and Science

3.5.10. Use of Information and Communication Technologies (ICTs)

3.5.10.1. Development by sex and age of proportion of people who have used computers in Andalusia and Spain

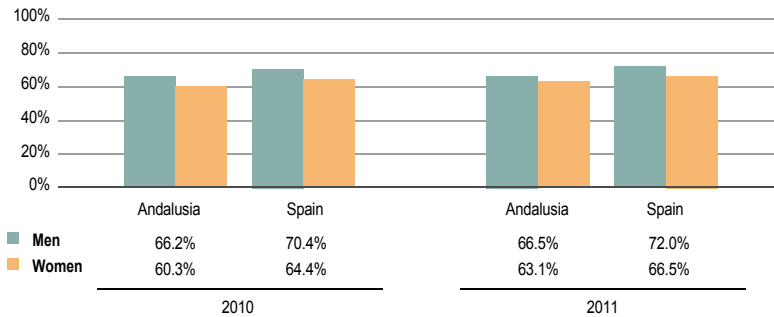
Regional Ministry of the Economy, Innovation and Science

The Survey on Information and Communication Technologies (hereinafter “ICTs”) Equipment and Use in Households in 2011 shows that in Andalusia 66.5% of men and 63.1% of women used computers in the last three months; the difference in the use of computers between men and women is therefore 3.4 percentage points. Data at national level show that in 2011 72% of men and 66.5% of women used computers in the last three months, a difference of 5.5 percentage points.

The analysis of how computer use has developed in Andalusia shows that the numbers of men and women using computers in 2011 increased by 0.3 and 2.8 percentage points over 2010. The evolution at national level shows that the use of computers by Spanish men and women has increased by 1.6 and 2.1 percentage points, respectively.

In terms of how computer use has developed at national and regional level (Andalusia), data show that between 2010 and 2011 the gap between Spanish and Andalusian men has increased from 4.2 to 5.5 percentage points. In the case of women, the difference in use of computers between Spanish and Andalusian women has decreased slightly from 4.1 percentage points in 2010 to 3.4 percentage points 2011.

Figure 3.51. Percentage of persons aged 16-74 using a computer in the last 3 months. Andalusia and Spain. Years 2010-2011



Source: National Institute of Statistics. Survey on Information and Communication Technologies Equipment and Use in Households in 2010 and 2011.

The data on the use of computers over a longer period reveal a 12.2 percentage point increase in the use of computers by women and 5.4 percentage points increase in their use by men. This evolution has reduced the computer use gap between men and women by 7.4 percentage point, from 10.8 percentage points in 2008 to 3.4 percentage points in 2011. At national level, the computer use gap between men and women has also been reduced by 1.3 percentage points from 6.8 percentage points in 2008 to 5.5 percentage points in 2011.

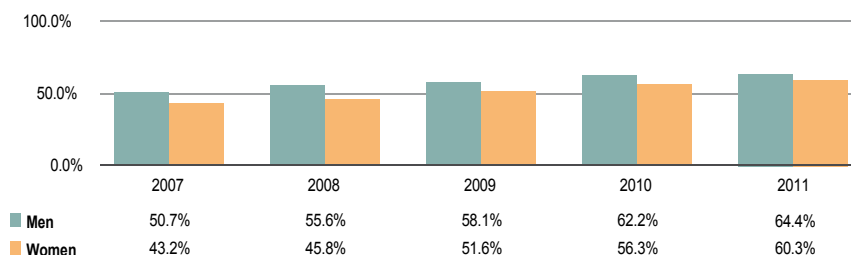
3.5.10.2. Development by sex, education level and employment situation of the proportion of persons who have used Internet in Andalusia

Regional Ministry of the Economy, Innovation and Science

Data for 2011 show that 60.3% of Andalusian women have used Internet in the last three months, 4 percentage points more than in the previous year. The percentage of men using Internet in the last three months was 64.4%, 2.2 percentage points more than in 2010. This annual variation shows that more women than men became Internet users in 2011. These data show that the Internet gap between men and women has been reduced by 1.8 percentage points from 5.9 percentage points in 2010 to 4.1 percentage points in 2011.

As shown in the graph below, the gap has been reduced even further if the data for 2011 are compared with those from 2008, when the Internet use gap between men and women was 9.8 percentage points. This means that between 2008 and 2011 the gap was reduced by 5.7 percentage points.

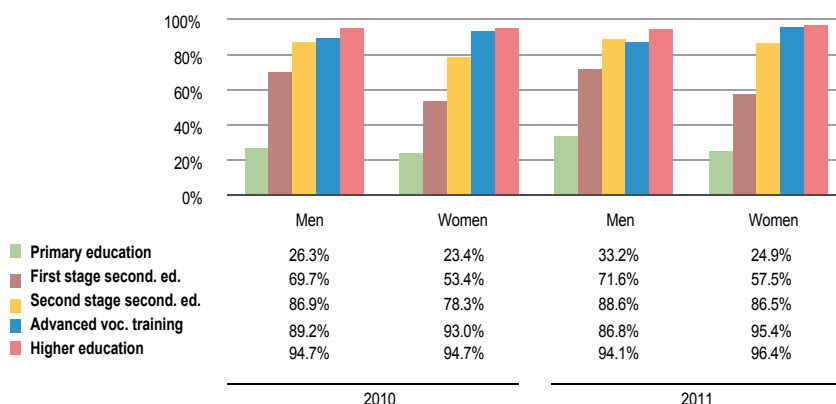
Figure 3.52. Development of the percentage of persons using Internet in the last 3 months in Andalusia by sex. Period: 2007-2011



Source: National Institute of Statistics. Survey on Information and Communication Technologies Equipment and Use in Households in 2010 and 2011.

The data for 2010 and 2011 on the computer use according to the education level of men and women show that more men use computers than women at all educational levels, except in advanced occupational training and higher education. At these two levels, more women use computers than men, and this difference also increased between 2010 and 2011. The computer use gap between men and women is greatest (14.1 percentage points) in the first stage of secondary education, although it has been reduced with respect to 2010, when the difference was 16.3 percentage points.

Figure 3.53. Computer use in the last 3 months by sex and education level. Years 2010-2011



Source: National Institute of Statistics. Survey on Information and Communication Technologies Equipment and Use in Households in 2010 and 2011

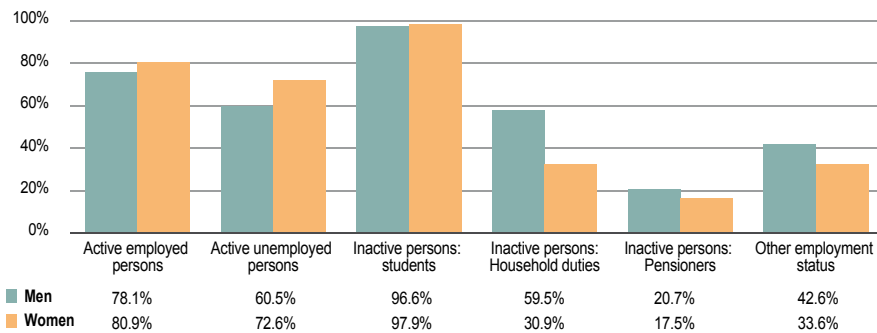
In terms of the use of ICTs in relation to the employment situation of individuals, the figure below shows that the percentage of male and female users is very similar

among employed men and women, inactive people who are studying, and pensioners. However, significant differences are evident between unemployed people and inactive people who perform household duties.

In the segments with few differences by sex, slightly more women use computers among workers and students, but more male than female pensioners use computers. In terms of the segments evidencing significant differences by sex, more unemployed women use computers than unemployed men, but more inactive males who perform household duties use computers than females in the same segment.

Figure 3.54.

Computer use in the last 3 months by employment status and sex in Andalusia. Year: 2011



Source: National Institute of Statistics (INE). Survey on Information and Communication Technologies Equipment and Use in Households in 2010 and 2011.

These data are not significantly different to those in 2010, nor, looking at a longer time-frame, are they much different to those in 2008, except in the case of inactive persons performing household duties. In 2008, this segment contained a higher percentage of female than male users, but the increase in the number of inactive men has also increased the number of inactive males performing household duties who use computers. The difference between 2008 and 2011 between men and women in this segment was almost 19 percentage points.

The difference in percentages terms between 2008 and 2011 is greater than the difference between 2010 and 2011, but smaller than in 2009 when the difference in computer use between inactive men and women performing household duties was almost 40 percentage points.

3.6. EDUCATION

As stated in the Plan for Gender Equality in Education, the progress achieved in recent decades in the field of gender equality has resulted in the greater incorporation and participation of women in Andalusian society in all spheres of political, social and cultural life. Nevertheless, these changes have not always been accompanied by new models of gender relations. Although important changes have taken place in family models, men have not been incorporated into the spheres of private and household life to the same extent that women have joined the labour market, institutions and other social spheres. Furthermore, the dominant power relations in our society continue to appear in the form of labour discrimination and violence against women, as the most archaic form of domination and subjugation.

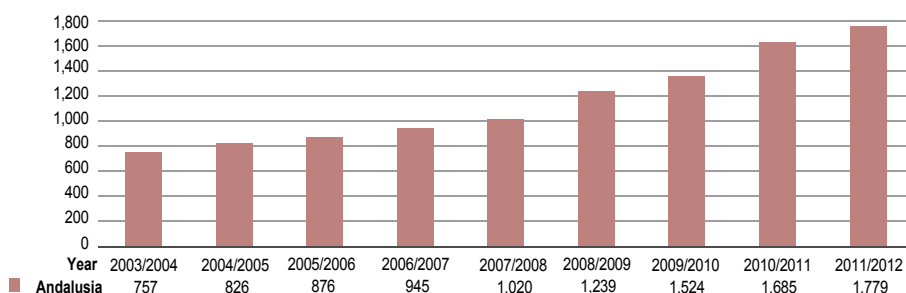
For these reasons, one cornerstone of the Andalusian education systems is the promotion of effective gender equality in the different areas and fields of the education system. The system also seeks to help students acquire the core values of democratic coexistence, participation, non-violence and gender equality.

3.6.1. Development of the number of nursery education centres

Regional Ministry of Education

In the Andalusian education system, nursery education centres provide education to young children aged 0-3. Their two main objectives are to support young children's integral and harmonious development and to help their families balance family and working life.

Figure 3.55. Development of the number of nursery education centres in Andalusia. Period: 2003-2012

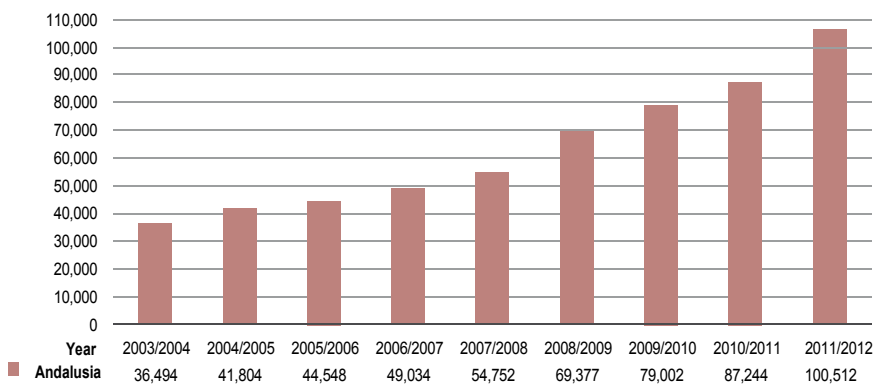


Sources: Academic years 2003-2007: Regional Ministry for Equality and Social Welfare. Since 2008/2009: Regional Ministry of Education

The number of nursery education centres increased steadily from 2003 to 2011, from 757 centres in academic year 2003-2004 to 1779 centres in 2011-2012. This represents a 135% increase between both academic years and an 8.7% increase between 2010-2011 and 2011-2012.

Logically, and as envisaged in Decree 428/2008 of 29 July, the number of places offered at nursery education centres has also increased. The number of places increased 15.1% between 2010-2011 and 2011-2012 and 275% since 2003-2004.

Figure 3.56. Development of the number of places offered at nursery education centres in Andalusia. Period: 2003-2012



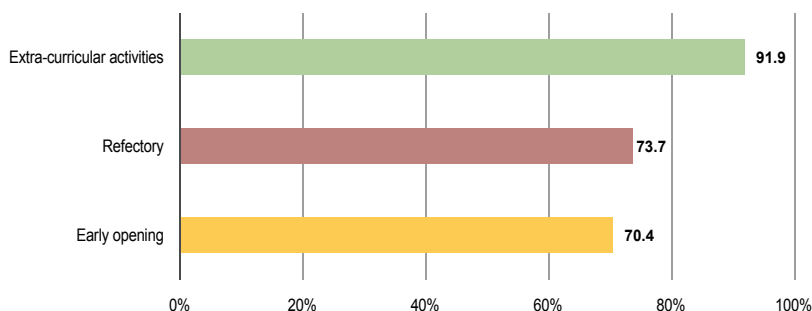
Sources: Academic years 2003-2007: Regional Ministry for Equality and Social Welfare. Since 2008/2009: Regional Ministry of Education
NB: Data for 2011/2012 are estimates.

3.6.2. Education centres offering early opening and refectory services and extra-curricular activities

Regional Ministry of Education

The Andalusian education system, in addition to satisfying the right to education, also offers additional services to favour the inclusion of fathers and mothers in the labour market. For this purpose, the system incorporates a School Day Extension Plan for the provision of early opening and refectory services and extra-curricular activities.

Figure 3.57. Education centres offering early opening and refectory services and extra-curricular activities in Andalusia. Academic Year: 2011-2012



Source: Regional Ministry of Education

NB: Percentages on the overall number of centres adhering to the School Day Extension Plan

The number of services offered by centres adhering to the School Day Extension Plan is increasing from year to year. The figure above shows the centres that provide these services as a percentage of all the centres participating in the Plan. More than 90% provide extra-curricular activities and more than 70% provide early opening and refectory services. Between 2008-2009 and 2011-2012, the number of centres offering early opening has increased 2 percentage points, those that offer refectory services 1.6 percentage points and those that provide extra-curricular activities 0.1 percentage points.

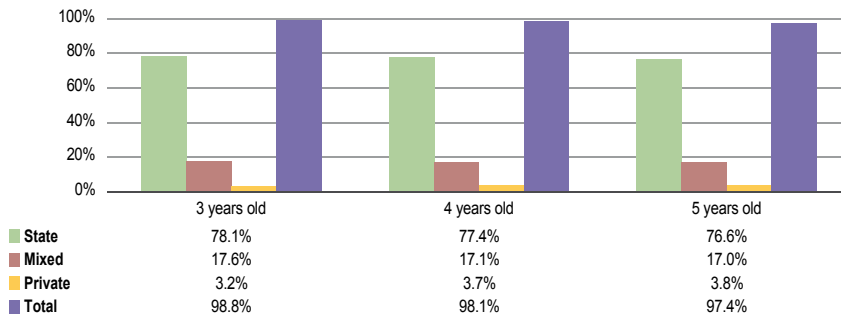
3.6.3. Schooling rate of children aged 3 to 5 in Andalusia

Regional Ministry of Education

Infant-primary education covers the education of children aged 3 to 5. Although this does not form part of compulsory education (6-16 years), the schooling rate in Andalusia is almost 100%. As shown in the figure below, in 2009-2010 almost 97% of school children in this stage of education were enrolled at centres supported with public funds, i.e. publicly funded or mixed funding schools.

The number of students enrolled at publicly-funded schools has gradually increased from year to year, as a result of the policy introduced to increase free education at all these levels. Between 2008-2009 and 2009-2010, the number of school children aged 3 increased by 1 percentage point. Attendance by children aged 3 to 5 at publicly funded and mixed funding schools has increased and decreased slightly at private schools.

Figure 3.58. Schooling rates of children in infant-primary education by age and type of school in Andalusia. Academic year: 2009-2010



Source: Regional Ministry of Education

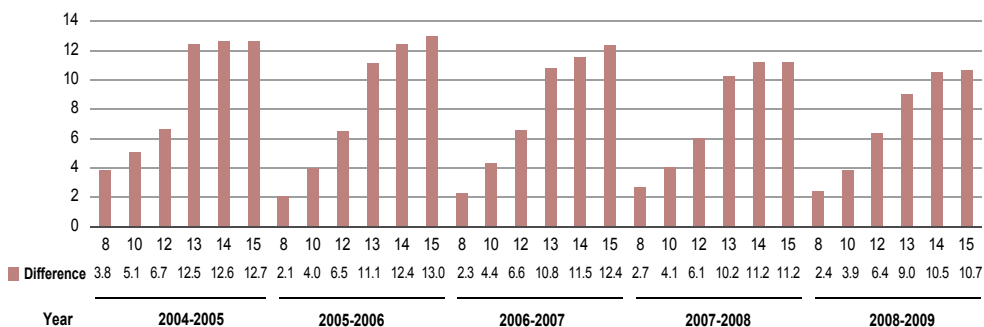
3.6.4. Ideal year level rate among students in compulsory education in Andalusia

Regional Ministry of Education

The ideal year level rate indicates the percentage of students enrolled in a given year whose age is appropriate for the year in question. This rate is normally used to measure the results of the education system because it shows the percentage of students who advance through compulsory education completing the year corresponding to their age.

The figure below shows the difference between the ideal year level rate of female and male students.

Figure 3.59. Evolution of the differences in the rate of approximation to ideal course level of female and male students of compulsory education age in Andalusia



Source: Regional Ministry of Education
 NB: Percentages of female over male students

It is a common feature of education systems for girls to have better ideal year level rates than boys. This difference is greater amongst older pupils and also students in compulsory secondary education (12-16 years). The development between academic years 2004-2005 and 2008-2009 shows that the difference in the ideal year level rates between female and male students is decreasing in all age groups except among 12-year-old students, where a slight increase was observed between 2007-2008 and 2008-2009.

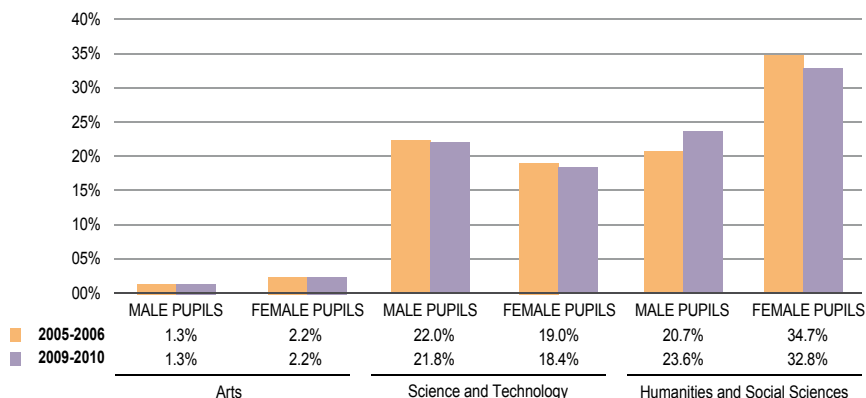
3.6.5. Development of "A" level students in Andalusia by specialisation

Regional Ministry of Education

"Bachillerato", equivalent to UK "A" level studies, are divided into two years and precede university education. The number of students in this stage of education in Andalusia increased by 8% between academic years 2005-2006 and 2009-2010. In 2009-2010, 46.7% of all male students and 53.3% of all female students took "A" levels. These percentages reflect an increase in the proportion of male students with respect to 2005-2006, when it was 44.1%.

Figure 3.60.

Development of the percentage of "A" level students by stream and academic year in Andalusia.



Source: Regional Ministry of Education

NB: Percentages of male and female students in each stream with respect to the total for their sex

"A" levels in Humanities and Social Sciences concentrates the largest proportion of male and female students in each sex (23.6% and 32.8%, respectively). The proportion of students choosing this stream increased 9.7% from 2005-2006 to 2009-2010. From the perspective of distribution by sex, the number of male students has increased almost 3 percentage points, while the number of female students has fallen almost 2 percentage points. In 2009-2010, the number of students taking

“A” levels in Science and Technology was 5.8% higher than in 2005-2006. In 2009-2010, 21.8% of male students and 18.4% of female students chose this stream. In spite of the increase in the number of students taking these subjects, the relative number of students studying science and technology has diminished since the aforementioned increase was lower than the overall increase in “A” level students. The number of students choosing “A” levels in arts subjects has increased 7%, although the distribution by sex reveals no variations between the academic years analysed.

3.6.6. Students in training programmes by academic year and level in Andalusia

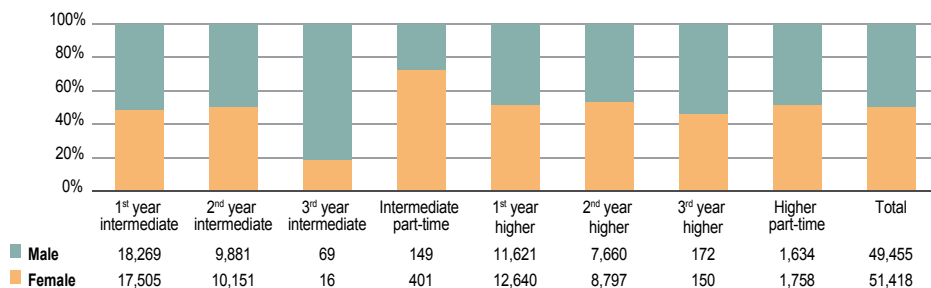
Regional Ministry of Education

The composition by sex of students in training programmes in Andalusia is almost balanced, with 49% male students and 51% female students. In absolute terms, the number of students increased by 6.5% between 2008-2009 and 2009-2010 and by 13% between 2007-2008 and 2009-2010. However, the composition by sex has varied little in three years because in 2007-2008 the ratio was 48 male students to every 100 students.

The composition by sex of students varies according to the training level analysed and sometimes, for example in intermediate-level training programmes (part-time), most students (72.9%) are girls. This level is intended for young people aged over 18 who have the necessary qualifications to enrol in training programmes (secondary education qualifications for intermediate-level training cycles or “A” levels for higher-level training programmes) or who have passed the corresponding examination for enrolment in training programmes.

In the third year of intermediate level, 18.8% of students are boys and the remaining 81.2% girls, although there are fewer than one hundred students in this level.

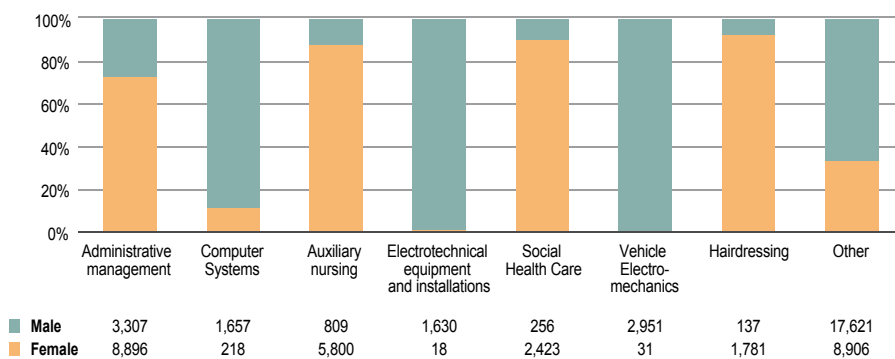
Figure 3.61. Students in training programmes by level in Andalusia. Academic year: 2009-2010



Source: Regional Ministry of Education

The second figure in this section on the composition by sex and professional category of intermediate-level students shows a traditional distribution of female and male students. The “Vehicle Electro-mechanics”, “Electro-technical Equipment and Installations” and “Computer Systems Operation” categories are chosen mainly by male students, while “Hairdressing”, “Administrative Management”, “Social Health Care” and “Auxiliary Nursing Care” are studied mainly by girls. This situation presents no significant variations with respect to previous years’ data.

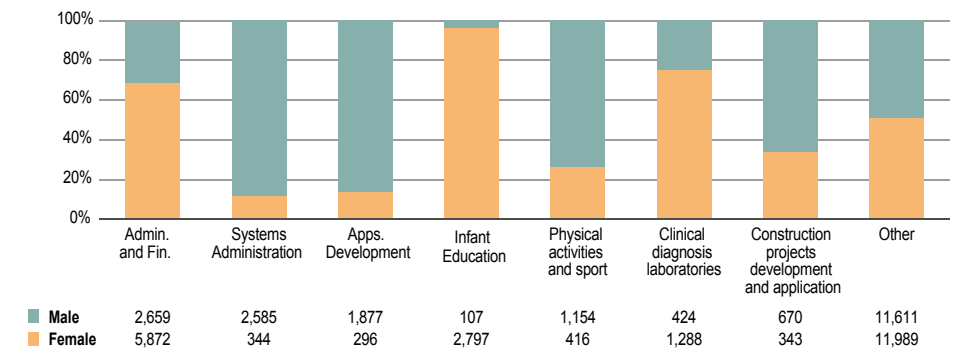
Figure 3.62. Students in intermediate-level training modules by professional category in Andalusia. Academic year: 2009-2010



Source: Regional Ministry of Education

The third figure, showing data on higher-level students, also presents gender features that group students mainly by sex. At this level, the presence of women is relatively higher in the “Administration and Finance” and “Clinical Diagnosis Laboratory” categories, and as high as 96.3% in the “Infant Education” category.

However, the majority of students in the “IT Applications Development” and “Physical Activities and Sports” categories are male, reaching 88.3% in the “IT Systems Administration” category. As at intermediate level, these percentages do not vary significantly with respect to previous years’ data.

Figure 3.63. Students in advanced-level training modules by professional category in Andalusia. Academic year: 2009-2010

Source: Regional Ministry of Education

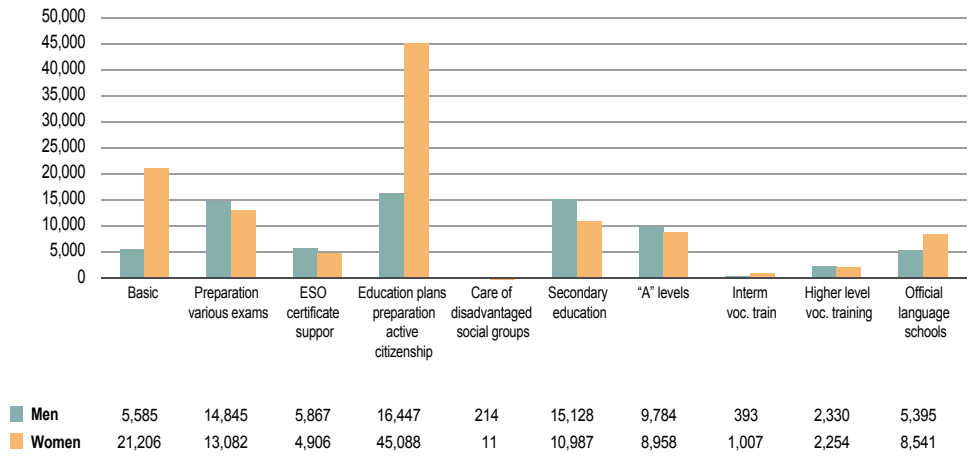
3.6.7. Students in Adult Education

Regional Ministry of Education

Adult education includes up to ten different subjects, although most students select basic training subjects and education plans to promote active citizenship, which includes, for example, basic ICT skills, the promotion of entrepreneurship, knowledge of Andalusian cultural heritage or the acquisition of healthy living habits. A total of 46% of adult education students study these subjects.

The analysis of adult education students by sex in the academic year 2009-2010 shows that 60 of every 100 students were women and 40 men, although the presence of men has increased continuously since 2008-2009 (35.7%) and 2007-2008 (32.2%). This mainly female composition is determined by the massive presence of women in the two categories studied by most students; basic training education, in which 79.2% of all students are women; and plans to promote active citizenship, in which women account for 73.3% of all students.

The number of basic training students in academic year 2009-2010 has declined in absolute terms compared to 2008-2009, and the participation of women in this adult education category has also decreased to 82.2% of all students on that course. The number of students on education programmes to promote active citizenship has also decreased in absolute terms although their composition by sex remains unchanged. The education levels in which male presence increased most between 2008-2009 and 2009-2010 were in the preparation of examinations at different levels (including the obtainment of compulsory secondary education (ESO) qualifications, entry examinations to intermediate and advanced-level modules, or university entry examinations for persons aged over 25), as well as secondary education and "A" level education.

Figure 3.64. Adult education students. Academic year: 2009-2010

Source: Regional Ministry of Education

3.7. HOUSING

The Law on the Right to Housing in Andalusia, approved in February 2010, implements the constitutional and statutory right of Andalusian citizens to decent and adequate housing in our Autonomous Community. As per the provisions of this Law, individuals officially registered in any municipality in Andalusia have the right to decent and adequate housing, and the exercise of this right must favour equal opportunities between men and women. Similarly, Article 50 of Law 12/2007 on the Promotion of Gender Equality in Andalusia establishes that public authorities must integrate the gender perspective in the design of housing policies and plans, developing specific programmes and actions for different social groups and family models.

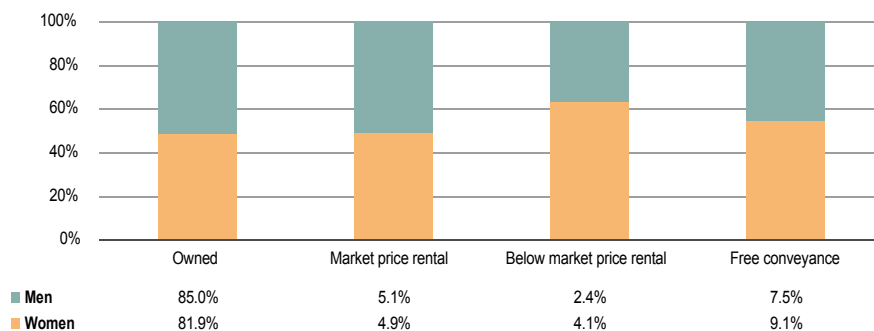
In order to incorporate the gender perspective in this policy, objective data are essential for enabling public authorities to undertake the required appraisal of the situation. In this sense, it is important to analyse the tenure of housing by men and women resident in Andalusia based on the application by the Andalusian Institute of Statistics and Cartography of the National Institute of Statistics 2009 Survey on Living Conditions.

3.7.1. Main housing tenure systems in Andalusia

Regional Ministry of Public Works and Housing

According to the methodology used in the Survey on Living Conditions (Encuesta de Condiciones de Vida - ECV), the different systems of housing tenure are ownership, rental at market price, below-market-price rental and free conveyance.

The latest data available for 2009 show that 85% of men and 81.9% of women owned their main residence. 5.1% of men and 4.9% of women lived in housing rented at market prices, and 2.4% of men and 4.1% of women lived in housing rented at below market price. Finally, 7.5% of men and 9.1% of women lived in housing obtained under the free conveyance system.

Figure 3.65. Main housing tenancy systems in Andalusia. Year: 2009

Source: Andalusian Institute of Statistics and Cartography. Data for Andalusia from the Survey on Living Conditions. National Institute of Statistics. NB: Percentages and distribution by sex in each system

An analysis of how data presented in the Survey on Living Conditions developed over the period 2006-2009 reveals an increase in the percentages of men and women owning their main residence. The number of men increased by 2.5 percentage points between 2006 and 2009, while the increase among women was 0.5 percentage points. The strongest increase among men in the period 2006-2009 took place between 2008 and 2009, when this percentage increased by 2.3 points. In the case of women, the strongest increase - 0.5 percentage points - was recorded between 2007 and 2008.

The increase in home ownership in 2009 compared to 2008 resulted in general decreases in the other forms of tenancy, except in the percentages of women renting homes at market and below market price, which increased 0.1 and 0.3 percentage points, respectively.

The percentages of men and women renting their main residence at market price have gradually converged (5.1% and 4.9%, respectively). The percentage of men renting homes at market prices between 2006 and 2009 increased by 3.3 points, while the percentage of women renting homes at market prices during the same period fell by 0.2 points. With respect to 2008, the variation among men was -0.7 percentage points and -0.1 percentage points among women.

The proportion of men renting their homes at below market prices has decreased continuously, from 4.9% in 2006 to 2.4% in 2009. Even so, this downward trend seems to have stabilised because between 2007 and 2009 the variation was only -0.3 percentage points, compared with -2.2 percentage points between 2006 and

2007. The percentage of women renting at below market prices increased slightly between 2008 (3.8%) and 2009 (4.1%), although the 2009 percentage is still lower than in 2006 (4.9%) and 2007 (4.7%).

Finally, the percentage of men and women living in property acquired under the free conveyance system declined between 2008 and 2009. Looking at a longer time-frame, the proportion of men living in homes acquired under this system has declined continuously (from 10.8% in 2006 to 7.5% in 2009), while the percentages of women increased between 2006 (8.6%) and 2008 (10.3%), before falling in 2009 (9.1%). Nevertheless, the trends have been different among men and women during the period studied, increasing in the case of women and decreasing in the case of men.

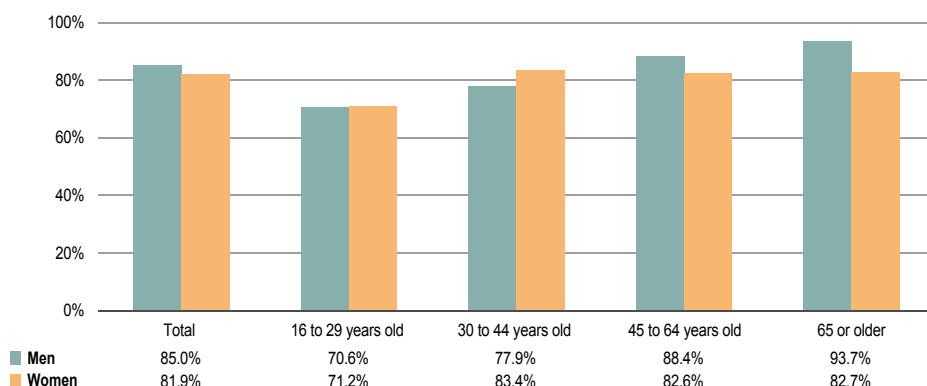
3.7.2. Home ownership by sex and age group

Regional Ministry of Public Works and Housing

Since ownership is the most common form of housing tenancy among Andalusian men and women (85% and 81.9%, respectively), it is worthwhile looking in more detail at the relationship between home ownership and age. The figure below shows that home ownership is more common in older age groups, except amongst women aged 45-64, which present the lowest percentage of all the age groups with the exception of the 16-29 age group.

Figure 3.66.

Home ownership by sex and age of the reference person in Andalusia.
Year: 2009



Source: Andalusian Institute of Statistics and Cartography. Data for Andalusia from the Survey on Living Conditions. National Institute of Statistics
NB: Percentages of total of all housing tenure systems

The percentage of male homeowners increases with age and is higher than that of women in the 45-64 and 65-and-older age groups. The percentage of male homeowners in the 16-29 age group decreased significantly by 10.9 percentage points from 81.5% in 2008 to 70.6%, while the percentage of female homeowners rose 7.6 percentage points from 63.6% to 71.2% in 2009, resulting, in practice, in parity between the sexes.

In the 65-and-older age group, the proportion of male homeowners in 2009 (93.7%) increased with respect to 2008 (90.8%) and 2006 (88.6%), while the percentage of female homeowners fell 2.2 percentage points between 2009 (82.7%) and 2006 (84.9%), although there was a recovery of 1.6 percentage points between 2008 and 2009 given that the percentage fell to 81.1% in that year.

In 2009, the difference in percentage terms between male and female homeowners in the 45-64 age group was 5.8 points, more than in 2008 (2.5 percentage points). The difference between 2009 and 2006 was also substantial, 3.8 percentage points in that year.

Finally, there have always traditionally been more female than male homeowners in the 30-44 age group, although the gap shrank from 8.8 percentage points in 2008 to 5.5 percentage points in 2009. Nevertheless, the smallest difference between women and men between 2006 and 2009 was recorded in 2006 (1.1 percentage points). The variation in this difference was due to the increase in the number of female homeowners in this age group from 77.8% to 83.4% and the smaller increase in the number of male homeowners between 2009 (77.9%) and 2006 (76.9%).

3.8. TRANSPORT

In recent years population mobility patterns have changed significantly, especially amongst women. Public authorities have become aware of this situation thanks to the breakdown by sex of data in mobility surveys. The data published in the latest edition of “Movilia”, the Mobility Survey conducted by the Ministry of Public Works, shows that the means of transport used most by men for everyday journeys is the car, whilst most women prefer to travel by foot or by bicycle, which is, in turn, the second means of transport used by men. Women also use urban and inter-urban buses more frequently than men. The aforementioned survey also reports that men and women use different means of transport to travel longer distances, for trips of more than 50 km. Although the means of transport used most often by men and women is the car, it is used more frequently by men, who make less frequent use of buses and trains than women.

According to data published in specialised literature on mobility and gender, between 1988 and 2004 the percentage of men and women travelling by foot decreased, but much more sharply among women. This change in preferences meant that in the same period the use of public transport increased among women and decreased among men. The use of private transport also increased among both men and women, but more so among women. As regards the use of private transport, the proportion of female drivers increased in Andalusia by 3 percentage points between 2004 and 2009.

The latest data available on the mobility of men and women in Andalusia were presented in detail in the previous edition of this report, and no further editions of “Movilia” have been published since then.

Another aspect of transport which merits analysis by sex is that of reckless driving by men and women, as well as their different perceptions of road safety measures. The most relevant indicators in relation to the traffic and accident rate in the Autonomous Community of Andalusia are presented below.

3.8.1. Persons injured and killed in traffic accidents by sex and age in Andalusia

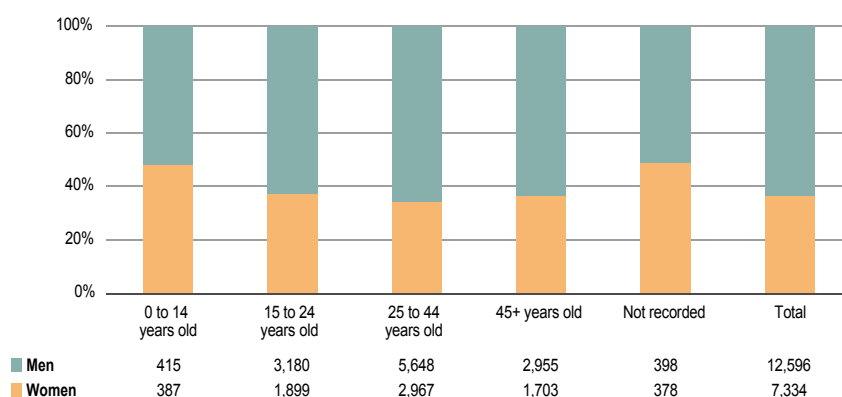
Regional Ministry of Public Works and Housing

According to data from the National Institute of Statistics census of drivers per Autonomous Community, there were a total of 4,616,008 drivers in Andalusia in 2009, 1.1% more than in 2008. Of the total, 61.5% were men and 38.5% women, compared with 61.9% and 38.1%, respectively, in 2008.

According to data from the Directorate-General for Traffic of the Ministry of the Interior, a total of 19,930 people were injured in traffic accidents in Andalusia in 2009, 63.2% men and 36.8% women, compared with 63.9% and 36.1%, respectively, in 2008. The increase in the proportion of women injured in traffic accidents (0.9 percentage points) reflects the increase in the number of female drivers (0.4 percentage points).

An analysis of the number of persons injured by age shows that the largest number of victims were aged 25-44 (8615 persons), of whom 65.6% were men. Injured persons in this age group accounted for 43.2% of the total, with injured men and women in this age group representing 44.8% and 40.5% of all male and female victims, respectively.

Figure 3.67. Number of persons injured in traffic accidents by sex and age in Andalusia. Year: 2009



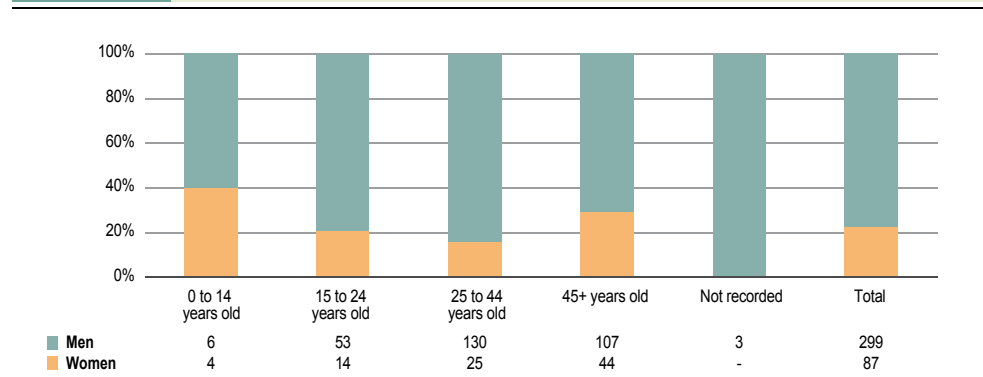
Source: Ministry of the Interior. Directorate-General for Traffic

The age group with the second highest number of injured persons was the 15-24 age group (5079 persons), of whom 62.6% were men. Injured persons in this age group represented 25.5% of all persons injured in traffic accidents, with very similar horizontal percentages for women and men (25.2% and 25.9%, respectively). The third highest age group by number of injured victims was the 45+ age group (4658 injured persons), which accounted for 23.4% of all injured persons. Of these, 63.4% were men, who in turn represented 23.2% of all injured men. Injured women in this age group represented 23.5% of all women injured in traffic accidents.

The second figure in this section shows the number of fatalities in traffic accidents in Andalusia. A total of 386 people died in traffic accidents in Andalusia in 2009, 77.5% of them men and 22.5% women.

The analysis of the data on persons killed in traffic accidents by age group shows that the largest number of fatalities occurred in the 25-44 age group (155 in total), accounting for 40.2% of all fatalities, of which 83.9% were men and 16.1% women. The segment with the second highest number of fatalities was the 45+ age group, accounting for 39.1% of all fatalities, 70.9% were men and 29.1% women. However, this is the age group that included the highest percentage of female fatalities (50.6%). Men aged 25-44 accounted for 43.5% of all male fatalities, and those aged 45+ 35.8%.

Figure 3.68. Number of fatalities in traffic accidents by sex and age in Andalusia. Year: 2009



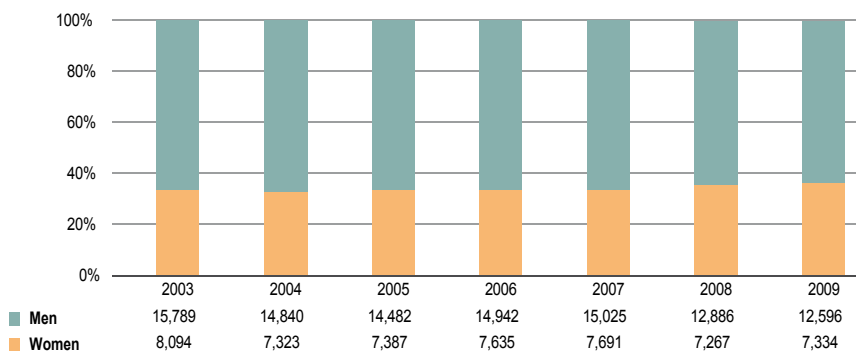
Source: Ministry of the Interior. Directorate-General for Traffic

3.8.2. Development of the number of people injured and killed in traffic accidents in Andalusia

Regional Ministry of Public Works and Housing

Between 2003 and 2009, the number of persons injured in traffic accidents fell 16.6% in Andalusia (20.2% in the case of men and 9.4% in the case of women). An analysis of how percentages of injured men and women developed with respect to the total shows that the proportion of injured men and women varied from 66.1% and 33.9% respectively in 2003 to 63.2% and 36.8% respectively, in 2009. The development of the data reveals an alignment with the development of the data obtained in the drivers' census mentioned above.

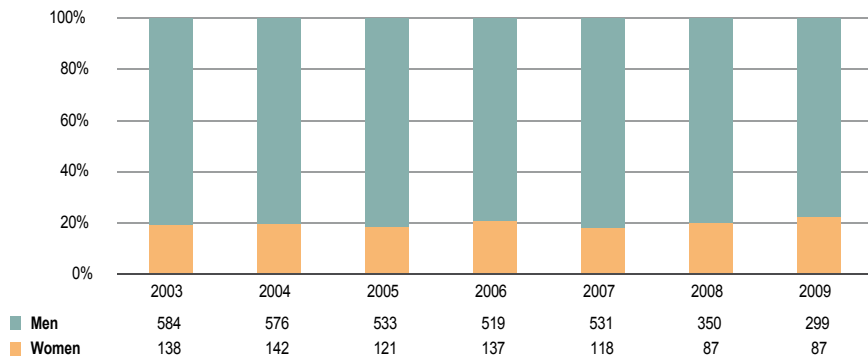
Figure 3.69. Development of the number of persons injured in traffic accidents by sex in Andalusia



Source: Ministry of the Interior. Directorate-General for Traffic

However, as the figure shows, the greatest decrease in the number of persons injured in traffic accidents occurred between 2007 and 2008 (10.4%), compared with a reduction of only 1% between 2008 and 2009. The analysis of the accident rate per age group in the period 2007-2008 shows that the greatest decrease in the number of injured men and women occurred in the 15-24 age group, 17% in the case of men and 7% in the case of women. In 2008, the greatest reduction was also in this age group (8.1%), once again more markedly in men (10.7%) than in women (3.3%).

The second figure below shows that the number of traffic fatalities fell from 722 in 2003 to 386 in 2009, a reduction of 46.5%. The breakdown of data by sex for the period 2003-2009 shows that the numbers of male and female fatalities fell by 48.8% and 37%, respectively. The proportions of men and women killed in traffic accidents have changed; of all traffic fatalities in 2003, 80.9% were men and 19.1% women, compared with 77.5% and 22.5%, respectively, in 2009.

Figure 3.70. Development of the number of fatalities in traffic accidents by sex in Andalusia

Source: Ministry of the Interior. Directorate-General for Traffic

The figure also shows that the reduction in the number of traffic fatalities by 51 persons between 2008 and 2009 was due exclusively to the reduction in the number of male fatalities, since the number of female victims did not vary from one year to the next. The analysis by sex and age group shows that among men the number of fatalities decreased most between 2008 and 2009 in the 15-24 age group (-36.1%), compared with a reduction of 17.6% in the number of female fatalities in this age group during the same period. The number of male traffic fatalities in the 25-44 age group in 2009 was 9.5% lower than in 2008, compared with 8.7% more women in this age group. Among persons aged 44 and over, 7% fewer men and 2.3% more women died in traffic accidents in 2008.

In the same manner as for injured persons, the period 2007-2008 saw the greatest reduction in the number of fatalities (32.7%), 34.1% in the case of men and 26.3% in the case of women.

3.9. HEALTH

The World Health Organization (WHO) defines the concept of “health equality” as the equal distribution of the necessary resources for health, equal access to available opportunities and the equal provision of support to sick people, regardless of any differences in terms of social class, sex, region of residence or ethnicity that may exist between persons. This definition, therefore, refers to differences in health-related matters that are unnecessary, avoidable and unfair.

As regards health and gender equality, the World Health Organization considers that integrating gender perspectives into public health means that the different needs of women and men are taken into account in all stages of health policy and programme development. Gender mainstreaming in public health means addressing the role of social, cultural and biological factors of men and women separately in health outcomes, and by doing so improving programme efficiency, coverage and equity. The main objective of this strategy is to eliminate gender inequalities in the area of health.

This section includes some of the socio-health indicators that best reflect the ways and extent to which men and women in Andalusia enjoy their health, as well as the remaining challenges for gender mainstreaming in public policy planning. The latest information on the use of drugs by women and men in Andalusia was published in 2009 and is included in the 2011 Gender Impact Assessment Report. Consequently, the current edition of the report presents the indicator on admissions for treatment of psychoactive substance abuse or addiction. This indicator includes the number of persons admitted at outpatient centres for treatment of abuse or dependency on psychoactive substances listed in the classification of substances included in the State System for Continuous Information on Drug Addictions (Acronym in Spanish, SEIPAD).

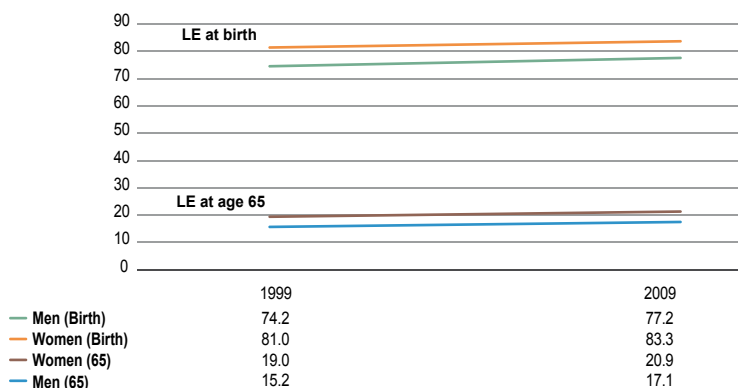
3.9.1. Life expectancy at birth and at 65 years of age

Regional Ministry of Health

Life expectancy is an indicator of how long a person can expect to live, on average, given prevailing mortality rates. In Andalusia, life expectancy at birth in 2009 was 77.2 years for men and 83.3 years for women. During the reference period 1999-2009, life expectancy increased among men (by 1.8 years) and women (by 0.8 years), the difference between sexes being one year.

The on-going improvement in comprehensive and personalised health care, accompanied by a decrease in the birth rate, is contributing to what is known in demographic terms as “population ageing”. This phenomenon is best explained by looking at the average age of the Andalusian population, which increased from 31.3 in 1975 to 39 in 2009.

Figure 3.71. Development of life expectancy at birth and at 65 years of age in Andalusia. Period: 1999-2009



Source: Andalusian Institute of Statistics and Cartography
NB: Years of life

In this regard, between 1999 and 2009 the increase in life expectancy of Andalusian men and women aged 65 increased from 19 to 20.9 years in the case of women and from 15.2 to 17.1 in the case of men. Therefore, a difference of 3 years was maintained between men and women in the two years compared.

This increase in the life expectancy of the population influences the characteristics and organisation of modern societies and has a direct impact on planning social health services, and in this case health care for elderly men and women.

3.9.2. Deaths registered in Andalusia due to the five main causes of death, broken down by sex

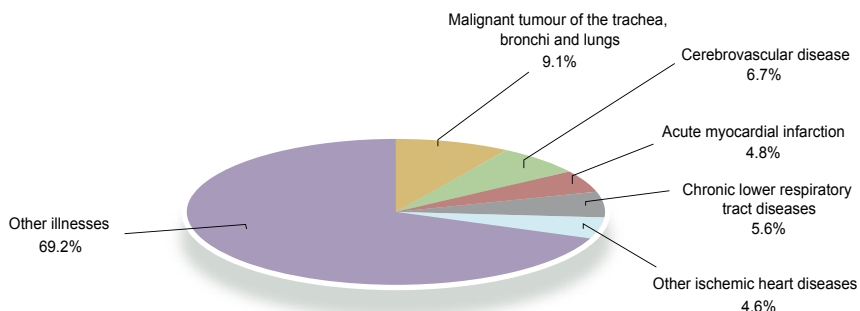
Regional Ministry of Health

A gender-mainstreamed analysis of causes of death immediately shows that different illnesses cause death in men and women, for both biological and life-style reasons.

The two figures in this section show that in Andalusia, according to the latest data available for 3Q 2010, the main causes of death among women were cerebrovascular disease (9.8%), followed by heart failure (5.9%) and other heart diseases

(5.1%). The main causes of death among men are malignant tracheal, bronchial and pulmonary tumours (9.1%), followed by cerebrovascular diseases (6.7%) and chronic lower respiratory tract disease (5.6%).

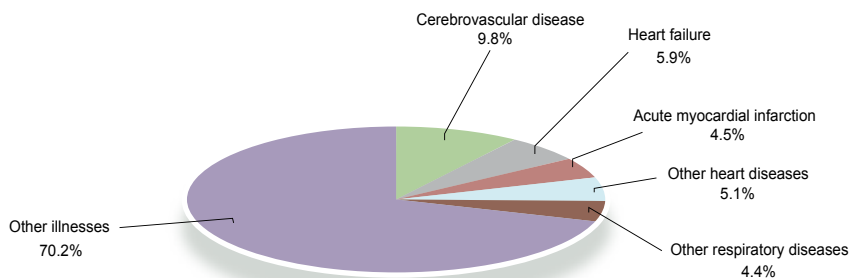
Figure 3.72. Male deaths registered in Andalusia according to the abbreviated tabulation list (ICD-10). 3Q/2010



Source: Andalusian Institute of Statistics and Cartography

As in previous years, the main difference in the causes of death between men and women were the higher incidence of respiratory diseases in men. The incidence of other causes of death was very similar between both sexes, although these were mainly cardio-circulatory disorders.

Figure 3.73. Female deaths registered in Andalusia according to the abbreviated tabulation list (ICD-10) 3Q/2010



Source: Andalusian Institute of Statistics and Cartography

A comparison with previous years' data shows that among the causes of death registered in 2Q 2008 among men, the incidence of malignant tracheal, bronchial and pulmonary tumours remained high, whilst in 2010 the numbers of men dying

from cerebrovascular diseases, myocardial infarction and chronic lower respiratory tract disease decreased by 1.3, 1.2 and 0.6 percentage points, respectively, while deaths due to ischemic heart diseases rose by 0.6 percentage points.

In the case of women, the development of the causes of death between 2008 and 2010 shows that the preponderance of deaths from cerebrovascular diseases, heart failure and acute myocardial infarction decreased by 1.2, 2.1 and 1.5 percentage points respectively, while female deaths from other heart diseases and other respiratory system diseases increased by 0.1 and 0.4 percentage points respectively.

As a result of this development, in 2008 the five main causes of death accounted for 33% of deaths in men and 34% in women, while in 2010 these same five causes of death were responsible for the death of 30.8% of men and 29.8% of women.

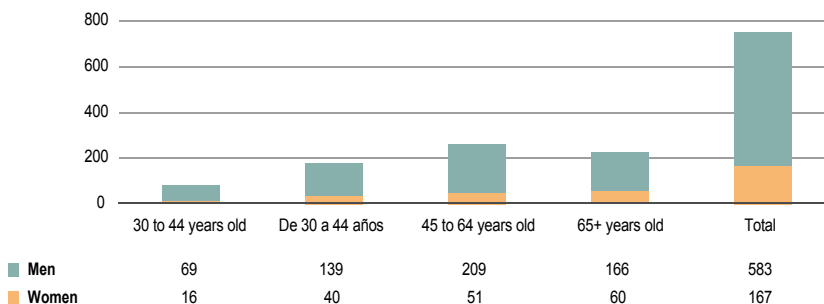
3.9.3. Deaths by suicide registered in Andalusia

Regional Ministry of Health

In 2009, suicide was the cause of death of a total of 750 people in Andalusia, 583 men (77.7%) and 167 women (23.3%), identical percentages to those registered at national level. With respect to 2008, deaths by suicide have decreased by 8.9%, due to the 11.4% decline in the number of deceased men and a 1.2% increase in the number of women dying from suicide.

By age groups, the greatest difference in the proportion of men and women dying as a consequence of suicide was observed in persons up to the age of 29 (81.2% men, 18.8% women) and the smallest difference was among persons aged 65 and older (73.5% men, 26.5% women).

Figure 3.74. Number of deaths by suicide, analysed by sex and age group in Andalusia. Year: 2009



Source: National Institute of Statistics. Deaths by cause of death (2009)

Data published by the National Institute of Statistics on deaths by cause of death also reveal differences in the methods chosen by men and women to commit suicide. While 45.3% of suicide victims choosing different types of poisoning were women, women only accounted for 15.6% of all suicides committed with firearms. Women represented 11.9% of all persons committing suicide by hanging and 14.3% of suicides in which death was self-inflicted using a sharp object. In contrast, 40% of all persons who committed suicide by jumping from a high place were women.

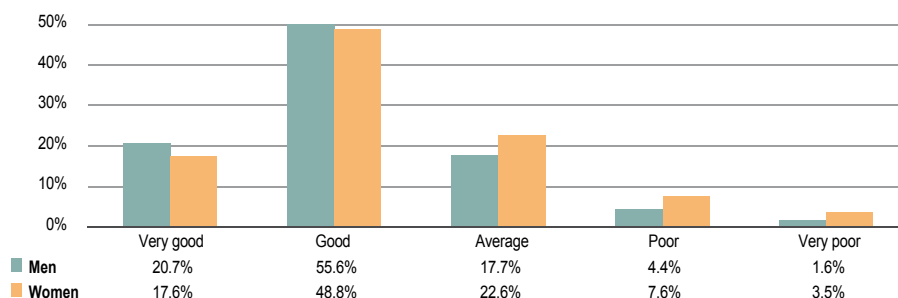
3.9.4. Perceived state of health by sex in Andalusia

Regional Ministry of Health

Perceived state of health reflects a man or a woman's subjective perception of their state of health at a given moment in time. This eminently qualitative variable is an important source of information for carrying out gender-focused health studies and research. The health authorities use this indicator to study and analyse the origin of such perceptions, and their real impact on state of health and on the health care services demanded and received by both men and women.

The latest available data for 2009 show that 76.3% of men considered their state of health to be "good" or "very good", while 66.4% of women shared the same perception. As regards the self-perception of "poor health" or "very poor health", 11.1% of women identified with these perceptions, compared with only 6% of men. It can therefore be concluded that, despite having longer life expectancy, women have a more negative subjective and individual perception of their health than men.

Figure 3.75. Valuation of perceived state of health in the last 12 months by sex in Andalusia. Year: 2009



Source: Ministry of Health and Consumption and National Institute of Statistics

A comparison of 2009 data against the previous survey published in 2007 shows that men and women who considered their state of health to be "very good" decreased by 7.9 and 5.9 percentage points respectively. Meanwhile, the percentage of men and

women claiming to be in good health rose 6.9 and 7.9 percentage points respectively. The percentage of men describing their state of health as “average” in 2007 (15.8%) increased 1.9 percentage points in 2009, while women in this category (25.4%) decreased by 2.8 percentage points between 2007 and 2009. Men who described their health as “poor” or “very poor” fell by 0.1 percentage points between 2007 and 2009, while women in this category increased by 2.1 percentage points.

The divergence between longevity and perceived state of health can be explained by analysing certain data from the last National Health Survey conducted by the National Institute of Statistics and the Ministry of Health, Social Policy and Equality. The survey evidenced very clearly that the most frequently diagnosed chronic illnesses in the Andalusian population among people aged 15 and over were back pains (cervical and lumbar), arthrosis, arthritis or rheumatism, hypertension, varicose veins, depression, anxiety and other mental disorders. All these problems are more common in women than in men, with the exception of hypertension, which affects both sexes in equal measure.

3.9.5. Admissions for treatment of psychoactive substance abuse or addiction

Regional Ministry for Equality and Social Welfare

The Andalusian Observatory on Drugs and Addictions, which belongs to the Regional Ministry for Equality and Social Welfare, has developed an indicator that reflects the number of admissions in outpatient facilities for treatment of psychoactive substance abuse or dependency, for each psychoactive substance listed in the substances classification included in the State System for Continuous Information on Drug Addictions (SEIPAD). Since 2001, the Observatory has published an annual report presenting the main variables of this indicator, and since 2008 it has included the profiles, by sex, of persons admitted annually for treatment and reflected by the indicator.

2010 data show that most persons admitted for treatment were men, 83.4%, while women account for the remaining 16.6%. This difference is greater among minors, since 14.5% of minors admitted for treatment were girls and 85.5% boys.

By type of substance, the highest percentage of women admitted for treatment was for hypnotic drugs and sedatives (33.8% compared with 66.2% in the case of men). The second-highest percentage of women admitted for treatment was for alcohol abuse or dependency (17.2% compared with 82.8% in the case of men). This was followed women (12.1%) and men (87.9%) treated for MDMA use (commonly known as “ecstasy”). Of the persons admitted for heroin and/or “rebujao” (mix of heroin and cocaine), 11.9% were women and 88.1% men. Cocaine accounted for the smallest percentage of women admitted for treatment, 10.4%, compared with 89.6% men.

Differences are also evident according to the education level of men and women. The percentage of women with university degrees admitted for treatment was higher than that of men, except in the case of cocaine, a group in which both sexes were very equally represented, and MDMA, where all the persons in treatment with university degrees were men. In the case of alcohol, women with university degrees accounted for 13.1% of all women admitted for treatment, compared with 5.6% in the case of men. Women with university degrees admitted for consumption of hypnotic drugs and sedatives represented 11% of all women admitted for treatment of these substances, compared with 4% of men with university degrees admitted for treatment of these substances.

In terms of the employment status of persons admitted for treatment, the table on the following page shows that most people admitted for treatment – irrespective of the type of substance for which they were admitted - were unemployed, ranging from 66.1% of persons admitted for treatment for heroin or “rebujaó” consumption to 42.2% of persons admitted for alcohol abuse. By sex and employment situation, more unemployed women than unemployed men were admitted for treatment for heroin, cocaine, MDMA and alcohol abuse. The percentage of employed men treated for all substances was higher than that of women, except in the case of hypnotic drugs and sedatives. The percentage of employed women admitted to treat abuse of these substances was 27.5%, compared with 15.2% in the case of employed men. The percentage of unemployed men in treatment for abuse of these substances was 64.1%, compared with 47.3% in the case of unemployed women treated for the same problem.

The report also presents data on the cohabitation status of persons starting treatment. Irrespective of the type of substance abuse for which receiving treatment, the percentage of men admitted for treatment still living with parents is higher than that of women. In terms of single-parent families, i.e. those formed by only one parent and children in their care, a higher percentage of female than male single-parent families were involved in treatment, irrespective of the substance for which they were admitted for treatment. In the case of persons admitted for alcohol abuse, the most common cohabitation units among men and women were couples with children (33.6% in the case of men and 29.6% in the case of women). The second most common cohabitation model among women treated for alcohol abuse was single-motherhood (17.2%), while in the case of men it is was living with parents (16%).

Finally, 41.8% of women admitted for treatment of hypnotic drug or sedative abuse lived with their partners and children, compared with 14.4% of men, who tended mainly to live with their parents (42.1%).

Admissions for treatment for the consumption of drugs by main substance, sex and demographic variables

	Heroin / "Rebujao"			MDMA and derivatives			Hypnotics and sedatives			Cannabis			Alcohol					
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total			
N° admissions	88.1%	11.9%	4,031	89.6%	10.4%	4,574	87.9%	12.1%	33	66.2%	33.8%	269	88.7%	11.3%	2,641	82.8%	17.2%	5,942
Mean age	38.4	36.9	38.2	31.9	33.5	32.1	24.2	21.3	23.8	33.6	42.5	36.6	24.4	24.8	24.4	43.4	44.3	43.6
Education level																		
None	3.1%	4.4%	3.2%	1.2%	2.3%	1.3%	0%	0%	0%	4%	4.4%	4.1%	0.6%	0.3%	0.5%	1.8%	1.6%	1.8%
Compulsory	83.9%	78.4%	83.2%	82.6%	80.6%	82.3%	79.2%	75%	78.9%	81.9%	66%	76.4%	87.2%	79.9%	86.4%	76.5%	64.6%	74.5%
Higher secondary	4.7%	8.4%	5.1%	8.8%	10.6%	9%	10.3%	25%	12.1%	5.6%	9.9%	7.1%	7.4%	12.4%	7.9%	11.1%	15.3%	11.8%
University	1.1%	3%	1.3%	3.2%	3%	3.2%	6.8%	0%	6%	4%	11%	6.4%	2.3%	4%	2.4%	5.6%	13.1%	6.9%
Other	7.3%	5.9%	7.2%	4.3%	3.6%	4.2%	3.4%	0%	3%	4.5%	8.8%	6%	2.7%	3.4%	2.8%	4.9%	5.4%	5%
Employment Status																		
Employed	15.8%	9.4%	15.1%	36.3%	25.3%	35.2%	34.4%	25%	33.3%	15.2%	27.5%	19.4%	18.4%	16.4%	18.2%	39.6%	29.8%	37.9%
Unemployed	65.8%	70.1%	66.1%	52.5%	61.2%	53.4%	41.4%	50%	42.4%	64.1%	47.3%	58.4%	49.2%	44.8%	48.7%	41.8%	44.6%	42.2%
Other	18.6%	20.5%	18.8%	11.1%	13.6%	11.5%	24.1%	25%	24.2%	20.7%	25.3%	22.3%	32.3%	38.8%	33.2%	18.7%	25.6%	20%
Cohabitation model in 30 days prior admission																		
Single	16.3%	11.9%	15.8%	9.9%	7.8%	9.7%	13.8%	0%	12.1%	10.7%	8.8%	10%	5%	8.7%	5.4%	16.8%	13.5%	16.2%
With partner only	8.2%	20.7%	9.7%	9.8%	15.4%	10.4%	13.8%	0%	12.1%	7.9%	11%	8.9%	5%	6.4%	5.1%	11.5%	14.6%	12%
Single with children	0.8%	6.9%	1.5%	1%	13.5%	2.3%	0%	0%	0%	1.1%	9.9%	4.1%	0.7%	3.7%	1%	2.2%	17.2%	4.8%
With partner and children	16%	13.6%	15.7%	23.8%	17.7%	23.1%	0%	0%	0%	17.4%	41.8%	25.7%	11.3%	11.7%	11.3%	33.6%	29.6%	32.9%
With parents	33.5%	21.7%	32.1%	40.7%	29.1%	39.5%	55.2%	50%	54.5%	42.1%	20.9%	34.9%	65.2%	52.2%	63.7%	25.4%	16%	23.7%
Other	25.1%	25.3%	25.2%	14.9%	16.5%	15%	17.1%	50%	21.2%	20.7%	7.7%	16.4%	12.8%	17.4%	13.4%	10.6%	9.1%	10.4%

Source: Andalusian Observatory on Drugs and Addictions.

3.10. AGRICULTURE AND FISHERIES

Andalusia cannot be properly understood without taking into consideration the agriculture variable, since the agri-food sector plays a decisive role in the regional economy. The most recent data available show that 33% of the Andalusian population live in rural areas and 8.2% of the total labour force works in the agricultural sector. Andalusia generates 25% of national agricultural production and 21% of the country's farms are located in the region.

As per the provisions of the preamble of Law 35/2011 of 4 October on the shared ownership of farms, although Spanish society has undergone a profound transformation in the last thirty years in the full recognition of equal rights and freedoms between women and men, "achieving gender equality in rural areas is a slow process, which is a common characteristic of all countries in our area". This is evidenced by the majority presence of men in rural areas as a result of the migration of young women from the countryside to cities.

Another area of the primary sector in which gender equality plays an important role is family farms in rural areas, where many women share agricultural work with men, performing many of these tasks and contributing both capital and work. However, since in most cases only men appear as the owners of farms, it is difficult correctly to evaluate the extent to which women enjoy the rights and obligations deriving from farm management on an equal footing with men.

The indicators in this section present the latest available data on farm ownership and participation in agricultural employment in our Autonomous Community.

3.10.1. Owners of agricultural and livestock farms by sex and age in Andalusia

Regional Ministry of Agriculture and Fisheries

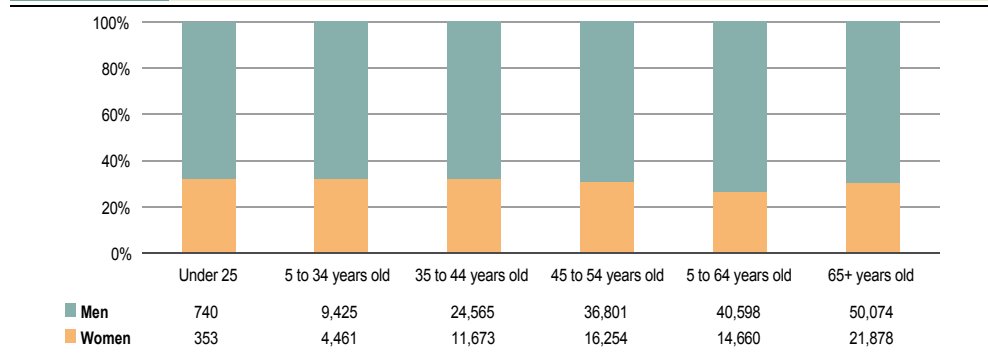
Data in the 2009 Agricultural Census, published this year, show that 96% of farms in Andalusia belong to individual owners. Data on farm ownership by sex show that 30% of farms belong to women and 70% to men. By sex and age group, the percentage of female farm owners up to the age of 44 is over 32%, falling to 26.5% among women aged 55-64 and increasing to 30% among women aged 65 and older.

The female ownership figure of 30% mentioned above represents 2 percentage points increase on the percentage published in the previous Population Census (2007), when 72% of farms belonged to men and 28% to women.

By age groups, between the 2007 and 2009 censuses the percentage of female farm owners up to the age of 44 increased, especially among women in the under-25 age group, in which the number of women owning farms increased by 9 per-

tage points. The number of female farm owners in the 35-44 age group climbed 7 percentage points. In the 55-64 and 65+ age groups, the percentages of women decreased by 1.4 and 0.6 percentage points, respectively. These increases were driven by the provision, in recent years, of public aid for the incorporation of young farmers and general efforts that have been made to integrate and enhance the visibility of women in the primary sector.

Figure 3.76. Number of farm owners by sex and age in Andalusia. Year: 2009

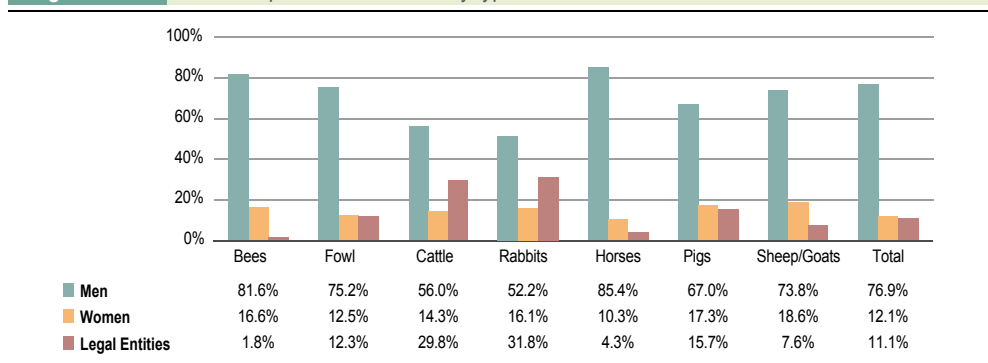


Source: 2009 Agricultural Census. National Institute of Statistics

As occurs in the agriculture sub-sector, female ownership of livestock farms is far from balanced. According to 2011 data, 8.7% of livestock farms are owned by legal entities, 78.2% by men and 13.1% by women, a 1.3 percentage point increase in the proportion of female livestock farm owners compared with 2010.

The main types of livestock owned by women are sheep and goats, bees, pigs and rabbits.

Figure 3.77. Ownership of livestock farms by type of livestock in Andalusia. Year: 2010



Source: Regional Ministry of Agriculture and Fisheries. Information System for the Management of Andalusian Livestock (SIGGAN)
 NB: Data as at January 2011 consolidated on the basis of 2010 data.

3.10.2. Distribution of employment generated in the aquaculture sector by sex and type of working day

Regional Ministry of Agriculture and Fisheries

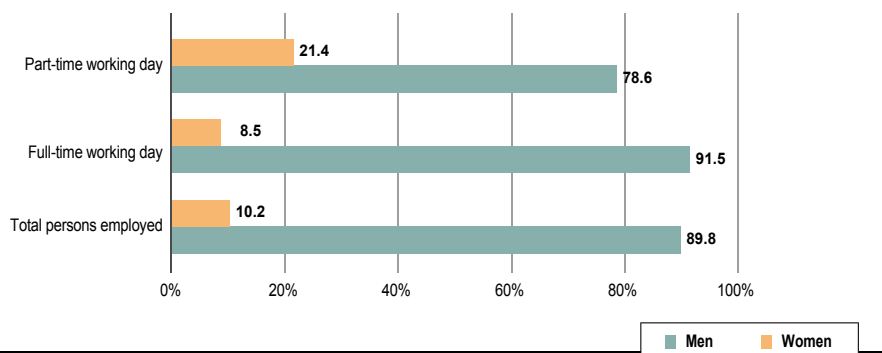
In 2010, women represented 2.3% of all persons working in the extractive fisheries sector in Andalusia, since, of the 7813 jobs generated by this sector, only 181 were occupied by women. Women mainly work in so-called “connex activities”, particularly in the fish and shellfish processing industry.

The presence of women in the aquaculture sub-sector, albeit as a minority, is higher than in the extractive sector. In 2010, 10.2% of persons working in the aquaculture sector in Andalusia were women, 0.6 percentage points fewer than in 2009.

The data presented in the figure below on employment in the aquaculture sub-sector by sex and type of working day show that 21.4% of part-time workers and 8.5% of full-time workers in this sub-sector were women.

Therefore, men hold 78.6% of part-time jobs and 91.5% of full-time jobs. Compared with 2009 data, the percentage of women working full-time with respect to all full-time workers has fallen by 1 percentage point, and women working part-time, as a percentage of all part-time workers, has risen by 4.1 percentage points.

Figure 3.78. Distribution of jobs generated in the aquaculture sector by type of working day and sex in Andalusia. Year: 2010



Source: Regional Ministry of Agriculture and Fisheries

3.11. ENVIRONMENT

Men and women have interacted with the environment since the origins of mankind. However, in relation to the exploitation, use, management and conservation of the environment, until very recently very little was known about the role played by women in areas such as the conservation and use of the environment and, consequently, about all their potential contributions to environmental management.

In Andalusia, the Environmental Education and Gender Equality Programme outlines the objectives of the “GEODA” programme, launched in 2003 as a result of an agreement between the Regional Ministry of the Environment and the Andalusian Institute for Women’s Affairs. This programme addressed the need to gender mainstream the approach to the Autonomous Community’s environmental policies. Since 2004, the Regional Ministry of the Environment has prepared statistics broken down by sex which measure employment generated in the environmental sector in Andalusia. The latest results, analysed in detail in the 2011 Gender Impact Assessment Report on the Budget, show that of the 100,000-plus people working in this sector in 2008, 25% were women and 75% men, although these percentages vary significantly in each environmental sub-sector. The new edition of these statistics will be presented in the coming months.

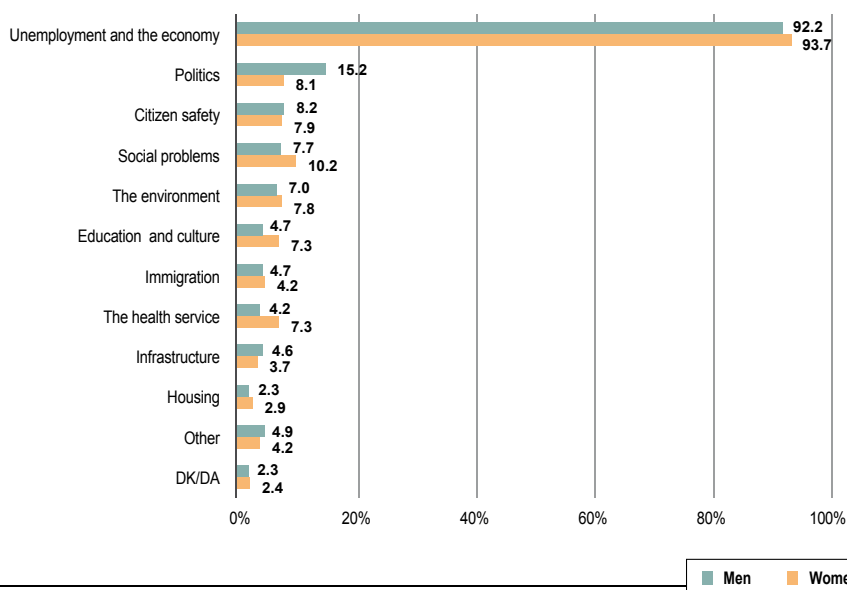
Another tool developed by the Regional Ministry of the Environment to study men and women’s relationship with the environment is the “Eco-barometer”. The Andalusian Eco-barometer (Ecobarómetro de Andalucía - EBA) is the result of a research project launched in 2001 and developed jointly by the Regional Ministry of the Environment of the Regional Government of Andalusia and the Higher Council for Scientific Research (Consejo Superior de Investigaciones Científicas - CSIC). The aim of the EBA is to analyse the environmental awareness of Andalusian men and women and their relationship with the environment. For this purpose, the Eco-barometer uses a system of indicators produced from data obtained in an annual survey targeting Andalusian citizens over 18 years of age. The purpose of the survey is to measure the different dimensions of environmental awareness (affective, cognitive, active and conative), analysing the perceptions, attitudes, knowledge and behaviour of Andalusian citizens regarding different environmental matters. The 2010 Eco-barometer was prepared in June and July 2011 and formulates questions on behaviour patterns during the six months prior to the performance of the survey.

This section presents some Eco-barometer indicators that show men and women’s degree of concern for and engagement with environmental issues.

3.11.1. Degree of concern for the environment in Andalusia in relation to other problems

Since 2009, Eco-barometer data have shown that economic issues such as the economic recession or unemployment are the main causes of concern among men and women in our region, and that the environment occupies an intermediate position in this classification. The 2010 Eco-barometer shows that when interviewees were asked to name the three major problems affecting Andalusia, 7.4% of the persons surveyed mentioned environmental issues among their main concerns. As shown in the figure below, the proportion of women expressing concern for the environment was slightly higher (7.8%) than that of men (7%). This concern has diminished with respect to the 2008 Eco-barometer, when 16.2% of the persons surveyed expressed concern for the environment, and with respect to the 2007 edition when this proportion was 22.2%.

Figure 3.79. Perception of the most important problems affecting Andalusia. Year: 2010



Source: 2010 Eco-barometer of Andalusia developed by the Regional Ministry of the Environment and the Institute of Advanced Social Studies of the Higher Council for Scientific Research

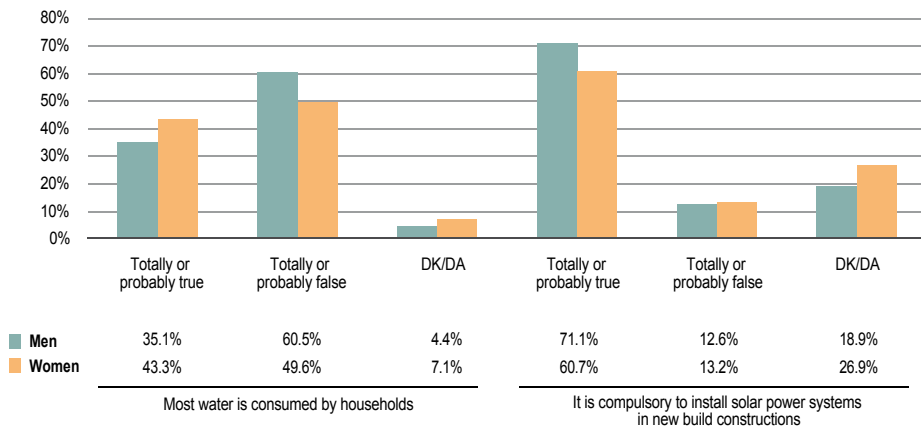
3.11.2. Specific knowledge of environmental issues

The purpose of certain questions on the survey questionnaire used to prepare the Eco-barometer is to measure the level of specific knowledge of environmental issues. The figure shows the degree to which men and women considered certain statements regarding the environment to be true or false.

Firstly, with respect to the misconception regarding the relative importance of household water consumption with respect to total water consumption, the Eco-barometer reveals the extent to which the population is unaware of the real importance of household consumption, especially in the case of women, and which contradicts the greater concern expressed by women regarding environmental problems. These results are similar to those reported in 2008.

However, the results show that citizens, particularly men, have better knowledge of the requirement for new buildings to incorporate solar energy systems. In this case, better knowledge of this requirement may be due to the growing public importance of renewable energies and energy efficiency as a means to mitigate climate change and reduce energy dependency.

Figure 3.80. Degree of knowledge of different environmental matters. Year: 2010



Source: 2010 Eco-barometer of Andalusia developed by the Regional Ministry of the Environment and the Institute of Advanced Social Studies of the Higher Council for Scientific Research

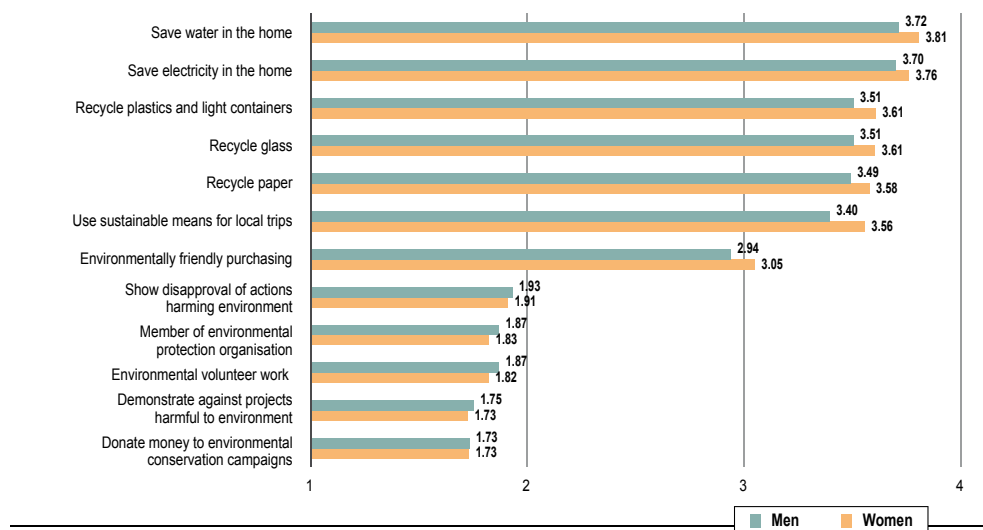
3.11.3. Willingness to adopt different pro-environmental behaviour

In 2010, as in previous editions of the Eco-barometer, women generally displayed more ecologically-responsible behaviour due to their greater awareness of social matters than that of men, as shown in the first figure in this section.

The figure below shows data on the types of pro-environmental behaviour that the men and women surveyed adopted or did not adopt, scored according to their willingness or refusal to adopt certain types of behaviour: do not do or are not willing to do (1); do not do but are willing to do (2); do sometimes (3); and do very frequently (4).

The most common pro-environmental behaviour includes those performed at home, especially among women, who still perform most domestic tasks. Their role in this respect means that they play a crucial part in the conservation of the environment. More women than men stated that they adopted the seven most common forms of pro-environmental behaviour. These types of behaviour are as follows: water and energy saving at home, recycling plastics, light containers, glass and paper, travelling locally in a sustainable manner and purchasing environmentally-friendly products. The trend shows that the values assigned for these types of pro-environmental behaviour have increased with respect to the previous year.

Figure 3.81. Willingness to adopt different pro-environmental behaviours. Year: 2010



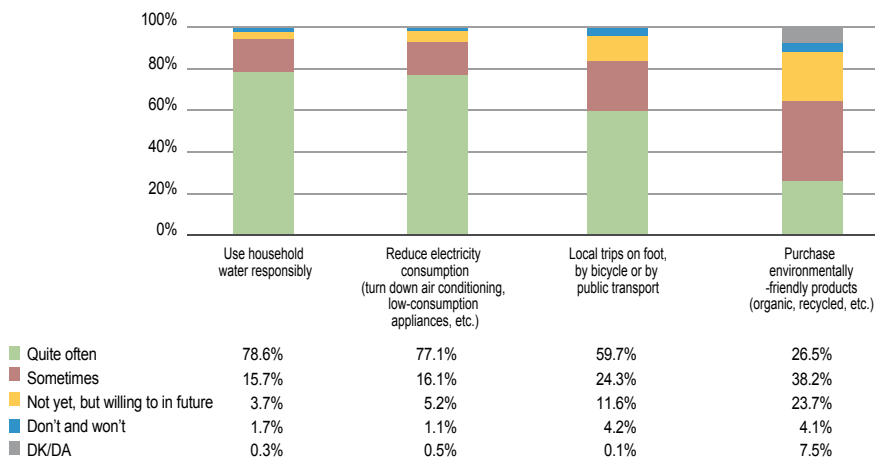
Source: 2010 Andalusian Eco-barometer developed by the Regional Ministry of the Environment and the Institute of Advanced Social Studies of the Higher Council for Scientific Research

It seems that the population as a whole is gradually starting to use sustainable means of transport (local travel by foot, bicycle or public transport) into their daily lives. This is particularly true in the case of women. Nevertheless, other environmentally-sound consumption behaviour in private spheres, such as purchasing environmentally-friendly products, obtained lower average scores. Still, they have improved on the levels in 2009 and now enjoy greater acceptance among women than men. Much lower scores were obtained for other behaviour such as collaborating with environmental organisations or participating in volunteer programmes.

3.11.4. Individual ecologically-responsible behaviour

The Eco-barometer also presents data that reflect the active dimension of environmental awareness according to whether the persons surveyed adopted or did not adopt four individual environmentally responsible behaviour actions in the last six months. These behaviour actions were: energy and water saving, consumption of ecological products and sustainable local travel. For each type of behaviour, people who stated that they adopted the behaviour in question were asked about the frequency (“sometimes” or “almost always”) and persons stating that they did not adopt the behaviour in question were asked about their willingness to adopt that behaviour.

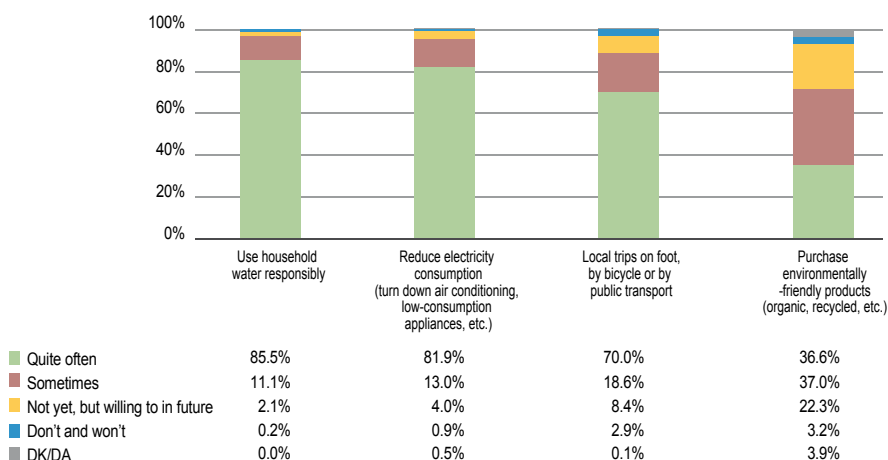
Figure 3.82. Pro-environmental measures adopted by men in the first six months of 2010



Source: 2010 Andalusian Eco-barometer developed by the Regional Ministry of the Environment and the Institute of Advanced Social Studies of the Higher Council for Scientific Research

In the case of the use of water-saving systems, a higher percentage of women than men used these systems very frequently (85.5% of women used them very frequently compared with 78.6% of men). The same occurred with the adoption of behaviour to reduce energy consumption (81.9% of women did so very frequently compared with 77.1% of men). In travel not involving the use of a private vehicle, the women surveyed made more frequent use of this means of transport in the last six months of 2010 than men (70% of women compared with 59.7% of men). Finally, 73.6% of women frequently or sporadically purchased environmentally-friendly, compared with 64.7% of men.

Figure 3.83. Pro-environmental behaviour adopted by women in the first six months of 2010



Source: 2010 Andalusian Eco-barometer developed by the Regional Ministry of the Environment and the Institute of Advanced Social Studies of the Higher Council for Scientific Research

3.12. SPORT

Women have traditionally had less access to sports than men. This situation has often had social roots relating to gender stereotypes and the roles traditionally played by women in society. However, in recent years important progress has been made in women's participation and engagement in sports, although sports continue to be dominated by men. This fact was not ignored in Law 12/2007 on the Promotion of Gender Equality in Andalusia, Article 56 of which provides that public administrations must favour the effective opening of sports disciplines to women in order to increase their participation at different levels and areas of sport.

In this connection, special mention must be made of the Joint Order of 11 January 2011, issued by the Regional Ministries of Education, Health and Tourism, Trade and Sports, regulating the Andalusian Sports Plan for Schoolchildren and approving the programmes incorporating the plan in the academic year 2010-2011. One of the Plan's broad objectives is to address the need to increase the participation rate of schoolchildren in sport until universal participation is achieved, with special emphasis on female participation.

Regional Ministry of Tourism, Trade and Sports Order of 17 May 2011, regulating subsidies to Andalusian sports federations, supports the information on participation of affiliated sportsmen and women in sports activities being broken down by sex, in order to obtain key information for determining the real situation of sports in Andalusia in gender terms and from a very early age. This data will be used to identify needs that require actions to correct situations of gender inequality.

The latest data available on doing sports in Andalusia were presented in the previous edition of this report. This section provides data on the participation of women and men in different sports programmes in Andalusia, as well as in high-performance and federated sports.

3.12.1. High-performance sportsmen and women in Andalusia

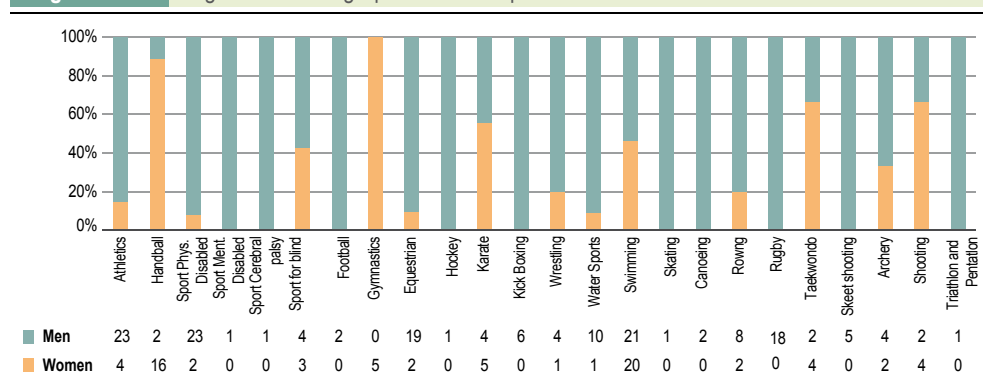
Regional Ministry of Tourism, Trade and Sports

Article 2 of Decree 336/2009 of 22 September, regulating High-Performance Sports in Andalusia, defines this term as the practice of sports to achieve the best results in different competitions, which is of interest to the Autonomous Community of Andalusia due to its representative function and because it can serve as a stimulus to encourage doing sports. High-performance sports in Andalusia are organised into three subcategories: high-level sports, high-performance sports and basic level sports.

Through high-performance sports programmes, the Regional Ministry of Tourism, Trade and Sports prioritises actions to identify talented young sportsmen and women, ensure Andalusian regional teams achieve good results in national competitions, and promote the use and improvement of Specialised Technical Sports Centres in the region: table tennis in Priego de Cordoba, rhythmic gymnastics in Marbella (Malaga), winter sports in Sierra Nevada (Granada) and tennis in Seville.

According to the latest data on high-performance sports in Andalusia, published in the Resolution of 9 June 2011, Andalusia has 18 high-level sportsmen/women, trainers and managers, of whom 13 were men and 5 women, and 217 high-performance sportsmen/women, trainers/managers and referees, of whom 151 were men and 66 women.

Figure 3.84. High-level and high-performance sportsmen/women in Andalusia. Year: 2011



Source: Regional Ministry of Tourism, Trade and Sport
Resolution of 9 June 2011 B.O.J.A. (Official Gazette of the Regional Government of Andalusia) number 130 of 5 July 2011

The figure shows the representation of men and women in different sports. In some sports, all the high-performance athletes are women, such as gymnastics, or 88.9% in the case of handball and 66.7% in taekwondo and shooting, compared with other male-dominated disciplines such as football, rugby, kick boxing, skeet shooting or hockey. In contrast, the representation of women and men in some disciplines is practically balanced, such as karate (55.6% women and 44.4% men) or swimming (48.8% women and 51.2% men).

From a development perspective, 2011 data show that the number of high-performance sportswomen in Andalusia has increased with respect to 2010, when data were last published. According to these data, 23% of high-performance sports persons, trainers or managers in 2010 were women (and 77% men). The percentage of women in this group increased in 2011 to 27.8% (compared with 72.2% men). In 2011, women accounted for 30.4% of all high-performance athletes and men 69.6% men, compared with 27% and 73%, respectively, in 2010.

3.12.2. Federated Sports Licences in Andalusia

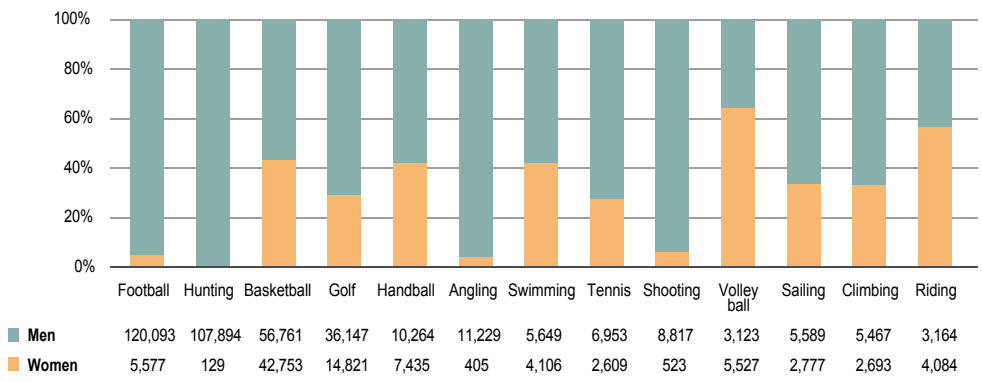
Regional Ministry of Tourism, Trade and Sports

In 2010, the 61 sports federations in Andalusia had issued a total of 575,612 federative licences, 111,655 to women (19.4%) and 463,957 to men (80.6%).

Women’s participation in federated sports in Andalusia has increased slightly in recent years. The proportion of licences issued to women increased from 17.7% of all federated licences in 2008 to 19.3% in 2009 and then moderately to 19.4% in 2010. These data are in line with the proportion of women with federative licences at national level.

The figure below, presenting data for the 13 sports disciplines with the largest number of licences, shows the different participation of women and men in federated sports in Andalusia. There are two disciplines in which the number of federated women is higher than men: firstly, horse riding, in which 56.4% of licences were issued to women and 43.6% to men; and secondly, volleyball, in which 63.9% of licences were issued to women and 36.1% to men. In federations such as the Swimming Federation, female participation is within the range limits indicating balanced representation, with 42% of all licences issued to women and 58% to men. There is also a balanced representation of federated men and women in handball and basketball, the participation of federated women being 42% and 43%, respectively, compared to 58% and 57%, respectively, in the case of federated men. By contrast, almost 100% of members of the Andalusian Hunting Federation are men and 96% of federated members of the Andalusian Football Federation are men and 4% women.

Figure 3.85. Number of federated sports licences by sex in Andalusia. Year: 2010



Source: Regional Ministry of Tourism, Trade and Sport

NB: Selection of 13 disciplines (from 61) with the largest number of federated licences in Andalusia

In terms of the presence of women at decision-making levels in sport federations, of the 61 federations only one – the Andalusian Fencing Federation - has a female president, who was elected in 2008.

3.12.3. Grants under the “Salto” and “Elite” Programmes

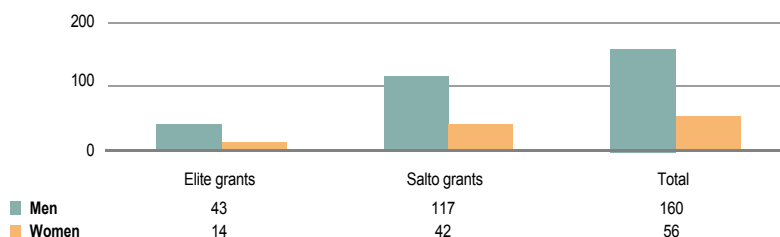
In recent years, the Regional Ministry of Tourism, Trade and Sport launched two programmes to support high-level and high-performance sports: the “Elite” and “Salto” programmes.

The “Salto” Programme aims to support and promote high-performance sports in Andalusia, mainly through financial support in the form of grants to Andalusian high-performance sportsmen/women and trainers or managers included on the list of High-Performance Sports in Andalusia.

These persons must practice sports or disciplines not included in the Olympic Games programme and have sufficient competitive technical quality to place them, by virtue of their results or classification, among the best in Spain, Europe and the World. These grants are classified into three groups - A, B and C - according to the results achieved at World Championships, European Championships and Spanish National Championships, respectively.

Since the introduction of “Salto” programme grants in 2001 and up to 2009, the proportion of women receiving grants has declined, from 15 out of a total of 45 in 2001 (33% of the total) to 46 out of a total of 222 grants in 2009 (20.7% of the total). In 2010, women receiving grants (42) represented 26.4% of all grant recipients, and men (117) the remaining 73.6%.

Figure 3.86. Sports persons receiving grants under the “Elite” and “Salto” programmes. Year: 2010



Source: Regional Ministry of Tourism, Trade and Sport

The “Elite” Programme is aimed at top-level Andalusian sportsmen/women (included on the list of top-level sportsmen and women approved by a Higher Council for Sports resolution) in order to support the preparation required at this level, and who do not receive direct or indirect subsidies, aid or grants from the Higher Council for Sports. Fourteen (14) of the 57 “Elite” grants awarded in 2010 were awarded to women (24.6% of the total) and the remaining 43 to men (75.4%).

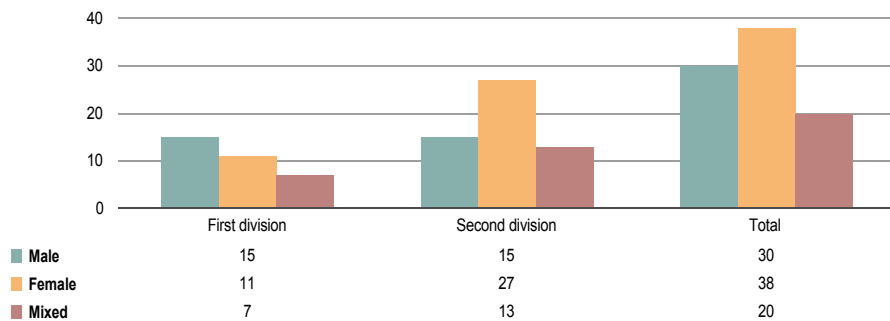
3.12.4. “Estrella Elite” Programme in Andalusia

Regional Ministry of Tourism, Trade and Sports

The “Estrella Elite” Programme in Andalusia is a sponsorship programme aimed at Andalusian teams in the first and second divisions of the most important national leagues. It aims to consolidate Andalusian clubs or teams in their respective national competitions.

Figure 3.87.

Teams sponsored under the “Estrella Elite” Programme in Andalusia by category and sex. 2010-2011 season



Source: Regional Ministry of Tourism, Trade and Sport

In the 2010-2011 season, the “Estrella Elite” Programme in Andalusia sponsored 88 clubs or teams, of which 33 competed in their respective first divisions (national competitions) and 55 in their respective second divisions (regional competitions). Of the 33 first-division teams, 15 are men’s teams, 11 women’s teams and 7 mixed teams. Of the 55 second-division teams, 27 are women’s teams, 15 men’s teams and 13 mixed teams. The programme has therefore sponsored 38 women’s teams, 30 men’s teams and 20 mixed teams. More men than women participate in first-division teams competing in national competitions, but more women than men participate in second-division teams competing in regional competitions. An example of the latter is that half the women’s football teams competing in the second division are from Andalusia.

3.13. CULTURE

The data on cultural activities, understood as the consumption and use of products generated by different forms of artistic expressions (books, film, theatre, museums, etc.) have, for some years now, shown similar levels of female and male participation, albeit with some variations as described below. However, culture as an economic sector that encompasses the production of cultural activities and creates jobs still exhibits significant differences in the composition by sex of people employed in the cultural sector.

3.13.1. Number of visitors to museums managed by the Regional Ministry of Culture

Regional Ministry of Culture

In 2010, a total of 1,601,290 people visited the eighteen museums managed by the Regional Ministry of Culture. Of these, 52% were women and 48% men. By provinces, there have been no significant variations by sex; the highest percentage of visits by men was recorded in Cadiz (49.1%) and the lowest in Almeria (45.7%). The total number of visits in 2010 was 2.5% higher than in 2009; this increase was slightly greater among women than among men (2.9% and 2.1%, respectively).

3.13.2. Number of visitors to the Network of Cultural Spaces in Andalusia

Regional Ministry of Culture

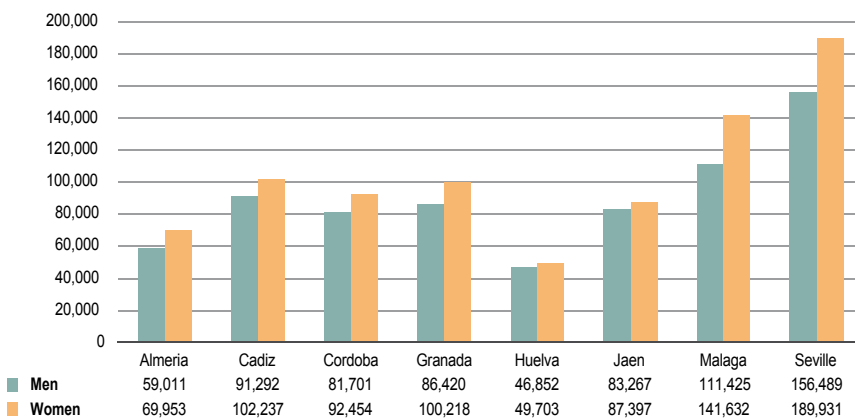
In 2010 the Network of Cultural Spaces in Andalusia (Red de Espacios Culturales de Andalucía –RECA), comprising 31 archaeological and monument sites, received a total of 3,983,189 visitors, of whom 53.2% were women and 46.8% men. However, there was greater variation by sex in terms of visits to archaeological sites, with male visitors accounting for 49.5% of all visitors, and visits to monument sites where 45.7% of all visitors were men. The gender distribution of visitors to these sites was similar in all Andalusian provinces, the majority of visitors being women, except in the province of Jaen where men accounted for 58.7% of all visitors.

3.13.3. Users registered with the Andalusian Public Libraries Network

Regional Ministry of Culture

In 2009, the Andalusian Public Libraries Network, coordinated by the Regional Ministry of Culture, had a total of 896 fixed and mobile libraries. In 2009, 53.8% of the network's users were women and 46.2%, men. In absolute terms, the number of persons registered with the network increased by 8.4% over the previous year; this increase was greater among women (8.8%) than men (7.9%). By provinces, the largest differences in the proportion of male and female users were recorded in the provinces of Malaga (44% men and 56% women) and Seville (45.2% men and 54.8% women).

Figure 3.88. Number of users registered with the Andalusian Public Libraries Network. Year: 2009



Source: Statistics on Public Libraries in Andalusia. Regional Ministry of Culture

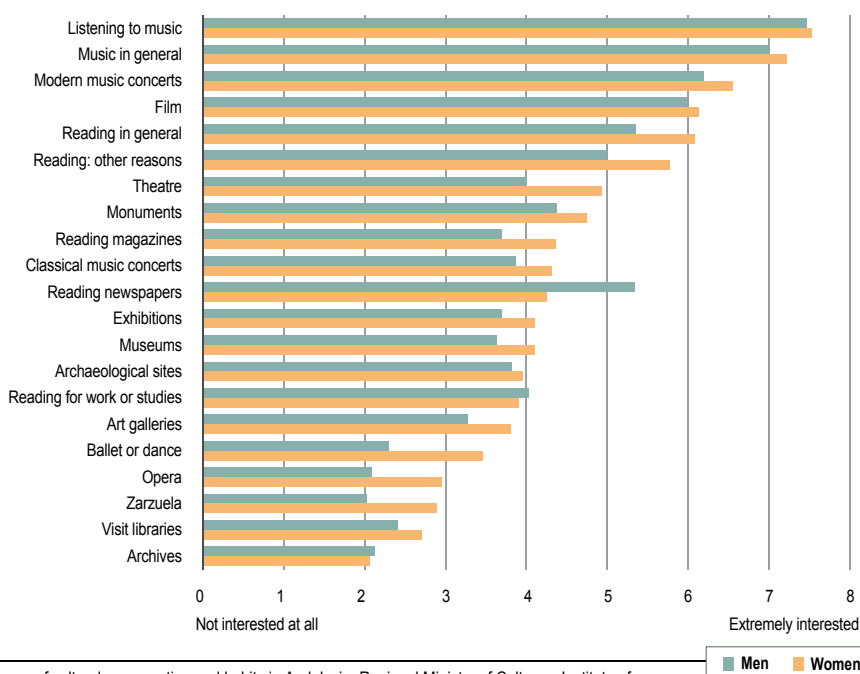
3.13.4. Cultural consumption and habits in Andalusia

Regional Ministry of Culture

The 2010 survey on cultural consumption and habits carried out by the Regional Ministry of Culture in collaboration with the Institute of Advanced Social Studies (IESA) of the Higher Council for Scientific Research shows that although women generally express greater interest than men in cultural activities, the participation indicators reflect a fairly balanced scenario, with slightly higher percentages for men in many areas, albeit without statistically significant differences.

For example, women visit libraries more frequently: 61% of persons visiting libraries in the last year were women. The same occurs with ballet or dance, opera and zarzuela (Spanish light opera) performances: the percentages of female spectators were 61%, 71% and 68%, respectively. Men participate more than women in activities such as visits to archives (63%), attendance at modern music concerts (53.4%) and visits to archaeological sites (53.7%).

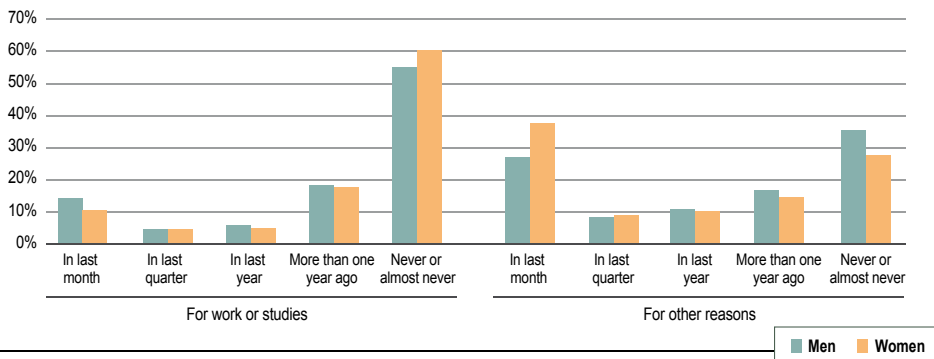
Figure 3.89. Interest of the Andalusian population in cultural activities. Year: 2010



Source: Survey of cultural consumption and habits in Andalusia. Regional Ministry of Culture – Institute of Advanced Social Studies

As regards reading, the results of the study show that 38% of women had read a book for pleasure in the last month, 10 percentage points more than men. The proportion of men who never or almost never read for pleasure is significantly higher (35.6%) than that of women (27.8%). However, in stark contrast, more men read for work or studies than women.

Figure 3.90. Last time the interviewee read a book. Year: 2010



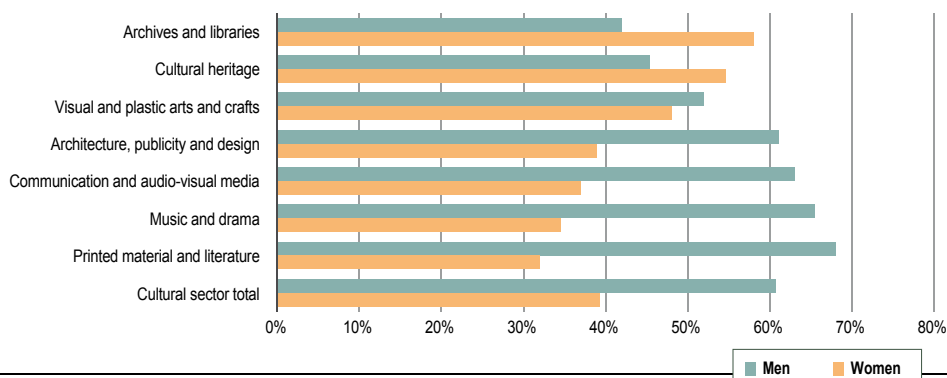
Source: Survey of cultural consumption and habits in Andalusia. Regional Ministry of Culture – Institute of Advanced Social Studies

3.13.5. Employment generated in the cultural sector

Regional Ministry of Culture

According to the Culture Satellite Account in Andalusia, every form of cultural expression is underpinned by processes of supply and demand in which the creation, production, dissemination and marketing of cultural goods and services give rise to a series of operations that generate employment, wealth and knowledge. The latest available data for 2007 show that 39.9% of all persons employed in the cultural sector are women and 60.7% men, almost within the range for balanced representation. The variation with respect to 2005 was small since the Satellite Account showed that 61.2% of persons employed in this sector were men and 38.8% women.

Figure 3.91. Cultural employment by dimensions. Year: 2007



Source: Annual Regional Accounts for Culture Activities in Andalusia. 2007

However, there are great differences according to the cultural activity (dimension) analysed. For example, although the percentage of women working in “archives and libraries” and “cultural heritage” is higher than that of men and is close to parity in “visual and plastic arts and crafts”, female participation is not within the range limits of balanced representation (40%) in any of the other occupations. This inequality is particularly evident in the “printed material and literature” category, where just under one third of all jobs are occupied by women. The “visual and plastic arts and crafts” dimension reveals smaller differences between the sexes. The gender differences in each area of culture remained stable between 2007 and 2005.

3.14. SOCIAL WELFARE, WORK/FAMILY LIFE BALANCE, CARE OF DEPENDENTS AND GENDER VIOLENCE

Equality and social welfare policies in Andalusia implement certain aspects under regional jurisdiction with greater capacity to advance gender equality. Care and support for dependent persons and the eradication of gender violence are key areas for gender equality on which updated information is required in order to appraise and act effectively.

The origins of policies on care for dependent people can be traced back to Law 39/2006 of 14 December, on the Promotion of Personal Autonomy and Care for Dependent People. In Andalusia, the Social Services and Dependency Agency (ASSDA) manages the System for Personal Autonomy and Care for Dependent People in Andalusia. As shown by the indicators presented in this section, most dependent people and their carers are women.

At the same time, Law 13/2007 of 26 November, on Comprehensive Prevention and Protection Measures against Gender Violence, serves as a legal framework for the prevention and eradication of gender violence and provides support and care to gender violence victims. Gender violence practically only affects women, who are therefore the main targets of protection, care and integration measures. This section examines the indicators that provide information on allegations of gender violence, protection orders and the development of the number of female victims of gender violence.

The section also incorporates a new indicator extracted from the Time-Use Survey carried out by the National Institute of Statistics and which reflects the different degrees of involvement of men and women in domestic duties, even when both work away from home. An approach that promotes measures and incentives to achieve shared responsibility and thus achieve a life/work balance for men and women may make a definitive contribution to gender equality in our society.

3.14.1. Dependent care authorisations by level, age and sex in Andalusia

Regional Ministry for Equality and Social Welfare

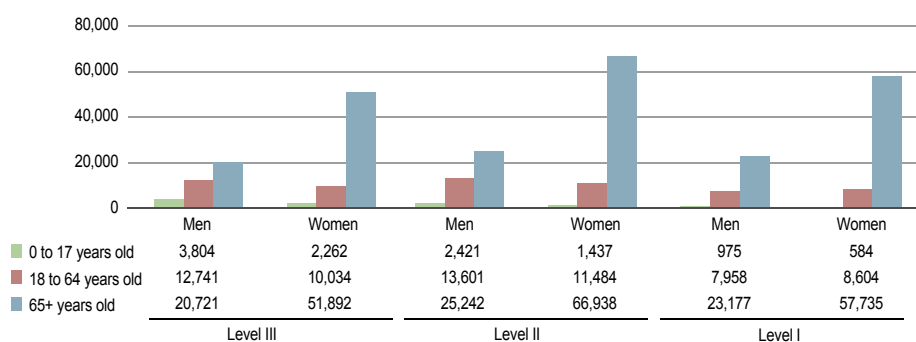
The current legal framework regulating dependent care regulates the different situations of dependent people on three levels. Level I (moderate dependency) applies to persons who need assistance to perform various basic activities of daily living (ADLs) at least once a day or who need intermittent or limited support for their personal autonomy. Level II (serious dependency) applies to persons who need help

to perform various ADLs various times a day but who do not require the permanent support of care personnel. Level III (acute dependency) applies to people who need help to perform various ADLs various times a day and, due to their total loss of physical, mental, intellectual or sensorial autonomy, require key and continuous support from carers or who have general need for support for their personal autonomy.

Legislation implemented on dependent care prioritised the need to first recognise the most acute level of dependency, i.e. level III. In 2009, seriously-dependent persons (classified in level II) started to receive dependent care and services, and these are now also being provided to those classified in level I.

As shown in the figure below, more declarations have been issued recognising the dependent situation of women at all levels. In general terms, 65% of dependent persons are women and 35% men.

Figure 3.92. Dependent care authorisations by level of dependency. Andalusia, 2011



Source: Regional Ministry for Equality and Social Welfare
NB: Data as at 6 September 2011

However, differences can be observed in the development of the number of resolutions adopted in favour of men and women according to the age of the population studied. Men are the majority among persons aged up to 65 and in particular in the youngest age group (0-17), but the majority of dependent persons aged 65+ are women. This situation is due to the longer life expectancy of women, which, as shown in the sub-section on health in this chapter, does not equate to better health and living conditions.

While the Andalusian population aged 65 and older comprises 57.1% women and 42.9% men, the population of persons evaluated under the System of Personal Autonomy and Care for Dependent People in Andalusia presents a proportion of 71% women and 29% men.

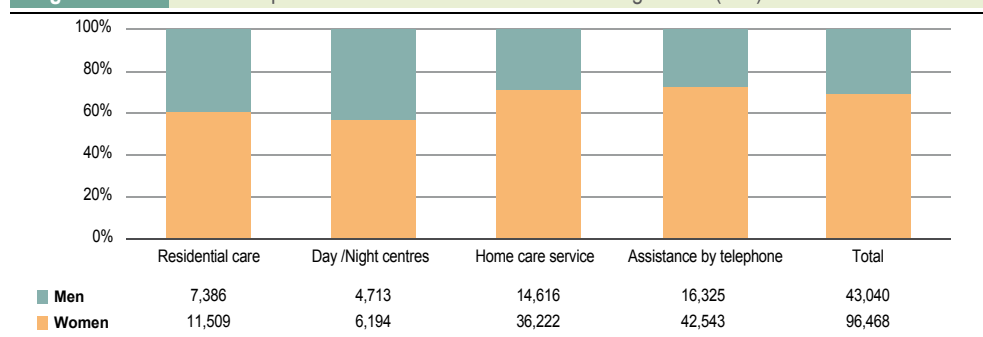
3.14.2. Persons receiving financial support to look after dependent relatives

Regional Ministry for Equality and Social Welfare

Law 39/2006 of 14 December, on the Promotion of Personal Autonomy and Care for Dependent Persons, stipulates that financial support and care services can be provided to persons who are recognised as being dependent.

These services are provided through a network of social services formed by duly accredited public or private state-subsidised social services centres. The figure shows that during the first eight months of 2011, the Individual Care Programme (Programa Individual de Atención – PIA) in Andalusia provided 139,508 services, including residence care, day and night centres, home care services and assistance by telephone. Of these services, 30.9% were provided to men and 69.1% to women. However, in the case of home care and stays in day and night centres, male beneficiaries accounted for around 40% of all recipients, while less than 30% of all users of assistance by telephone and home help services were men.

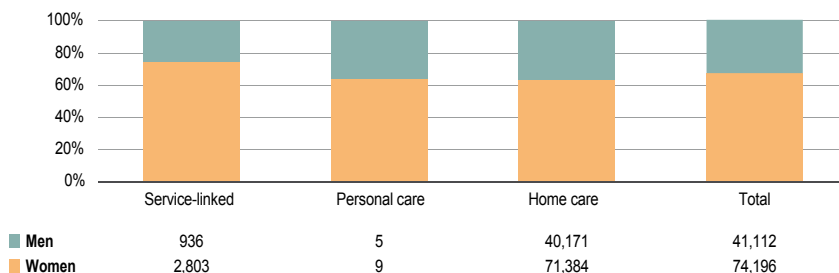
Figure 3.93. Services provided under the Individual Care Programme (PIA) in Andalusia



Source: Regional Ministry for Equality and Social Welfare
NB: Data as at 6 September 2011

The legal framework regulating care for dependent people also envisages the provision of financial support to persons recognised as being dependent. The benefits may be service-linked benefits, personal care benefits or family care benefits. In Andalusia, 115,308 people receive these types of benefits, of whom 64.3% are women and 55.7% men, although the proportion of men and women varies according to the type of benefit received; women represent 75% of all people receiving service-linked benefits, but only 64% of all persons receiving both personal care benefits and benefits for care in the family.

The development of the number of persons receiving financial support to look after dependent relatives from 2008 to 2011 shows that during the entire period more women than men received this type of support.

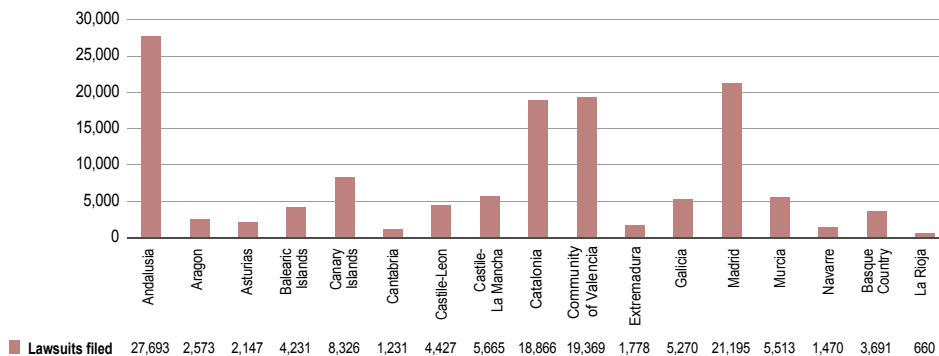
Figure 3.94. Financial support for dependent care in Andalusia. Year: 2011

Source: Regional Ministry for Equality and Social Welfare
 NB: Data as at 6 September 2011

3.14.3. Lawsuits for abuse filed by partners or former partners by sex and Autonomous Community

Regional Ministry for Equality and Social Welfare

A total of 27,693 lawsuits for gender violence were filed in 2010 at the eighteen special Violence against Women Courts with jurisdiction in the Autonomous Community of Andalusia. These lawsuits represent 20.7% of the total in Spain (134,105), which, according to data from the General Council of the Judiciary, makes Andalusia the Autonomous Community with the highest number of reported cases in absolute terms in Spain, ahead of the Autonomous Communities of Valencia (19,369) and Catalonia (18,866).

Figure 3.95. Lawsuits filed at Violence against Women Courts by Autonomous Community. Year: 2010

Source: General Council of the Judiciary

NB 1: This takes into account lawsuits filed by both victims and their relatives

NB 2: This takes into account both Violence against Women Courts and courts that deal with both violence against women and other cases.

Andalusian ranks as the sixth autonomous community in Spain in number of lawsuits filed per 10,000 inhabitants, with a rate of 32.5, behind the Autonomous Community of Madrid (32.8), the Region of Murcia (37.7), the Autonomous Community of Valencia (37.9), the Canary Islands (39.3) and the Balearic Islands (38.3).

The number of lawsuits filed in Andalusia rose almost constantly between 2002 and 2010, increasing continually between 2002 and 2008 before decreasing 8.4% in 2009 with respect to 2008, and then rising again in 2010 by 3.2%. The data for the whole of Spain reveal a somewhat different trend, since after a sustained increase between 2002 and 2007, the numbers then fell during the following three years. The number of lawsuits filed between 2009 and 2010 dropped by 1%.

The implementation at national level of Organic Law 1/2004 of 28 December, on Comprehensive Protection Measures against Gender Violence, and the implementation in Andalusia of Law 13/2007 of 26 November, on Comprehensive Prevention and Protection Measures against Gender Violence, urgent measures associated with both laws, their regulatory implementation, as well as awareness-raising campaigns aimed at citizens and promoted by public administrations, represent milestones revealing the development of lawsuits filed in relation to gender violence, as described previously.

3.14.4. Development of the number of protection order applications presented at Violence against Women Courts

Regional Ministry for Equality and Social Welfare

Law 27/2003 of 31 July, regulating protection orders for victims of domestic violence, originated from the need for public authorities to provide an immediate, integral and coordinated response to deal with domestic violence and immediately address any behaviour that could have even more serious results in the future.

Thus, the adoption of a protection order, through a rapid and simple legal procedure, allows victims to obtain comprehensive protection status that serves as a combined civil and criminal injunction. This means that the different national, regional and local public administrations can coordinate in order immediately to activate the social protection instruments established in their respective legal systems.

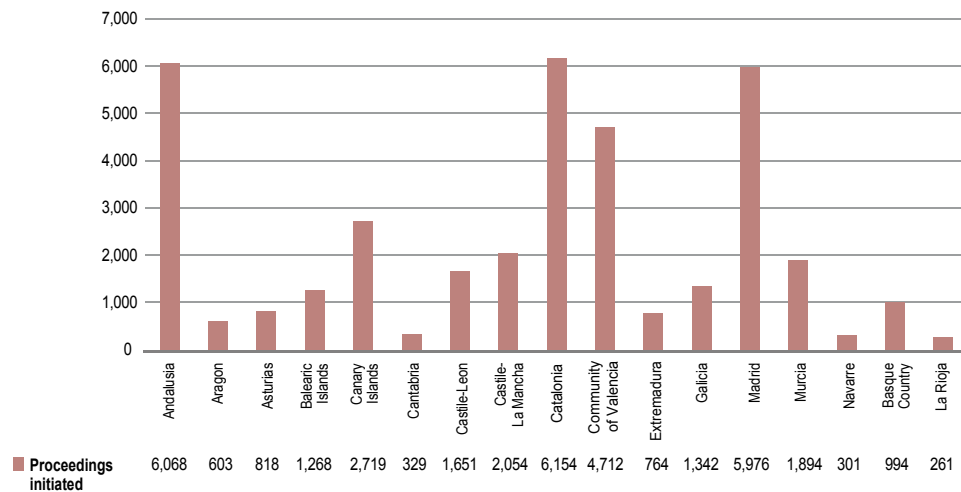
In 2010, 6068 protection order applications were presented at Violence against Women Courts with jurisdiction in Andalusia, representing 16% of all such protection order applications presented in the country (37,908), making Andalusia the Autonomous Community with the second-highest number of protection order applications presented in that year, after Catalonia with 6154.

The number of protection order applications presented in Andalusia in 2010 decreased by 14.7% with respect to 2009. The total number of protection order applications presented in Spain also decreased by 8% over 2009.

Of the 6068 protection order applications presented in Andalusia in 2010, 4335 were issued by Violence against Women Courts (71% of the total). In Spain, these courts issued 67% of all protection order applications presented. A total of 29% protection order applications were refused in Andalusia. The number of protection order applications refused by Violence against Women Courts in Andalusia increased by 9% with respect to 2008 and 2009. The trend has been the same at national level, with 33% of protection order applications being rejected in 2010, 5% more than in the two previous years.

Figure 3.96.

Protection order applications presented at Violence against Women Courts by Autonomous Community. Year: 2010



Source: General Council of the Judiciary

NB: This takes into account both Violence against Women Courts and courts dealing with both violence against women and other cases.

3.14.5. Development of the number of women who died from gender violence inflicted by current or former partner

Regional Ministry for Equality and Social Welfare

The number of deaths of women from gender violence inflicted by current or former partner is one of the indicators that demonstrates gender inequality most clearly.

Figure 3.97.

Development of the number of women who died from gender violence inflicted by current or former partner in Spain and Andalusia



Source: Institute for Women's Affairs
 NB: National total and percentage of deaths occurring in Andalusia

In 2010, 17 women died in Andalusia as a result of this type of violence, representing 23.3% of all gender violence deaths in Spain (73). This percentage makes Andalusia the Autonomous Community with the highest number of gender violence deaths in absolute terms in Spain, followed by Catalonia (11), the Autonomous Community of Valencia (8) and the Canary Islands (7).

By contrast, Andalusia is the third Autonomous Community in Spain in deaths of women from gender violence per million women over the age of 15. This situation is due to Andalusia's higher population index; since it has more inhabitants, the proportion of women who died from gender violence was lower than in other less-populated Autonomous Communities.

The number of female deaths from gender violence in Andalusia has developed unevenly since 1999. In some years, their number has decreased substantially, for example in 2005 and 2009 with 9 fewer female deaths, and in 2007 with 8 fewer female deaths. However, in 2009 their number increased by 3, 17% more than the number of women who died from gender violence in 2008. At national level, the number of female deaths from gender violence in 2010 was 25% higher than in 2009. These data reflect the irregular development of the number of gender violence fatalities in both Andalusia and Spain.

3.14.6. Time use by men and women

One new feature of the Gender Impact Assessment Report on the Budget is the inclusion of an indicator on time use by men and women in Andalusia, extracted from the Time-Use Survey published by the National Institute of Statistics in October 2011. The main objective of this survey is to obtain first-hand information on unpaid domestic duties, the distribution of family responsibilities at home, the participation of the population in cultural and leisure activities, time use by specific social groups (young people, unemployed people, the elderly, etc.) in order to design gender equality policies and gender-focused public policies, and also estimate household satellite accounts.

The results of the survey show the percentage of persons who perform a daily activity, the average time per day (in hours and minutes) dedicated to an activity by the person performing that activity, the distribution of activities in an average day by type of day (working day or weekend) and the percentage of persons performing the same activity at the same time of day (daily routines).

The differences in time use by men and women remain significant. Significant differences exist in the participation of women and men in paid work according to age group. The participation of men aged 16-24 in paid work is 14.3 percentage points higher than that of women in the same age group. This difference is smaller in the 25-44 age group (3.3 percentage points) but increases again among persons aged between 45 and 64, reaching a maximum differential of 21.6 percentage points.

In contrast, although male participation in domestic duties (domestic activities and looking after children) is increasing and the percentage of women dedicated to domestic duties has fallen, there continues to be a 15 percentage point difference between women and men dedicating time to the home and family.

Percentage of men and women performing household and family activities and the average time dedicated to each task per day

Men	Percentage who perform the activity	Mean daily duration (hours and minutes)	Women	Percentage who perform the activity	Mean daily duration (hours and minutes)	Both sexes	Percentage who perform the activity	Mean daily duration (hours and minutes)
Under 25 years old	61.6%	1.15	Under 25 years old	76.8%	2.06	Under 25 years old	69.0%	1.42
10 to 15 years old	64.0%	0.47	10 to 15 years old	63.5%	1.33	10 to 15 years old	63.7%	1.10
16 to 24 years old	60.3%	1.31	16 to 24 years old	84.9%	2.21	16 to 24 years old	72.1%	1.59
25 to 44 years old	78.3%	2.57	25 to 44 years old	92.2%	4.56	25 to 44 years old	85.1%	4.00
45 to 64 years old	75.9%	2.45	45 to 64 years old	98.9%	5.15	45 to 64 years old	87.6%	4.11
65+ years old	81.1%	2.44	65+ years old	88.9%	4.35	65+ years old	85.6%	3.50

Source: Data from the Andalusian Institute of Statistics and Cartography obtained from the National Institute of Statistics 2009-2010 Time-Use Survey.

As shown in the table, differences exist in terms of both the percentage of men and women in each age group dedicating time to domestic duties and family and the time dedicated to each activity.

The proportions of boys and girls aged 10-15 who dedicate time to these activities are very similar (around 64%), although girls dedicate 1 hour and 33 minutes and boys 47 minutes. In the next age group (16 to 24), there is a substantial difference between men and women who dedicate time to domestic duties and family (60.3% and 84.9%, respectively, with women dedicating 50 minutes more time to these activities than men.

In terms of time, the men dedicating most time to domestic duties and family are in the 25-44 age group (2 hours and 57 minutes); 78.3% of men in this age group perform these activities. Women in the same age group dedicate 4 hours and 56 minutes to these activities (92.2% of women in this age group).

The women in the 45-64 age group dedicate most time to domestic duties and family (5 hours and 15 minutes). This group also concentrates the highest percentage of women who perform these activities (98.9%). Men in this age group spend less time on these activities (2 hours and 45 minutes) (75.9% of men in this age bracket).

In the final age group, formed by persons aged 65 and older who have normally already left the labour market, the difference in time dedicated by women and the men to these activities is almost two hours, although the percentage of men devoting time to these activities is higher at 81.1%, the highest percentage of all the male age groups. Meanwhile, 88.9% of women in this age group continue to perform these activities, devoting an average of 4 hours and 35 minutes each day to these tasks.

4

Analysis of
representation by sex
of staff working for the
Regional Government
of Andalusia

4

The analysis of staff working for the Regional Government of Andalusia has an important role each year in the Gender Impact Assessment Report on the Budget. It shows the composition by sex of the management and policy decision-making posts in the Administration of the Autonomous Community of Andalusia, which together account for more than 235,000 people.

In this way, an intra-organisational analysis is carried out as part of the gender mainstreaming process in order to assess the extent to which the institution is sensitive to gender equality in the selection, promotion and employment conditions of its personnel, and to what extent it is able to reorganise its human resources in order to improve gender equality, while simultaneously making good use of improvements in productivity, effectiveness and efficiency which have been associated with gender diversity over the years.

The information on personnel is obtained from internal sources, and refers to the actual situation of the staff. The methodology followed in this chapter of the report corresponds to two different approaches, one static and the other dynamic. For the first, a study was carried out on each of the groups which make up the staff of the Andalusian Administration: staff of the General Administration of the Regional Government of Andalusia; staff of the Andalusian Health Service; staff of the Andalusian Public Education system; non-judicial staff working for the Justice System of Andalusia; and executive staff of the Public Sector Business Agencies, Commercial Companies and other related entities.

In terms of the dynamic approach, each group was analysed according to its development from year to year, and as a new element this year a more in-depth study of staff in the General Administration of the Regional Government of Andalusia was carried out, taking into account the information and data gathered in that respect in previous reports. This in-depth study of the General Administration of the Regional Government of Andalusia includes an evaluation of the 2008-2011 term of office, and has also been supplemented with the results of a research promoted by the Regional Ministry of Finance and Public Administration with the objective of evaluating the knowledge and opinions of executive and management staff in the

Regional Government of Andalusia concerning the strategy of public sector gender budgeting which is being implemented in the Andalusian Administration.

A further aspect to be taken into consideration this year is that for reasons of efficient use of the information from which this chapter has been prepared, and in relation to the dynamic of writing the Report itself, the date on which the personnel data was obtained has been changed from 1 June to 1 January in the sections on General Administration staff, non-judicial staff in the Justice System of Andalusia and Public Education System staff.

Finally, as has been the case in the Gender Impact Assessment Report on the Budget since 2008, the measurement tool used in the different sections of the chapter is the Relative Presence of Men and Women Index (RPMWI), for which the formula used is $RPMWI = [(W-M)/(W+M)]+1$, where W is the number of women and M is the number of men. In view of the definition of balanced presence or composition as established in Organic Law 3/2007 of 22 March on the effective equality of men and women, and in Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia, according to which a balanced presence or composition is understood to mean women and men being represented such that in the group referred to, individuals of each sex neither exceed sixty per cent nor are less than forty per cent, a range of values for the index has been established for indicating that the aforementioned balance exists. According to the RPMWI formula, in a situation of equal representation the value would correspond to one. Between 0.8 and 1, there would be an over-representation of men, but within the parity limits established by legislation governing equality between men and women. Values lower than 0.8 are indicative of inequality due to a majority of men. In the opposite case scenario, in other words index values above 1, the number of women would be greater than the number of men, with 1.2 being the legal threshold for a balanced representation.

Within this mean value, and as can be seen from examining all the sections in this chapter, certain challenges still remain which, thanks to their identification and appraisal in the exercise in transparency which this chapter represents, can be addressed when designing the public policies and measures to be adopted and financed under the gender budgets of future years.

4.1. ANALYSIS OF STAFF IN THE GENERAL ADMINISTRATION OF THE REGIONAL GOVERNMENT OF ANDALUSIA

The analysis presented here examines the presence of women and men in the General Administration of the Regional Government of Andalusia. To do this, it shows the main characteristics from a gender perspective of the distribution by sex of the employees making up the general system of the Andalusian regional administration, both in overall terms and also looking at the different categories, professional groups, levels of responsibility and decision making and other relevant aspects for analysis, such as age and number of dependents, which affect the aforementioned presence of men and women.

Given that this analysis of staff has been taking place since the Gender Impact Assessment Report on the Budget in 2008, this year there is sufficient data available to enable the usual study to be supplemented with a developmental perspective which permits assessment of the progress achieved and the remaining challenges for representation of staff in the General Administration. For the developments to be analysed, staff data for the period 2008 to 2011 taken on 1 January of each year was compared, although in the resulting analysis it is generally the data from 2008 and 2011 which is highlighted, as these are the results which encompass a sufficient time span for lasting trends to be identified.

The chapter begins with a general analysis of the entire staff, before moving on to provide details of representation in senior management, civil service staff and non-civil service staff, based on different variables such as regional ministries and professional levels, among others. Within civil service staff a study was carried out on senior staff, which, in a separate section, looks at civil servants in career bands 27-30 in greater depth.

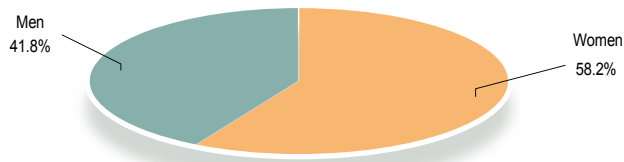
4.1.1. General analysis

The staff working for the General Administration of the Regional Government of Andalusia as at 1 January 2011 was composed of 49,648 individuals, which included a larger number of women, 28,909 or 58.2%, whilst 20,739 or 41.8% of the total were men, as can be seen in the figure below. This distribution, calculated using the Relative Presence of Men and Women Index (hereinafter RPMWI)¹ gives a value of 1.16, which represents a balanced representation.

¹ See the introduction to this chapter for a definition of this index.

Figure 4.1.

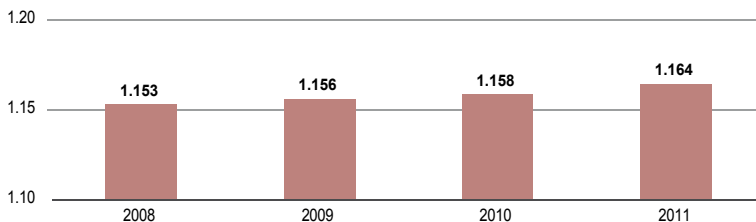
Distribution by sex of staff working for the General Administration of the Regional Government of Andalusia. 2011



Given that in 2008 this staff numbered 50,960 employees, a slight reduction in the workforce can be observed over the last four years, accompanied by a modest growth in the number of female employees from 57.7% to 58.2% of the total number of employees. As a result, the RPMWI has increased slightly over the same period, reflecting a greater female presence and falling within the range indicating balanced presence of both sexes.

Figure 4.2.

Development of the RPMWI. 2008-2011



If we consider the General Administration based on the RPMWI for the professional categories of senior management, civil service and non-civil service staff into which its workforce is divided, it can be observed that there are positive trends towards a more balanced presence of personnel, albeit existing side by side with some elements of inequality.

In this respect, the significant improvement experienced in the senior management category stands out, for which the RPMWI has risen from 0.77 in 2008 to 1.00 in 2011, achieving representation parity in the General Administration.

Table 4.1. RPMWI by professional categories and groups, 2011*-2008

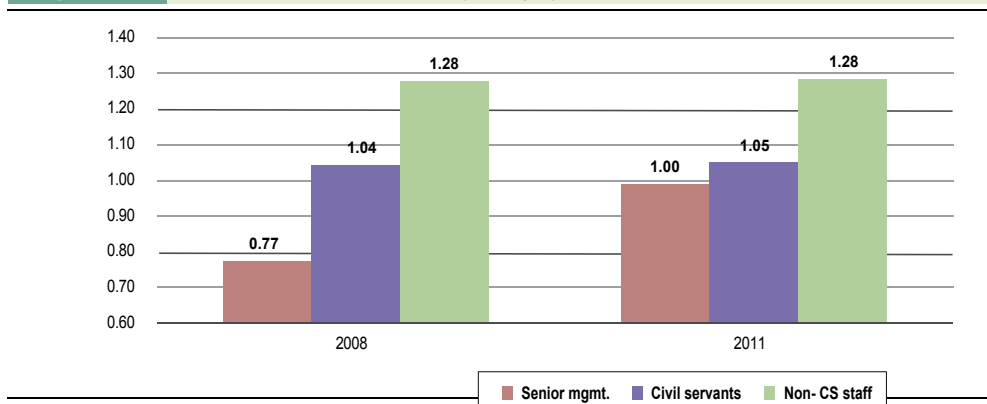
Category	Group					Total
	A1/I	A2/II	C1/III	C2/IV	E/V	
Senior management	1.00					1.00
	0.77					0.77
Civil service staff	0.85	0.91	1.18	1.34	0.89	1.05
	0.83	0.91	0.98	1.36	0.89	1.04
Non-civil service staff	1.15	1.48	1.22	1.04	1.37	1.28
	1.15	1.42	1.22	1.06	1.36	1.28

RPMWI results from 2011 are in grey

The situation for civil servants is stable, with an overall RPMWI of 1.05 compared to 1.04 in 2008, although an over-representation of women must be pointed out in the C2 category (RPMWI: 1.34) as well as a substantial increase in the RPMWI in the C1 category, from 0.98 to 1.18 over the period 2008-2011.

Among non-civil service staff, inequality in representation by sex is particularly notable in groups II, III, and fundamentally in group V given its quantitative significance. All of these exceed the range limits for balanced presence, with values of 1.48 for group II, 1.22 for III and 1.37 for group V, these values having increased slightly with respect to 2008. This results in over-representation of women in this category as a whole (RPMWI: 1.28)

Figure 4.3. Development of the RPMWI by category. 2008-2011



The most significant change in the last four years has therefore been in distribution by sex in the senior management category, where the initial inequality in favour of men has been corrected and the presence of women has increased to the point where equality has been achieved.

In the remaining categories, both for civil servants and non-civil service staff, although a modest increase was recorded in the presence of women, these categories have maintained the same distribution by sex. It is worth highlighting that as a whole and considering personnel in absolute terms, based on professional categories and groups as shown below in table 4.2, the majority presence of women stands out, both in terms of civil service staff (52.5%) and non-civil service staff (64.2%). In addition, it can be observed that the group with the highest number of women (7584) is group V in non-civil service staff, whereas the group with the highest number of men (4648) is A1 in civil service staff.

SENIOR MANAGEMENT

M	W	TOTAL	RPMWI
135	134	269	1.00

NON-CIVIL SERVICE STAFF

GROUPS	W	M	TOTAL	RPMWI
I	659	484	1143	1.15
II	1963	693	2656	1.48
III	3514	2265	5779	1.22
IV	2040	1896	3936	1.04
V	7584	3467	11,051	1.37
TOTAL	15,760	8805	24,565	1.28

CIVIL SERVICE STAFF

GROUPS/ LEVELS	A1		A2		C1		C2		E		Total			RPMWI
	M	W	M	W	M	W	M	W	M	W	M	W	TOTAL	
30	103	59									103	59	162	0.73
29	54	30									54	30	84	0.71
28	452	331					1				453	331	784	0.84
27	356	216	4					1			360	217	577	0.75
26	469	304	174	104			3				646	408	1054	0.77
25	1937	1425	890	549	9		3				2839	1974	4813	0.82
24	525	187	140	112			1				666	299	965	0.62
23	261	249	282	164	1			1			544	414	958	0.86
22	489	605	110	114	299	388	7	2			905	1109	2014	1.10
21			43	33	47						90	33	123	0.54
20	2		115	56	567	495	3				687	551	1238	0.89
19				1							0	1	1	2.00
18			425	694	1173	1759	206	617			1804	3070	4874	1.26
17					19	48	23	41			42	89	131	1.36
16					439	576	310	298			749	874	1623	1.08
15					1055	1875	25	41	2	1	1082	1917	2999	1.28
14					1	1	680	1562	5	1	686	1564	2250	1.39
13									20	7	20	7	27	0.52
12									69	68	69	68	137	0.99
TOTAL	4,648	3,406	2,183	1,827	3,610	5,142	1,262	2,563	96	77	11,799	13,015	24,814	1,05
RPMWI	0.85		0.91		1.18		1.34		0.89		1.05			

TOTAL

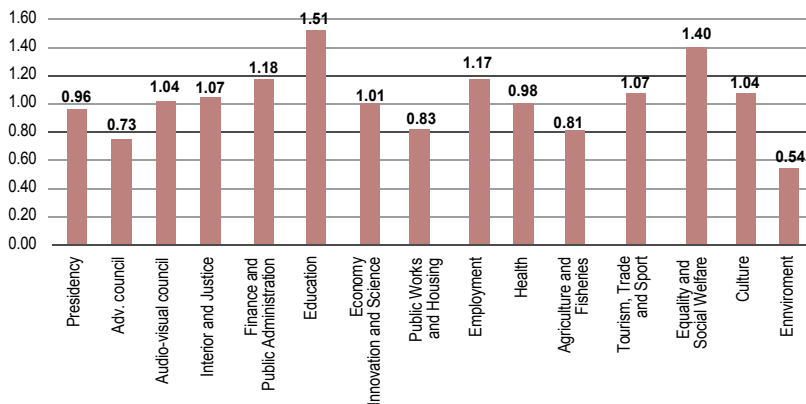
W	M	TOTAL	RPMWI
28,909	20,739	49,648	1.16

The composition by sex of personnel in the Administration based on the different regional ministries or budget departments to which they belong to also provides key information for evaluation from a gender perspective.

On the one hand, in 2011 the majority of the departments displayed a very balanced distribution with RPMWI values close to one in the case of the Audio-Visual Council (1.04) and in the Regional Ministries of the Economy, Innovation and Science (1.01), Health (0.98), Culture (1.04), the Presidency (0.96), the Interior and Justice (1.07) and Tourism, Trade and Sport (1.07). Also showing RPMWI values falling within the limits for balanced representation between women and men were the Regional Ministries of Employment (1.17) and Finance and Public Administration (1.18), with a greater presence of women, and the Regional Ministries of Public Works and Housing (0.83) and Agriculture and Fisheries (0.81), with clear prominence in the presence of men.

On the other hand, parameters were also observed which indicated a certain horizontal segregation or concentration of men and/or women in specific sectors and jobs which have traditionally been linked to gender roles. For example, the Regional Ministries of Education (RPMWI: 1.51) and Equality and Social Welfare (1.40) are those which show a greater over-representation of women, whereas the Regional Ministries of the Environment (0.54) and Agriculture and Fisheries (0.81) and the Advisory Council (0.73) show an over-representation of men. This majority presence of women in the Regional Ministries for Equality and Social Welfare and Education is significant in both quantitative and qualitative terms for overall distribution, as these two regional ministries account for approximately 42% of the total workforce.

Figure 4.4. RPMWI by Regional Ministry, 2011



Distribution by sex across the different regional ministries has developed unequally over the last four years. On the one hand, the reorganisation and renaming of various departments (Interior, Public Administration, Justice, Economy, Finance and Innovation, Science and Business), which were affected by Presidential Decree 14/2010 of 22 March on the restructuring of regional ministries, limit the possibilities for a comparison over time. However, in broad terms, no significant changes were detected in the RPMWI values in these budget departments.

On the other hand, Presidency, Health, Culture, Agriculture and Fisheries, Tourism, Trade and Sport, the Advisory Council and the Audio-Visual Council have all maintained their RPMWI values over these years and, with the exception of the Advisory Council, fall within the range for balanced distribution by sex.

Finally, a group of four regional ministries, those which have the largest body of employees and which, consequently, are the most significant, recorded important changes in their RPMWI: Employment, the Environment, Education, and Equality and Social Welfare. In the case of the Environment and Equality and Social Welfare, the changes involved moving closer to balanced RPMWI values, whereas in Employment and to a greater extent Education, which falls outside the limits for balance, these translate as a shift further away from the parity value of one.

4.1.2. Senior Management

The most important change in the last four years can be seen in the distribution by sex of senior management personnel. Parity has been achieved with an RPMWI of 1.00, following an increase from the 2008 value of 0.77.

This equal presence of women and men in senior management posts exists in parallel with a greater diversity of situations within this category based on the type of post. Specifically, in 2011 there was a lower presence of women in the distribution across deputy ministries which is reflected in an RPMWI value of 0.46, whereas in Departmental Secretariats, Directorates-General and Government offices there was a higher presence of women, giving RPMWI values of 1.38 for Departmental Secretariats and 1.23 for Directorates-General and Government offices.

All other posts in 2011 indicate a distribution which falls within the RPMWI limits for balanced representation, although men are in the majority in regional ministries, Departmental Secretariats, Provincial Government offices and other senior management posts.

Table 4.3. Distribution by sex of senior management, 2008–2011*

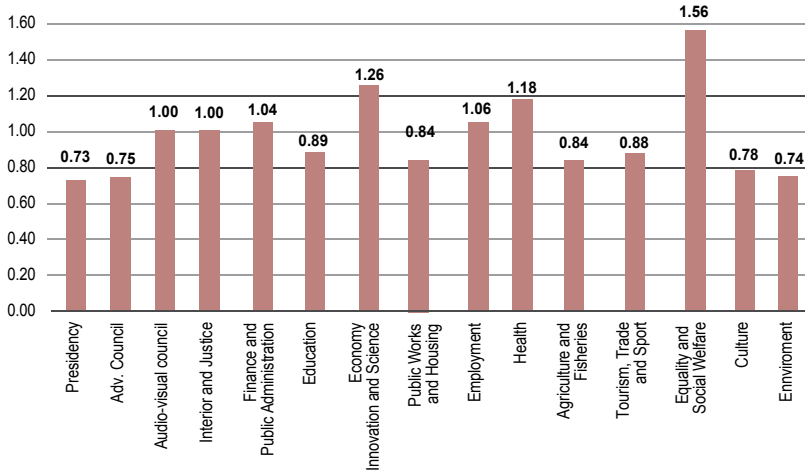
	W	M	Total	RPMWI
Presidency	0	1	1	0.00
	0	1	1	0.00
Reg. Ministries	6	7	13	0.92
	8	7	15	1.07
Dep. Ministries	3	10	13	0.46
	2	12	14	0.29
General Secretariat	8	10	18	0.89
	6	19	25	0.48
Departmental Secretariat	9	4	13	1.38
	7	7	14	1.00
Directorates-Gen. and Govt. Off.	49	31	80	1.23
	38	55	93	0.82
Provincial Govt. off.	40	48	88	0.91
	38	57	96	0.81
Other senior management	19	24	43	0.88
	15	24	39	0.77
Total	134	135	269	1.00
	115	182	297	0.77

* The 2011 results are in grey

The changes observed in the senior management category from 2008 to 2011 show that the over-representation of men in deputy ministries is decreasing over time whilst the presence of women in Departmental Secretariats is gradually increasing, reflecting higher levels of inclusion of women in these posts entailing greater responsibility.

The process of breaking the glass ceiling which is taking place in the General Administration of the Regional Government of Andalusia is also evident in the Directorates-General and Government offices, and in the General Secretariats, and this clearly contributes to distribution within senior management as a whole moving towards a situation of equality.

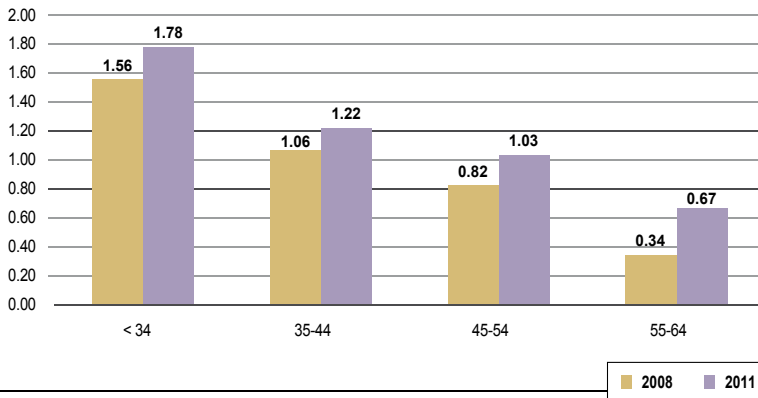
With respect to the distribution of senior management staff according to regional ministries, it can be seen that in the main these fall within the range indicating balanced representation. Others, however, show a situation of inequality. Thus the Regional Ministries of the Presidency, Culture and the Environment and the Advisory Council all have a majority of men in their senior management posts, whereas in the Regional Ministries for Equality and Social Welfare and the Economy, Innovation and Science this inequality is due to excessive presence of women in senior posts.

Figure 4.5. RPMWI for senior management by regional ministry, 2011

Age is another important variable which displays a trend towards gender equality. By comparing the RPMWI by age brackets over the period 2008-2011, it can be seen that age continues to be inversely related to the presence of women in senior management posts, in other words women of a higher age have a lower presence in this category.

In this respect, the distribution based on age of senior management staff reveals an over-representation of younger women, whilst above the age of 50 there is a marked inequality in favour of the presence of men, leading to under-representation of women in the highest age bracket 55-64 years old, with an RPMWI value which falls outside the margins indicating balance.

The greater youth of the women in senior management, with an average age of 46.5 in comparison to the average age of 51.5 for men, indicates a perceptible trend towards the incorporation of more women into this group. This is reflected in the changes over the last four years, indicated by an increase in the RPMWI in all age brackets and a reduction in the imbalances in the higher age brackets.

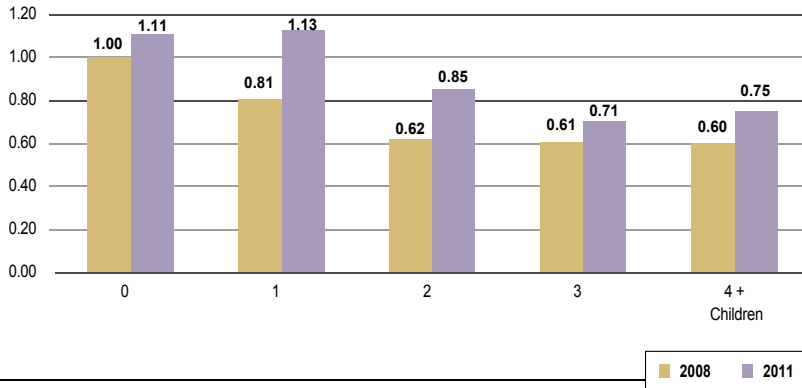
Figure 4.6. Development of the RPMWI in senior management by age brackets, 2008-2011

This trend of younger women in senior management posts was also revealed in a telephone survey carried out amongst senior management staff in the Regional Government of Andalusia². In this survey, it was found that 33% of the women interviewed had been appointed to their post between the ages of 25 and 35, whereas only 22% of men attained their post in this age bracket. By contrast, in the age bracket 36-45 years old 53.2% of men and 41% of women were appointed to their post.

In a similar way to the age variable, the number of children that women have continues to affect their access to senior management posts, as such positions involve greater difficulty in achieving work/family life balance due to the highly demanding nature of these roles. In this respect, having more children corresponds to lower RPMWI values, indicating a lower presence of women.

It is also notable that during the period 2008-2011 an increase in the RPMWI was observed for all situations as regards number of children. Nonetheless, the average number of children for women (1.1) remains lower than the average for men (1.4), in parallel to the statistics four years ago. It is worth highlighting that there is only a slight difference between not having any children and having just one child.

² As a supplement to the analysis carried out on the unequal representation of men and women in senior management posts, the most significant results from the survey carried out in the third quarter of 2011 were included, aimed at finding out the perception of management staff in the Regional Government of Andalusia on the strategy of gender budgeting which has been developed over recent years. The scope of the survey included staff in senior management posts and unrestricted appointment posts (Spanish acronym PLD) in the General Administration of the Regional Government of Andalusia and included levels 28 and 30 of the civil service.

Figure 4.7. Development of the RPMWI according to number of children, 2008-2011

In this sense, and in relation to work/family life balance for the senior management group, the aforementioned study reveals that although there are no significant differences between women and men in terms of the number of hours per day dedicated to their professional work on working days and at weekends, women spend approximately one hour more than men on family and domestic duties on working days.

4.1.3. Civil service staff

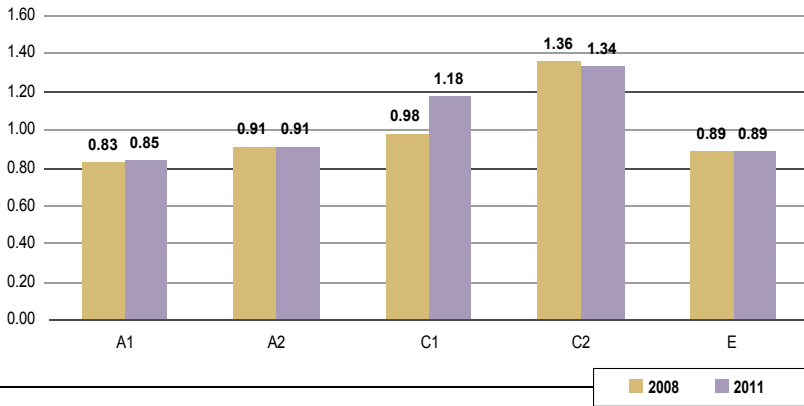
In 2011, civil service staff showed a distribution by sex approaching parity with an RPMWI of 1.05, with a greater presence of women, this having increased slightly over the last four years.

The distribution by sex across professional groups in 2011 showed a certain bias towards greater participation by women both in group C2, where this was above the parity threshold, and in group C1, although in this case it was within the margins for parity.

The quantitative importance of group C1 determines the prominence of women in the civil service category as a whole, which is moderated by a greater presence of men in the two higher groups, although this is within parity values.

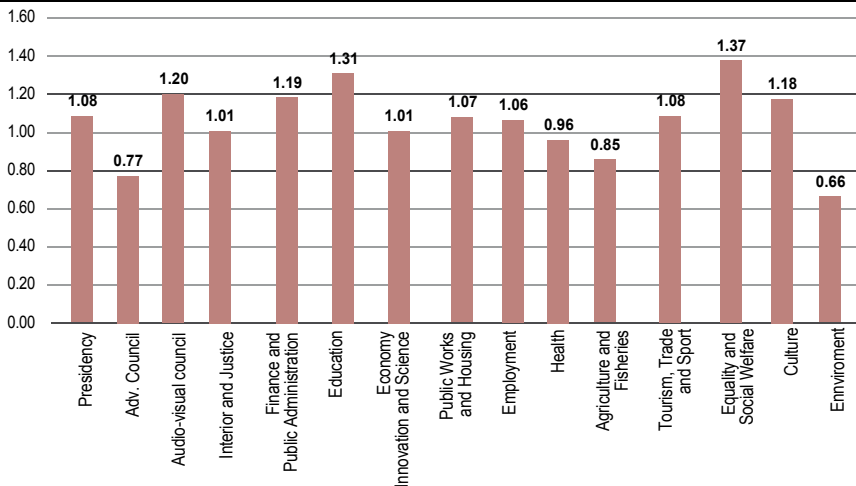
In terms of changes between 2008 and 2011, C1 is the only group which has experienced a significant variation, moving from a situation of near-equality in 2008 to a distribution which is dominated by a majority of women, which nonetheless remains within parity limits in terms of the index.

Figure 4.8. Development of the RPMWI by professional group for civil servants, 2008-2011



The presence of men and women among civil service staff across the different regional ministries has shown a high level of homogeneity and stability in recent years, with RPMWI values falling within parity values. Along similar lines to that observed within the senior management category, the Regional Ministry for Equality and Social Welfare, with an RPMWI value of 1.37, and the Regional Ministry of the Environment, with an RPMWI value of 0.66, display inequalities in the presence of men and women, due in the former to an over-representation of women and in the latter to an over-representation of men. In addition, the Regional Ministry of Education has a greater presence of women than men among its civil service staff, with an RPMWI of 1.31.

Gráfico 4.9. RPMWI for civil service staff by regional ministry, 2011

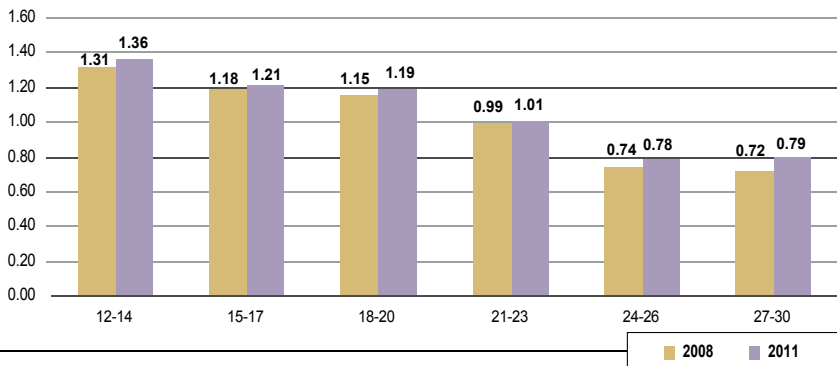


Another factor which must be taken into account in the analysis of staff in the General Administration from a gender perspective is the administrative career band reached. The distribution of civil servants by administrative career bands in 2011 shows a trend towards feminisation in the lower bands which decreases as the band gets higher, until disappearing in the upper bands where the presence of men is predominant.

Within this trend, it is worth highlighting the over-representation of women beyond the balance margins in bands 12-14, as well as the under-representation of women at the other end of the scale in bands 24-26 and 27-30, where the figures also fall outside the limits for balance. These qualitative inequalities arising from a concentration of women in the lower administrative bands and of men in the higher bands are, however, offset in quantitative terms by the bands with the greatest numbers of employees: 18-20, in which there is a majority of women, and 24-26, where there is a majority of men. As a result, civil service staff taken as a whole displays a distribution which is very close to parity.

Over time, comparing the current results with the 2008 distribution, the trend has reflected an increase in the participation of women across all levels, so that in the lower bands the existing inequality in favour of women has become more pronounced and in the higher levels the slight inequality caused by a greater presence of men has disappeared.

Figure 4.10. Development of the RPMWI by administrative band of civil service staff, 2008-2011



4.1.3.1. Senior-level staff

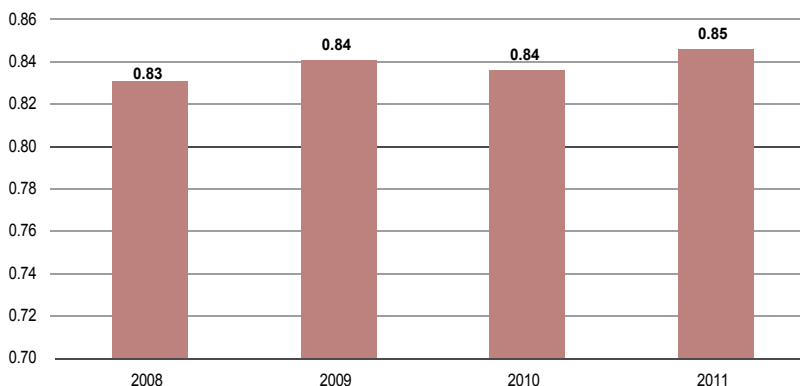
The inverse relationship observed between the presence of women in the senior management category and age or number of children, together with the similarly inverse relationship between the number of female civil servants and their administrative career band, calls for a more in-depth study of the factors which determine the presence of women in senior-level civil service posts, and whether or not this phenomenon has undergone any changes in recent years.

In order to do this, this section firstly analyses the distribution of men and women across all bands from 22 to 30 of group A1, which involve the highest level of professional qualification, before moving on to focus on the higher bands 27 to 30 in the same group, where decision-making and the greatest management responsibilities are concentrated. This completes the study of senior management staff and provides a global view of the current situation and the changes experienced in terms of the variables which condition access by women to senior management posts in comparison to men.

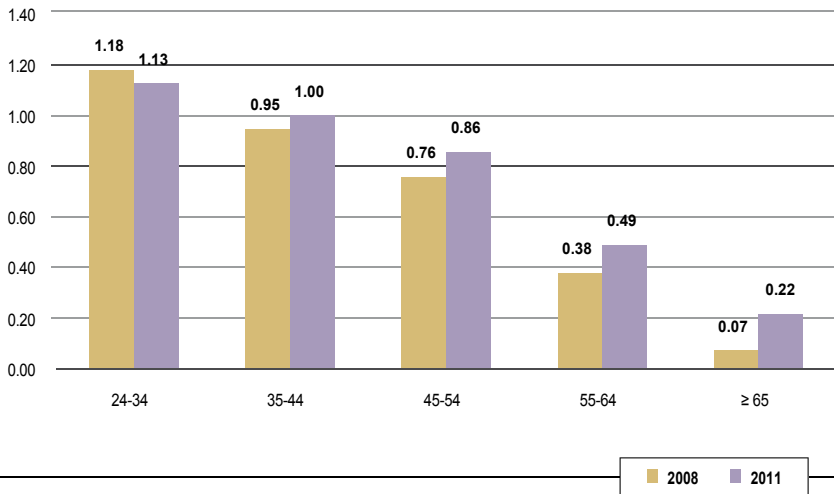
Civil service staff across all bands in group A1

The presence of female civil servants in group A1 reached 42.3% in 2011, following a slight increase over the last four years from the 2008 figure of 41.6%. The resulting increase in the RPMWI, which has always been within the limits for balanced gender distribution, brought this up to a value of 0.85. In the same way, group A1 civil service staff is the category which contains the highest number of men out of all of the categories and groups: 9.4% of all of the staff in General Administration.

Figure 4.11. Development of the RPMWI in civil service staff group A1, 2008-2011

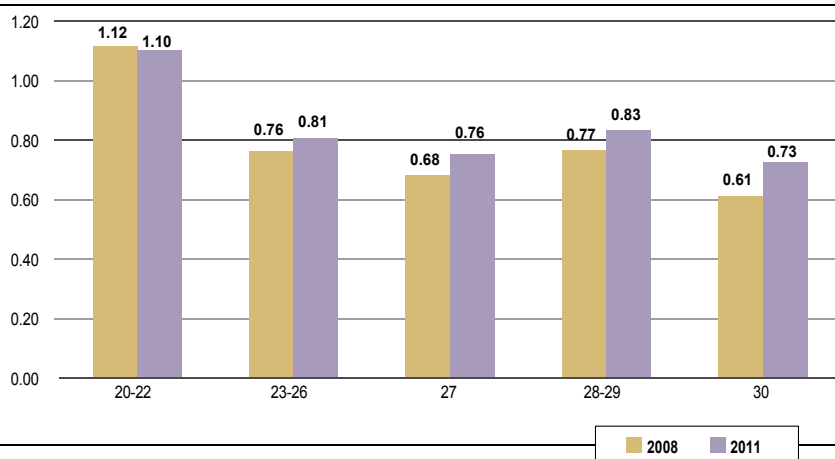


With regards to the age of senior-level staff, it can be observed that there is a majority presence of women among individuals under the age of 34, falling within the values for balance, which decreases as you move up the age groups. As a result, certain inequalities have been detected due to the majority presence of men above the age of 55, although the RPMWI values for the numerically relevant age groups, namely 35 to 54 years old, are decisive in establishing a balanced overall distribution of civil service staff across all bands in group A1.

Figure 4.12. Development of the RPMWI in group A1 by age bracket, 2008-2011

Considering the data in perspective, the development of distribution indicates improved equality in comparison to the situation in 2008. All of the age groups have contributed to greater convergence in the presence of women and men in group A1. The youngest age bracket, 24 to 34 years old, has seen a decrease in its RPMWI value although there continues to be a majority presence of women. In all other age brackets an increase in the number of women has meant a rise in the RPMWI value, so that whereas in 2008 the inequality caused by a greater presence of men could be observed from the age of 45 upwards, in 2011 this was only evident in the age bracket of 55 and above.

Secondly, and as can be seen from the figure showing the development of the RPMWI in group A1 according to administrative level, in general terms it can be noted that the relative participation of women decreases as the level of responsibility increases. There is balanced distribution by sex in bands below 26, and there is even a majority presence of women in band 22. By contrast, the most pronounced inequalities can be found in bands 27 and 30 where men are over-represented. The bands which are most relevant to the total in terms of volume of employees, bands 22 - 26, are decisive in bringing about balanced distribution by sex of the body of staff as a whole.

Figure 4.13. Development of RPMWI in group A1 by administrative band, 2008-2011

As is the case with age, the development of distribution according to administrative band between 2008 and 2011 has helped bring the representation of men and women closer together, significantly reducing the inequalities which were evident in 2008. This has happened, especially across bands 23 to 26, on account of their quantitative relevance, although it can also be observed in the upper bands, with the marked nature of the correction in band 30 standing out in particular.

Table 4.4 shows the results of distribution by sex provided by the intersection of the variables of band and age. It can be seen that the index values in the most numerous groups fall within parity margins for sexes and also make distribution of the entire set balanced. However, in spite of the improvement noted in the last few years, there are still certain biases towards a greater presence of men, especially among personnel over the age of 55 and in the senior levels.

Table 4.4. RPMWI for group A1 by age bracket and administrative band, 2011

Age groups/Bands	20-22	23-26	27	28-29	30	Total
24-34	1.14	1.13	1.00	1.11	–	1.13
35-44	1.14	0.96	0.96	0.98	1.16	1.00
45-54	1.11	0.84	0.78	0.86	0.71	0.86
55-64	0.78	0.48	0.38	0.53	0.33	0.49
≥ 65	0.00	0.21	0.14	0.24	2.00	0.22
Total	1.10	0.81	0.76	0.83	0.73	0.85

To make it easier to see the bands in which the presence of each sex is more or less proportional to their participation in each age group, the specialisation index is used, which considers the participation of both sexes in each band against the relative numbers of each within their age cohort³.

In relation to the specialisation index in 2008, women continue to participate more intensively in the lower administrative career bands of group A1, especially in the age bracket of 45 and above. The specialisation in band 30 for over-65s is not relevant in spite of its qualitative value, as it involves a situation of very few employees and no men. What is, however, significant is the relatively low presence of women in band 27 above the age of 55, and in band 30 in the 55-64 age bracket. In spite of these persistent differences, in general terms a more egalitarian participation of men and women can be observed in comparison to the statistics recorded in 2008 in the same exercise.

Table 4.5. Gender specialisation index by age bracket and administrative band among group A1 civil service staff, 2011

Age groups/ Bands	20-22	23-26	27	28-29	30
24-34	1.01	1.00	0.89	0.98	–
35-44	1.14	0.96	0.96	0.98	1.16
45-54	1.30	0.98	0.92	1.00	0.82
55-64	1.59	0.98	0.77	1.08	0.68
≥ 65	0.00	0.97	0.66	1.08	9.21

Civil service staff in bands 27 - 30

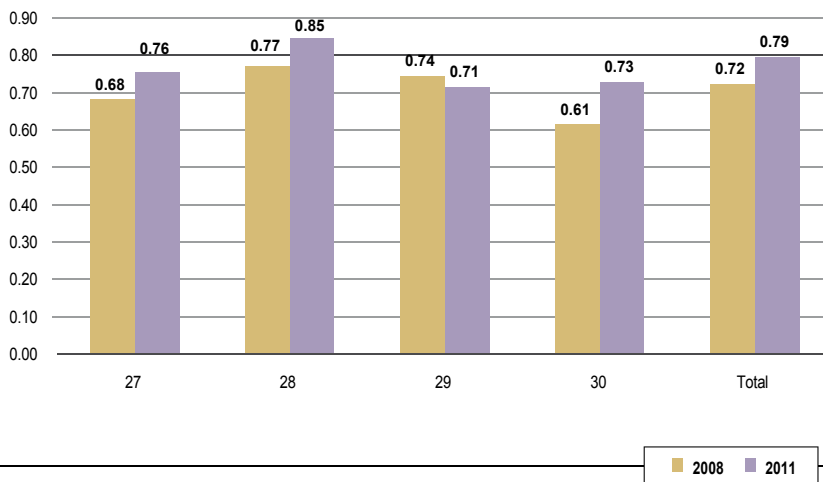
The participation of women in the highest levels of senior staff increased between 2008 and 2011 from 36.1% in 2008 to 39.7% in 2011, although this value is still outside the 40% range limit which indicates a balanced presence.

The improvement is most notable in band 28, which is the most relevant band given the number of staff in proportion to the total, and which achieved a balanced distribution in 2011 with an RPMWI value of 0.85 compared to 0.77 in 2008.

³ The specialisation index is calculated using the following formula: $S_{lij} = [W_{ij} / (W_{ij} + M_{ij})] / [\sum_i W_{ij} / (\sum_i W_{ij} + \sum_i M_{ij})]$.
Example: $SI_{27,35-44} = [Women_{27,35-44} / (Women_{27,35-44} + Men_{27,35-44})] / [Women_{35-44} / (Women_{35-44} + Men_{35-44})]$

In bands 27 and 30 the majority presence of men is widespread and inequalities exist, although these are decreasing and are less pronounced as the result of development towards a greater presence of women over the last four years.

Figure 4.14. Development of the RPMWI in the senior bands of group A1, 2008-2011

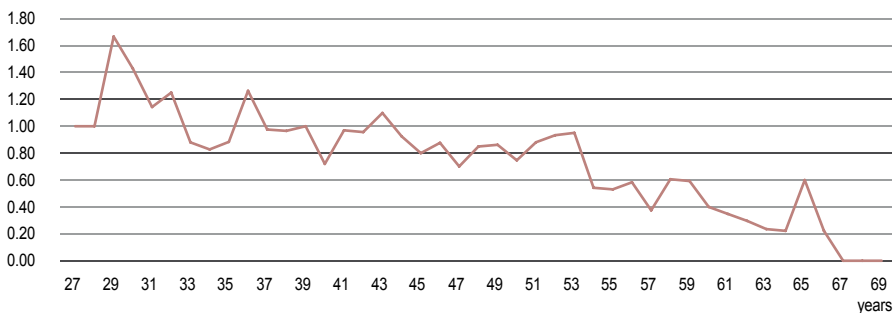


An analysis of the upper bands 27 to 30 of group A1 by regional ministry reveals that in 2011 there was a majority presence of men across the board, with the exception of the Regional Ministry of Culture. It is also worth highlighting that the senior levels of the Regional Ministry for Equality and Social Welfare do not reflect the feminisation which can be observed when considering all of the bands in group A1, and all civil service staff in general, as previously mentioned.

Table 4.6. RPMWI by budget department in the upper bands of group A1, 2011

	27	28	29	30	Total
Presidency	0.62	0.90	1.04	1.00	0.91
Advisory Council	-	-	-	0.40	0.40
Audio-Visual Council	1.00	0.67	-	1.00	0.86
Interior and Justice	0.84	0.96	0.40	0.50	0.81
Finance and Public Administration	0.93	1.02	0.63	0.96	0.96
Education	0.55	0.51	-	1.00	0.56
The Economy, Innovation and Science	0.72	0.99	0.40	0.53	0.81
Public Works and Housing	0.72	0.75	1.27	1.20	0.82
Employment	0.75	0.74	-	0.75	0.74
Health	0.74	0.97	0.33	0.56	0.80
Agriculture and Fisheries	0.53	0.53	0.00	0.62	0.53
Tourism, Trade and Sport	0.72	0.91	-	0.40	0.80
Equality and Social Welfare	1.17	0.93	-	0.67	0.96
Culture	1.07	0.89	-	2.00	1.01
The Environment	0.39	0.63	0.00	0.56	0.51
Total	0.76	0.85	0.71	0.73	0.79

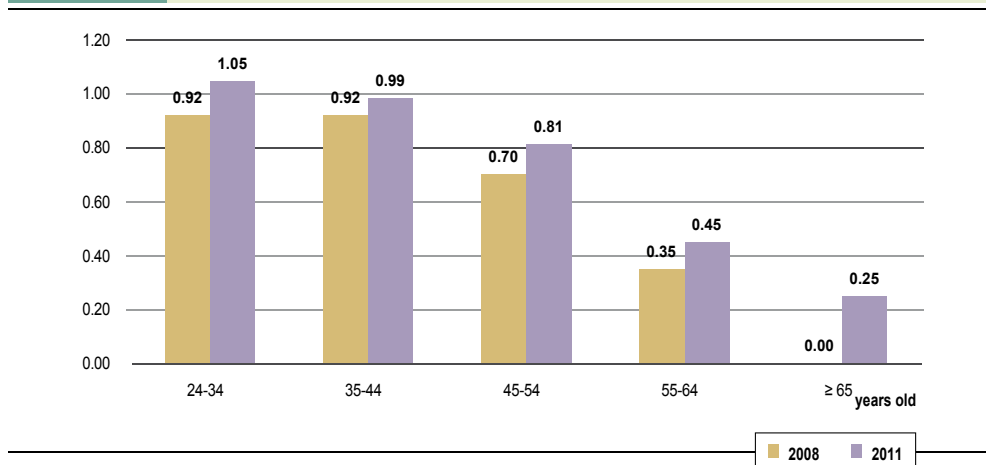
It has also been mentioned that age and number of children are associated with lower female presence in the senior professional categories of civil service staff. The greater responsibility and dedication required in these higher administrative echelons, together with the fact that women, except for the youngest group, continue to dedicate more time than men to household duties and to providing care, lead to the assumption that the variables of age and number of dependent family members will have a greater impact on these senior levels which partially explains the low presence of women in these posts.

Figure 4.15. RPMWI in the senior levels of group A1 by age, 2011

Effectively, the RPMWI in bands 27 to 30 of civil service staff group A1 decreases progressively as age increases, from values which reflect a majority presence of women in the age range of around 28 - 30, to situations where there is an over-representation of men above the age of approximately 55. As a result of this, the average age of 45.7 for women in levels 27 - 30 is lower than the average of 49.2 for men.

The changes seen between 2008 and 2011 in senior levels show a trend towards greater access by women to senior management posts in the Regional Government of Andalusia. Whereas in 2008 the over-representation of men was evident from the age of 45 upwards, in 2011 the inequality only appeared above the age of 55. Furthermore, in the lowest age brackets a virtually equal distribution was recorded in the presence of both sexes, with even a slight majority of women at the youngest ages. So although age continues to be inversely related to the presence of women in jobs involving greater responsibility, this relationship is becoming progressively weaker.

Figure 4.16. Development of the RPMWI in bands 27-30 of group A1 by age bracket, 2008-2011

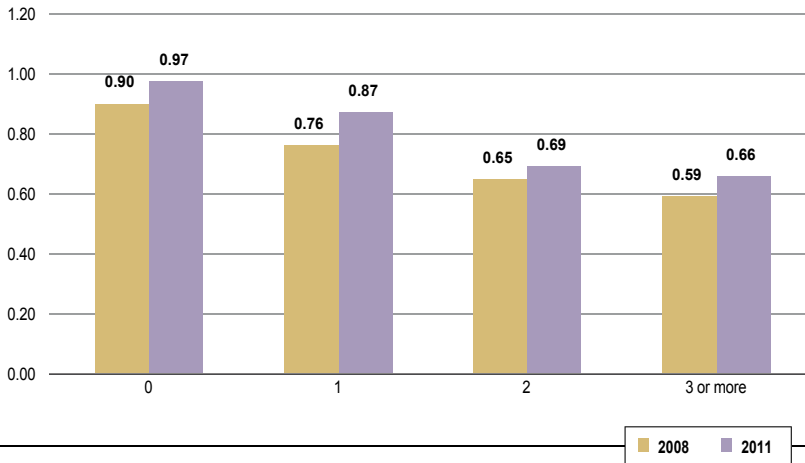


Similarly, the number of children that the personnel studied have also has an inversely proportional relationship to the presence of women in administrative career bands 27 - 30, and this relationship is more pronounced than in group A1 as a whole, given the greater demands in these levels of balancing work and family life commitments.

The development over the period 2008 - 2011 is also characterised by the number of children variable losing its weight as a determining factor for women accessing levels involving greater responsibility and dedication. Whereas in 2008 inequality due to over-representation of men was evident even in the case of a single

child, in 2011 this was only observed when there were two children. In the case of employees with no children, there has also been movement towards a greater female presence, to the point where distribution is virtually equal.

Figure 4.17. Development of the RPMWI in bands 27-30 of group A1, based on number of children, 2008-2011



With reference to these variables which are relevant from the gender perspective, it is worth highlighting various responses to the survey carried out among unrestricted appointment staff (Spanish acronym PLD), relating to the reasons why they applied for the post and to the context of work/family life balance.

Concerning reasons for applying for the post, 87.1% of the people interviewed confirmed that it was due to the challenge of the responsibility involved, and 70.4% due to the recognition of the work carried out, which were far above other considerations such as future promotion prospects (46.4%) or better pay (36.9%).

Although in general no major differences were found between the responses by women and men to these questions, pay is the option which reveals the greatest differences depending on gender, being a more powerful incentive for men (40.9%) than for women (31.6%). In addition, although 52.6% of people considered that they had applied for the post even though it would not facilitate their work/family life balance, it is of note that a higher percentage of women (44.1%) than men (41.8%) applied for their job because it did facilitate their work/family life balance; in other words, work/family life balance is a reason for choosing a post which is taken into consideration more by women than by men.

The second relevant question refers to work/family life balance within the Regional Government of Andalusia. Almost half of the people interviewed (49.8%) consider the balancing measures put in place by the Regional Government of Andalusia to be sufficient, with a 55.9% majority of men having this opinion, whereas the percentage drops to 41.7% among women.

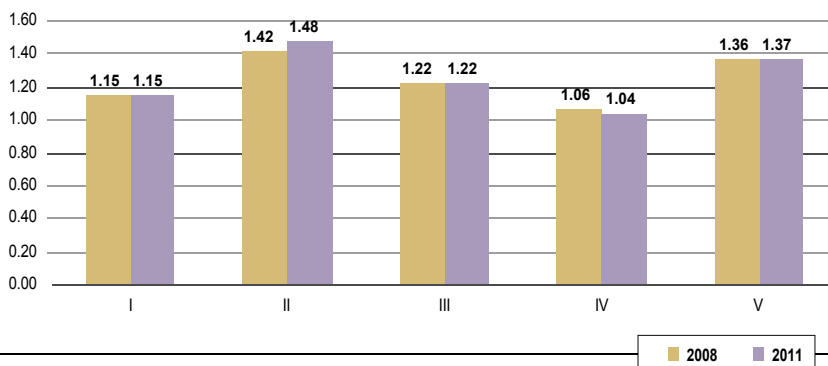
4.1.5. Non-civil service staff

In 2011, non-civil service staff presented an unbalanced gender structure both in the different categories of personnel and overall, with an average RPMWI of 1.28 outside parity range due to a higher presence of women, meaning that women form the majority of non-civil service staff.

There is also a majority presence of women across all groups, with groups II, III and V in particular displaying localised relative presence index values which fall substantially outside the parity range, and the latter group is especially significant due to its high number of employees in relation to the total. In particular, non-civil service group V has the highest number of women in comparison to any other professional group or category of personnel, representing 15.3% of all of the staff in the General Administration of the Regional Government of Andalusia.

These features of non-civil service staff have remained practically unchanged in the last four years, although the inequalities in groups II and V have worsened slightly. This has also contributed to maintaining horizontal segregation, or the concentration of women, in administrative posts involving lower responsibility and less decision-making among staff in the general system of the Administration of the Regional Government of Andalusia.

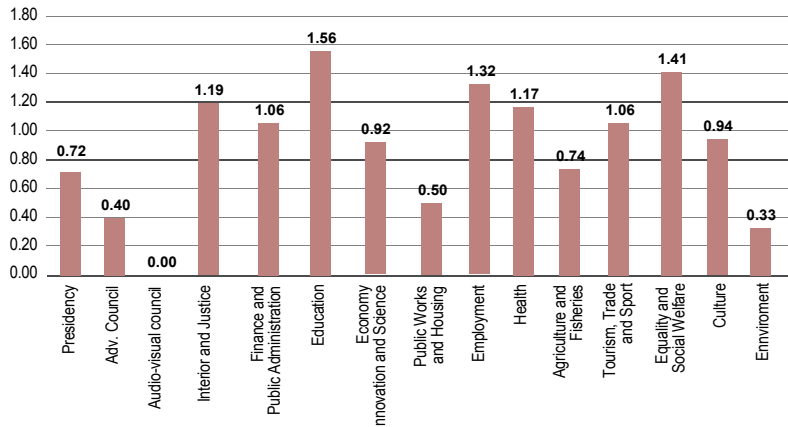
Figure 4.18. Development of RPMWI of non-civil service staff by professional group, 2008-2011



As was observed in the categories of senior management and civil service staff, in 2011 an analysis of non-civil service staff by regional ministry revealed significant inequalities due to a greater presence of men in the Regional Ministry of the Environment and, to a lesser extent, in the Regional Ministry of Public Works and Housing, and an over-representation of women in the Regional Ministries of Employment, Equality and Social Welfare, and Education.

Especially relevant were the inequalities observed in the Regional Ministries of Education and Equality and Social Welfare, as these two together account for more than 64% of non-civil service staff in the General Administration of the Regional Government of Andalusia, and 70% of group V of non-civil service staff.

Figure 4.19. RPMWI of non-civil service staff by regional ministry, 2011



To conclude, and considering staff as a whole, the General Administration of the Regional Government of Andalusia presents a balanced RPMWI which is within the limits of balanced representation as established in the legislation on equality.

Particularly significant was the improvement in the senior management category, with parity having been achieved in 2011: an RPMWI of 1.00 was recorded, following an increase from a value below the limit for a balanced presence of 0.77 in 2008.

In this respect, it is of note that the trend seen in the senior management category over the four-year term of office shows that the former potential obstacles to the presence and participation of women in posts involving greater responsibility and decision-making are being broken down. This trend can also be seen in terms of gender-sensitive variables such as age and number of children, as an increase in

the RPMWI has been observed in all age brackets for senior management as well as a decrease in the imbalances among the most advanced age groups. Similarly, from 2008 – 2011, the RPMWI values for senior management increased for all situations involving number of children, with barely any difference being recorded between the cases of having no children and having just one child.

With respect to civil servants, this category has remained steady and close to parity, showing, in general, stability in presence in the different areas of jurisdiction. On an analysis of administrative bands, a trend towards counteracting the greater presence of men was also observed at all levels, and especially in the senior levels, with the participation of women and men moving closer together.

In this last respect, the most recent term of office has also seen the promotion of better access by women to senior management posts among civil service staff in the Regional Government of Andalusia, leading to a progressive improvement in the Relative Presence of Men and Women Indices across the entire senior-level staff, and in particular for all age groups and in the administrative bands which are most important in quantitative terms.

Finally, the relative presence of women and men among non-civil service staff in the Regional Government of Andalusia during the period 2008-2011 has remained essentially stable, with a higher presence of women being identified among staff.

4.2. ANALYSIS OF STAFF IN THE ANDALUSIAN PUBLIC EDUCATION SYSTEM

The staff of the Andalusian Public Education System is the largest group of personnel working for the Regional Government of Andalusia, accounting for a total of 116,749 individuals (73,125 women and 43,624 men), according to the data provided by the Regional Ministry of Education, and taking 1 January 2011 as the new reference date for searching the database.

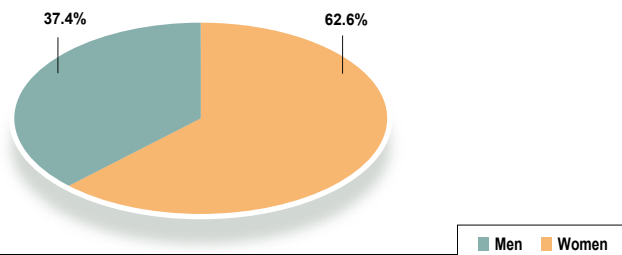
This is the fourth year in which the Gender Impact Assessment Report has included a descriptive analysis of the distribution by sex of education staff. The analysis presented here begins with an initial assessment of the composition of staff as a whole, then moves on to study the most important aspects of teaching staff according to type of education, including a study of the composition by sex of the administrative teams, and concludes by examining the characteristics of the Inspectorate of Education.

For the purposes of this report, and as a reminder, the Andalusian Public Education System includes, as established by Law 17/2007 of 10 December on Education in Andalusia, the staff of publicly funded schools run by the Regional Government of Andalusia and of mixed funding schools, as well as the staff of publicly funded schools run by local authorities and by other public services, although these last two are not taken into account in this analysis.

4.2.1. General analysis

This year the trend in the distribution by sex of teaching staff in Andalusia in general terms has not diverged greatly from the trend in previous years, and clearly shows a majority participation of women, who represent 62.6% of personnel, although this year a slight increase has been detected in the presence of men. Overall, the Relative Presence of Men and Women Index (RPMWI)⁴ is 1.25, which is close to a balanced composition, although it still falls outside the index's margins for balance.

Figure 4.20. Distribution by sex of teaching staff, 2011



⁴ See the introduction to this chapter for a definition of this index.

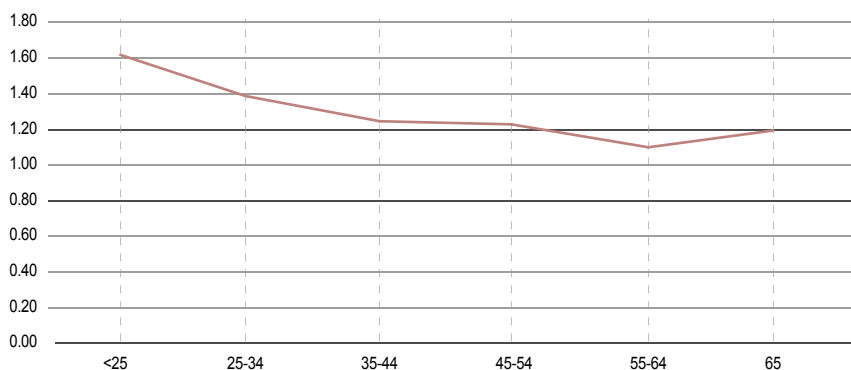
If the staff only of publicly funded schools run by the Regional Government of Andalusia are taken into account, whose number of teachers totals 97,417 (60,650 women and 36,767 men), the composition by sex is similar, even slightly more balanced, with a male representation of 37.7% and an RPMWI of 1.24. The same cannot be said for the staff of mixed funding schools, in which it can be observed that the presence of men falls to 35.4% with an RPMWI of 1.29, further away from parity.

An appraisal of teaching staff in Andalusia based on age groups shows that in terms of new generations of teachers entering the profession, pronounced feminisation continues. This imbalance is reflected in particular among teaching staff under the age of 25, where women represent 80.6% of the total, and is even more noticeable in publicly funded schools where they account for 83% overall.

On the other hand, comparing the data available for 2010 on age groups, an increase in the presence of men can be observed among teachers under the age of 44. In this sense, male teachers below the age of 25 have risen from 12.5% of the total in 2010 to 19.4% in 2011, and in the 25 to 34 age bracket the presence of men has also increased, rising from 28.5% (2010) to 31% in 2011.

As indicated by the RPMWI values, it can be confirmed that only the teachers in the age bracket of 55 and above fall within the limits for balanced representation, as shown by the figure below.

Figure 4.21. RPMWI for all teaching staff by age group, 2011



4.2.2. Analysis of teaching staff by type of education

Teaching is classified into Infant and Primary Education, Secondary Education, Adult Education, Specialist Education, Compensatory Education, Special Needs Education and Teacher Training, which are analysed in this section based on their distribution by sex.

In general terms for this year and based on RPMWI values, they have continued to maintain the differences displayed in previous years, which can be explained by classifying teaching staff into three levels.

The first level is composed of the teaching staff groups which have a balanced representation (RPMWI values between 0.80 and 1.20) and includes teachers working in Secondary Education, Adult Education, Specialist Education and Teacher Training; a second level comprises groups of teachers which feature an over-representation of women, and includes staff in Special Needs Education, Infant and Primary Education and Compensatory Education; and lastly, a minority third level, which is only the case in the Inspectorate of Education, includes staff where there is an over-representation of men.

Teaching staff by type of education and gender

	Women	Men	Total	RPMWI
Infant and Primary Education	36,113	12,768	48,881	1.48
Secondary Education	27,884	25,979	53,863	1.04
Specialist Education	1,758	1,987	3,745	0.94
Adult Education	1,250	910	2,160	1.16
Other education services:				
Special Needs Education	4,627	925	5,552	1.67
Compensatory Education	1,237	595	1,832	1.35
Teacher Training	199	245	444	0.90
Inspectorate of Education	57	215	272	0.42

Over-representation of women Over-representation of men

For each type of teaching, the composition of the staff has its own specific characteristics:

A. Infant and Primary Education

Traditionally, personnel in Infant and Primary Education include a high representation of women, although this year it can be observed that there has been a moderate increase in the presence of men from 25.6% to 26.1%. The predominance of women is more pronounced in mixed funding schools, which have a male representation of 24.4%.

This feminisation of the teaching body, especially in Infant and Primary Education, is widespread across Europe, as a result of which the Council conclusions on early childhood education and care published in the Official Journal of the European Union (2011/C 175/03), state that “increasing the proportion of men in early childhood education and care is important in order to change attitudes and show that not only women can provide education and care. A workplace composed of both sexes contributes to widening children’s experience and can also help to reduce gender segregation in the labour market”.

In this respect, some countries are promoting the hiring of male teachers through a series of incentives: in Ireland, an awareness campaign was launched in 2006 called “Men as Teachers and Educators”; in the Netherlands, studies were carried out on why men were leaving primary education teacher training colleges in 2005; in the UK, trial courses are being offered to encourage men to enter the teaching profession; and in Holland, there is a drive to make teaching more attractive as a profession by offering better pay, among other improvements.

B. Secondary Education

This large group, which is composed of 53,863 teachers (27,884 women and 25,979 men), is the group with the most balanced composition in terms of gender in the entire Andalusian Public Education System. The level of balance achieved places the RPMWI at 1.04, which is very close to a quite exceptional situation of full parity.

Taking only the publicly funded schools run by the Regional Government of Andalusia into account, the RPMWI value is even closer to parity value, 1.03, although some differences can be observed in the composition by gender of each age group. Thus among cohorts above the age of 45 there is clear male predominance among the staff with men accounting for 58.2% of teachers between the ages

of 55 and 64. By contrast, an average of male and female teachers below the age of 44 yields a figure for men of 43.9%. This data confirms the trend towards a greater presence of women as more of them enter this professional field.

An analysis of the composition based on gender of staff belonging to the category of heads of department⁵ also provides food for thought. The presence of women is drastically lower in this group, with an RPMWI value of 0.78 which shows a clear imbalance. However, in spite of this, a slight increase in the number of women in this category has been registered as compared to the previous year, with women currently representing 38.8% of the total.

C. Specialist Education

Specialist Education includes language teaching, sports training and artistic education. The composition of staff in this category is quite well balanced with an RPMWI value of 0.93, although the presence of women is lower than that of men, with women representing 46.9% of the total.

D. Adult Education

Among the human resources providing this kind of teaching there is a higher representation of women, who account for 57.9% of the total with an RPMWI of 1.16. However, if the different age groups are considered, the presence of men is substantially higher from age 55 onwards, with men in this age bracket accounting for 54.5% of the total.

E. Other education services

This section comprises staff teaching in Special Needs Education, Compensatory Education and Teacher Training, and the latter group is the only one which has RPMWI values falling within balanced representation range at 0.90.

By contrast, Special Needs and Compensatory Education teachers display a sharp predominance of women, whose presence amounts to 68% and 83% respectively.

⁵ Among other duties, heads of department are responsible for the management of projects on innovations and teaching research and for running the departments of teaching coordination and guidance, according to the Organic Law on Education.

G. The Inspectorate of Education

Among the personnel who form the Inspectorate of Education there is a majority presence of men, which can be plainly seen from its RPMWI value of 0.42.

Section 4.2.3 provides a more in-depth analysis of the Inspectorate of Education, in view of its strategic interest from a gender perspective.

4.2.3. An analysis of executive teams

The following section analyses the distribution by gender of the executive teams in Infant and Primary Education, Secondary Education and Adult Education.

The executive teams are the executive bodies which govern the schools where these types of education are provided; publicly funded school executive teams consist of the headmaster or headmistress, the director of studies, the secretary and, where relevant, the deputy head teacher, as established by the Education Law in Andalusia. The post of head teacher represents the Education Authority in the school and is responsible, among other duties, for leading the staff who provide services in the school as well as being in charge of teaching.

In general, in comparison to the body of teachers in the Andalusian Public Education System as a whole, the composition of executive teams shows an increase in the presence of men, so much so that the teaching staff who make up executive teams in Secondary Education reflect a clear over-representation of men, in spite of the situation of equality reflected in the overall composition of staff in this group.

The teaching staff who form the executive teams in Infant and Primary Education present a more balanced composition with an RPMWI value of 1.04. If we take into account the composition of these teams in mixed funding schools a lower male presence is observed, accounting for 41.2% and an RPMWI value of 1.17; this is in contrast to the low presence of men overall among teaching staff in this educational category.

Teaching staff forming executive teams

	Women	Men	Total	RPMWI
Infant and Primary Schools	3,285	3,015	6,300	1.04
Secondary Schools	1,806	2,904	4,710	0.77
Adult Education Centres	442	380	822	1.08

Over-representation of women Over-representation of men

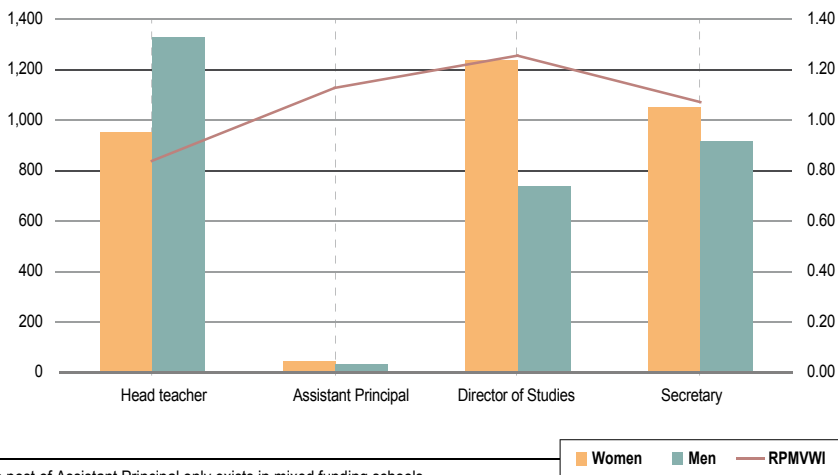
The distribution of executive teams based on post held

A further approach to the analysis of distribution by sex of the executive teams is based on the posts held within the teams. In this sense, in comparison to previous years, it can be observed that in Infant and Primary Schools there is an increase in female participation; this is particularly noticeable across head teacher posts, whereby headmistresses currently represent 41.7% of the total.

A different situation is revealed in terms of director of studies posts in Infant and Primary Schools, in which it is clear that women enjoy a prominent role, with RPMWI values outside parity (1.25), as demonstrated in the figure below.

Figure 4.22.

Composition by sex of the executive teams in Infant and Primary schools, based on post, 2011



NB: 1. The post of Assistant Principal only exists in mixed funding schools
2. The post of Secretary only exists in publicly funded schools

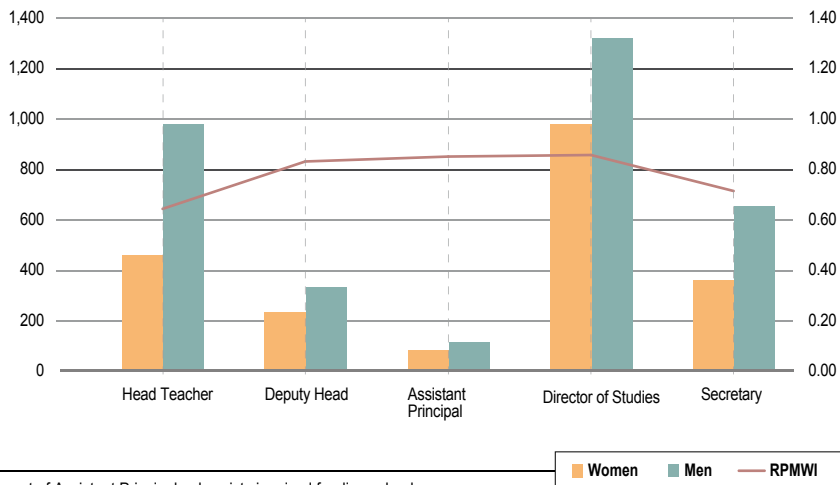
By contrast, the distribution by sex of the executive teams in Secondary Schools is not balanced as there is a greater presence of men. This is the case for the post of Deputy Head teacher (in publicly funded schools run by the Regional Government of Andalusia) and Assistant Principal (in mixed funding schools), which have larger numbers of men, 58.7% and 57.7% respectively, in spite of their smaller size in quantitative terms.

In addition, in the post of Head Teacher women represent 31.9%, which falls outside balance range. A different scenario is reflected by Head teachers in mixed funding schools, in which Headmistresses represent 48.5%, with a balanced composition in terms of gender.

It is worth highlighting the progressive prominence of women who are appointed to the post of Director of Studies, and who are quantitatively significant as they account for 1966 employees. Female participation has thus increased with respect to 2010, from 39.9% to 42.5% of the total.

Figure 4.23.

Composition by sex of the executive teams in Secondary Schools, based on post, 2011



NB: 1. The post of Assistant Principal only exists in mixed funding schools
2. The posts of Deputy Head teacher and Secretary only exist in publicly funded schools

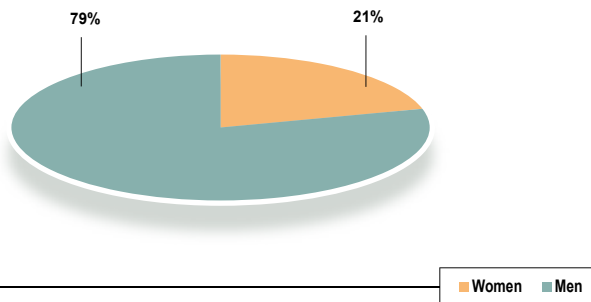
Finally, and less importantly in quantitative terms, the executive teams of Adult Education Centres have balanced distribution by sex, and with respect to previous years these have experienced a slight increase in the representation of women (46.2%), with RPMWI values of 1.08. In any case, it must be pointed out that Director of Studies posts have a majority presence of women, who represent 57.7%.

4.2.4. An analysis of Inspectorate of Education staff

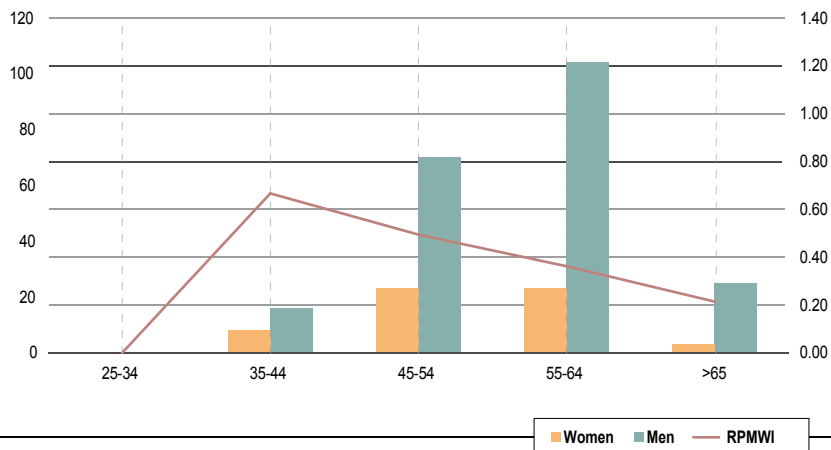
Education inspectors belong to the Andalusian Public Education System, and in the course of performing their duties they enjoy the status of public authorities. The Inspectorate of Education, from a pedagogical and organisational point of view, has the role of supervising and controlling the operation of educational centres, teaching practice and administrative duties, as established by the Education Law in Andalusia. Given the nature of these duties, which involve a higher level of responsibility and decision-making than applicable to the rest of the teaching staff in the education system, there is a strategic interest in analysing the distribution by sex of the Inspectorate of Education in greater detail.

Among the personnel who perform the duties entrusted to the Inspectorate of Education there is a clear predominance of men (79%), as previously mentioned, with this category's distribution by sex falling far short of levels indicating balance, with RPMWI values of 0.42. This lower presence of women in roles which require greater responsibility is in contrast to the pronounced feminisation of teaching, which has been remarked upon throughout this report.

Figure 4.24. Distribution by sex of staff working as inspectors, 2011



The composition by sex of staff working as inspectors based on age groups also reveals differences, as the participation of women increases among younger age groups, with the exception of the age group of 65 and above. In the group where they are most numerous, between 35 and 44 years of age, women represent 33.3% of the total.

Figure 4.25. Distribution of the staff working as inspectors by sex and age group, 2011

Finally, based on the posts assigned within the Inspectorate, it is worth highlighting that, just as in previous years, female prominence has been maintained in the top position, that of the General Inspector of Education. In contrast to this, the presence of men is noticeably higher in the posts which are of quantitative importance, as is the case with the post of Inspector of Education for the Provincial Offices, where their representation is as high as 78.9%.

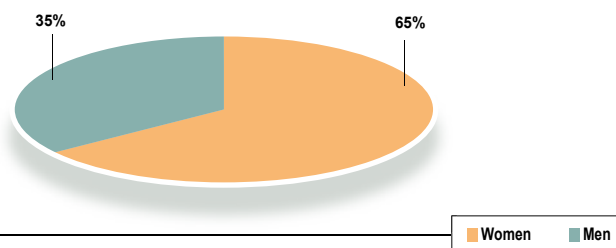
4.3. ANALYSIS OF STAFF IN THE ANDALUSIAN HEALTH SERVICE

An analysis of staff of the Andalusian Health Service (hereinafter referred to by its Spanish acronym SAS) was first published in the 2010 Gender Impact Assessment Report in order to complete the study of the presence of men and women among personnel working for the Regional Government of Andalusia, which already covered General Administration, the Andalusian Public Education System and non-judicial Justice System staff.

4.3.1. General analysis

As at 1 June 2011, the statutory staff working for SAS totalled 84,840 employees, of whom 29,699 were men and 55,141 were women. The distribution by sex shows a slight imbalance in representation on account of the greater presence of women, as reflected by the Relative Presence of Men and Women Index (RPMWI)⁶ value of 1.30, somewhat higher than the previous year, and in keeping with the trend towards an increased number of women overall in this sector which has been observed since 2009.

Figure 4.26. Distribution by sex of staff working for SAS, 2011



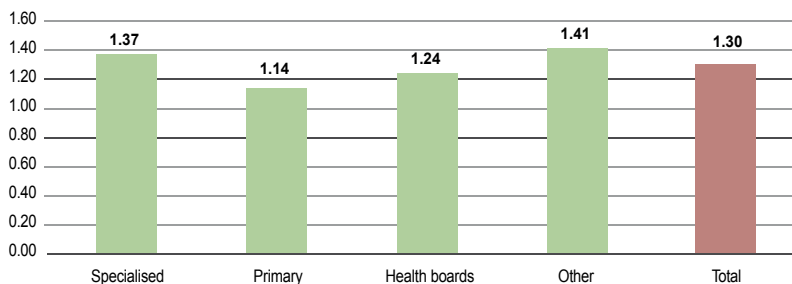
Distribution by sex according to healthcare service

Beginning with a classification of staff in the different types of healthcare services (64.4% of personnel work in specialised care, 22.1% work in primary care, 13% in health boards and 0.5% in other services) it can be observed that all of these

⁶ See the introduction to this chapter for a definition of this index.

services have a majority of female staff. Specialised care has an RPMWI of 1.37; in primary care the index is 1.14 and in health boards⁷ it is 1.24; finally, the RPMWI value corresponding to other services (basically Blood Transfusion Centres) is 1.41. It is in this latter service that the participation of women is the highest at 71%. As can be observed from the figure below, the over-representation of women in all healthcare services is outside the limits for balanced representation except in the case of primary care, where the presence of both sexes is within the margins for parity. It is also worth highlighting that these values have increased as compared to the previous year.

Figure 4.27. RPMWI values by healthcare service, 2011



The quantitative importance of specialised care and primary care services, which together account for 86.4% of statutory staff in SAS, means that the distribution by sex of the staff in these services determines the results of distribution across SAS as a whole. In this respect, the majority presence of women among skilled staff, specialist technicians (for example, in laboratories or in radiology units) and nursing auxiliaries, which is characteristic of specialist medical clinics and hospitals, is offset in part in the overall distribution by the balanced presence of men and women among primary care staff.

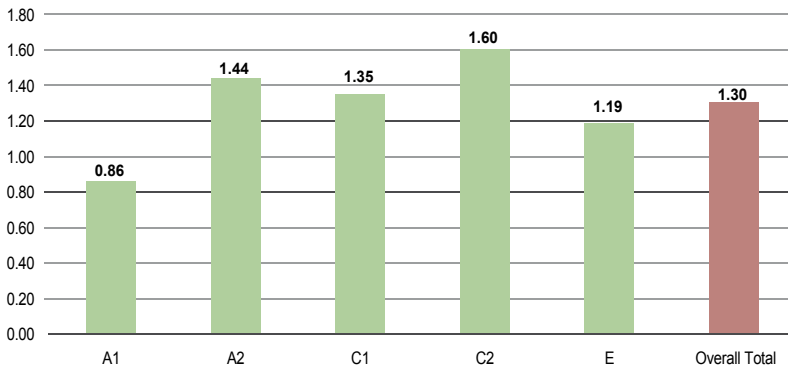
Distribution by sex based on professional groups

Staff groups A1, A2 and C2 account for 81.3% of all SAS statutory personnel. Within these, both group A2, which has the highest number of employees out of

⁷ The health boards are the structures responsible for the operation of SAS centres and establishments, both primary care and specialised care, in a specific territorial area, and for the healthcare services and programmes provided by these.

staff taken as a whole (29.8%), and group C2, which is the second most important in quantitative terms (26.2%), have a greater presence of women with RPMWI values of 1.44 and 1.60 respectively, which are outside the upper limit for balanced representation.

Figure 4.28. RPMWI according to staff groups, 2011



The distribution by sex in group A1, which includes 25.4% of SAS staff, displays a greater balance between men and women (RPMWI: 0.86), with a higher participation of men. It is of note that the presence of women in this group has increased in comparison to 2010 (RPMWI: 0.83), continuing a trend towards more balanced representation already observed since 2009.

Finally, the distribution by sex of staff in groups C1 and E also indicate a majority representation of women, although in different degrees. In group C1 the index value is 1.35, which is above the upper limit for balance, whereas in group E the distribution is more equal, falling within the margin for balanced representation (RPMWI: 1.19).

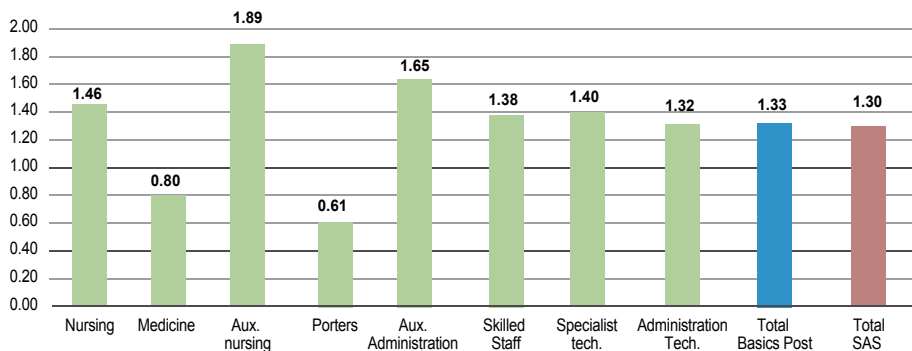
Overall, the distribution by sex of SAS staff is characterised by a greater presence of women in specialised care, essentially in hospitals, and in professions which fall into staff categories A2 and C2. In group A1, which requires the greatest levels of training, responsibility and decision-making, and therefore offers the highest salaries, the involvement of women and men has moved closer towards equilibrium following the recorded increase in the number of women last year, to the point where the figures fall within parity range.

Distribution by sex based on professional categories

Among the personnel employed in the basic posts within the organisation, the majority presence of qualified nursing staff is significant (27.6%). These personnel are a major component group A2 and women are in the majority. Similarly in group C2, which is the third largest professional category of SAS (17.5% of the total number of basic posts), and which includes auxiliary nursing staff, a greater presence of women can be observed (RPMWI: 1.60). If we add other professional groups to these two categories, such as obstetrics and gynaecology nursing staff and physiotherapists, the overall team of SAS staff who are involved in the provision of nursing care represents almost half of the current basic posts; these are groups in which, as a whole, women have a majority presence.

The predominance of women in SAS is largely due to an unbalanced participation of women in nursing care provision, an activity which involves more than 46% of the basic posts in the Andalusian Public Health Service (SSPA). The imbalance is even more pronounced amongst auxiliary nursing staff, which has the highest RPMWI value (1.89)⁸.

Figure 4.29. RPMWI by professional category, 2011



By contrast, amongst medical care personnel, who comprise the second largest group accounting for 19.3% of the basic posts in the organisation, there is a majority presence of men, although this falls within the band for balanced representation. The RPMWI value for this group has increased with respect to the previous year,

⁸ The professional category with the second highest participation of women was social work (RPMWI = 1.76).

reaching 0.80 in 2011, within the range for parity, which confirms the trend towards a greater female presence in this professional activity as a consequence of the growing predominance of women among staff in training⁹ (RPMWI:1.33).

Medical and nursing professionals account for 64.2% of the basic posts in SAS, as a result of which the distribution by sex in these categories explains to a large extent the results of the overall distribution. The distribution by sex across the remaining professional groups, although less relevant in quantitative terms and with less of an effect on the total, is nonetheless important from a qualitative point of view. It is worth highlighting the over-representation of men in the category of porters, for which the distribution by sex has the lowest RPMWI value (0.61) out of the most significant groups; however, it can be observed that there is a trend towards balanced representation. In the rest of the categories a higher presence of women is recorded, particularly among auxiliary administrative staff, although also among skilled staff and in technical specialties.

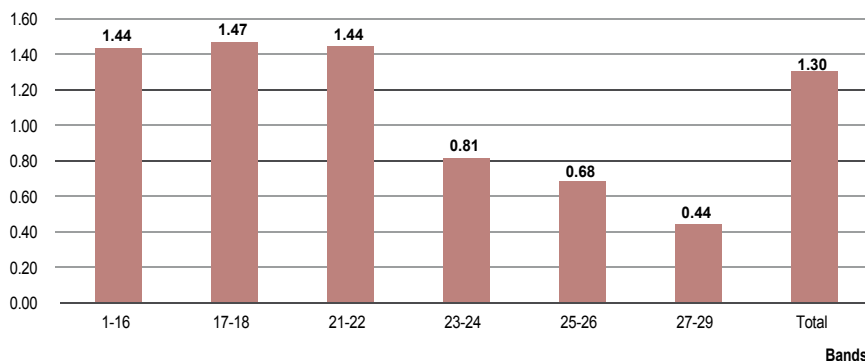
In summary, the majority presence of women among statutory SAS staff can basically be explained by their involvement in the provision of nursing care and, to a lesser extent, by their participation in specialist technician posts and logistical support roles (as administrators and skilled workers). Men enjoy a majority presence among the professional groups of doctors and porters.

Distribution by sex according to administrative career band

On analysing the presence of women and men according to the different administrative career bands, it can be seen that the high representation of women in the lower bands decreases progressively as you move up through the bands to the point where they are under-represented in the most senior career posts, where there is the greatest level of responsibility and decision-making and the highest salaries.

In particular, the first group of bands from 1 to 16 includes porters, who are mainly men, and a substantially larger group of auxiliary nursing staff, which results in a majority presence of women as reflected in the RPMWI value of 1.44.

⁹ Among trainee consultants (Resident Physicians), women account for more than 66% of students, whereas women studying midwifery represent 93.4% of the total number.

Figure 4.30. RPMWI according to administrative career band, 2011

The next group of bands (17-18) is composed of administrative and other personnel, amongst whom there is a greater presence of women, and the index value for this band is 1.47.

The third group of bands (21-22), which is mainly composed of qualified nursing staff, is characterised by a strong predominance of women (RPMWI of 1.44).

From band 22 upwards the RPMWI falls gradually, reflecting the lower presence of women and a distribution which tends towards inequality. In this respect, bands 23-24, which basically correspond to medical personnel, marks the point where the trend is reversed. Distribution is within the limits indicating equality, with an RPMWI of 0.81.

In bands 25-26 and 27-29, this imbalance is accentuated due to greater male presence. Personnel who fall into bands 25 and above basically include employees working in the middle management and executive posts of the Administrative Agency, and their RPMWI value of 0.68 and 0.44 respectively reflect an over-representation of men in SAS management posts, a characteristic which will be discussed in greater depth in the next section.

4.3.2. The distribution by sex of management-level staff

The pattern of lower female presence in higher administrative career bands rightly suggests limited participation of women in posts involving greater responsibility within the organisation, even though this situation shows improvement when compared to previous years.

Thus although there is a greater presence of women in basic SAS posts and among trainee staff, middle management and executive posts are mainly held by men, with executive posts falling short of balanced distribution by sex as shown by the figure below. However, in line with the general trend for the group as a whole, there has been an increase in the presence of women in management posts within the organisation, albeit more marked in middle management posts than in executive posts.

Likewise, this trend towards greater balance in the representation of men and women is also reflected in the increase in the RPMWI value for middle management posts which has risen to 0.81, within the margin for balanced representation, from the previous year's figure of 0.77.

Figure 4.31. RPMWI based on type of activity, 2011



Moreover, there are certain variables which have an effect on the degree to which women are in management positions. These include age and the work/family life balance, measured by the number of children being cared for and traditionally a limiting factor for access to posts involving greater responsibility and decision-making. Although these variables do not have a significant impact on the SAS¹⁰ collective as a whole, as proven in the analyses for previous reports, they may help to explain the lower participation of women in jobs requiring greater levels of responsibility and decision-making activity.

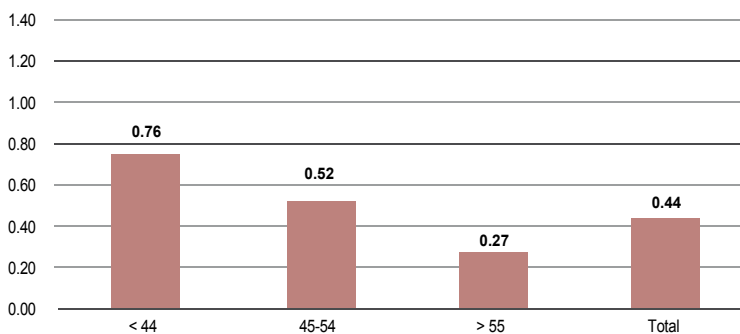
In this respect, it can be observed that there is a relationship between the aforementioned variables and the presence of women not only in the upper administrative career bands but also in group A1, which is mainly composed of medical staff.

¹⁰ The presence of women across the entire body of SAS staff is systematically higher in all age groups and regardless of the number of children that they have.

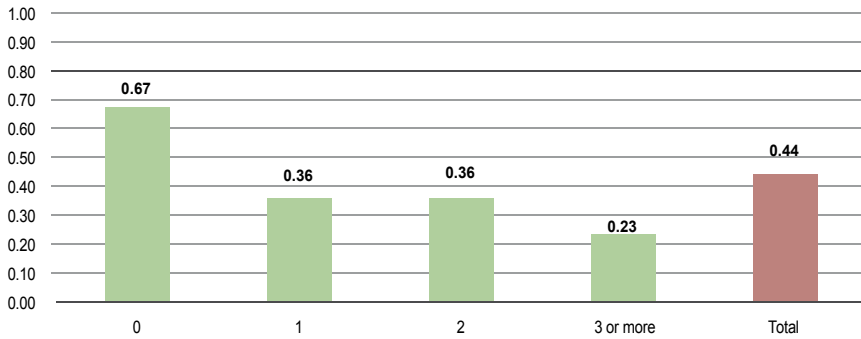
The distribution by sex of personnel who work in the most senior administrative career bands by age bracket shows that the presence of women in the top levels of responsibility decreases with, and is directly proportional to, increased age, reflecting the fact that access by women to executive posts in SAS is more common among the younger generations.

Although in the age group 45 years old and above (which represents 90% of the total) women have a minority presence in group A1, among the younger members of staff this representation of women is reversed, especially among those under 34 years old where the RPMWI is 1.33, reflecting an imbalance.

Figure 4.32. RPMWI values for bands 27-29 based on age, 2011



The effect of the number of children variable on the different levels of participation by men and women in executive positions indicates unbalanced distribution by sex, due to greater presence of men in all situations. In other words, having children generates very low RPMWI values in healthcare executive posts, with the imbalance intensifying as the number of children increases, although neither does having no children prevent lower presence of women in these posts.

Figure 4.33. RPMWI values for bands 27-29 based on number of children, 2011

As a general assessment, it can be observed that there is a trend towards feminisation in the staff of the Andalusian Health Service, particularly among specialised care personnel, although advances have been made in terms of balanced representation among medical staff which will translate into posts involving greater responsibility and decision-making in the near future.

4.4. ANALYSIS OF NON-JUDICIAL STAFF IN THE JUSTICE SYSTEM OF ANDALUSIA

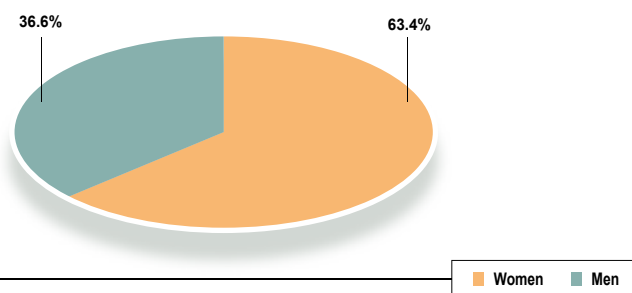
With regard to the workforce in the Justice System of Andalusia, the Regional Government of Andalusia is responsible for non-judicial staff as established in Article 147 of the Statute of Autonomy. In accordance with Article 475 of Organic Law 19/2003 of 23 December which modified Organic Law 6/1985 of 1 July on the Judiciary, these staff are classified into two broad categories: General Departments (which are responsible for tasks of a procedural nature, or administrative tasks linked to these) and Special Departments (which perform duties which are linked to a specific profession or qualification). The first group includes the Legal and Administrative Management Department, the Legal and Administrative Proceedings Department and the Legal Assistance Department. The second is composed of forensic doctors, who belong to the Institutes of Forensic Medicine.

This analysis of non-judicial staff working in the Justice System of Andalusia begins with a general approach to the staff as a whole, both in General Departments and Special Departments, before moving on to discuss each of these departments individually.

4.4.1. General analysis

The non-judicial staff in the Justice System of Andalusia as at 1 January 2011 comprised a total of 7143 employees out of the 7519 jobs which existed on that date¹¹, of whom 63.4% were women and 36.6% were men, reflecting a similar structure to that of 2010. These percentages correspond to a Relative Presence of Men and Women Index (RPMWI) value of 1.27, which is slightly above the upper limit of values considered to indicate balanced representation¹².

Figure 4.34. Distribution by sex of staff working for the Justice System of Andalusia, 2011



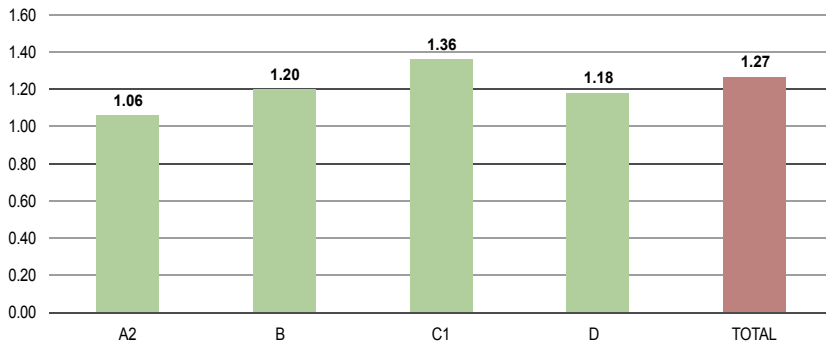
11 This figure does not include reinforcement staff, the numbers of which increase or decrease depending on the situation.

12 See the introduction to this chapter for a definition of this index.

Based on staff groups

A more detailed study of the overall figures allows us to observe that based on staff groups and the total number of individuals working for the Justice System, the largest group is represented by women in group C1, who account for 32.2%. Taking the RPMWI as a reference, based on professional groups, the values obtained reflect a larger number of women than men in all of these groups, but this is within the margins for balanced representation except in the case of group C1, which exceeds the upper limit for balance by 0.16.

Figure 4.35. RPMWI by professional groups, 2011



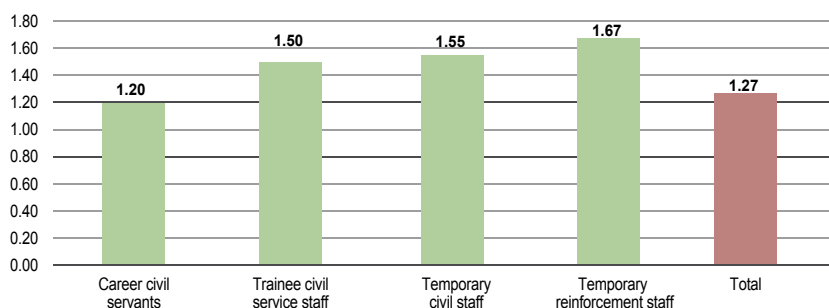
Group A2 is composed of personnel in the Special Department of Forensic Doctors, which requires the highest level of education – a medical degree – and this is the group which displays the lowest RPMWI value, which at 1.06 reflects a situation of near-equality and is within the limits for balance. The RPMWI values for groups B and D fall within parity range, with more women than men.

Group C1, which accounts for 47.2% of the overall justice staff in the Regional Government of Andalusia (with women representing 32.2% of the total staff), has a higher RPMWI of 1.36, and this has a considerable effect on the overall RPMWI.

Based on professional categories

By professional categories, depending on whether staff are civil service, trainee, temporary or reinforcement, it can be observed that there is a greater presence of women and that this increases the more unstable the professional category is. Career civil servants represent the most balanced and also the largest group, accounting for 80.6% of all non-judicial staff in the Regional Government of Andalusia, of which 60% are women and 40% are men. This group is followed by trainee civil service personnel (RPMWI: 1.50); this being the most recently created group, it has confirmed the trend which had already been revealed in the 2011 Gender Impact Report concerning the feminisation of this group. The next group is temporary civil service staff, who account for 16.9% of the total (77.6% women and 22.4% men); and finally, the most significant imbalance caused by majority presence of women can be found among temporary reinforcement staff, who are brought in to cover temporary work requirements.

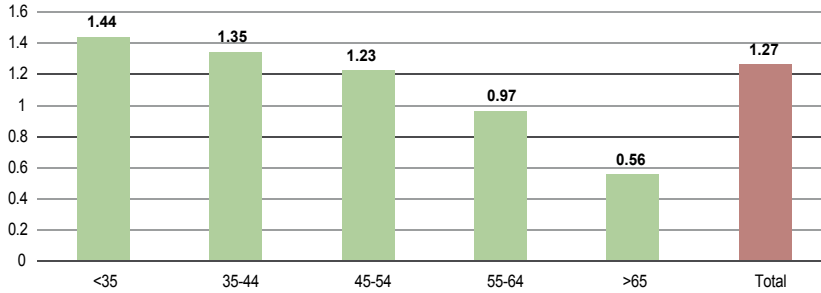
Figure 4.36. RPMWI by staff category, 2011



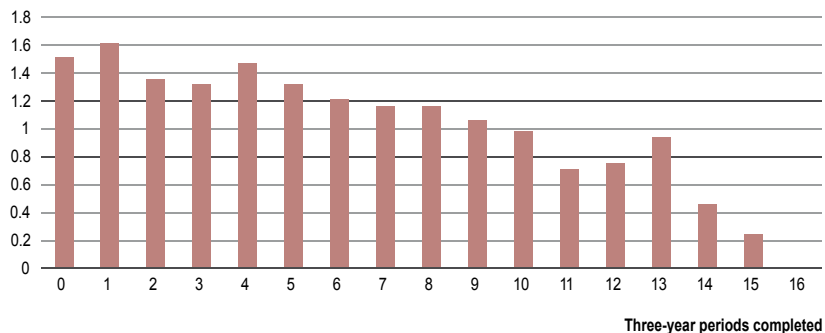
Based on age

Looking at RPMWI values based on age allows us to study how the incorporation of women into the body of Justice staff working for the Regional Government of Andalusia has developed, with the figure showing a clear drop in the presence of women as age increases, reflected by decreasing RPMWI values. Furthermore, a greater gap is observed between age brackets among the higher ages.

This figure, as well as the previous one illustrating categories, shows how the development of the relative proportions of men and women tends towards feminisation.

Figure 4.37. RPMWI by age brackets, 2011

With respect to seniority represented by accumulated three-year periods, there is evidence of a majority and progressive incorporation of women into the staff of the Justice System in the Regional Government of Andalusia. Although the profile of the figure is not completely uniform, the trend shows that as the number of accumulated three-year periods increases, or with increasing length of service, the number of women decreases. Between 0 and 6 three-year periods there is an unbalanced majority of women, which evens out between 6 and 10, before the imbalance shifts to a majority of men from 11 or more three-year periods onwards.

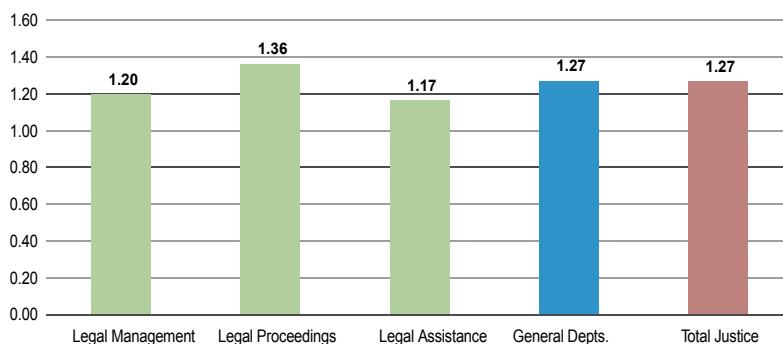
Figure 4.38. RPMWI based on length of service, 2011

4.4.2. General Departments in the Justice System

Within Justice staff the General Departments group accounts for 97.6% of total staff, and consequently this determines the results for Justice staff as a whole. The RPMWI of 1.27 for this group presents unbalanced values, with the percentage of women and men being 63.6% and 36.4% respectively.

The main group responsible for this imbalance due to greater presence of women is the Legal Proceedings Department; it is the largest group, representing 48.3% of the total number of employees working in General Departments, and it corresponds to group C1, and therefore has the same RPMWI. The other two groups also have a majority of women, but within the limits for balanced representation; the Legal Management Department which accounts for 31.1% of the General Departments employees has an RPMWI of 1.2, at the upper limit of values indicating balance, whilst 20.6% of personnel work in the Legal Assistance Department which has an RPMWI of 1.17, within the limits for balanced representation.

Figure 4.39. RPMWI in the General Departments of the Justice System, 2011



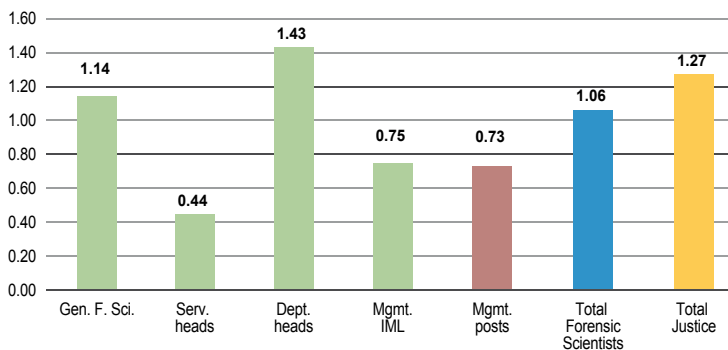
4.4.3. Special Departments in the Justice System

The Special Departments are composed of employees who are graduates in forensic medicine. Overall these departments display a parity RPMWI which is very close to 1, although there is a high level of variation among its different groups, which include amongst others management posts and general forensic scientists.

Management posts account for 19.6% of the total Special Departments staff and are mainly held by men. They present an RPMWI value of 0.73, below the lower limit of the margin for balance. The sub-groups within these management posts are: departmental heads, in which there is a majority presence of women (RPMWI: 1.43); service heads, which is the largest group out of all the management posts (10.7% of the total), and in which the situation is reversed with more men than women (RPMWI: 0.44), and the management of the Institutes of Forensic Medicine (Spanish acronym IML), in which there is also a predominance of men, but for which the RPMWI is closer to a figure indicating balance (RPMWI: 0.75).

The staff of general forensic scientists, which comprises the largest group in the Special Departments – accounting for 80.3% of the total – has an RPMWI of 1.14, and is within balanced range, having a slightly higher proportion of women than of men.

Figure 4.40. RPMWI for the Forensic Medicine Department based on level of responsibility of post, 2011



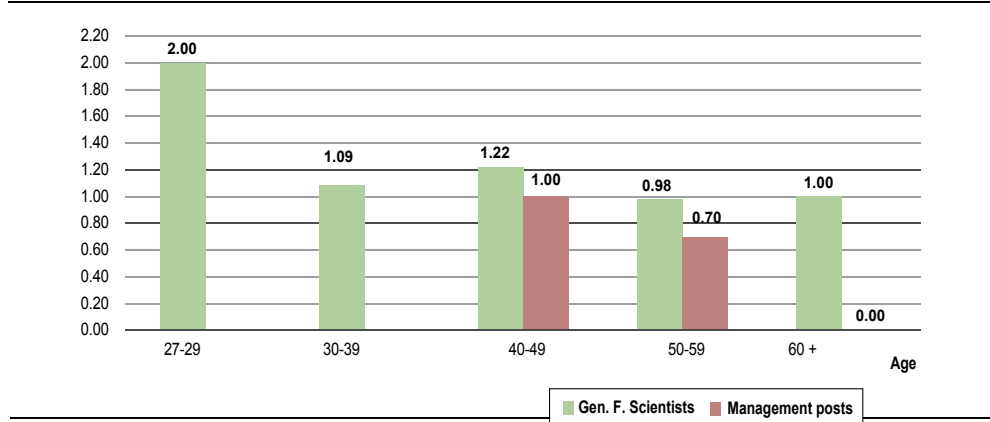
What is interesting about the analysis of the RPMWI in the Special Departments based on different variables is that this group brings together personnel in group A2, which is the top hierarchical rank in terms of the administrative echelons for non-judicial staff working in the Justice System of Andalusia.

Based on age

On studying the different types of staff in the Special Departments based on age, it can be observed that management personnel are aged between 40 and 60 years old, and that a situation of parity exists (RPMWI: 1) between the ages of 40 and 49, but that there is an over-representation of men between the ages of 50 and 59 (RPMWI: 0.73).

By contrast, general forensic scientists present a balanced representation of men and women except in the under-29 age bracket which solely comprises women (RPMWI: 2). Between the ages of 40 and 49 there is a slight imbalance in favour of women (RPMWI: 1.22), while in the remaining age brackets there is virtually equal representation.

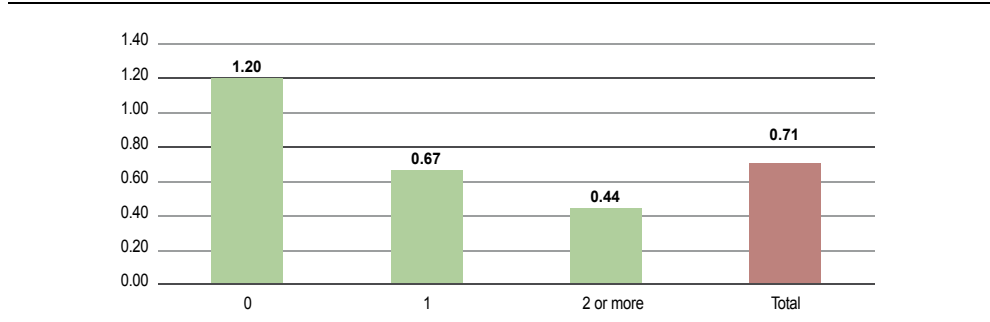
Figure 4.41. RPMWI of the Forensic Medicine Department by age group and type of post, 2011



Based on number of children

The number of children that management personnel in the Special Departments have is significant in terms of equality in accessing posts with a high level of responsibility, and a clear trend towards masculinisation can be observed as the number of children increases. With even a single child the imbalance is evident, the index value being 0.67. With two or more children this becomes more pronounced, with the RPMWI reaching 0.44.

Figure 4.42. RPMWI for the management posts of the Forensic Medicine Department based on number of children, 2011



4.5. ANALYSIS OF THE EXECUTIVE STAFF OF PUBLIC SECTOR BUSINESS AGENCIES, PUBLIC SECTOR COMMERCIAL COMPANIES AND RELATED ENTITIES

The analysis of the presence of women and men in the Administration of the Regional Government of Andalusia is completed in this section with a description of the data for the personnel who make up the management teams of Public Sector Business Agencies, Public Sector Commercial Companies and Related Entities.

These are Special Purpose Vehicles which are legal entities in their own right, and which have been created by the Administration of the Regional Government of Andalusia. The Administration either has a majority shareholding in, or effective control over, these entities. The objective of Special Purpose Vehicles is to carry out activities whose characteristics, for reasons of efficiency, justify them being organised and developed under independent management and closer to the people, as per the provisions of Law 9/2007 of 22 October on the Administration of the Regional Government of Andalusia.

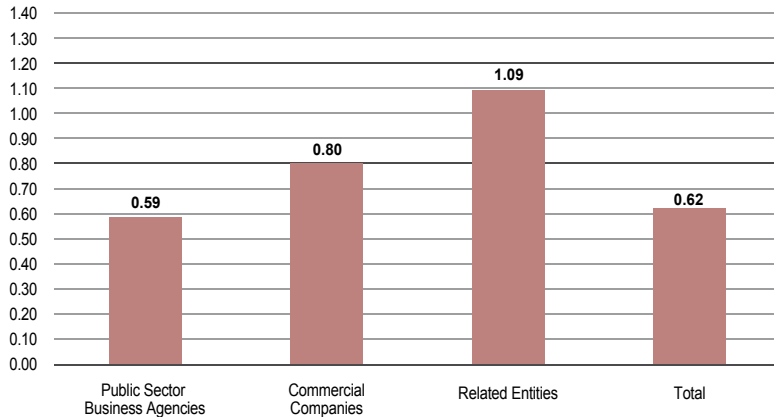
4.5.1. General analysis

The data used in this analysis have been provided by these Special Purpose Vehicles to the Regional Ministry of Finance and Public Administration, and the date of reference is 1 January 2011.

A global analysis of the management teams gives a Relative Presence of Men and Women Index (RPMWI) value of 0.62. However, a more detailed analysis broken down according to type of entity displays certain variations which are described in the following paragraphs.

It is also worth highlighting that the composition by sex of the management teams is not uniform across the different areas of responsibility. In this respect, the entities responsible for the areas of social communication, tourism, sport, the economy, education and social welfare record RPMWI values in their management teams of between 0.71 and 0.91, which in some cases are within the limits for balanced representation. On the other hand, the Special Purpose Vehicles relating to the areas of the environment, public works and housing, health and culture display a lower presence of women in management roles.

Figure 4.43. RPMWI for Public Sector Business Agencies, Commercial Companies and Related Entities, 2011



Source: Regional Ministry of Finance and Public Administration
NB: data as at 1 January 2011

4.5.2. Analysis of the management teams of Public Sector Business Agencies as a whole

The Regional Government of Andalusia has eighteen Public Sector Business Agencies, fifteen of which are listed in Article 4 of Law 12/2010 of 27 December on the Budget of the Autonomous Community of Andalusia for 2011, and three more which were created after this law was passed.

An overall analysis of the management teams of these agencies gives an RPMWI value of 0.59. In terms of the number of management teams and their composition, the weight of the Public Sector Business Agencies in relation to all of the entities analysed means that the RPMWI of the whole set of entities gives a result which is close to that of the agencies.

Based on functional area, the representation index values for the areas of social communication, the economy and equality fall between 0.74 and 0.78, and the value for education is 0.82. The areas of culture, public works, housing, health and the environment have lower values.

4.5.3. Analysis of the management teams of Public Sector Commercial Companies as a whole

The Regional Government of Andalusia also has nine Special Purpose Vehicles which have been set up as commercial companies, in which it has a majority shareholding. Based on a representative sample, these entities present a representation index value of 0.80, meaning that the relative presence of men and women in the management teams of Commercial Companies falls within the range for balanced representation.

If we look at distribution by area of responsibility, the companies which operate in the areas of the economy, health and social welfare have index values of 0.77, 0.80 and 1.00 respectively, indicating a representation which is either balanced or almost balanced. The area of tourism has an RPMWI of 0.71.

4.5.4. Analysis of the management teams of Related Entities

Article 4 of Law 12/2010 of 27 December on the Budget of the Autonomous Community of Andalusia for 2011 lists all of the entities which are neither Public Sector Business Agencies nor Commercial Companies, but whose financing is subject to the same legal regulations as the Public Sector Business Agencies and Commercial Companies.

The Andalusian Foundation for the Social Integration of the Mentally III (FAISEM) is an entity which has taken on the shared responsibilities of the different departments of the Regional Government of Andalusia in terms of the social, professional and residential integration of people with chronic psychiatric illnesses. Its management board is formed by the Regional Ministry of Health (which presides it), the Regional Ministry of Employment, the Regional Ministry for Equality and Social Welfare and the Regional Ministry of the Economy, Innovation and Science.

In contrast to the other types of entities analysed, the management team of this Related Entity displays balanced representation between men and women as shown by its RPMWI value of 1.09, which is not only within balance margins but is actually close to parity.



Resources – Results. Budget Programmes

5

The chapter on Resources-Results describes the actions and measures planned for 2012, looking at them from the perspective of their gender impact on citizens. It sets out the input of all the regional ministries.

The chapter contains three sections:

Section One analyses the credits in the Budget for 2012 from the gender perspective, taking into account each budget programme's rating on the G+ Scale.

Section Two sets out information for each budget programme relative to the gender perspective analysis of actions which will be charged to the Budget for 2012. A new feature included this year is the assessment of the steps towards achieving gender equality over this term of office as a result of the measures and actions in this area implemented by each executive department.

Section Three presents the gender indicators for the Budget, organised by budgeting policies and contained in the budget programme files.

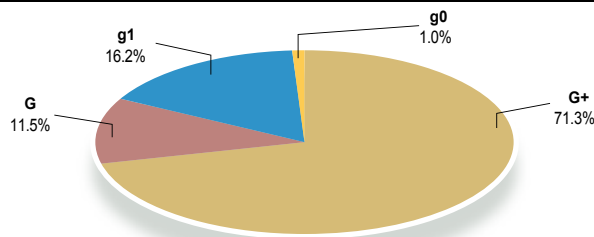
5.1. GENDER PERSPECTIVE ANALYSIS OF THE CREDITS IN THE BUDGET FOR 2012

The total amount of the consolidated Budget for 2012 of the Autonomous Community of Andalusia is 32,020.1 million euros, an increase of 1.1% on the figure for 2011. The Budget will be implemented in accordance with a reorganisation of spending policy whereby non-financial transactions increase by 0.2%. This, combined with an anticipated deflator value of 1.5%, results in an actual reduction of the Budget which will require spending to be realigned in order to maintain the level and quality of social security services.

This realignment of spending policy distributes resources between budget programmes according to their contribution to social policy objectives. This contribution is measured by, amongst other variables, its gender sensitivity and appropriateness. Here, the G+ Scale rating which classifies budget programmes into four categories - G+, G, g1 and g0 - based on their gender sensitivity and impact is a useful methodology for identifying social policy actions and objectives, and therefore for identifying which programmes should be focused on given limited resources and the prioritisation of social security services.

In the consolidated Budget for 2012, budget programmes with a G+ rating denoting higher gender sensitivity and impact are given greater weight in the Budget, accounting for 71.3% of funds¹. This increase reflects the commitment to keep social policies in place, given that they are a redistributive instrument used by governments and a tool for promoting gender equality in the population.

Figure 5.1. Structure of the Autonomous Community of Andalusia Budget for 2012 by G+ rating



¹ Excluding debt servicing, local PIE (Share of State revenue), FAGA (Andalusian Agricultural Guarantee Fund) and Local Government Share of Autonomous Community Taxes.

As shown in the table below, the 71.3% of the Budget allocated to G+ rated programmes accounts for over 18.083 million euros and represents an increase of 1.8% compared with the amount earmarked for these programmes in the 2011 Budget. The increase in absolute terms is 326.3 million euros.

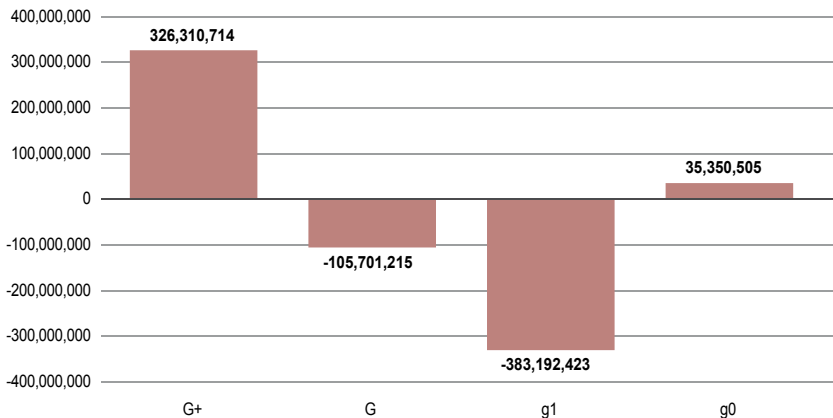
Rating	N° Programmes	2012 (credits earmarked*)	% Var. 2012/2011	Weight	Var. Resources
G+	40	18,083,245,073	1.8%	71.3%	326,310,714
G	35	2,901,760,447	-3.5%	11.5%	-105,701,215
g1	37	4,081,329,937	-8.6%	16.2%	-383,192,423
g0	10	243,005,717	17.0%	1.0%	35,350,505

*Euros

Another salient feature of the budget structure for 2012 from the gender perspective impact is that g0 rated programmes will be increased by 17%, considerably more than the Budget increase. This is due to two main reasons: firstly, maintaining the Programme for Developing Employment in Agriculture (Spanish acronym PFEA), since until 2011 these contributions were made to pay for the loans offered by Provincial Governments, but from 2012 the basic funding will be for direct payment of materials, although until the aforementioned loans are fully paid back the two modes will continue to exist side-by-side. This explains the particularly significant increase of this budgetary item in the Budget for 2012. Secondly, this rise results from the increased allocation to asset transactions operated through sale & leaseback arrangements.

Lastly, it must be pointed out that the requirement to control public spending results in fewer resources for G and g1 rated programmes, although they still receive a significant percentage of Budget funds: 11.5% and 16.2% respectively of the total.

Notable in overall terms, therefore, is the considerable volume of total resources - over 18,000 million euros - earmarked for G+ rated budget programmes, i.e. those having a major impact on persons and the capacity to transform the real situation from the gender perspective, contributing towards improved equality between men and women. The total increase in resources targets these programmes, spending on G and g1 rated budget programmes being reorganised towards G+ programmes.

Figure 5.2. Variation in allocations to budget programmes according to G+ rating (2011-2012)

Likewise, attention is drawn to areas included to a greater extent as part of the prioritisation of social policies in the Budget for 2012. These are key areas for improving equal opportunities for men and women. Within the framework of these policies, there is a significant increase in spending on education, 2.5% of the Budget, which will maintain its weight in the GDP. Budget spending on education will also be increased in the following areas: 12.4% more for family support programmes and 2.3% more for nursery education, the aim being to facilitate the work/family life balance for men and women. Lastly, spending on compensatory education and adult education will be increased by 7.6% and 1.2% respectively.

Increases in the Budget for equality and social welfare must not be overlooked. These areas include dependency, active ageing and disability services, resources for which will be increased by 5.9% as compared to last year's figure; the social inclusion programme will be increased by 1.9%, and small increases will be made to the gender violence prevention and protection and drug addiction programmes. All of the foregoing programmes are directly aimed at areas highly sensitive to gender inequality and which thus deserve particular consideration. The same consideration is given to top-up pension payments, the majority of which are received by women. They will be 2% higher than those of the 2011 Budget and the aim of this measure is to improve quality of life.

Family support services in the health area must also be highlighted. Amongst these are home-nursing for the chronically sick and carer services; early intervention for children with mental disorders; dental care, and care for Alzheimer’s patients. Many of these situations have a clear gender bias and require particular action to correct the inequalities they give rise to. For this reason, the allocation increase of over 25% compared with last year’s Budget is entirely in keeping with the gender focus commitment of social policies. Along the same lines, the healthcare programme has a G+ rating and will be increased by 2.4%.

Lastly, improvement must be made in the area of rural development, essential for Andalusia’s economic growth. It will be given a Budget allocation of over 108 million euros, part of which is earmarked for gender mainstreaming and promoting equal opportunities for men and women.

5.2. ANALYSIS OF RESOURCES–RESULTS BY REGIONAL MINISTRIES

The Order containing the rules for drawing up the Budget was published in May. It sets out the gender equality criteria and objectives which must steer the preparation of next year's Budget, and also regulates how the gender perspective analysis of actions to be charged to the Budget for 2012 must be structured. This information is attached in Appendix X.

In accordance with these provisions and the guide for bringing the criteria together and assisting regional ministries in drafting the analysis, the information in this section is organised into the order of priority specified in Presidential Decree 14/2010 of 22 March and structured as follows:

1. The gender inequality situation in the area of jurisdiction. A brief description of the inequalities between men and women identified in this area is provided, and an explanation of how the regional ministry is involved in gender equality policies in general terms.
2. Resources-Results. A description of the objectives, lines of work and specific actions aimed at correcting gender inequality. A new feature included this year is the assessment by executive department of improvements in equality issues resulting from the measures and actions they have implemented over the period 2008 - 2012.
3. Personnel. Lastly, regional ministries set out the measures put into practice in the areas of career advancement, training and improvements to work/family life balance aimed at correcting gender inequalities.

01.00 REGIONAL MINISTRY OF THE PRESIDENCY

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

The Regional Ministry of the Presidency is responsible for providing political and technical support to the President; legal consultancy, representation and defence of the Autonomous Community in court; protocol and ceremonial matters; it has authority in the areas of social communication and the coordination of institutional information; economic and personnel administration of the Presidency of the Autonomous Community; the Secretariat of the Governing Council; the Official Gazette of the Regional Government of Andalusia and consultancy and coordination work for official institutional publications; coordinating the overseas actions of the Regional Government of Andalusia and work for development, and relations between the Governing Council and the Parliament of Andalusia.

In exercising these markedly transversal and horizontal powers, which essentially aim to serve the entire Administration of the Regional Government of Andalusia, the Regional Ministry of the Presidency acts in line with the principle of equal opportunities for women and men and in keeping with the principles and commitments stated in the President's investiture speech. The intention is that the principle of equality is not merely a formal declaration, but is translated into real measures and decisions which combat any kind of sex discrimination and thus contribute to achieving effective equality between men and women in Andalusia.

To achieve this goal, government action is firm and committed. Proof of this is the pioneering decision of the government to make gender budgeting a robust and efficient tool for meeting the objective of gender equality in each and every one of the policies to be developed.

As regards the situations of inequality identified in the action areas of each executive department within the Regional Ministry of the Presidency, they are increasingly a target of reflection. This can be observed in the Social Communications programme, the actions of which are designed to eliminate gender stereotyping of men and women in the media and advertising worlds.

International Cooperation is an area which deserves special mention. It takes into account the fact that across the world, the majority of persons living in poverty and the majority of illiterate persons are still women; women still have fewer opportunities than men in the areas of property ownership, access to education and employment, and their input in policy decision-making is still very limited. Furthermore,

although a greater number of the world's women have access to medical care during pregnancy and childbirth, levels of maternal mortality remain unacceptably high and have not improved significantly over the last 15 years.

Thousands of women continue to die as a result of unsafe abortions and the HIV/AIDS pandemic spreading amongst the female population, and they are the victims of countless acts of violence perpetrated on them purely because they are women. This remains one of the most extensive and unpunished violations of Human Rights. These issues are addressed in the United Nations Report "The World's Women 2010: trends and statistics".

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

12E OFFICIAL GAZETTE OF THE REGIONAL GOVERNMENT OF ANDALUSIA

The fundamental objective of this programme is to draft the Official Gazette of the Regional Government of Andalusia, defined in the legislation which created it as "the Official Journal of Andalusia, and thus the medium for publishing all the provisions issued by the Regional Government of Andalusia, in addition to whatsoever acts and resolutions must be published by law". No gender inequalities have been identified in the area it manages.

52C SOCIAL COMMUNICATION

The Social Communication budget programme implements the Regional Ministry's powers in the area of radio and television broadcasts, and manages the institutional actions of the Regional Government of Andalusia and the use of its corporate image.

The department which manages the programme, the Directorate-General for Social Communication, has the following functions:

- Management of media responsibilities, in particular radio and television broadcasting, independently of the technology and broadcast method used. Obtaining radio-electric frequencies for use by the Administration. Amongst the measures adopted for gender equality are the clauses promoting this area and included in the terms of invitations to tender, described below.

For the assessment of tenders, the criteria of programmes and proportion of programmes that promote and develop certain values have been included in the administrative and operation clauses of the invitations to tender for awarding broadcast

licences for radio and digital terrestrial television at the local and Autonomous Community level. Programmes considered to promote values are those which encourage tolerance, social inclusion, suggestions for harmonious coexistence in democratic society, and equality between men and women. In addition as regards job creation, actions are implemented which aim to promote equal involvement of men and women and to facilitate the work/family life balance.

Furthermore, the administrative and operation clauses of the invitations to tender for awarding broadcast licences for radio and digital terrestrial television at the Autonomous Community level which will be issued in 2011- 2012 will include the specific obligation, once the contract has been awarded, to respect the principles of equality specified in Article 14 of the Constitution, and in particular gender equality. As regards advertising, the provisions of Organic Law 1/2004 of 28 December on Measures for Protection from Gender Violence, and the provisions of Organic Law 3/2007 of 22 March on effective equality between men and women, and any other applicable legislation, must be complied with.

In this way, when franchises and licences are awarded they are assessed from the gender equality perspective and objective criteria and assessment scales are used.

Accordingly, programmes and advertising are assessed and must not be judged as sexist or discriminating against either sex, nor be the object of legal complaints by the observatories specialising in this area.

Along the same lines, criteria of equality are established for invitations to tender in such a way that in assessing bid quality, the equality plans or measures promoting equality implemented in the bidding companies are positively weighted and these companies must be found to have no history of sexist or discriminatory programmes or advertising. Likewise, the language, content and images used by media companies bidding for contracts is analysed from the gender perspective.

- The Directorate-General for Social Communication is also responsible for coordinating communication of the actions of the Regional Government of Andalusia as an institution, and for drafting the rules and guidelines applicable. There are various lines of work in this area. The first is drafting a quarterly publication called “The Panorama of Audio-Visual Communication in Andalusia” which gives information on audience figures, broadcasting, and features and profiles of the media. The publication is a source of information on the different interests of men and women, and thus is useful for adapting the communication strategies and policies of the Regional Government of Andalusia to fit audience characteristics.

Furthermore, technical support and advice will continue to be provided to regional ministries during all stages of involvement in corporate communications management; in the event of examples of sexist language and images being detected in the creative elements of communications campaigns; or where there is imbalanced representation of men and women in the images used, in advertising sequences or in the voiceovers used for messages.

In this area and in compliance with Law 12/2007 on the Promotion of Gender Equality in Andalusia, technical staff in the Institutional Communications Office offer on-going consultancy for the development of creative proposals and the institutional communication activities of the Regional Government of Andalusia. This ensures that sexist language is not used and that an image of equality between men and women is presented, without sexist stereotypes and with balanced representation of men and women in images, advertising sequences and voiceovers used for messages.

Likewise, care will be taken not to broadcast messages alluding to gender violence, sexism or any type of female exploitation in advertising spaces and media. Care will also be taken to reject any attitudes, behaviour or situations portraying discrimination or gender violence, or that include a sexist message.

Technical specifications are analysed and, where necessary, suggestions also made for modifying non-sexist language. Similarly, as in previous years, a specific clause² is maintained in the specifications (standard models) on institutional communication as established by the Directorate-General for Social Communication and circulated to all regional ministries.

Advertising agencies will also be encouraged to create codes of good practice as regards the gender perspective.

- Another of the responsibilities of the Directorate-General is to support and advise the regional ministries, organisms and Special Purpose Vehicles (SPV) of the Administration of the Regional Government of Andalusia in their fields of competence.
- And to coordinate and monitor correct use and application of the Regional Government of Andalusia Corporate Image Manual and other related regulations.

² "In preparing and submitting their creative proposals, bidding companies shall bear in mind the provisions of Article 58 of Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia in respect of using non-sexist language, transmitting an image of equality between men and women and avoiding use of sexist stereotypes".

82A EXTERNAL ACTION

As regards the powers exercised under Programme 82A by the Office for External Action, few inequalities have been identified. This notwithstanding, in the case of actions which may have an impact on citizens, gender perspective is taken into account in order to ensure that transversal male-female equality is promoted in the ways described below.

Firstly, to ensure institutional representation and promotion of Andalusia overseas, the gender perspective will be taken into account in the studies and research activities undertaken with a view to reinforcing the presence of the Autonomous Community beyond its borders. Such study and research will pay attention to gender focus when drafting results and when selecting research teams, ensuring that women are included in these teams when they are specialists in the relevant area.

Gender perspective is also taken into consideration in cooperation activities with other regions and in coordinating territorial cooperation, in the statistics, reports and studies published, and in outreach and assessment activities. Care will be taken to ensure that there is balanced male-female participation in these activities.

As regards actions supporting the “Casa Árabe” and “Casa Sefarad-Israel” cultural institutions, and actions aimed at rapprochement between different cultures, gender focus will be a consideration so that the content of these actions opens up a window onto the situation of women in this area. Similarly, it will be ensured that women participate equally in working groups and representation events.

Gender focus also has its place in the information and training activities for EU-related areas. The idea is to improve access to information on European Union regulations and policies for the promotion of gender equality. In addition, specific content on the equality policies promoted by the European Union is included in the actions undertaken in the training programme for EC matters offered as part of the European Social Fund Operational Programme for Andalusia 2007 – 2013, and in the training activities sponsored by the Office for External Action. Equal gender representation of the speakers and trainers for these activities is a priority.

The Action Plan approved and developed by members of the European Information Network of Andalusia, chaired by the incumbent of the Office for External Action, includes information and training activities for citizens to bring them closer to the European Union. The activities are developed taking into account the key themes selected each year based on the priorities specified by the European Commission, amongst them the Equal Opportunities Policy in its capacity as a transversal policy of the EU.

82B INTERNATIONAL COOPERATION

Budget programme 82B is managed by the Andalusian Agency for International Development Cooperation (hereinafter referred to by its Spanish acronym AACID). In 2011 and since the entry into force of the Andalusian Plan for Development Cooperation (Spanish acronym PACODE), actions have been implemented to improve the quality of the Autonomous Community's Official Aid for Development by means of effective gender mainstreaming all the activities launched by AACID.

The inclusion of gender equity in Andalusian cooperation commitments involves systematic work in the areas of information, awareness-raising, training, adaptation of management tools and procedures, creation of regulations and planning, and also promoting links between cooperation partners and AACID personnel in order to effect gender mainstreaming in all the activities promoted by Andalusian cooperation (regulations and planning; management tools and procedures: drawing up indicators, training and knowledge management).

An important milestone in 2010 was the publication of the Order of Rules and Regulations for Funding NGO Development Projects and Programmes. In its provisions, appendices containing funding application forms for projects and programmes and the assessment criteria for action, it includes areas which must be analysed from the gender perspective. This contributes to substantially improving the equality aspect of interventions in international cooperation, humanitarian action, education for development, and training and research; this improvement can be seen in the projects analysed and run over the previous budget year and will be consolidated throughout 2012.

The aforementioned Order expressly considers areas such as the use of non-discriminatory language; breakdown of data by sex; the requirement for the interests and needs of women and female children to be analysed; the requirement for an analysis of how women and female children have access to and control over the resources and profits the project aims to create; the requirement that the contextual aspects which limit or catalyse the condition and position of women and female children be identified; the requirement to describe in detail the time spent by women and female children on daily activities and where they carry them out, and lastly a definition of how women are involved in decision-making processes.

Analysis of these factors aims to oblige programmes and projects to consider work strategies which contribute to genuine improvement of the situation of women and female children in the countries which are a priority target of

Andalusian cooperation activities, and to raising awareness of equal relations and eliminating any kind of sex discrimination in education activities for development and training carried out in Andalusia.

Likewise, training and research projects (Article 17)³ are steered towards one of the three strategic axes considered a priority by AACID, which will remain in place in 2012. These strategies are:

- Gender-sensitive analyses, which need to go beyond simply setting out general information broken down by sex, and instead manage to have an impact on gender relations, in turn requiring analysis of the socio-economic, political and cultural dimensions.
- Gender violence, promoting actions to eradicate this problem given its deleterious effect on the physical, sexual and psychological health of women and female children and on their dignity and freedom as persons.
- Unpaid care work, referring to the work involved in sustaining life, the responsibility for which falls principally on women and female children. This area must be given higher visibility, made dignified and given value, and a reorganisation of care in society must be proposed.

Over 2011, work was carried out on drawing up Priority Country Operational Programmes (Spanish acronym POPP) for Mali, Mozambique; Togo, Burkina Faso; Democratic Republic of Congo, Senegal, Peru, Honduras and Ecuador, which will remain in force in 2012.

These Operational Programmes promote gender mainstreaming in all the cooperation actions funded by the Regional Government of Andalusia, and have a special section on how to integrate fully the gender perspective in each of the priority lines selected as action areas.

Moreover, most POPP consider a specific sectorial theme to address using specific measures. This is the case of programmes focusing on countries in Sub-Saharan Africa, which have a priority sectorial line for working on the promotion of equal opportunities for men and women, and women's empowerment. The

3 Article 17. Assessment of training and/or research projects. Training and/or research projects shall be assessed using the criteria and rating specified in Article 5, and their development described in Appendix IV. The rating obtained shall be increased by 10% when the objective of the research project is mainly geared towards areas relating to: a) Gender-sensitive analysis, b) Gender violence, c) Unpaid care work.

results anticipated are associated with increased respect, protection and full enjoyment of women's basic rights, and specific measures created to contribute to: I) eliminating the sexist behaviour patterns and gender stereotypes which cause inequality; II) preventing and eradicating gender violence and providing protection for its victims, particular attention being given to practices which are harmful to the health of women and female children, such as genital mutilation in the countries where this traditional practice still prevails, and/or III) measures to combat the trade in females for sexual exploitation, as is the case of the Mali POPP.

Also being encouraged is the creation of qualitative gender indicators to improve the quality of cooperation work. A major component of the work to change gender relations involves changing mentalities and attitudes. In view of this, AACID endorses the use of qualitative indicators for analysing how to contribute to equal and inclusive development which responds to the strategic needs and interests of women and female children and their access to training, services and decision-making arenas; which takes into consideration how women and female children use their time and which, in general, contributes to sustainable human development for men and women.

Following studies on gender mainstreaming in AACID-funded actions over the last two years, it was found that action was required in the areas of awareness-raising and improved training for taking gender equity into consideration by cooperation partners in Andalusia, including AACID staff. Also highlighted was the importance of gender-specific analyses and of circulating methodologies and guidance for taking gender equity into account in programmes and projects and the relevance of knowledge management, with assessment of good practice and exchange of experiences.

In order to respond to these requirements, the lines of work described below are being developed:

- Training and awareness-raising for cooperation partners; both with AACID personnel and in running training workshops and offering on-going consultancy for gender mainstreaming in the management of grants and subsidies.
- Promoting gender-specific analyses; having a methodology for creating gender-specific assessments which will be circulated amongst partners so that it can start being used in 2012. This methodology has been tested in a country analysis of Ecuador.

- Developing gender-sensitive humanitarian action, as reflected in the incorporation of gender-sensitive criteria into the eligibility conditions for grant aid for the reconstruction and refurbishment of Haiti after the earthquake.
- Dissemination of the work carried out by means of circulating the documents drafted in 2011 to facilitate including gender equity.

Thus, on the basis of managing the knowledge accumulated and using it in such a way as to enable international cooperation to be carried out increasingly effectively, over the course of 2012 AACID will continue the lines of work already embarked on and will incorporate the lessons learned over previous years. It will place special emphasis on sharing with partners the results of AACID-driven research activities; on gender mainstreaming assessment activities; and on continuing to work towards humanitarian action and education for development which are genuinely gender-sensitive. The actions scheduled in this respect for 2012 are:

- The drafting and circulation of a document on lessons learned and practical proposals for working on the eradication of gender violence from within Andalusian cooperation.
- The drafting and circulation of a guidance document for integrating gender perspective into education for development in Andalusia.
- Organising seminars with Andalusian cooperation partners to present the assessments.
- Holding seminars to exchange experiences of gender mainstreaming in Andalusian cooperation, focusing on knowledge management from the gender perspective.

In keeping with all of the above, the budget indicators for the 82B programme for 2012 described below will steer monitoring of how successfully gender perspective is incorporated into AACID actions:

- 60% of the population targeted by Andalusian cooperation actions are women.
- 20% of training and research activities are geared towards one of the three main axes of AACID in terms of gender equity.
- 15% of training and research activities involve gender perspective knowledge management.
- 35% of actions include gender-sensitive assessments and indicators.

- 10% of actions are primarily geared towards promoting gender equity.

Since the 82B programme was awarded G+ rating, continuous efforts have been made to suggest indicators which are useful for improving quality of life for women and female children, for closing the gender gap and for building increasingly equal gender relations.

3. PERSONNEL

APPENDIX I. ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of the Presidency in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	0	0
Paternity leave	5	0	5
Birth, adoption or fostering, pre-adoptive or permanent	2	12	14
Additional leave for birth or adoption	2	8	10
Travel prior to international adoption or fostering	0	0	0
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	96	104	200
Infectious-contagious illness of children under 9 years old	0	3	3
Time off for breast-feeding (reduced working day or accumulated hours)	0	6	6
Reduced working day to care for each child under 16 months old	2	2	4
Reduced working day for legal guardianship	0	1	1
Reduced working day for premature birth, hospitalisation of new-born baby	0	0	0
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	1	1
Reduced working day to care for seriously ill family member in first level of consanguinity	0	0	0
Leave for women due to gender violence	0	0	0

06.00 AUDIO-VISUAL COUNCIL OF ANDALUSIA

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

The Audio-Visual Council of Andalusia analyses the content of advertising on radio and television, both by public and private companies, to make sure that they respect the law and the rights of citizens. Law 1/2004 creating the Audio-Visual Council specifies that this body shall further gender equality in the Autonomous Community of Andalusia through promoting non-sexist activities, social models and behaviour in all the programmes and advertising broadcast in Andalusia.

The audio-visual trend indicator of Andalusia created by the Audio-Visual Council in 2010 shows that public confidence in the media's contribution to gender equality has dropped by 22%. The Council began this study in 2007 to gauge public opinion on certain areas and questions regarding the audio-visual sector. The study showed that at that point 60.2% of the Andalusian public considered that the media made a positive contribution to promoting equality, whilst the most recent indicator shows that this figure has dropped to 38.6%.

This public perception matches the conclusions of the third European report on the Beijing Objectives, presented in Cadiz in February 2010, and which invite reflection on the media. In addition to the lack of specific indicators for measuring the achievements made in the media area, the outlook for a sector which is strategic in improving gender equality is disheartening⁴.

The report states that the media and advertising reflect and consolidate the inequalities still existing between the sexes, and research shows that the images and language used have become coarser over the last ten years. This flags up the need to combat such a situation and enter into dialogue with the sector on its role and responsibilities given its influence, particularly where young people are concerned. The 27 EU Member States have placed the media in fifth position amongst the eleven strategic areas which must be acted on to improve effective gender equality.

Recent reports by the Audio-Visual Council of Andalusia state that the strategic objectives set in 1995 by the Beijing Platform for Action are still valid.

The same conclusions are reached in the EU "Strategy for Equality between Women and Men 2010 - 2015".

⁴ Beijing 15+ Report: the Platform for Action and the European Union.

In 2009 in Andalusia, the Audio-Visual Council began monitoring public channel news programmes and drawing up quarterly and annual studies on political pluralism, including a gender perspective. Along the same lines the first edition of the “Annual report on speaking times by sex of speaker 2010” was published. A total of 115,560 news programmes on 14 public channels were analysed, and the conclusions listed below were reached:

- Women are still under-represented in the news, both in absolute terms and in terms of their actual presence in Andalusian society. Three out of four portions of speaking time are dominated by men, i.e. 72.5%.
- The media continues to portray stereotyped images of men and women. Men take the lead in news on politics, the economy, science and sport, whilst women’s voices and opinions are heard in news on social and health affairs, education, or issues which affect them directly such as abortion or gender violence.
- Efforts to reach balanced representation in the institutional area are clearly reflected in the media; 42.1% of speaking time by women is taken up by female representatives of public institutions such as Parliament, the Government of Andalusia and town councils.
- News does not reflect the social changes that have come about in sectors where women have become more numerous, such as universities. Above all, the work, effort and achievements of sportswomen are still scarcely reported or recognised. 98.3% of the sportspersons mentioned in the news are men.
- Also relevant are the report’s conclusions regarding reporting on gender violence, an area on which the Council continues to put pressure so that the media adopt the self-regulatory practices recommended by legislation. In 2010, gender violence was the third most widely covered news topic after the economic recession and austerity measures. Contrary to what has been claimed, the media do not tackle this area only after a murder has taken place; in fact most broadcasts on the gender violence issue coincide with two emblematic dates: 8 March, International Women’s Day, and 25 November, Day Against Gender Violence.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

11H AUDIO-VISUAL AUTHORITY AND CONSULTANCY

The Council continues its work to raise awareness in the media of their significant role in moving closer to the goal of effective equality, and of the need for them to fix specific objectives to this end.

It can truthfully be stated that the Council has more than met the objectives set in 2010, and has established itself among the regulatory authorities of Europe and the Mediterranean area as a benchmark for implementing actions designed to improve knowledge of the image of women and men presented by the media, so that measures are adopted for removing the obstacles to achieving real equality.

In July 2011, the Audio-Visual Council of Andalusia approved a new biennial work plan which increases the lines of action established to date from four to seven. Furthering gender equality will remain a priority over the period 2011-2013.

The tasks the Council has set itself as part of its strategy are:

- To draft a report on the presence of men and women in news programmes on public channels.
- To prepare a specific study on how gender violence and its family context are reported on television news programmes.
- To improve the indicators for assessing the achievements made in promoting gender equality in the media and to place this area on the agenda of other regulatory bodies.

Under the current regulatory framework, audio-visual councils must give judgement on possibly illicit concepts not determined by law and which may be open to different interpretations, such as those which attack human dignity, those which reinforce gender stereotyping, or those which use sexist language. There are no universally valid criteria for determining sex-discriminatory content, and no indicators which enable incidents of sexism to be precisely measured and thus proved. This is a task pending for the Audio-Visual Council of Andalusia and one which requires consensus and cooperation with the media and its professionals.

In view of this, as part of the strategy the Council has adopted up until 2013, work meetings will be held with competent experts and other Public Administrations to design methodologies for rigorously and objectively safeguarding compliance with regulations.

Annual reports will continue to be published on distribution of speaking time by sex of speaker and on news reporting of gender violence. This activity will provide Andalusia with relevant information and conclusions for seeing how Andalusian society is developing. There are already over 70 countries which carry out similar monitoring to that practised by the Audio-Visual Council of Andalusia, although these countries only publish their reports every five years.

In keeping with sector demands, our legal system in this area is based on self-regulation as the instrument of change for getting the media to contribute to gender equality by presenting a realistic image of the roles of men and women and avoiding offensive, denigrating or stereotyped portrayal of the latter. Sanctions for allegedly sexist advertising have been made more uniform and co-regulation has been waived. This is an instrument used in other countries which has managed to harmonise self-regulation capacities and the effective application and implementation of the powers and functions of regulatory authorities. Given the low level of self-regulation in Spain, between now and 2013 the Council proposes to move towards co-regulation as a strategic line of work.

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Audio-visual Council of Andalusia in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	0	0
Paternity leave	0	0	0
Birth, adoption or fostering, pre-adoptive or permanent	0	1	1
Additional leave for birth or adoption	0	1	1
Travel prior to international adoption or fostering	0	1	1
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	0	0	0
Infectious-contagious illness of children under 9 years old	0	0	0
Time off for breast-feeding (reduced working day or accumulated hours)	0	1	1
Reduced working day to care for each child under 16 months old	0	0	0
Reduced working day for legal guardianship	0	0	0
Reduced working day for premature birth, hospitalisation of new-born baby	0	0	0
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	0	0
Reduced working day to care for seriously ill family member in first level of consanguinity	0	0	0
Leave for women due to gender violence	0	0	0

09.00 REGIONAL MINISTRY OF THE INTERIOR AND JUSTICE

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

The powers of the Regional Ministry of the Interior and Justice include administration of the justice system; home affairs, emergencies and civil protection; public events and leisure activities, voluntary work and participation; juvenile justice, and coordination and cooperation with local authorities.

The only budget programme of this Regional Ministry with the highest rating on the G+ Scale is the Administration of Justice programme. It implements lines of work in training members of the judiciary and magistrates, in managing and coordinating support services for victims of crime in Andalusia (with particular focus on domestic and gender violence), and in modernising the Institutes of Forensic Medicine where Gender Violence Comprehensive Assessment Units are based. Over the current term of office, resources for support services for victims of gender violence have been significantly improved.

Another of this Regional Ministry's areas of competence in which gender focus is particularly relevant is the "Expatriate Andalusians and Voluntary Work" programme. In this area and following the update of the Andalusian Programme for Voluntary Work (2010 – 2014), the gender focus requirements of the Andalusian voluntary sector have been assessed. The assessment received funding from the Regional Ministry of Finance and Public Administration G+ Fund. The findings of this assessment are summarised below:

- The voluntary sector is predominantly female. Various studies reveal that more women than men are present in voluntary work organisations.
- Data from the General Register of Voluntary Associations shows that 8% of them work for the promotion of gender equality, and 10% of them are programmes specifically run for/by women.
- Voluntary work differs from other forms of social commitment in having an associative dimension, meaning that the programme is developed within an organisation. In this respect, analyses of NGO management from the gender perspective reveal a series of differences which do not reflect the predominance of females across all roles in the association, insofar as women make up the majority of volunteer workers but not the majority of technical and executive staff, positions which are held by men. This data is based on analysis of

attendance at the last three conferences on Andalusian Voluntary Work, and will serve as the basis for more exhaustive analyses to encourage the fabric of associations to assimilate a gender perspective.

As regards Andalusians overseas, both the Status Law for Expatriate Andalusians (Law 8/2006 of 24 October) and the 1st Comprehensive Plan for Expatriate Andalusian Men and Women (2009 – 2012) adopt gender equality as a central pillar. Law 8/2006 specifies gender equality as one of the rights of Andalusians abroad, recognising access to actions carried out by the Regional Government of Andalusia which aim to promote equal opportunities for women and men in all areas of political, association, cultural, social and economic participation. It furthermore specifies that in implementation of the Law, the principle of male/female equality is taken into account in a transversal manner. Similarly, it states that for a body to be recognised as an Andalusian association, a certificate listing its male and female members must be submitted along with the application.

To conclude this analysis of gender inequality situations, juvenile justice must be considered. Boy and girl minors constitute a group with clear problems regarding access to normal social integration, something which justifies all the actions necessary for equal opportunities and full participation in society. Therefore, along with the positive action measures for social rehabilitation, the aim is to integrate gender perspective through improving the quality of juvenile justice centres and services in Andalusia.

The Directorate-General for Juvenile Justice and Judicial Services will carry out an in-depth study on boy and girl minors and young offenders. To do so, it will use the Juvenile Justice computerised file processing system and its two sub-systems Intr@ (detention centres) and Medi@ (open prisons). These contain data on the gender variable of young offenders, on types of open prison sentences imposed by law, data on conciliation, mediation and redress broken down by sex, and on social, labour and education rehabilitation of minors.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

14B ADMINISTRATION OF JUSTICE

The aim of the Regional Government of Andalusia's justice policy is to ensure that the justice system functions efficiently, making it a public service which is effective, expeditious and adapted to new technologies, its basic references for actions being citizens in general and its professional personnel. Powers held by the

Regional Ministry in the area of justice are exercised through the Directorate-General for Infrastructure and Systems, the Directorate-General for the Judicial Cooperation Office, and the Directorate-General for Juvenile Justice and Social Services.

Within the framework of this programme, in 2012 training activities on violence against women are scheduled for Andalusia's specialist prosecutors. This measure fits in with the provisions of the 1st Strategic Plan for Gender Equality in Andalusia 2010-2013 (Spanish acronym IMHA), the objective of which is to "prevent trade in human beings for sexual exploitation and assist female victims of sexual exploitation".

In the area of legal assistance for victims, the following actions will be implemented in 2012:

- Keep in place the unified system of gender indicators for all resources: administration of justice system psycho-social support teams, support services for crime victims in Andalusia (Spanish acronym SAVA), and family meeting points (Spanish acronym PEF).
- Gender mainstreaming when setting up the technical teams for the different services used by victims of gender violence.
- Keep breakdown by sex in place as a basic criterion in the reports on the activities of victim support services and psycho-social teams.
- Reinforce the specialist training of the judiciary and legal support staff in matters of prevention of trade in human beings for sexual exploitation and support for sexually exploited women and female children.
- Increase the number of technical staff with specialist training in support for victims of gender violence, and reinforce the immediate and on-going participation of this staff in gender violence courts.
- Encourage specialisation of the technical staff who attend family meeting points in cases arising from gender violence protection orders, setting up dedicated headquarters and technical teams for these cases.

As regards guaranteed legal services free of charge, it must be pointed out that specific shifts exist for gender violence cases and that when these services are requested by female victims of gender violence, they are entitled to special treatment.

In addition, one of the objectives of this budget programme is to continue developing the Gender Violence Comprehensive Assessment Units in Institutes of Forensic Medicine in Andalusia. Training and specialisation for the professionals in these units will be continued so that complete assessment of female victims of gender violence is ensured.

22B SAFETY AND CIVIL PROTECTION

The Autonomous Community of Andalusia has competences for overall safety which it develops both independently and in cooperation with central and local government authorities. Overall safety is the protection of persons, assets and public order. Furthermore, overall safety includes not only security services but also the different groups which form the emergency services in Andalusia.

For 2012, the Directorate-General for the Interior, Emergencies and Civil Protection which runs the budget programme will develop diverse activities which include the gender perspective. First to consider amongst these are the actions of the 112 emergency system network in Andalusia, since this service responds to gender violence situations.

As regards the internal operation of this network, a higher number of women will be contracted and particular attention will be paid to increasing the number of women in executive and decision-making posts, since at the current time 63% of these posts are occupied by men and 37% by women. The corrective measures which will be implemented will aim to achieve a better balance of women and men.

An important area of work carried out by the Regional Government of Andalusia's police force is the protection of victims of gender violence and the protection of minors. This police force safeguards the rights of these persons. Over the course of 2010, a total of 130 women have been protected from gender violence.

Furthermore, consideration has been given to including areas relating to gender violence in the training programmes offered by the School of Public Safety of Andalusia (Spanish acronym ESPA), and to holding conferences and seminars. This training could be beneficial for the police force, local police units, firemen and emergency services personnel. Five courses addressing gender violence have been scheduled for 2012.

22C PUBLIC EVENTS AND RECREATION

In 2011, the Directorate-General for Public Events and Recreation carried out a statistical research project on both recreation and public events, including bull fights, which explicitly used a gender perspective. This initiative enables assessment to be made of the distribution of men and women in the professional world of bull-fighting, the bull-fighting authorities, and the breakdown by sex of those who self exclude to enter gambling houses.

In 2012 and following a review of the aforementioned statistical research project, it will be improved. The gender perspective will also be included in management of the Central Register of Pet Ownership, which will provide data on male and female vets and on owners of pets.

31H EXPATRIATE ANDALUSIANS AND VOLUNTARY WORK

The Directorate-General for Voluntary Work and Participation manages this budget programme, which has several gender equality-related lines of action.

Expatriate Andalusians

The 1st Comprehensive Plan for Expatriate Andalusian Men and Women (2009 – 2012) incorporates gender as a central pillar. The methodology used for applying the gender perspective analyses each specific objective and its measurements and indicators, and takes into account the situation of women and men and the room for improvement in each objective.

The objectives of the Expatriate Andalusians Programme, in keeping with the Strategic Plan for Gender Equality in Andalusia 2010-2013, are described below:

- To ensure that the gender perspective is included in statistics and research.
- To circulate specialised information of interest to expatriate women through the Andalusian associations and groups of expatriates who have returned home, regardless of their place of residence.
- To promote women in the fabric of associations. Gender-specific data from the Register of Andalusian Associations will be used for this purpose, and expatriate Andalusian women and men will be offered advice on the services and resources for promoting equal opportunities, eradicating gender violence against women, and support services for its female victims.

- To promote balanced participation by women and men in social, environmental, political, economic, cultural and sports areas. Measures will be adopted to this end encouraging debate and reflection on the matter of expatriate Andalusians and homecoming Andalusians by women participating in the diverse meetings organised by Andalusian associations, and by encouraging equal representation of men and women on the Boards of Directors of these associations.

Applying the central pillar of gender in the 1st Comprehensive Plan for Expatriate Andalusian Men and Women 2009 – 2012 has led to reconsideration and analysis of all programmes from the gender perspective, using the tools and instruments which enable specific situations to be addressed.

In this respect progress has already been made, such as the inclusion of female Board Directors in Andalusian associations and the creation of women's areas within the structures of these organisations. Mention must also be made of the involvement of the Andalusian Institute for Women's Affairs in the Expatriate Andalusians programme.

Voluntary work

The Directorate-General for Voluntary Work and Participation is the executive department responsible for coordinating public policies in the area of organised voluntary work. Within the framework of initiatives by the Regional Government of Andalusia encouraging the public to become involved in areas of common interest, voluntary work has a significant role in the expression of values such as solidarity, participation and social justice.

In recent years, the Regional Government of Andalusia has furnished the voluntary sector with a set of tools for promoting its expression, heterogeneous in its internal composition and diverse in its areas of involvement and actions.

Law 7/2001 of 12 July on Voluntary Work defines the promotion of equality between men and women as one of the action areas of the voluntary movement, and created the Andalusian Voluntary Work Plan as the instrument for coordinating public policies dedicated to promoting participation by citizens and organised voluntary action.

The objectives listed below will be developed in 2012:

- Furthering the equal participation of men and women in organised voluntary activities. Publicity campaigns for encouraging participation and fomenting social values will be launched, presenting voluntary work as an ideal environment for equal conditions between men and women. Work will also be undertaken in the area of public recognition of voluntary workers and associations, amongst which will be included proposals from gender equality associations.
- Determining the needs, trends and development of the voluntary sector and voluntary work in the gender equality sphere. This will be achieved by regularly updating information from the General Register of Voluntary Associations, and including gender equality analysis in reports and studies sponsored by the Directorate-General of Voluntary Work and Participation.
- Offering the voluntary sector and voluntary workers gender-focused training in association management. Through the Annual Training Plan, sessions specifically centred on gender-focused management will be offered. Training tools and materials will also be designed for managing associations using a gender equality perspective.
- Increasing the degree of coordination and integration of women's associations within the voluntary movement, publicising news, events and information on women's voluntary associations in the Digital Newsletter of the Directorate-General for Voluntary Work and Participation, and making provision for equal involvement of women in voluntary work participation bodies (Council for Voluntary Work in Andalusia and Provinces) and in the Regional Government of Andalusia technical committees.
- Giving support to ensure the economic viability of voluntary initiatives developed in the gender equality area.
- Identifying good practice in gender-focused association management, accrediting quality management by associations incorporating transparency standards for gender-focused management of voluntary associations, and publishing catalogues of good practice where examples of excellence in gender-focused internal management of associations can be recorded.

31N JUVENILE JUSTICE AND JUDICIAL SERVICES

The Directorate-General for Juvenile Justice and Judicial Services promotes equal opportunities in the detention regimes for male and female young offenders dictated

by Juvenile Courts in Andalusia. To this end, programmes and workshops are run which offer training in work and occupational skills for young offenders using an active and participatory methodology to permit equal professional and social inclusion. Leisure activities are also offered as part of the education programme.

Actions under the budget programme for 2012 are geared towards guaranteeing the rights of male and female users of juvenile justice services and centres (open prisons and detention centres).

The Directorate-General for Juvenile Justice and Judicial Services is aware of the importance of gender-focused training for all personnel working with young offenders. It will therefore implement training activities for all personnel, both those working in detention centres and services and those working in the Directorate-General and in the Government Offices of the Regional Government of Andalusia. In this way the highest levels of consistency will be ensured in the areas of gender, equal opportunities, education and equality, non-sexist language and gender violence.

As regards access to juvenile justice centres and services, given the focus on education and inclusion for young offenders recommended by law, a natural environment must be favoured in which the young offender interacts with their community and family. Access to education and vocational training will be reinforced in 2012.

Furthermore, the Directorate-General for Juvenile Justice and Judicial Services considers it essential to remove any obstacles to accessing juvenile justice resources under gender-equal conditions, and for this reason will introduce resources which permit effective gender equality.

An important area of action for 2012 is the consolidation of Socialisation Education Groups for Females in Andalusia targeting female young offenders. The aim is to ensure that sufficient places are available in these groups so that the female young offenders required to attend them do not have to move away from their home environment.

Lastly, the technical specifications of juvenile justice centres and services funded under the budget programme state that there must be plans for implementing conditions for promoting the work/family life balance. This represents progress in effective equal opportunities for male and female staff working in the aforementioned centres and services. To ensure that this takes place, the executive department concerned will oversee compliance with this as a contractual requirement for staff working in the custody, education and rehabilitation services for young offenders in juvenile justice centres and services.

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of the Interior and Justice in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	2	2
Paternity leave	20	0	20
Birth, adoption or fostering, pre-adoptive or permanent	2	23	25
Additional leave for birth or adoption	7	20	27
Travel prior to international adoption or fostering	0	4	4
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	325	526	851
Infectious-contagious illness of children under 9 years old	37	58	95
Time off for breast-feeding (reduced working day or accumulated hours)	7	15	22
Reduced working day to care for each child under 16 months old	4	17	21
Reduced working day for legal guardianship	4	32	36
Reduced working day for premature birth, hospitalisation of new-born baby	0	0	0
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	0	0
Reduced working day to care for seriously ill family member in first level of consanguinity	0	2	2
Leave for women due to gender violence	0	0	0

10.00 REGIONAL MINISTRY OF FINANCE AND PUBLIC ADMINISTRATION

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

Amongst the most important responsibilities of the Regional Ministry of Finance and Public Administration are the preparation, monitoring and control of the Budget; establishing taxation policy; the management, administration and representation of assets and administrative headquarters policies; coordinating public procurement by the Regional Government of Andalusia; preparation of budgets; the development, implementation and coordination of Governing Council policy for the personnel system; the on-going organisation and transformation of the Administration; the inspection of services and programmes for their quality assessment, and information and administrative services for citizens. The Regional Ministry is also responsible for developing electronic administration in the framework of the Regional Government's IT coordination programme.

This wide range of markedly transversal responsibilities means that the Regional Ministry can play a significant role in promoting gender equality in Andalusia, particularly as regards making the Budget of the Autonomous Community an essential tool for steering public policy towards effective equality for women and men.

As regards analysing instances of gender inequality identified in the Regional Ministry's areas of action, the work of the General Audit Office in this area through delegated audits of continuous financial control and financial control must be highlighted. Over recent years the General Audit Office has been analysing gender impact in public sector bodies by means of surveys carried out on Regional Government companies subject to continuous financial control.

Separately in the taxation area, the Directorate-General for Taxes undertakes an annual analysis of tax figures which can be broken down by sex, thus providing a developmental overview of the sex of taxpayers in the Autonomous Community of Andalusia.

In terms of personal income tax (Spanish acronym IRPF), this analysis shows that in recent years the number of tax returns by women has increased in Andalusia, although in absolute terms the number of tax returns by men still remains considerably higher.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

12A MODERNISATION AND MANAGEMENT OF PUBLIC ADMINISTRATION

Amongst the lines of action in the 12A budget programme is on-going improvement of service quality and development of administrative information services and services for the public. Over the period 2008-2012 measures and actions have been implemented for ensuring gender-equal conditions of public access to the services, resources and information offered by Public Administration, significantly in the following lines of work:

- Adoption of recommendations for use of gender-sensitive indicators in the proposals for service charters, and for avoiding use of sexist language in them.
- In the awards for best practice in quality by Regional Government of Andalusia public services, the assessment criterion of “consideration of equal opportunities” is included.
- Expressly included is the commitment to equity and equal opportunities in people management as stated in the updated EFQM model, a benchmark for excellence in the provision of public services.
- In the scale of satisfaction with the quality of public services, the results of the survey on the Andalusian public are broken down by sex, which enables potentially meaningful differences in opinion depending on sex to be analysed more thoroughly.

In order to include the gender variable in the quality tools for public services managed under this budget programme, a number of actions are being developed. Amongst them is the Quality Observatory, which organises user records by sex, and “Agora” management of quality projects, which breaks down results and management indicators by sex.

61A MANAGEMENT AND GENERAL SERVICES FOR FINANCE AND PUBLIC ADMINISTRATION

The Departmental Secretariat is the body responsible for budget programme 61A. It is markedly horizontal in character and offers technical support to the other executive departments in the Regional Ministry of Finance and Public Administration. The Departmental Secretariat is the executive body which has taken on the functions of the Gender Equality Unit, regulated by Decree

275/2010, in order to consolidate the process of gender mainstreaming in Andalusia. It must safeguard the effective application of the principle of equal opportunities for women and men.

The Gender Equality Unit within the Regional Ministry of Finance and Public Administration, created on 20 January 2011, aims to consolidate a uniform and streamlined work model shared by the different Gender Equality Units of the Regional Government. The Unit comprises four members of the Departmental Secretariat and twenty co-workers appointed by each executive department and working in the unit on a part-time basis. Significant actions carried out by this unit are listed below:

- Coordination meetings with the executive departments of the Regional Ministry, organised by male and female co-workers in the Gender Equality Unit, in order to develop the functions ascribed by Decree 275/2010: the monitoring and assessment of the implementation and fulfilment of the Strategic Plan for Gender Equality established by Article 7 of Law 12/2007 of 26 November, without prejudice to the functions of other bodies established for this purpose; training and awareness-raising for Regional Ministry and Special Purpose Vehicle personnel of the scope and meaning of the principle of equal opportunities, through proposals for training activities; and working with the Andalusian Institute for Women's Affairs to ensure proper cooperation in coordinating male-female equality actions, in accordance with the single supplementary provision of Law 12/2007 of 26 November.
- Achievements in the monitoring and assessment of the development and fulfilment of the 1st Strategic Plan for Gender Equality, approved by the Governing Council Agreement of 19 January 2010, with a detailed analysis of measures yet to be developed or implemented. Furthermore, nine coordination meetings have been held with the executive departments involved in order to determine and debate the Strategic Plan measures which correspond to each of them according to their responsibilities.

During the current term of office, three major lines of work have been developed and charged to the 61A budget programme credits:

1. The inclusion of gender perspective in a transversal manner.

In the preparation of the Draft Budget by the Regional Ministry of Finance and Public Administration, gender perspective is included in a transversal manner in budget programmes.

Similarly, in compliance with the provisions of Law 12/2007, all draft bills and regulatory provisions are submitted with the corresponding gender impact report as specified by Decree 93/2004 of 9 March. To assist the executive departments of regional ministries with this work, they have been given copies of the Agreement of the General Committee of Deputy Ministers on using non-sexist language, and the guide for non-sexist language in administration.

The gender variable is taken into consideration in the statistics, surveys and data collected by the Regional Ministry of Finance and Public Administration so that information can be analysed from the gender perspective. Thus, in the actions carried out over 2010, the 36 statistical reports on persons using administration information channels are broken down by sex, two logs being adapted for this purpose.

2. Human resources planning and management.

Over recent years there has been a constant drive to train and raise awareness amongst Regional Ministry and Special Purpose Vehicle personnel as regards the scope and meaning of the principle of equal opportunities. This task has been carried out through the creation of training proposals. The Gender Equality Unit has publicised classroom-based and distance-learning courses for Ministry personnel, both in central and provincial offices. Similarly, training courses have been run for Gender Equality Unit staff and Regional Ministry staff as an essential component of gender mainstreaming. Of the courses run in 2011, 12% of them looked at gender equality issues:

- Classroom-based course on “Equal Opportunities for men and women: practical implications for the Andalusian Administration”, held on 26 and 27 May 2011.
- Seminar on gender budgeting run jointly with the Directorate-General for the Budget for Unit co-workers in each executive department, held on 15 June 2011.
- Distance-learning courses on equality policy and gender budgeting, the latter run jointly with the Directorate-General for Budgets.

The Departmental Secretariat has suggested new gender area courses as part of the Annual Training Plan for 2012, among them a classroom-based course on the gender perspective in public policy for personnel working in Provincial Government offices.

Moreover, analysis has been made of the breakdown by sex of attendance at courses organised by the Regional Ministry of Finance and Public Administration. This reveals a significant rise in the number of female attendees in 2011, increasing from 37% to 60% as shown in the table below:

Year	FEMALE ATTENDEES	%	MALE ATTENDEES	%
2009	911	60	606	40
2010	416	37	707	63
2011*	539	60	362	40

*Data for January - September inclusive.

3. Coordination, distribution and circulation of publications.

Over 2011 the Regional Ministry has maintained its commitment to including gender equality material, directly or indirectly, in a large part of its publications. Around 45% of all publications include this area.

Furthermore, care is taken regarding content and the use of non-sexist language in publicity campaigns and in public circulation of results, publicity leaflets and press advertising.

Following the remodelling in 2010 of the Regional Ministry of Finance and Public Administration's legislation news bulletin (Spanish acronym BANHAP), published on a weekly basis since 2007, new areas of legislation and general interest have been included along with a section on gender policies in the summary section.

In 2011 a section was designed on the Intranet for the Regional Ministry's Gender Equality Unit in order to offer personnel access to legislation, news, current situation and achievements in gender issues. Likewise, and in coordination with all the Gender Equality Units in the Regional Government of Andalusia, a space is being designed on the Regional Ministry website to ensure that there is a uniform model for gender mainstreaming in public policies and their circulation.

Lastly, it must be highlighted that this budget programme supports the meetings held by the Gender Impact Assessment Commission at which the guidelines are established for drafting the Gender Impact Assessment Report on the Budget.

61D BUDGETING POLICY

The Directorate-General for the Budget is specifically responsible for ensuring that the gender dimension is included in all budgeting policies.

Throughout the current term of office, the management department for this budget programme has continued to promote the role of the Budget of Andalusia as a tool for furthering gender equality. Over the period 2008 – 2011 a number of legislative reforms have been made in gender budgeting. Amongst them is Law 3/2008 on the Budget of the Autonomous Community of Andalusia for 2009, which made it a legal requirement to include the Gender Impact Assessment Report in the budget documentation submitted for approval. Another piece of legislation introduced in the same period was Decree 20/2010 governing the Gender Impact Commission of the Autonomous Community of Andalusia Budget, which has been operating de facto since 2003.

This executive department is the main driving force behind the G+ Programme, a long-term strategy the principal aim of which is to plan, manage and assess public budgeting so that it takes into account the different opportunities, requirements and interests of men and women in Andalusia. Since the beginning of the term of office, this strategy has comprised three stages in its implementation: the first for identifying and rating budget programmes using the G+ Scale, the second for applying the commitments arising from the G+ Scale rating given to each budget programme; and the third for monitoring and assessing results.

During this third stage, invitations to tender for funding from the G+ Fund were invited. This was approved by the Order of 27 January 2010, which regulates awarding funds to projects which promote gender mainstreaming in the Budget of the Autonomous Community of Andalusia and which aim to reinforce the commitment of executive departments to furthering gender equality in Andalusia. Following the invitation to tender, the Gender Impact Commission approved twenty-two applications for funding covering highly diverse areas in the large majority of Regional Government budget policies.

In order to fulfil the responsibilities assigned, the objectives and actions listed below are scheduled for 2012:

- To continue the consolidation of gender budgeting in Andalusia.

For several years, this executive department has maintained its commitment to including gender focus in the Budget of Andalusia. It is currently focusing its efforts on monitoring the work undertaken by executive departments and analysing the results obtained thus far. Accordingly, once the projects financed by the G+ Fund have been completed, the plan is to design a platform for publicising the results and the innovative initiatives implemented by the executive departments involved.

Moreover, an opinion poll was carried out in 2011 amongst unrestricted appointment staff and senior management staff of the Regional Government of Andalusia on their perceptions of the gender budgeting strategy. The aim of the survey was to find out the opinions held on this process, which has been taking place over the last few years. The plan for 2012 is to make use of and circulate the results of the survey.

- To coordinate drafting the Gender Impact Assessment Report on the Budget of the Autonomous Community of Andalusia for 2013.

The Directorate-General writes annual reports analysing each Regional Ministry's inclusion of gender perspective in the preliminary draft budget. Then, during the draft budget preparation stage, the DG coordinates drafting of the Gender Impact Assessment Report on the Budget. In 2012, the preliminary draft and the assessment report for the 2013 Budget will be edited.

- To continue training for staff involved in the gender budgeting process.

Training will continue to be given to budgeting staff in the Regional Ministries so that they can advise management departments on how to further the gender budgeting strategy.

As part of the 2012 programme of the Andalusian Institute of Public Administration, a classroom-based 20-hour course on gender budgeting will be offered to A1 and A2 group civil servants working on Budget preparation, implementation or evaluation.

Updates are also scheduled for the content of the online training and information module on the Andalusian experience of gender budgeting (40 hours) using the MINERVA platform. This training is available to all staff of the Regional Ministry of Finance and Public Administration.

- To promote activities for information circulation and exchange.

The Directorate-General for Budgets also encourages exchange of knowledge in the gender budgeting area, and for 2012 plans to:

- Raise awareness of Andalusian Government gender budgeting strategy at the local, Autonomous Community and national level.
- Publish specialist articles in reviews and other publications.
- Set up Chairs of Economy, Public Finance and Gender, implementing cooperation agreements between universities in Andalusia.
- Update the Regional Ministry of Finance and Public Administration web portal and extranet contents on gender budgeting.
- Lastly, a line of work will be launched to give impetus to a new European Gender Budgeting Network for Public Administrations.

To conclude, it must be said that the Andalusian gender budgeting strategy is having an impact at the national level. A number of other Autonomous Communities have expressed their interest in implementing similar lines of action, among them La Rioja, Cantabria and Castile-La Mancha, in addition to the managers of the Spanish national budget. There has been interest from the European Union in the achievements made by the G+ Programme and its implementation and impact on Andalusian society.

61E INTERNAL CONTROL AND PUBLIC ACCOUNTING

Over the course of 2012, the General Audit Office – the department which runs this budget programme – will carry out a number of activities aimed at identifying any inequalities between men and women, and use them as the starting points for developing equality policies. Thus, for example:

Through the delegated audits of on-going financial control and financial control, the General Audit Office is carrying out analyses of gender impact in public sector bodies. The basis for doing so is Organic Law 3/2007 of 22 March on effective equality for women and men, which incorporates the legal provisions of European Parliament and Council Directive 2002/73/EC of 23 September 2002 on the implementation of the principle of equal treatment for men and women in access

to employment, vocational training and promotion, and working conditions, and Council Directive 2004/113/EC of 13 December 2004 on the implementation of the principle of equal treatment for men and women in access to and supply of goods and services.

In accordance with the above, fieldwork has centred on furthering equal opportunities and introducing positive measures to correct the gender-based inequalities that still exist.

By way of example, shown below is the information that the human resources departments of companies are required to provide in order to make the checks described:

- Check that no less than 40% of the members of workers' legal representation bodies are women.
- Check that there is an equality policy in place for hiring personnel, and its description if it exists.
- Analyse what the quantitative differences are as regards percentage of men and women, both in overall terms and by professional groupings and/or categories.
- Check that there are significant differences in contract types for men and women, describing the environment.
- Check that the official statistics on persons are broken down by sex.
- Looking at the payroll, see whether the salaries for each professional grouping and/or category are the same for both males and females.
- Determine the number of executives who earn salaries above 60,000 euros and break down by sex.
- Determine the number of representatives in decision-making bodies and break down by sex.

In 2012, as a new feature and in addition to the aforementioned survey, there will be an analysis of how the areas in the survey have developed over the previous three years in order to check that measures are taken on gender equality matters by the different bodies.

6.1H FINANCING AND TAXES

To be able to see how taxpayers have developed in gender terms in the Autonomous Community of Andalusia and provide better knowledge of the socio-economic reality in our Community, the tax figures which can be studied from the gender perspective have been analysed as required by the commitments of the Directorate-General for Financing and Taxes in line with the strategies for gender budgeting in preparing the annual Budget of the Regional Government of Andalusia.

This report contains the most significant results of the analysis carried out on the main taxes listed in Revenue Budget Chapter I, Direct Taxes – Personal Income Tax, Inheritance and Gift Tax – and some of those listed in Chapter II, Indirect Taxes, such as Tax on Transfer of Assets and Documented Legal Transactions.

The information organised by gender on Personal Income Tax in Andalusia has been provided by the State Taxation Agency (Spanish acronym AEAT), whilst the information on local Tax on Transfer of Assets and Documented Legal Transactions has been obtained from the Unified Resource System (Spanish acronym SUR).

DEVELOPMENT OF TAXPAYERS IN THE AUTONOMOUS COMMUNITY OF ANDALUSIA, BROKEN DOWN BY SEX, IN THE MAIN TAX FIGURES

Personal Income Tax

Personal Income Tax. Number of tax returns (2006–2009)

Year	Total	Men		Women	
		N° tax returns	%	N° tax returns	%
2006	2,947,780	1,870,022	63.4	1,077,758	36.6
2007	3,096,240	1,930,751	62.4	1,165,489	37.6
2008	3,199,048	1,969,107	61.6	1,229,941	38.5
2009	3,177,853	1,928,648	60.7	1,249,205	39.3

Source: AEAT

Tax returns by male taxpayers have decreased from 63.4% of total tax returns filed in 2006 to 60.7% in 2009, a drop of 2.8 percentage points.

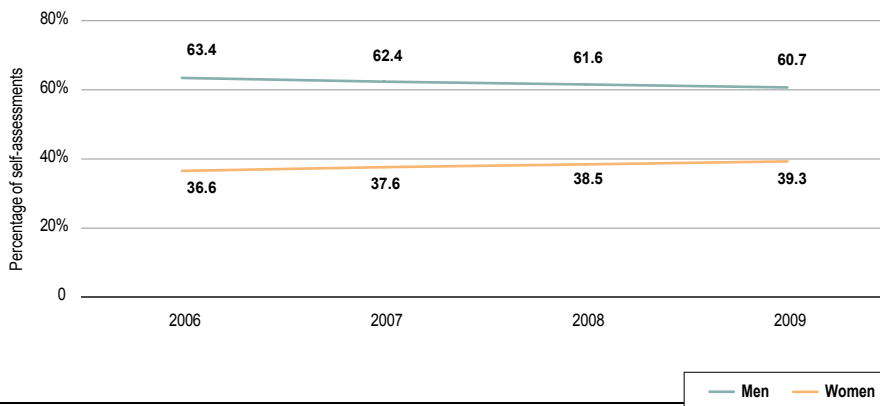
In absolute terms, the number of tax returns filed by males has increased by 58,626, representing 3.1% more than the number filed in 2006.

As regards tax returns filed by females, these have increased in comparison to those filed by males, going from 36.6% of the total filed in 2006 to 39.3% in 2009, an increase of 2.8 percentage points matching the decrease in male tax returns over the same period.

In absolute terms, the number of tax returns filed by females has increased from 1,077,758 to 1,249,205, in other words an increase of 171,447 tax returns, 15.9% more than the number filed in 2006.

We can therefore observe positive growth in the number of income tax returns filed by women over this period in Andalusia, although the female-male margins of balance have yet to be reached (40%-60%).

Figure 5.3. Personal Income Tax. 2006 to 2009



Self-assessments via form 650 for inheritance tax by male taxpayers over the period 2007 – 2010 have increased from 44.7% of the total in 2007 to 45.3% in 2010, an increase of 0.6 percentage points.

In absolute terms, the number of self-assessments by male taxpayers in tax year 2010 has increased by 2616, which is an increase of 4.2% compared with the figure for 2007. As regards the number of self-assessments by female taxpayers, they represent a higher percentage than those of men, but however have dropped from 55.3% in 2007 to 54.7% in 2010, a decrease of 0.6 percentage points matching the increase of self-assessments by male taxpayers.

Inheritance and Gift Tax. 2007-2010

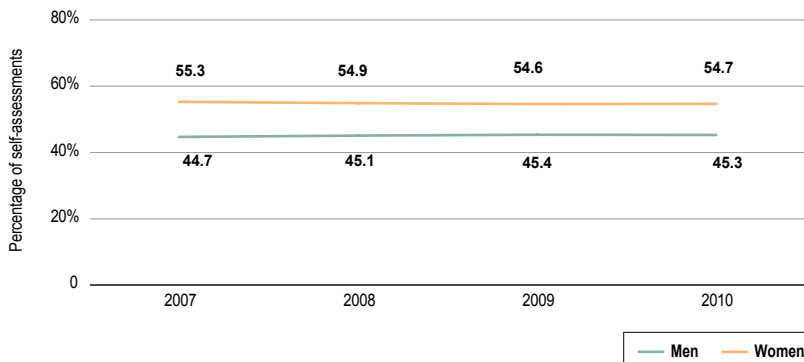
		Total	Men	%	Women	%
Inheritance Tax						
Total self-assessments form 650:						
legatee heirs	2007	140,545	62,831	44.7%	77,714	55.3%
	2008	139,205	62,800	45.1%	76,405	54.9%
	2009	134,749	61,131	45.4%	73,618	54.6%
	2010	144,466	65,447	45.3%	79,019	54.7%
Gift Tax						
Total self-assessments form 651:						
Donees	2007	12,318	6300	51.1%	6018	48.9%
	2008	10,535	5288	50.2%	5247	49.8%
	2009	9736	4792	49.2%	4944	50.8%
	2010	9805	4704	48%	5101	52%

Source: Unified Resource System (SUR)

In absolute terms, in tax year 2010 there were 1305 more self-assessments filed by female taxpayers, an increase of 1.7% on tax year 2007.

We can conclude that the number of females declaring Inheritance Tax is higher in each tax year over the four-year period than the number of males, the average figure being 54.9% female. Moreover, the figure of 45.1% males declaring the same tax over the same period is within the margins of balance (40%-60%).

Figure 5.4. Inheritance and Gift Tax. 2007 to 2010. Mortis causa transfers

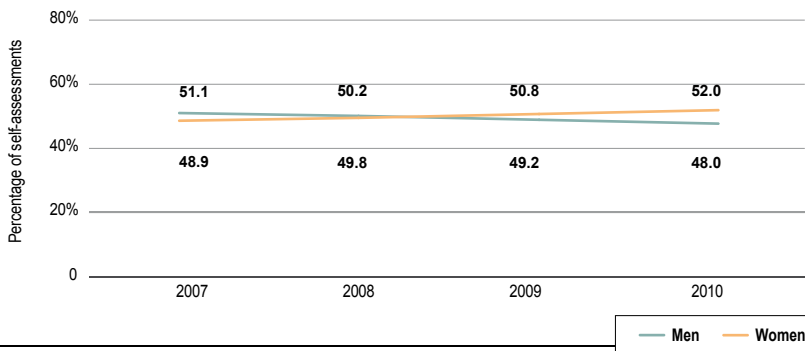


As regards self-assessments via form 651 for inter vivos Gift Tax, it can be seen that self-assessments filed by males dropped from 51.1% in 2007 to 48% in 2010, a 3.1% decrease.

In absolute terms over the period of tax years 2007 – 2010, the number of self-assessments filed by males dropped by 1596, a decrease of 25.3%.

However, the number of self-assessments by females has increased by 3.1%, going from 48.9% in 2007 to 52% in 2010.

Figure 5.5. Inheritance and Gift Tax. 2007 to 2010. Inter vivos transfers



In absolute terms over the period 2007 – 2010, the number of self-assessments filed by females has decreased by 917, a drop of 15.2% compared with the number filed in 2007.

However, as regards inter vivos transfers, it can be seen that there is a continuously balanced distribution between men and women, so approximately the same number of men as women receive gifts.

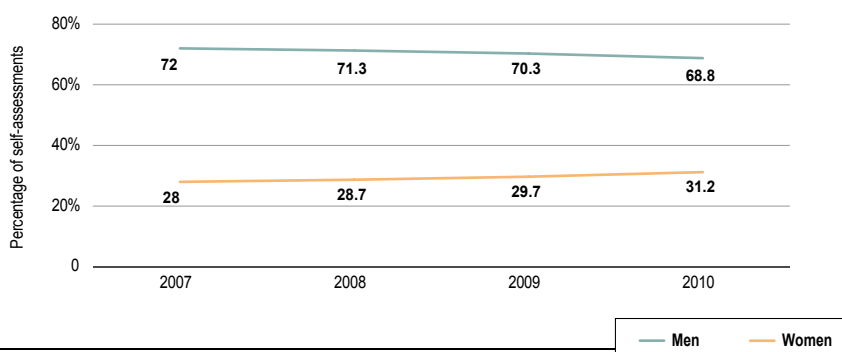
Tax on Transfer of Assets and Documented Legal Transactions

Self-assessments filed by men over the four-year period 2007 - 2010 dropped by 3.2 percentage points, from 72% of all individual self-assessments in 2007 to 68.8% in 2010.

In absolute terms, the number of self-assessments filed by men over the period 2007 - 2010 decreased by 268,276, 51.6% lower than those filed in tax year 2007.

As regards the number of self-assessments filed by women over the four-year period 2007 - 2010, they increased from 28% of all individual self-assessments in 2007 to 31.2% in tax year 2010, an increase of 3.2 percentage points matching the decrease in those filed by male taxpayers.

Figure 5.6. Tax on Transfer of Assets and Documented Legal Transactions. 2007 to 2010



In absolute terms over the period 2007 - 2010, the number of self-assessments filed by female taxpayers dropped by 85,694, those filed in 2010 being 39.8% lower.

Tax on Transfer of Assets and Documented Legal Transactions. Number of self-assessments. 2007-2010

	Total	Legal persons		Individuals			
		LP	%	Men	%	Women	%
Total form 600							
2007	1,016,741	246,571	24.3%	554,580	54.5%	215,590	21.2%
2008	789,570	219,606	27.8%	406,394	51.5%	163,570	20.7%
2009	690,151	228,777	33.2%	324,374	47%	137,000	19.9%
2010	622,732	206,532	33.2%	286,304	68.8%	129,896	31.2%

Source: Unified Resources System (SUR)

In none of the tax years studied does the total number of self-assessments filed by female taxpayers fall within the margins of male-female balance (40%-60%).

Tax on Transfer of Assets and Documented Legal Transactions. Individuals. 2007–2010

		Total Individuals	Men	Women
Total form 600	2007	770,170	72%	28%
	2008	569,964	71.3%	28.7%
	2009	461,374	70.3%	29.7%
	2010	416,200	68.8%	31.2%

Source: Unified Resources System (SUR)

61L COORDINATION AND CONTROL OF AUTONOMOUS COMMUNITY FINANCE

The basic purpose of this budget programme is to implement the tasks of the Secretariat General of Finance. These can be summarised as furthering the Public Finance policies of the Autonomous Community of Andalusia and managing and coordinating the executive departments and bodies which implement them. Also within this programme are the forecasts for revenue for the Autonomous Community and authorisation of public-private investment projects.

The Secretariat General of Finance is responsible for the functions listed below, among others:

- Furthering and coordinating the taxation, assets and treasury policies of the Regional Government of Andalusia, and coordinating Autonomous Community Finance with State Finance and Local Finance in Andalusia.
- Similarly, it is responsible for managing and coordinating the Directorate-General for Assets, the Directorate-General for the Treasury and Public Debt, the Directorate-General for Financing and Taxes, the Directorate-General for Financial Relations with Local Authorities, and the Directorate-General for Finance.
- Preparing the year-on-year scenarios for Autonomous Community revenue, and for forecasting, analysing and monitoring revenue in coordination with the different executive departments of the Regional Government of Andalusia involved in revenue areas.
- Managing and coordinating the Andalusian Taxation Agency. Also attached to it are the companies “Asset Management, Financing and Investment, Ltd.” and “Asset Management Public Company, Ltd.”.
- Promoting and establishing the guidelines and coordination for public-private projects; and authorising investment projects which will be carried out using public-private cooperation initiatives.

Since this budget programme is managed by a body which coordinates the aforementioned executive departments and agencies and the aforementioned policies, its impact on gender equality will be seen in the effects that their respective budget programmes (and where companies are concerned, action programmes) may have on the gender equality objective. The actions of the Ministry of Finance are channelled through the different Directorates-General and their agencies.

10.31 ANDALUSIAN INSTITUTE OF PUBLIC ADMINISTRATION

12B RECRUITMENT AND TRAINING OF PUBLIC ADMINISTRATION PERSONNEL

The Andalusian Institute of Public Administration (Spanish acronym IAAP) is the specialist organisation for the training and recruitment of administrative personnel for the Regional Government and Justice System of Andalusia. As established by Law 9/2007 of 22 October on administrative personnel for the Regional Government of Andalusia, it is responsible for research, analysis, information and dissemination of areas relevant to public administration, particularly that of Andalusia; for training the administrative personnel of the Regional Government; and for running recruitment tests and courses as requested.

The Institute offers training to administrative personnel working for the Regional Government of Andalusia and to non-judicial staff working for the Justice System of Andalusia. The training is designed to prepare staff for carrying out the tasks assigned to them and to further their professional development so that Regional Government policy strategies are effectively implemented and objectives achieved, including as previously stated all the gender equality policies.

The gender impact of budget programme 12B is significant, since its scope of action directly covers all personnel working for the Administration of the Autonomous Community, and indirectly all public employees of Andalusian public administration.

In view of all its areas of competence, the Andalusian Institute of Public Administration could not be better placed for contributing to the introduction of a new culture in matters of administration. It plays a part in identifying male-female inequalities in public administration, particularly within the Regional Government of Andalusia, and in promoting equal opportunities by means of training programmes for the different categories of male and female public employees. These programmes bring the gender perspective into all training activities for personnel, and into all the studies and research carried out on the public sector.

Over the course of 2012 the Institute will carry out training and continuous updating for administrative staff working for the Regional Government and Justice System of Andalusia. The lines of training are set by different bodies comprising an equal number of men and women.

In all the lines of the training programme for 2012, both at entry and advanced level for non-civil service staff and non-judicial administrative staff of the Justice System of Andalusia, knowledge of gender equality policies are imparted across the board.

Over the course of 2010, the Andalusian Institute of Public Administration offered 25 training courses on gender equality and gender focus policies which were attended by 519 individuals. A further 29 approved training courses were offered by outsourced organisers and attended by 935 individuals. Thus a total of 54 training courses were offered, at which 66.1% of the 1454 attendees were female.

The Institute also recruits personnel to work for the Regional Government of Andalusia, in addition to Local Administration civil servants whose training is recognised nationally. These recruitment tasks are carried out on the request of the Regional Ministry of the Interior, whose selection committees are staffed in a gender-equal manner.

In the recruitment area in 2010, the selection processes for the Notice of Public Employment Posts for 2009 were undertaken. This process involved 43 selection committees for both open-shift posts and internal promotion. The committees comprised 214 persons, 98 of whom were male (45.8%) and 116 of whom were female (54.2%), thus meeting the objective of balanced gender representation for selection committees. Under consideration for successive Notice of Public Employment Posts are the objectives of balanced representation in the number of persons chairing the selection committees, and ensuring that non-sexist language is used in the texts publicising such notices.

The Institute carries out research and analysis of areas relevant to public administration, breaking down by sex where appropriate the data obtained so that it can be used for analysing potential inequalities, and looking at areas relating to equality policies and work/family life balance.

Furthermore in 2010, personalised training courses for developing executive skills were continued. A total of 342 public sector staff attended these courses, of whom 151 were women (44.2%) and 191 men (55.8%). In addition, a new programme was launched for developing the skills of Regional Government administrative staff working in public service posts, which was attended by 183 persons of whom 142 were women (77.6%) and 41 men (22.4%).

As regards publications, IAAP has a line of publishing which strengthens research, analysis and dissemination of areas relating to gender equality policies. In 2010 the paper by Djamil Tony Kahale Carrillo was published, “Code of Conduct in the event of workplace harassment in Public Administration”, which won the Blas Infante Award in category B.

Also in 2010, Manuel José García Rodríguez prepared material for the distance-learning course on “Comprehensive protection from gender violence: criminal and procedural aspects”, a course made available across all the provinces of Andalusia.

SECTION 31.00 SUNDRY EXPENSES OF REGIONAL MINISTRIES

61I MANAGEMENT OF CORPORATE TECHNOLOGIES AND OTHER SERVICES

The Directorate-General for Technologies for Finance and Electronic Administration develops the IT policy of the Regional Government of Andalusia Administration and of its Special Purpose Vehicles in the areas of economy, finance, public revenue and expenditure, contracting and human resources in the public sector.

The Strategic Plan for Information and Communication Systems and Technologies is directly responsible for these objectives, which are funded by the Budget with the credits allocated thereto in programme 61I Management of Corporate Technologies and Other Services. The Plan was launched in 2010 and its implementation has enabled progress to be made in the consolidation of a digital organisational model which combines gender perspective lines of action and modernisation of the administrative apparatus of the Regional Ministry with ongoing service quality improvement and continuous innovation in new technologies. The aim of all the foregoing is to simplify internal administrative management so that it more closely reflects the human and social reality of the population, respecting the principle of gender-equal IT accessibility to procedures in the areas of economy, finance, public revenue and expenditure, contracting and human resources of the Regional Government Administration via electronic means, fulfilling expected results and improving the execution of required transactions in a high-availability fashion (24x7x365).

In this respect, mention must be made of the significant achievements of the Information and Services Centre (Spanish acronym CEIS) in 2011, which are moreover predicted to increase in 2012. The success of the first stage of CEIS implementation, which directly facilitated gender-equal IT accessibility, and its contribution to improved efficiency in public spending and achieving a balanced budget underlines the necessity and suitability of continuing with CEIS implementation through including new information and services offered by the Regional Ministry.

The management department is also responsible for the Regional Government of Andalusia general administrative information service, accessible via telephone number 902505505, email address informacion@juntadeandalucia.es and Internet, via the Office for Services and Relations with the Regional Government Administration (Spanish acronym CLARA).

The department also runs the electronic administration support service for assisting the public in use of the Regional Government of Andalusia General Electronic Presentation system and Computerised Notifications system. It also offers support for using the Paper Certificates Elimination Platform (Spanish acronym SCSP). As regards computerised searches for data in the SCSP, 48.7% of them are for data on men and 51.3% for data on women. It is envisaged that in 2012, electronic certificates replacing paper certificates will number 1,071,400 for men and 1,128,600 for women.

The department is also responsible for the Regional Government SIRhUS system. The data on users of this system shows that male active and concurrent users of SIRhUS number 1781 and 486 respectively, whilst female active and concurrent users number 1287 and 384 respectively.

Furthermore and in order to facilitate decisions and actions in the gender equality area, the Directorate-General for Technologies for Finance and Electronic Administration will continue to break down information by sex for all the administrative processes to be computerised in the areas of economy, finance, public revenue and expenditure, contracting and human resources.

12C SOCIAL ACTION FOR PERSONNEL

Since 2005, the application forms for requesting assistance from Social Action include a section on the sex of the applicant. This variable is also incorporated into the SIRhUS Social Action sub-system, thus enabling data to be broken down by sex. The SIRhUS sub-system is used to manage types of assistance subject to prior public notice (fees for studies, nursery places, rent assistance and loans for main residence purchase) and to manage the repayable money advances.

By its very nature, Social Action assistance is available to all public employees whether male or female, and is valued for the necessities it aims to cover. However, it has been found that more women than men tend to apply for assistance from Social Action. This may be due to a number of reasons; not only as the logical consequence of there being more female than male employees in the Administration, but also since in cases of families with more than one public employee, women usually submit the assistance application.

This trend of a higher number of female than male applicants also means that more females than males are awarded assistance. However, it must be made clear that assistance is, for the most part, awarded on the basis of family income assessment, so beyond the purely quantitative element the gender bias is conditioned by the economic capacity of the applicant.

In 2012 it is envisaged that of the total of assistance for exceptional circumstances, applications by female employees will be 58.2% of the total (57,784 applications) and applications by males 41.8% (41,524 applications). As regards assistance exclusively by prior public notice, its distribution by type and percentage is shown in the table below:

Type of assistance	Women	Men
Rent	50.5%	49.5%
Studies	58.6%	41.4%
Nursery places	62.5%	37.5%
Cash advances	60.4%	39.6%
Home purchase loans	60.1%	39.9%
Total	58.6%	41.4%

3. PERSONNEL

The measures for facilitating work/family life balance for staff in the Regional Ministry are established across the board for all civil servants and non-civil service staff working for the Regional Government of Andalusia.

This notwithstanding, the measure in this area implemented by the Regional Ministry in the Torretriana Building administrative headquarters deserves particular mention.

Torretriana Nursery School

Law 12/2007 on the Promotion of Gender Equality in Andalusia specifies in Article 39 that the Administration of the Regional Government of Andalusia will encourage the creation of nursery schools in its work centres in order to facilitate the work/family life balance of its male and female employees, since this is one of the central pillars for achieving equality between men and women.

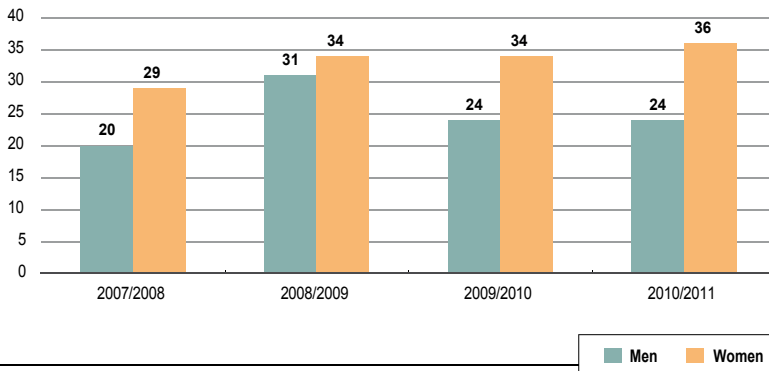
The Regional Ministry has been very involved in this context since 2007, when the Torretriana Nursery School was set up for the children of all staff working in the Torretriana Building.

As well as facilitating work/family life balance, this initiative aims to correct the inequalities which exist as regards the distribution of family duties between men and women. This project stands out for its flexibility and capacity to meet the needs of parents, since it is an accessible service offering a variety of options for its users.

In order better to cover the requirements of the male and female parents of children in the nursery school, this year as in previous years “school holiday” camps have been organised during Christmas, Easter and summer holidays offering a wider range of services to facilitate the work/family life balance.

Since 2009 and as a further incentive to facilitating this balance, the service was extended to include a play centre for boys and girls up to age 12.

Special mention must be made of the efforts to increase satisfaction of the users of the nursery school (pupils, mothers and fathers) by implementing a quality management system for infant and primary education services, the play centre, the refectory and extra-curricular activities. By way of illustration, it can be pointed out that in 40% of cases it is the fathers who take on responsibility for their children, a notable commitment to family duties. This figure reached 48% in academic year 2008 – 2009, as shown in the figure below.

Figure 5.7. Male and female users of Torretriana Nursery School. 2007-2011

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of Finance and Public Administration in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	0	0
Paternity leave	16	0	16
Birth, adoption or fostering, pre-adoptive or permanent	2	20	22
Additional leave for birth or adoption	9	16	25
Travel prior to international adoption or fostering	0	0	0
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	338	523	861
Infectious-contagious illness of children under 9 years old	11	51	62
Time off for breast-feeding (reduced working day or accumulated hours)	10	26	36
Reduced working day to care for each child under 16 months old	0	0	0
Reduced working day for legal guardianship	3	42	45
Reduced working day for premature birth, hospitalisation of new-born baby	1	0	1
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	1	2	3
Reduced working day to care for seriously ill family member in first level of consanguinity	3	1	4
Leave for women due to gender violence	0	0	0

11.00 REGIONAL MINISTRY OF EDUCATION

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

The promotion of effective equality for men and women in the Andalusian education system is one of the principal components of Law 17/2007 of 19 December on Education in Andalusia. This law also promotes the acquisition by pupils of values of harmonious coexistence in democratic society, participation, non-violence and equality for men and women.

Furthermore, Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia establishes as one of its objectives ensuring that public powers in all areas are linked to gender mainstreaming as an essential tool for complying with their gender equality responsibilities in the Autonomous Community. In addition, the 1st Strategic Plan for Gender Equality in Andalusia not only implements and makes effective compliance with Law 12/2007, but also consolidates the lines of work in place since 2005 under the 1st Plan for Gender Equality in Education.

Gender mainstreaming in the education area involves designing and assessing public policies and analysing the different positions of men and women therein.

The first step in establishing which measures will further equality is to understand the medium in which publicly funded education administration actions take place. In this context and analysing the education framework in Andalusia, the clearest examples of inequality are:

- Across all stages of the education system, girls have better qualification rates and year-pass rates than boys. Similarly, pupils of both sexes have different approaches to conflict resolution and different attitudes towards violence.
- Taken as a whole, there is a higher percentage of women teachers than men teachers in Andalusia. However, the gender distribution by category is not even, since there are more headmasters and male education inspectors.
- As regards involvement in the School Councils of publicly funded centres, women participate to a greater extent than men in all sectors – teaching staff, pupils, families and parents of pupils. However, fewer women than men occupy director posts in the multi-province federations and confederations of associations of parents of pupils (Spanish acronym AMPAS).

The implementation of the 1st Plan for Gender Equality in Education and of the provisions of Law 17/2007 on Education in Andalusia has resulted in certain advances over the period 2008 - 2012:

- A total of 91,784 places in 1661 publicly funded or mixed funding nursery education establishments, representing an increase of 565 establishments and 29,598 places. It is foreseen to reach 100,000 places during the current academic year.
- A total of 2101 educational establishments operate the School Day Extension Plan. The maximum number of refectory users envisaged is 222,088, of early opening facility users 100,329 and of extra-curricular activities users 223,363. This represents an increase of 300 educational establishments and 42,654 users of these services.
- In academic years 2008-2009 and 2009-2010, a total of 3965 male pupils and 5334 female pupils applied for and were awarded the "Beca 6000" grant. During the current academic year, a further 6000 such grant awards are anticipated.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

The resources-results of the Regional Ministry of Education for promoting gender equality are organised into two groups. The first includes those which aim to change stereotypes and values deeply rooted in society, and are largely responsible for furthering a change in behaviour. They affect all members of the educational community. They permeate the entire education system and therefore have a bearing on all the budget programmes for different levels of education. The second group includes resources which aim to facilitate the work/family life balance and forms part of budget programmes 31P Family Support Service and 42I Early Childhood Care.

Including equal opportunities and equal treatment actions in education has meant active and continuous commitment.

Assessment of the 1st Plan for Gender Equality in Education carried out during 2010/2011 by the Andalusian Agency for Education Evaluation showed that there is a greater level of reflection, awareness and critical judgement of equality and inequality within the educational community. According to the opinions of teaching staff and persons responsible for the Plan in educational establishments, the activities undertaken to implement it are having a noticeable effect on:

- Recognising gender equality in education and making it a normal concept.
- Lessening and even eliminating altogether the use of sexist language and stereotypes/prejudice in the dialogue and/or texts used by teaching staff and pupils, and increased visibility of the contribution of women in curricular texts and content.
- More frequent examples of harmonious coexistence and equal treatment, fewer cases of gender-related conflict and greater respect for and awareness of the situation of women.
- Awareness among teaching staff of the importance of coeducation.
- Better distribution of spaces and resources based on gender equality criteria.
- Increased awareness amongst pupils of the importance of allocating domestic duties equally between family members.
- Encouraging the participation of families in the coeducation and/or gender equality activities implemented in schools through meetings, events, information circulars and exhibitions.
- A lower incidence of sex discrimination attitudes.
- More literature available on coeducation and/or gender quality.
- Strengthening contacts with institutions and associations in the field, such as the Andalusian Institute for Women's Affairs, municipal women's units, women's associations, etc.
- Reviewing records and reports so as to be able to offer information broken down by sex and adapt the language used to make it more inclusive.

Using the results obtained in the 1st Plan for Gender Equality in Education, the 2nd Plan is now being drawn up.

The new Plan reaffirms the achievements made by the 1st Gender Equality Plan and makes new proposals for imparting equal and inclusive education which considers the diversity of women and men without the restrictions imposed on both sexes by stereotypes. The aim is to integrate the gender perspective through structural measures to change the Andalusian Education Service and its organisational culture. The 2nd Plan for Gender Equality in Education sets out four major objectives:

1. To put in place the conditions enabling schools to implement coeducational plans by means of school arrangement and curricular content organised by competences, with no gender bias.
2. To undertake activities in the educational environment to raise awareness of gender violence, prevent it from occurring and offer support to its victims so that it is entirely eradicated, encouraging the whole educational community to become involved.
3. To offer training and information activities that establish the foundations for real and effective equality, driving social transformation processes and changing sexist and discriminatory structures.
4. To ensure that gender perspective is integrated into the operation of educational administration, the bodies attached to it and the educational establishments controlled by it.

The educational intervention of this 2nd Gender Equality Plan is based on the fundamental principles of visibility, mainstreaming, inclusion and parity (this last area is a new feature in the 2nd Plan) and contains the following lines of strategic intervention: awareness raising, training and commitment; a gender-focused education project; eradication of gender violence and structural measures for the education system itself.

Detailed below are some of the activities which are already taking place or which are scheduled for academic year 2011-2012:

- Impetus for the Coeducation Schools Network and implementation of guidance for coeducation staff in publicly funded educational establishments.
- Roll-out of the activities of the Gender Equality Unit, part of the administrative structure of the Regional Ministry of Education as per Decree 275/2010 of 27 April, in order to implement the principles of equality and set up indicators to verify compliance with the aforementioned principles.
- Development of the Organic Rules in schools which govern the appointment of a person to the School Councils in such a way as to promote educational measures which further real and effective gender equality.
- Updating and maintenance of the Equality Portal on the Regional Ministry website so that it continues to offer catalogues of publications, experiences, regulations and links of interest to teaching staff and families in Andalusia.

- Complete implementation of the new protocol on procedures in cases of gender violence in the educational environment, facilitating increased awareness in order to detect such events and setting involvement guidelines for pupils, families, teaching staff, management teams and departments or guidance teams.
- Notice of the 6th Edition of the Rosa Regás Awards for curricular materials with clear coeducational value.
- Invitation to tender for financial aid in creating educational materials, innovative projects and research projects on gender equality issues, and new invitation to tender for financial aid for AMPAS coeducation projects.
- Cooperation in designing and adapting the 1st Comprehensive Plan for Gender Violence Prevention and Awareness Raising in Andalusia.
- Contributing experiences and good practices, participation in the *Intercambia* Network, the national exchange network for gender equality in education.
- Participation in the annual study on gender violence sponsored by the Directorate-General for Gender Violence Issues.
- Institutional cooperation with the Regional Ministry for Equality and Social Welfare, involving the Andalusian Institute for Women’s Affairs, on developing the “Detecta” study. The aim of this study is to identify the degree of sexism among 14 to 16 year-olds in Andalusia and its implications for preventing gender violence amongst Andalusia’s young people.
- Publication and distribution of award-winning works at the 23rd and 24th editions of the Antonio Domínguez Ortiz and Joaquín Guichot Awards for innovation and research in education which include the gender perspective.
- Holding provincial seminars on Gender Equality in Training, “Building Equality”, dedicated to education, dissemination of educational materials and exchange of experiences.
- Publication of the results of the research on Causes of differences in performance at school seen from the gender perspective and measures for intervention, a project which applied for and received G+ Fund financing.

31P FAMILY SUPPORT SERVICE

Within the framework of all the family support measures which aim to facilitate the work/family life balance and the integration of women and men in the work environment in equal conditions, the School Day Extension Plan is in operation in Andalusia. In accordance with this Plan and the legislation governing it, if there is a minimum established demand then educational establishments may extend their opening hours and remain open seven days a week throughout the entire year (except August) to offer additional services of early opening, refectory and extra-curricular activities.

Described below is the development of this service in recent years in terms of number of users. In the current academic year 2011 – 2012, a total of 2101 schools are enrolled in the scheme and 222,088 requests for the refectory service have been received, 100,329 requests for early opening facility and 223,363 requests for extra-curricular activities.

Year	Refectory	Early opening	Extra-curricular
2005-2006	124,570	32,384	173,367
2006-2007	143,875	44,579	186,910
2007-2008	169,833	61,705	228,633
2008-2009	189,136	74,037	239,953
2009-2010	188,838	77,836	222,985
2010-2011	196,313	83,550	218,168

In order to encourage sport for fun, recreation and as an essential complement to the overall education of pupils in the compulsory education age group, budget programme 31P implements the Sporting Schools programme outside school hours as an extra-curricular activity. The teams and sports practitioners must be selected from among the boys and girls participating in the programme in such a way as to ensure that encouraging and doing sport takes place on gender-equal grounds. Accordingly, since 2005 all the teams competing in the Andalusian schools sports tournaments have been mixed teams, a clear break with previous practice, and today mixed teams are the norm. The programme also covers the sports promotion area through the School Residences Sports Tournament (Spanish acronym EDREA) and the Andalusian Schools Sports Tournament (Spanish acronym EDEA).

Since academic year 2009 – 2010, a grant worth 6000 euros per year, called the “BECA 6000”, has been available to pupils from low-income families who finish their compulsory education and wish to continue with “A” levels or vocational training. The grant aims to offset the lack of wages they would bring in to the family home if they were working. It is governed by Decree 59/2009 of 10 March, which extends the range of family support measures. Since academic year 2009 – 2010, a total of 9299 pupils have applied for the grant and for 2011 – 2012 it is anticipated that a further 6000 such grants will be disbursed.

In addition to providing support for low-income families, this measure may also help lessen the gap between the number of male versus female students who go on to higher education, since the lower number of male students at this level may partly be explained by the stereotype that boys enter the labour market at a younger age. In sum, this measure may be useful in balancing out the existing inequality and having a positive knock-on effect on increasing attendance at school beyond compulsory age and improving performance at school by boys.

To conclude this section, we highlight an important new feature for academic year 2011 – 2012: the “Andalusia Second Chance” grant. This grant specifically targets the sector of the population termed “early school leavers”, and aims to be a valuable tool for facilitating their return to the Andalusian education system by, on the one hand, offsetting the loss of income caused by return to study and, on the other, offering them a higher level of education. This will give them increased chances of finding employment once they finish studying and the possibility of entering the labour market with enhanced employability. Linked to effort and academic performance, this grant should be of benefit to 1500 male students and 1500 female students.

42A MANAGEMENT AND GENERAL SERVICES FOR EDUCATION

The main purpose of this budget programme is to provide human, technical and administrative support to all the Regional Ministry’s executive departments so that each one of them carries out their functions making efficient use of the material, economic and personnel means and resources allocated to them.

Important amongst gender equality actions is the preparation of gender impact reports on the regulatory provisions which call for them. Over the period 2008-2012, a total of 65 gender impact reports have been drafted. Separately, mention must be made of the planning, design and execution of the tasks required to create and maintain the Regional Ministry’s information systems, among which is

the Séneca_Pasen information system for managing educational establishments. It offers remote access to management staff, parents and legal guardians alike so that they can communicate easily with each other and the work/family life balance for all members of the education community is facilitated.

The Training Plan for 2012 will run the course “Gender and education. Development and implementation of equality measures and strategy”. This course is for General Administration staff and aims to supply information on the 1st Plan for Gender Equality in Education and the 1st Strategic Plan for Gender Equality in Andalusia.

42B TEACHER TRAINING

Teachers themselves are a target population for actions promoting equality between men and women, and at the same time play a significant role in furthering equality policies since an important part of their day-to-day work involves transmitting values and behaviour models to pupils.

2012 will see the continuation of training activities relating to the Plan for Gender Equality in Education. These activities cover initial training of teachers in coeducation matters in all publicly funded schools, and training for schools management. Also envisaged are courses on coeducation for families, imparted through the Andalusian network of coeducational schools.

In the area of teacher training, training in didactic and methodology strategies is envisaged to contribute to furthering enterprise culture and thus future employability for pupils, as part of the actions of the 1st Plan to Promote Enterprise Culture in the Andalusian public education system.

In cooperation with the Directorate-General for Gender Violence Issues within the Regional Ministry for Equality and Social Welfare, Teacher Centres offer training activities for the prevention of gender violence.

42C INFANT AND PRIMARY EDUCATION

A measure which has major positive impact on facilitating the work/family life balance is schooling for children in the second stage of infant education, i.e. 3 to 5 year-olds, which although not compulsory has a 100% rate of uptake and is 97% financed by public funds.

In 2012 coeducation projects will continue to be carried out. Their objective is to promote the concept of gender equality amongst pupils and eradicate discriminatory stereotypes and behaviour by means of strategies and modes of intervention designed by teaching staff themselves, and by publishing and circulating materials which highlight women's contribution to knowledge (guides for teaching staff and data sheets for pupils).

As regards the second stage of infant education and the first year of primary education, in accordance with the timetable for implementing new teaching as stipulated by the Organic Law on Education (Spanish acronym LOE), educational establishments include classes on citizenship and human rights which place particular emphasis on male-female equality.

To conclude this section, mention must be made of the Governing Council Agreement of 6 September 2011 which approved the Plan for Labour Opportunities in Andalusia (OLA Plan), also applicable to budget programmes 42D and 42H, which will be implemented in academic year 2011-2012 with a view to cutting unemployment rates and enhancing the employability of men and women through construction and improvement works carried out on educational establishments.

42D SECONDARY EDUCATION AND VOCATIONAL TRAINING

As a new feature for academic year 2011 - 2012, this budget programme includes the implementation of the Plan to Promote Enterprise Culture in the Andalusian education system, approved in June 2011. This Plan has been designed with gender perspective in mind and aims to further teaching in primary, compulsory secondary, "A" level and vocational training education. It will develop basic skills in enterprise culture for pupils and will teach them how to tackle their personal and professional projects on the basis of equality. In this respect, the aim is to correct the perception that enterprise initiative depends on gender, and to work on areas such as fear of failure, creativity, self-discipline, self-confidence, personal independence and work planning.

Additionally, in the first, second and third years of compulsory secondary education, the optional subject Social Change and Gender will continue to be offered. Since 2008, a total of 34,518 boys and 28,840 girls have taken this subject in around 500 schools.

The analysis of information broken down by sex on students going on to "A" level education or vocational training has also continued. This analysis provides information which reveals differences between male and female students' access

to resources, both in terms of absolute figures and in terms of their distribution across different educational streams and different professional categories currently predominated by one sex or the other. Secondary Education Guidance Departments will promote balanced access by both sexes to the different “A” level streams and vocational training courses so that students’ choices are not dictated by their sex.

Furthermore in this budget programme’s remit, the final touches are being made to the 2nd Plan for Vocational Training in Andalusia 2011 – 2015. Its aim is to reinforce quality vocational training which takes equal opportunities into account and is flexible enough to adapt to the requirements of the labour market and the socio-economic reality of Andalusia.

In the area of assessment and accreditation of professional skills acquired through apprenticeships and/or non-formal education or training, a joint call to meeting is planned with the Regional Ministry of Employment to establish a procedure for assessing and accrediting the aforementioned in Andalusia for a total of 12,000 persons in this situation. This will favour accreditation of professional profiles in strategic sectors such as health emergencies, nursery education and services relating to the Law on Dependency.

42E SPECIAL NEEDS EDUCATION

The purpose of this budget programme is to provide the human resources and materials necessary for attending to pupils with special educational needs during part or all of their schooling, providing them with specific educational support in accordance with the principles of non-discrimination and standardisation in education to ensure that such pupils are integrated.

In place for academic year 2011 – 2012 is the action plan for covering the educational needs of academically gifted pupils. The aim of the Gifted Pupils Plan is to identify such pupils more accurately and offer them opportunities for fully developing their potential. In this way the education system provides a specific response to these pupils and prevents them from becoming frustrated and even dropping out of school.

42F COMPENSATORY EDUCATION

Pupils with specific educational needs due to disadvantaged socio-economic background are those with the highest school drop-out rates and the lowest levels of qualification.

Equality is included across the education system as the fundamental principle of an inclusive school, offering compensatory education to balance out inequalities which, taking into account the individual, social and cultural needs of each individual, promotes effective equal opportunities. To achieve this, various actions in compensatory education are promoted, such as measures to combat truancy, the implementation of compensatory education programmes and special support programmes, mentoring, increased school hours, and improved services for foreign students. In these cases, the gender variable combines with other causes of inequality (immigrant status, ethnic origin, rural isolation) so specific actions targeting these areas must be considered.

Educational guidance teams and guidance departments in schools themselves also develop programmes and activities for offering academic and professional guidance with no gender bias.

The Andalusian Observatory for Harmony in Schools is involved in the innovation project “Better knowledge of equality and the prevention of gender violence during adolescence and young adulthood”, carried out in the framework of the Agreement signed between the Ministry for Equality and Madrid Complutense University. The purpose of the project is to analyse the current situation of secondary school pupils as regards equality and exposure to gender violence. Its results reveal the significant role of specifically covering the topic of gender violence in school, since approaching it directly lessens the main risk factors such as justifying violence, encouraging it, and the tendency to minimise the importance of emotional abuse, all of which are often the first symptoms of gender violence in couples which starts in adolescence.

As preventive measures, the actions listed below can be implemented in the school environment:

- Availability of materials for approaching this topic in the classroom.
- Special training for teachers on prevention of gender violence and coeducation.
- Improved tutorial action plan for increasing impact in these areas.
- Implementation and improvement of the Harmony in Schools Plan, including these areas in a general and systematic manner.

Another aspect of the Regional Ministry of Education’s inter-institutional cooperation is development of the “Detecta” study with the Regional Ministry for Equality and Social Welfare and the Andalusian Institute for Women’s Affairs. The aim of this study

is to identify the degree of sexism among 14 to 16 year-olds in Andalusia and its implications for preventing gender violence. The Regional Ministry is likewise involved in the *Intercambia* network, the national network for gender equality in education, where Andalusian experiences and good practices can be shared. Furthermore, it is involved in designing and adapting the 1st Comprehensive Plan for Gender Violence Prevention and Awareness Raising in Andalusia.

On the Regional Ministry of Education website is the Harmonious coexistence portal⁵, a virtual space open to teaching staff and families in Andalusia for dissemination of the most significant experiences of equality issues in education and a meeting point for Andalusia's entire educational community. The Portal contains a catalogue of publications, experiences, extracts of regulatory texts, links of interest and a suggestions box.

In academic year 2011-2012, the new protocol on procedures in cases of gender violence in the educational environment will come into effect, facilitating increased awareness in order to detect such events and setting intervention guidelines for pupils, families, teaching staff, management teams and departments or guidance teams.

The main feature of the new phase of the Andalusian network *The School: a place for peace* is the creation of spaces, resources and opportunities for sharing experiences of harmonious coexistence, and setting up an external assessment system to ensure that criteria of objectivity and excellence are applied for belonging to this network. Educational establishments which elect to join the network may focus on planning a specific action area for improving harmony within their establishment which runs in parallel with their own programmes in the area. In addition, schools presenting a proven example of success and creating or sharing educational materials on the subject may be recognised as a School Promoting Positive Coexistence ("Coexistence+") following evaluation of the work carried out. The network reinforces values such as inclusion, gender equality, respect, social justice, tolerance and freedom as a means of comprehensive individual development, teaching pupils the concept of harmony in difference and diversity and how to manage conflicts without resorting to violence.

42G ADULT EDUCATION

Integration and inclusion in society and the professional world is one of the objectives of adult education in Andalusia. It particularly targets women, who form a large proportion of students in adult education centres and who do not start off on an equal footing in the labour market.

5 <http://www.juntadeandalucia.es/educacion/plandeigualdad>

This budget programme organises its competences from two angles. One is flexibility in terms of access and offer, achieved through accrediting skills already acquired and offering the possibility of studying part-time or by modules. This permits students to adjust their learning rhythm to the time they have available and thus create their own study timetable. The other concerns innovation in learning and in teaching, so that it is possible to study in ways other than classroom-based learning which is sometimes too demanding in terms of the amount of time which must be spent in an adult education centre.

There are more distance-learning options on offer for academic year 2011-2012. Learning is carried out entirely via the Internet, which fits the requirements and interests of adults seeking a second chance to obtain qualifications from the education system.

42H SPECIALIST TEACHING SYSTEMS

Studies in this teaching system usually run parallel to those in the general education system, since they are often combined. There are differences both in the absolute numbers of boys and girls enrolled and in the distribution by sex across some of the subject areas in the specialist system. These differences are being studied so that the appropriate corrective measures can be implemented.

42I INFANT/NURSERY EDUCATION

In 2008 the Regional Ministry of Education became responsible for nursery schools; the infant and nursery education programme aims to make schooling universal across the infant age group (0 to 3 year-olds) and thus facilitate the work/family life balance for Andalusian families.

Along with early opening facility, school refectories and extra-curricular activities offered by publicly funded educational establishments, schooling for children in this age group makes the Regional Ministry part of an important set of measures for promoting equality for women and men and for facilitating the work/family life balance for parents or legal guardians, in addition to encouraging contact between families, schools and teaching staff.

In order to plan the availability of places in school and meet the needs of families, the Regional Ministry of Education continues to enter agreements for funding existing places in infant/nursery schools with local authorities, other Public Administrations and private entities.

For academic year 2011 – 2012, there are 1661 publicly funded or mixed funding educational establishments offering infant/primary education, 565 more establishments than in academic year 2008 – 2009. This increase is reflected in the total number of places available - 100,000 - in such centres for academic year 2011 – 2012, as compared with 62,186 in academic year 2008 – 2009.

54C INNOVATION AND EVALUATION IN EDUCATION

Budget programme 54C Innovation and Evaluation in Education is for modernising and improving the education system and fitting it in with the new demands and dynamics of the global community, at the same time as expanding the infrastructure and services for facilitating the work/family life balance. All the measures adopted under the Equality Plan described in the Introduction form part of this budget programme.

Furthermore, to continue equipping the education system with ICTs and facilitating access to information and communication technology for all pupils, during academic year 2011 – 2012 the integration of the ICT 2.0 School will be completed in years one and two of compulsory secondary education so that ICT facilities are available to all pupils from ages 10 to 14.

11.31 ANDALUSIAN AGENCY FOR EDUCATION EVALUATION

The general objectives of the Andalusian Agency for Education Evaluation, the administrative agency attached to the Regional Ministry of Education, are to foment quality and on-going improvement in the Andalusian education system. In exercising its functions, it endorses evaluation and self-evaluation culture in all spheres of education (with the exception of universities), and specifically in pupil learning processes and results, the activity of teaching staff, educational procedures, management, the operation of educational establishments, inspection, education support services and education administration itself.

The Agency's General Action Plan for academic year 2011 – 2012 is framed by the lines described previously and by Law 17/2007 of 19 December on Education in Andalusia. It focuses on key elements having direct impact on quality in the education system and on improving pupil performance in accordance with the provisions made for this purpose in the aforementioned Law.

54C INNOVATION AND EVALUATION IN EDUCATION

The Governing Council Agreement of 19 January 2010 approved the 1st Strategic Plan for Gender Equality in Andalusia 2010 – 2013, the fundamental tool for ensuring that gender perspective is included in the public policies implemented by the Administration of the Regional Government of Andalusia. The Plan contains eight lines of action for furthering equality and social change among the population. Within this legal framework, and as part of the Regional Ministry of Education Gender Equality Unit, the Andalusian Agency for Education Evaluation intends to develop the measures listed below:

- Monitoring the inclusion of gender perspective in the reports, analyses and studies carried out by the Andalusian Agency for Education Evaluation.
- Applying the principle of merit and ability and fomenting the balanced distribution of women and men in the management positions of the Andalusian Agency for Education Evaluation. There was parity over 2011 and this will be maintained in 2012.
- Systematic incorporation of the gender variable in the statistics, studies, reports, research and surveys sponsored by the Andalusian Agency for Education Evaluation by means of adapting the different information and logging systems. Each one of the evaluation tests performed by the Agency, such as analysis and scale, will include the gender variable.
- Monitoring the introduction of gender perspective in the programmes and actions sponsored by the Andalusian Agency for Education Evaluation, particularly in projects, research and studies subsidised by the Administration of the Regional Government of Andalusia.
- Drawing up the measures required for gender mainstreaming in the public procurement, grants and subsidies of the Andalusian Agency for Education Evaluation.
- Specifying preferential treatment clauses in awarding public contracts for companies holding the “excellence in equality” seal once this seal has been legally established.
- Specifying a preferential treatment clause in awarding public contracts when bids are equal for companies which can demonstrate that they have in place, or have developed in recent years, an action plan for promoting equal opportunities for men and women.

- Promoting equal distribution of men and women in the executive bodies and other positions of responsibility within the Andalusian Agency for Education Evaluation.
- Promoting activities to facilitate work/family life balance amongst the staff of the Andalusian Agency for Education Evaluation, such as flexible working hours and continuous working day, particularly for staff with children under three or with family members requiring special care.
- In the programme for quality and improvement in performance at school, the approved actions for meeting the objectives established by the G+ Programme will be implemented taking gender perspective into account.

3. PERSONNEL

Work/family life balance practices implemented in the Regional Ministry of Education

The provisions and measures for work/family life balance for Regional Ministry staff, administrative and services staff and teaching staff alike, are those established across the board for all civil servants and non-civil service staff in the Regional Government of Andalusia.

In specific instances, there are particularities as regards the bases applicable to temporary staff covering requirements arising in the public education system⁶.

Rejecting the location assigned implies definitive exclusion from supply lists for vacancies or replacements, unless the cause of the rejection relates to maternity, adoption or fostering or having a child under three. Moreover, in such cases the duration the appointment would have lasted is considered as a period effectively worked for the purpose of calculating time of service. If the cause of rejection is having a child under six, the appointment need not be taken up until a formal ruling is made.

⁶ The bases applicable to supply teachers are specified in the Directorate-General for Human Resources Management Resolution of 31 May 2004, modified by the Resolution of 27 May 2005 and the Resolution of 27 May 2009.

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of Education in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	463	463
Paternity leave	468	8	476
Birth, adoption or fostering, pre-adoptive or permanent	151	3952	4103
Additional leave for birth or adoption	213	2841	3054
Travel prior to international adoption or fostering	26	40	66
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	8153	22,878	31,031
Infectious-contagious illness of children under 9 years old	0	0	0
Time off for breast-feeding (reduced working day or accumulated hours)	182	3254	3436
Reduced working day to care for each child under 16 months old	0	0	0
Reduced working day for legal guardianship	226	1121	1347
Reduced working day for premature birth, hospitalisation of new-born baby	1	130	131
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	0	0
Reduced working day to care for seriously ill family member in first level of consanguinity	2	7	9
Leave for women due to gender violence	0	0	0

12.00 REGIONAL MINISTRY OF THE ECONOMY, INNOVATION AND SCIENCE

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

The main responsibilities of the Regional Ministry of the Economy, Innovation and Science are in the following major areas: promoting economic activity, finance policy, enterprise development and innovation, planning the economy, social economy, industrial, energy and mining activities, fair trading, university education, coordinating and furthering research in science and technology, developing the information society in Andalusia, fomenting enterprise culture, and lastly activities in the field of statistics and cartography.

During the current term of office, the Regional Ministry has undertaken an analysis of gender inequalities in its areas of responsibility and has implemented positive action measures in areas where male-female inequalities have been identified.

In the social economy area, for example, it was found that 55.3% of company staff were men and 47.7% women. Against the backdrop of economic recession, the Regional Ministry has implemented measures for encouraging higher involvement of women in Andalusia's social economy such as incentivising special training courses and specific subsidies for women to set up social economy enterprises or to join already existing ones. This has resulted in a significant increase in the number of women making up the human capital of social economy, business services activity showing the best results.

In the area of university education in Andalusia, the Regional Ministry has found that progress has been made in integrating the principle of equal opportunities as a central pillar of all the policies and programmes implemented in this area. However, there is still room for improvement in making women more visible and achieving the same levels for women as currently enjoyed by men in representation bodies.

As regards university studies, there is horizontal segregation insofar as there are still areas considered female and areas considered male. In other words, there are more women studying areas of knowledge relating to the roles traditionally allocated to women, rather than those relating to male roles where male presence is significant. Furthermore, vertical segregation can be observed in the areas of greatest power, fundamentally occupied by men. Despite access to positions and representation bodies being equal, there is a higher proportion of men in these positions and also in the management bodies and positions of higher hierarchical responsibility in academic institutions.

As far as male and female graduates are concerned, certain inequalities can also be observed. Although more women than men qualify from university and obtain better average grades, it is harder for them to then find employment directly relating to their studies and they are often paid less.

In the field of research in science and technology, and innovation and technology transfer in the Andalusian Science-Technology-Business system, figures for 2009 show that researchers in Andalusia were 39.5% women and 60.5% men. However, if all R+D staff are considered (researchers, engineers and support staff), the gender imbalance is lower, with 40.9% women and 59.1% men.

As regards the beneficiaries of incentives for trainee researchers, figures for 2010 show that there were 425 female beneficiaries and 325 male beneficiaries. This information, analysed alongside that which shows that more females than males are enrolled in university education, makes it clear that the majority of individuals in the highest levels of education and training are women. Moreover, following a number of notices to apply for "Talentia" grants, the figures for 2010 show a fairly balanced distribution of 63 male applicants and 40 female applicants.

The same cannot be said for university Chairs, since female professors are still in the minority in Andalusia's universities and at the national level; likewise in the minority are female heads of research teams. However, amongst university lecturers and single member bodies in universities there is a more balanced female presence.

In the area of Information and Communication Technologies (ICTs), National Institute of Statistics indicators on the information society in Andalusia show a persistent digital gap in gender terms, both for computer and Internet use and time spent using computers. However, amongst younger men and women and amongst those with higher levels of education and training, this gap scarcely exists.

In current times, so strongly marked by new ways of learning and new ways of working, equal access for women and men to the information society and promotion of enterprise are fundamental action areas for preventing a reverse in the achievements made in equality matters. It is therefore essential to continue working to close the two digital gaps: the first relating to use of ICTs by men and women, and the second to the presence, representation and leadership of women in this new environment of information society.

2. RESOURCES–RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

42J UNIVERSITIES

Since 2007, the Programme Contract between the Regional Ministry of the Economy, Innovation and Science (Spanish acronym CEIC) and universities, with results-based funding, has established a set of commitments that each university makes to the Regional Ministry. For gender equality, there are three objectives aimed at increasing female presence in university Chairs, as directors of research projects and on the governing bodies of publicly funded universities in Andalusia.

The actions planned for 2012, based on the objectives set out in the Funding Model for Publicly Financed Universities in Andalusia 2007-2011, will continue to promote the involvement and advancement of women in university education and in decision-making bodies. Specifically, these actions are:

1. Allocating funding to universities in Andalusia according to the proportion of Chairs held by women. The goal is for there to be at least 20% female professors by the end of the budget year.
2. Allocating funding to universities in Andalusia according to the number of female heads of research projects. The goal is for there to be 20% female heads of research projects by the end of 2012.
3. Allocating funding to universities in Andalusia according to the proportion of women in the governing and representation bodies of universities. The goal is for there to be 40% women in these bodies by the end of 2012.

Likewise, efforts to integrate gender perspective as a central pillar of all activities by publicly funded universities in Andalusia will continue. Development of the structure and function of equality units created in each university will be encouraged; the implementation of specific equality plans will be promoted in universities which do not yet have them in place; and studies and research into analysing the situation as regards introducing the principle of gender equality will be fostered.

54A SCIENTIFIC RESEARCH AND INNOVATION

Amongst its principles and values, the Andalusian Plan for Research, Development and Innovation (Spanish acronym PAIDI) 2007 – 2013 endorses ensuring equal opportunities and facilitating access for women to research projects on excellence and innovation.

To meet these objectives, since 2008 PAIDI has been continuously implementing a variety of initiatives for the duration of the current term of office (2008 – 2012). These are shown in the table below:

Tools for the promotion of gender equality implemented over the period 2008 – 2012 by the Directorate-General for Research, Technology and Business

BUDGET ACTIONS	GENDER EQUALITY MEASURES
ORDER of 11 December 2007 on incentives for partners of the Andalusian Knowledge System	<ul style="list-style-type: none"> - Reserve for providing 20% of funding in research projects with female directors - Criterion for selecting applications: % of female participants - Composition of assessment committees based on parity criteria
ORDER of 3 September 2007 on funding for R+D groups in Universities	<ul style="list-style-type: none"> - Special consideration for groups comprising principally women
AGREEMENT of 10 June 2007 on Funding Model for universities in Andalusia	<ul style="list-style-type: none"> - Assessment criteria for Operational Funding– Research Chapter: % female chairs and % female head researchers - Assessment criteria for Operational Funding – Innovation Chapter: Index of university executive and management bodies complying with parity criteria
ORDER of 30 April 2010 on regulatory bases for awarding “Talentia” grants	<ul style="list-style-type: none"> - Deadline for application for grant extended to up to one year after obtaining degree
ORDER of 9 December 2008 on incentives for enterprise initiative	<ul style="list-style-type: none"> - Inclusion of projects which facilitate work/family life balance - Inclusion of projects principally promoted by women - Requirement for company creation projects that they have gender equality plans - Budget reserve of up to 20% for companies and projects promoted by women - Assessment criteria: degree of participation of female entrepreneurs - Assessment criteria: Actions aimed at effectively achieving gender equality

The implementation of these tools over the current term of office has had a clearly positive impact on the majority of gender equality budget indicators. For example, the amount of female trainee researchers increased by 26.6% between 2008 and 2012, and the amount of female head researchers in R+D groups increased by 30.3%.

The PAIDI system of advancement and incentives based on merit aims to improve the qualification of professionals in the Andalusian Knowledge System (R+D+i). One of the primary objectives of budget programme 54A for 2012 is to further the presence of women in research activities in order to achieve effective gender equality. This will have a knock-on effect on encouraging young women to start careers in research, on developing training programmes for innovation for research staff in research groups, and on increasing the participation of women in the productive fabric of Andalusia and in university executive and management bodies.

To achieve this, the goals established for the 2012 Budget are to train 743 females in research projects and 83 females through “Talentia” grants; to contract 60 women for excellence projects; and for there to be 8910 women in research groups, 525 of which will be led by women.

54H MANAGEMENT AND GENERAL SERVICES FOR ECONOMY, INNOVATION AND SCIENCE

The management department for this budget programme, the Departmental Secretariat, is the body responsible for running this programme. It is a markedly horizontal body, providing administrative and technical support to the other executive departments in the Regional Ministry. It is also responsible for the functions of the Gender Equality Unit.

Among the actions planned for 2012 to continue improving the inclusion of gender perspective in the scope of the Departmental Secretariat’s responsibilities are:

1. To foster training and awareness-raising among Ministry personnel and special purpose vehicle personnel as regards the scope and meaning of the principle of equal opportunities by means of training activities.
2. Planning and organising human resources, applying family/work life balance measures.
3. Promoting the structural, organisational and functional development of the Gender Equality Unit (hereinafter referred to by its Spanish acronym UIG) to consolidate it as a stable structure for planning and advising the Regional Ministry’s executive departments in the application of equality policies in their areas of competence.
4. Continuing the activities started by the UIG in 2010 and developing any others necessary for the implementation, monitoring and assessment of the 55 measures contained in the 1st Strategic Plan for Gender Equality in Andalusia 2010-2013 (IMHA) in which the Regional Ministry is involved.
5. On-going implementation of the Equality Training Plan launched in 2010 and promoted by the UIG in coordination with the Personnel Department. Scheduled for this year are two classroom-based training activities held in central offices and one via videoconferencing in Provincial Government Offices. They are for technical personnel; 25 individuals will participate in each session and the distribution by sex of participants should be equal.

6. Submission to the Andalusian Institute for Women's Affairs of the Gender Impact Assessment Reports on the draft Bills, Rules and Plans which must be approved by the Governing Council.
7. As regards services for citizens, the objective remains in place of breaking down by sex the statistics on the activity of the Citizens' Services Offices (Spanish acronym SAC), both for face-to-face services (Provincial Offices of the Economy, Innovation and Science) and for telephone services (single Regional Ministry information number), objectives included for 2012 being:
 - The introduction of gender perspective in measuring satisfaction of users of the service, by means of breakdown by sex of the results of surveys.
 - Six-monthly qualitative analysis reports based on the comments received from SAC users.
8. Distribution and circulation of the gender perspective studies, reports and publications generated by Regional Ministry executive departments on their areas of competence.
9. Participation in the Interdepartmental Committee for Gender Equality, in the Gender Impact Commission for the Budgets of the Autonomous Community (2 positions on the Commission) and in the Institutional Committee of Andalusia for coordinating and monitoring activities aimed at eradicating gender violence.

54I TECHNOLOGY SERVICES FOR CITIZENS

This budget programme pursues four main objectives which, taken as a whole, aim to respond to the requirements identified in the digital gender gap. This gap is clear in two fundamental areas: one concerns male-female access to the Internet, this service generally proving to be less available for women, and the other caused by lower levels of technology skills among women, due to their continued lack of presence in the ICT world.

The four objectives are:

1. To increase business competitiveness and productivity by fomenting the incorporation and use of ICTs, placing special emphasis on closing the gender gap in this area.

To reduce gender imbalances, different lines of work are considered and developed through the "Innovation Cheque" programme, development of

the innovation sector and the activities implemented to strengthen the ICT sector. Significant among the actions planned are: gender issues training for the technical personnel involved in developing programmes for companies, so that they become aware of and acquire technical skills for addressing the gender gap; specifically targeted actions for increasing the involvement of businesses run by women in programmes to foster use of ICTs and innovation in the enterprise fabric of Andalusia; and the analysis and review of actions for strengthening the ICT sector so that it has a greater impact on reducing gender imbalances.

As budget indicators, taken into account will be female-run businesses using ICTs – the first digital gender gap – and also consultancy companies run by women for training other companies, i.e. the second digital gender gap. Over the last four years, only 15% of the companies participating in such programmes can be considered “women’s companies”. The Innovation Cheque programme reveals more encouraging data however, with 21.8% participation by women’s companies, and 21% self-employed females or female-run consultancy companies approved for offering such services.

2. To promote equal opportunities for access to the information society by means of establishing environments which favour citizens’ collaboration, participation and social innovation.

To meet the objective of closing the first digital gender gap, work will continue on bringing individuals into the information society by offering tutoring to users of the Innovation Cheque programme, the Guadalinfo CAPI (public access to internet centres) programme, and the new “Web Presence” programme which is briefly described below.

The Web Presence programme defines and implements a comprehensive strategy for using the Internet which highlights the benefits for citizens, particularly women, of being familiar with and using it. The project will facilitate access to given services and platforms for developing the information society, promoting opportunities for developing added value services which have an impact on furthering social innovation.

In this respect, the number of female users of Guadalinfo-CAPIs and Andalusia Digital Commitment has increased over the last four years. In the case of Guadalinfo, it has risen from 222,618 registered female users in 2008 (50.6% of the total) to 396,135 in 2011 (51%), and in the case of the Andalusia Digital Commitment project launched in 2008, the number of female users is 24,268 and the number of male users 15,508.

Moreover and amongst other actions, the second digital gender gap will be tackled by the Andalusia Digital Commitment programme. Participating in it are both users and persons who offer tutoring on a voluntary basis. These volunteer tutors have traditionally been men, so one of the programme's goals is to encourage more women to undertake this activity and thus strengthen the presence and leadership of women in the ICT world. Efforts in this area have borne fruit: in 2008 the proportion of female volunteer tutors was 39.9%, but by 2011 this had increased to 48%, 2032 female tutors out of a total of 4232.

3. Impetus and development of intelligent administration in other administration areas.

Diverse reports on the digital gender gap in Andalusia reveal that fewer women than men use public electronic facilities in Local Administration, a reflection of their lower use of ICTs in general. However, no detailed information is available on use of e-Administration in Local Administration. In order to obtain information broken down by sex, the current systems offering public electronic services will be adapted.

With a view to effectively closing the digital gender gap, for 2012 a series of actions are planned for raising women's awareness of the possibilities offered by Local e-Administration in their daily lives.

4. To further and consolidate innovation projects and promote enterprise culture in education.

On 28 June 2011 the Enterprise Culture in Education plan was approved. This Plan takes gender perspective into account in its design, implementation and monitoring, and also in its reach. One of its objectives is to foster enterprise culture among women and thus prevent a gender gap from occurring in this area.

61K EUROPEAN FUNDS AND ECONOMIC PLANNING

The Directorate-General for European Funds and Planning, the department which runs this budget programme, has responsibilities in two different action areas: economic planning for the Autonomous Community of Andalusia and responsibilities as regards European Funds.

In the area of economic planning, it acts to promote gender equality by undertaking all the work and studies for the preparation, monitoring and assessment of economic planning for the Autonomous Community. Thus, for example, in the annual monitoring

and assessment of the Competitiveness Strategy for Andalusia 2007 – 2013 and the “Europe 2020” strategy, a system of statistical indicators has been used in order to break down by sex the information in different areas referring to persons.

Along the same lines and in order to round off the monitoring and assessment of regional economic planning for Andalusia, a “gender inequality index for Andalusia” (hereinafter referred to by its Spanish acronym INDESGEN) has been created, financed by the Regional Ministry of Finance and Public Administration G+ Fund. The aim is to improve knowledge of existing inequalities between men and women in Andalusia from the economic perspective, by means of creating an index summarising the differences detected between sexes in a number of diverse but related fields, principally work (paid and unpaid), income, level of education and participation in decision-making.

INDESGEN collates information broken down by sex from diverse statistical sources, providing a single measurement of gender inequality which can be compared over time in order to see whether this phenomenon is increasing or decreasing in Andalusian society. It also enables the factors which create greater gender inequality in the economy to be known, since not all the areas investigated (work, income, education etc.) affect inequality to the same degree or present gender differences in the same way (there are areas which analyse differences between men and women). Such an analysis therefore allows inequalities in different areas of the economy to be identified, and this can be useful for designing future equality policies.

The INDESGEN for Spain as a whole provides a national benchmark against which to analyse results in Andalusia, since comparisons can be made for a given year, or for development over time, between different areas of the country, given that the same methodology is applied in both calculations. The design of INDESGEN permits simple interpretation of results and provides information on which sex is in a better position in each of the areas analysed.

Over 2011 the finishing touches were made to the design of the INDESGEN methodology and the annual sets of information for the period 2005 – 2009 have been calculated. This is accompanied by a report analysing the results obtained, and a monograph looking specifically at unpaid work is being prepared.

Two INDESGEN calculations are scheduled for 2012 (an interim calculation for 2010 followed by the definitive calculation) which will be accompanied by the corresponding results analysis report and a monograph on one of the areas investigated in the index. This information will be published on the website of the Regional Ministry of the Economy, Innovation and Science.

In the area of European Funds, the actions described below are significant:

1. Measures for verifying and ensuring that where actions are co-financed with European Funds, the managers of these budget monies coming from the European Union have adhered to the EU equal opportunities policy.
2. As regards monitoring and assessment of Operational Programmes, and working with managers, actions which are to be co-financed with European Funds must comply with all regulatory requirements of the principle of equal opportunities and, as far as possible, have some effect on eliminating existing inequalities.
 - Today there are more stringent requirements for approving operations which can be co-financed with European Funds. Managers must fill in a section on the principle of equal opportunities for men and women, and this requires them to think about and assess how co-financed actions will impact on achieving this principle and on how gender perspective will be applied.
 - In a similar manner, specific analysis has been made of the inclusion of equal opportunities in the European Social Fund Operational Programme for Andalusia. A report has been written which analyses the equal opportunities strategy from the perspective of integrating this horizontal principle into the objectives and measures of the Programme.

The main results of the report, finished in June 2011, concern how the gender gap has changed in Andalusia since the launch of the programme in 2007, how gender focus has been taken into account in strategy and co-financed measures, and how the actions carried out up until December 2009 have impacted on equal opportunities.

The most outstanding improvements are in closing the gender gap in the unemployment rate and, in 2009, reaching the highest recorded rate of labour force penetration by women in Andalusia.

This notwithstanding, there are still areas which require further effort, such as the high level of temporary employment and the rate of female occupation.

However, it has been confirmed that the principle of equal opportunities for men and women is present in and central to the design of the Operational Programme strategy, since all its axes make explicit reference to objectives for implementing this principle.

- Under review are the Practical Guides for introducing gender perspective in strategic thematic evaluation (Immigration and the Knowledge Economy), which will be presented in 2012.
 - Also notable is the significant contribution made in developing the Strategic Thematic Evaluation of Equal Opportunities envisaged within the National Reference Strategic Framework and presented in February 2011.
3. As far as information and advertising are concerned, the principle of equal opportunities is applied in order to broadcast a balanced view of reality in Andalusia. A higher profile is given to all actions and good practices in furthering equal opportunities and specific monitoring of all advertising takes place to ensure that it does not use sexist language or contain gender stereotypes.

To conclude this section, we highlight the improvements in gender equality matters within the framework of this budget programme which are the fruit of actions carried out over the last four years. These improvements and achievements are summarised below:

- As a result of the control and monitoring mechanisms for use of European Funds established to verify that gender perspective is included as a horizontal principle, all the operations which have been approved comply with this criterion.
- Two specific training courses on gender equality matters have been offered to personnel in charge of managing European Funds, and this has resulted in improvements in how these funds are managed.
- Studies to identify gender inequalities in the workplace have been undertaken, among them “Differences in labour costs by sex and their components for businesses in Andalusia”, and work on creating a system of statistical indicators for monitoring economic plans (Spanish acronym INPLEA) which break down by sex all the indicators on persons.
- Lastly, the Summary Gender Inequality Index (INDESGEN) in Andalusia has been created and will be used in designing future policies which include gender perspective in our Autonomous Community.

610 INTERNATIONALISATION OF THE ANDALUSIAN ECONOMY

The Plan for Internationalisation of the Andalusian Economy 2010 – 2013 incorporates gender mainstreaming into all its activities, specifically training professionals and managers so that they specialise in internationalisation.

The most significant action in this area is the annual call for grant applications to train in international trade, so that there may be trained and qualified international trade professionals in the future.

This budget programme has an indicator for the number of beneficiaries of these grants. Over the period 2008 – 2012, this indicator shows gender-balanced results; of the 383 grants awarded up until 2011 and scheduled for 2012, 194 have been awarded to women and 189 to men.

61R CORPORATE AND TELECOMMUNICATIONS SERVICES

This budget programme has two specific objectives: to further the introduction and development of electronic telecommunications infrastructure in our Autonomous Community, and to manage and develop the Regional Government's ICT policy as regards management, maintenance and development of horizontal ICT tools for the entire Administration of the Regional Government of Andalusia.

With respect to the first objective, it must be emphasised that the extension of telecommunications infrastructure is particularly positive for women, since they are often more limited in terms of transport.

With respect to the second objective of developing ICT policy in the Regional Government of Andalusia, and once the initial results have been obtained from the study on "Use, knowledge and evaluation of ICTs by men and women in the Regional Government" funded by the Regional Ministry of Finance and Public Administration G+ Fund, all the indications are that the digital gender gap observed amongst the general population can also be observed amongst Regional Government staff in areas relating to use of security measures in the home, use of technologies in own time and own space, and use of the Internet.

Accordingly, in 2012 the following measures will be introduced: information that is useful from the gender perspective will be published on the Regional Government of Andalusia website; work will continue on implementing the GUIA identity management system which will provide information on application users

by sex; the development framework of the Regional Government will include guidelines for progressively including user activity logs in its applications which can be linked to gender information extracted from the GUIA (identity management) system and to the use of non-sexist language; and lastly statistics held by the Regional Government which must include gender perspective will be disseminated in keeping with the open data strategy.

72C DEVELOPMENT OF BUSINESS AND THE ECONOMY

The Regional Ministry of the Economy, Innovation and Science promotes effective equality between men and women in the business environment by means of specific actions. One of these is the inclusion of assessment criteria which further real and effective equal opportunities in the rules and regulations for awarding subsidies to companies which apply for them. In order to meet this objective, since the Order of 9 December 2008 on the Promotion of Business Innovation and Development in Andalusia and its call for applications for the period 2008 – 2013, a series of actions has been included which aims to further effective gender equality in the business environment.

The aforementioned Order makes provision for earmarking 20% of subsidies funding for businesses and projects run by women. Moreover, three new sub-categories have been included – modernisation, competitive cooperation by companies and R+D+i – with the aim of encouraging projects which facilitate the work/family life balance and those run mainly by women and/or young people, increasing the percentage of subsidy across the board for all projects. Similarly, gender equality plans must be in place for business set-up projects and subsidy percentage is increased for other types of project, provided that the applicant company can demonstrate that it operates a gender equality plan.

Also taken into consideration in all cases are the gender equality measures and actions implemented by applicant companies, as required by Organic Law 3/2007 of 22 March and Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia.

Lastly, 20% of funding allocated to subsidies is earmarked for the sub-categories described above for companies and projects run by women. In the event that the number of projects presenting such characteristics does not reach 20% of the total amount of funding, the percentage not used will be added to the funding available for the other projects submitted.

This line of work will continue in 2012 through the Order of 9 December 2008, covering all projects run mainly by women which meet all the requirements specified by this Order.

Since the launch of Community Framework 2007 – 2013, the programme of subsidies for the Promotion of Business Innovation and Development in Andalusia has seen the creation of 5017 new jobs, 74.2% of them occupied by men and 25.8% by women. It can therefore be stated that this policy is successful in progressively bringing women into the business sector.

With reference to the social economy, before describing how the objectives set will be met, we must clarify that the policies for promoting social economy and fomenting enterprise activity and culture are structured within the framework of powers established in Presidential Decree 14/2010 of 22 March, Decree 134/2010 of 13 April governing the basic structure of the Regional Ministry of the Economy, Innovation and Science and modified by Decree 93/2001 of 19 April, and in Decree 152/2011 of 10 May, and within the reference frameworks of the 7th Agreement on Social Dialogue in Andalusia and the 3rd Pact on Social Economy in Andalusia. The strategic objectives are described below:

1. Social economy policy is implemented to promote and develop an enterprising, innovative and competitive social economy, the objectives of which are to improve gender equality and establish the foundations of a sustainable and socially responsible economy.
2. The general aim of enterprise initiative policy is to foster enterprise culture and attitudes in order to generate new business initiatives which create employment in the social economy and micro-enterprise areas, all within the framework of sustainable economic growth.

Against this backdrop and in order to lessen or eliminate entirely the gender equalities which still exist in the social economy, in 2012 particular attention will be paid to effectively implementing the following lines of action:

- Studies will be undertaken to identify in detail the reasons for the lower number of women in Andalusian social economy businesses, attempting to identify the barriers to equal participation in them by men and women and looking carefully at the role women play in such businesses.
- Conventions with federations, associations and foundations offering training to the unemployed will include clauses requiring that course content, course dissemination, course teaching and course completion certification be adapted to the particular social circumstances of unemployed females.

- Emphasis will be placed on preparing training content which encourages female participation in the training activity, and offering childcare facilities for the duration of the training course.
- Actions will be undertaken to raise the profile and promote the potential of social economy businesses as a viable alternative source of female employment.
- The fabric of networks for experience sharing between women who have taken on positions of responsibility in social economy businesses will be strengthened.
- Particular incentives will be given to studies, research projects and advisory tasks which gear their objectives to the female population.

Until now, enterprise initiative policies have given rise to significant gender imbalances in the area of self-employment, where there is a higher imbalance between men and women. In order to diminish these imbalances, over the coming year the action lines planned will make the following provisions:

- Support for creating businesses and employment will favour projects mainly promoted by or mainly containing women.
- Follow-up support for projects and the modernisation of businesses run by women shall receive special treatment independently of the general support received for consolidating the business and employment created.
- Setting gender sensitivity as a criterion for preferential treatment in awarding aid to applicant businesses in general, and to social economy businesses in particular.
- In a similar vein, training course content will take into consideration both women's needs and access difficulties in acquiring new skills for business management.
- The number of special programmes will be increased and their distribution across the province improved. Up until now such programmes have targeted specific collectives, particularly businesswomen, and special emphasis will be placed on publicising them and promoting their strengths and usefulness for facilitating female access to the business world and self-employment.

Another of the budget programme's objectives is the monitoring, study and forecasting of the real socio-economic situation in Andalusia. This takes the form of reports and studies in a number of publications, among them the quarterly Review of Economic Trends in Andalusia and the annual Economic Report on Andalusia. Over 2012, it is envisaged that efforts will be intensified to analyse the most relevant variables broken down by sex.

73A DEVELOPMENT OF ENERGY AND MINING

As regards the lines of work and actions of budget programme 73A for energy and mining policies, they focus on the use of renewable energies, energy saving and efficiency measures, and increased safety and environmental integration of mining activities.

The budget indicators specified for measuring fulfilment of objectives by budget programme 73A do not contain any information relating to persons, but rather are indicators for power plants in terms of physical units, kilometres of electricity/gas transport infrastructure, mines, projects or land restoration, among other areas.

However, there is information on persons which can be used for statistical purposes. In order to obtain data on individuals involved in these sectors and on possible gender inequalities, an example which can be used is the IT application “Sectorial Training and Examination” which manages applications to sit examinations and tests for professional qualifications in industry, energy and mining. This IT application provides information on the sex of individuals wishing to obtain such qualifications.

Along the same lines, soon to be implemented in the energy sector is an IT application for commissioning power plants and granting industrial licences. The sex of persons applying for plant commissioning and industrial licences can thus be known.

As regards incentives for renewable energy plants and energy efficiency and savings measures and the transversal policy of gender equality, the Order of 4 February 2009 specifies the regulatory bases of a programme of incentives for developing sustainable energy in Andalusia and its call for applications over the period 2009 – 2014, modified by the Order of 17 December 2012. Specified as a condition for being the beneficiary of said incentives is that applicants “may not receive subsidies if they have been sanctioned by unappealable administrative or judicial ruling for encouraging or tolerating work practices considered as discriminatory under current legislation, in accordance with the provisions of Article 13 of Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia”.

In the mining sector, through the Directorate-General for Industry, Energy and Mines, this Regional Ministry is processing a new Order to approve a Work Plan which details by sex the individuals working in this sector’s companies. This new and entirely computerised Work Plan will enable an authentic assessment of the distribution by sex of individuals working in the mining sector to be made.

Over the last four years, work has been undertaken to determine the distribution by sex of professionals working in the latter two sectors.

12.31 ANDALUSIAN INSTITUTE OF STATISTICS AND CARTOGRAPHY

54F PREPARATION AND CIRCULATION OF STATISTICAL AND CARTOGRAPHIC INFORMATION

Following the reorganisation of areas of responsibility for cartography and geographical information implemented by Presidential Decree 6/2011 of 9 May, these areas were re-allocated to the Regional Ministry of the Economy, Innovation and Science where before they had been the responsibility of the Regional Ministry of Public Works and Housing. This was followed by Decree 152/2011 of 10 May which modified the organisation of cartographic activity, and the body formerly known as the Andalusian Institute of Statistics was renamed the Andalusian Institute of Statistics and Cartography and took over the responsibility for cartography and geographical information. In budgetary terms, for 2012 this results in budget programme 54E being conflated into 54F and renamed Preparation and Circulation of Statistical and Cartographic Information.

The instrument for sectorial planning which supports and determines activities under this budget programme is still Law 4/2007 of 4 April, which approves the current Statistics Plan for Andalusia and keeps gender in place as one of the transversal axes of the Plan. This means that gender focus must be borne in mind when defining the concepts, procedures, methodologies and all other areas governing how statistical information is produced.

The Statistics and Cartography Programme for Andalusia for 2012, pending approval by the Governing Council of the Regional Government of Andalusia, covers a total of 282 statistics activities classified into statistics projects, statistics operations, circulation activities and instrumental activities.

Of this total, 129 provide information broken down by sex and 40 are carried out directly by the Andalusian Institute of Statistics and Cartography.

Awareness-raising for the managers of public statistics in Andalusia, supported by the working group set up in the Institute in the framework of the Andalusian Statistics System, has made it possible to compile data from the gender perspective for the first time in the activities of the Statistics and Cartography Programme for Andalusia for 2012, described below:

- Statistics on training programmes carried out by ESPA (School of Public Safety of Andalusia).
- Gauging reading habits and use of new technologies in Andalusia.
- Andalusian Institute of Statistics and Cartography subject node.

From the perspective of the 2008 – 2012 framework, the advances in gender mainstreaming in public statistics in Andalusia are extremely positive; gender perspective has been included for the first time in the activities described below:

- Developed by the former Andalusian Institute of Statistics, now the Andalusian Institute of Statistics and Cartography: automated methods for linking records; life-path statistics; the survey on disability, personal autonomy and dependency situations; the cross-sectional statistics on the Andalusian Population Census; annual mixed income of Andalusia, and the survey on living conditions. Results for Andalusia; system for statistics on expatriate Andalusian population; census mapping of Andalusia; system of indicators for sustainable local development in Andalusia; Andalusian Institute of Statistics and Cartography subject node; territorialisation of statistics indicators, statistics on commercial companies in Andalusia; sustainable development of statistics production in Andalusia; statistics atlas of Andalusia; statistics on qualifications held by Andalusian population.
- Developed by other regional ministries or agencies, a total of 27 activities have been undertaken, distributed as follows: Regional Ministry of Health (7 activities); Regional Ministry of Culture (5 activities); Regional Ministry of Agriculture and Fisheries (1 activity); Regional Ministry of the Economy, Innovation and Science (1 activity); Regional Ministry of Education (3 activities); Regional Ministry of the Interior and Justice (2 activities); Regional Ministry of Finance and Public Administration (1 activity); Regional Ministry of the Environment (1 activity); Regional Ministry of Tourism, Trade and Sport (2 activities); Regional Ministry for Equality and Social Welfare (1 activity); Andalusian Institute for Young People (1 activity); Andalusian Employment Service (1 activity); Andalusian Taxation Agency (1 activity).

12.32 ANDALUSIAN AGENCY OF FAIR TRADING

61N AGENCY OF FAIR TRADING

The activity of the Agency of Fair Trading focuses mainly on legal entities and institutions as free market operators.

The Agency of Fair Trading has not identified any inequalities between men and women in its areas of jurisdiction, and furthermore has adopted measures to prevent such inequalities from occurring. Thus the creation of the online system Fair Trading and Information permits any male or female member of the public to browse or formulate study proposals or other types of proposal in the area of fair trading, and their personal details are kept confidential.

As regards gender equality, the Agency focuses on its personnel policy and access to training courses, both for its own personnel and for courses organised by the Agency for all staff of the Regional Government of Andalusia, breaking down information on attendees by sex.

The gender indicators for this budget programme in 2012 refer to the number of male and female attendees at courses, seminars, conferences, etc., quantifying from a horizontal perspective both Agency personnel attending classroom-based and online courses and Regional Government staff attending courses and seminars organised by the Agency of Fair Trading.

The measurements made by these indicators for the two reference years 2009 and 2010 show balanced participation by men and women in these events, with an upwards trend in the number of female participants (50% both genders in 2009, 41% men and 59% women in 2010).

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of the Economy, Innovation and Science and staff of the Andalusian Institute of Statistics and Cartography in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	15	15
Paternity leave	28	0	28
Birth, adoption or fostering, pre-adoptive or permanent	4	30	34
Additional leave for birth or adoption	9	22	31
Travel prior to international adoption or fostering	0	0	0
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	399	401	800
Infectious-contagious illness of children under 9 years old	58	105	163
Time off for breast-feeding (reduced working day or accumulated hours)	16	24	40
Reduced working day to care for each child under 16 months old	3	6	9
Reduced working day for legal guardianship	4	22	26
Reduced working day for premature birth, hospitalisation of new-born baby	0	0	0
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	0	0
Reduced working day to care for seriously ill family member in first level of consanguinity	2	2	4
Leave for women due to gender violence	0	0	0

13.00 REGIONAL MINISTRY OF PUBLIC WORKS AND HOUSING

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

Pursuant to Presidential Decree 14/2010 of 22 March on restructuring Regional Ministries, the Regional Ministry of Public Works and Housing of the Autonomous Community of Andalusia holds powers in the areas of land use planning, housing, land development, architecture, inspection, highways and byways, transport and ports. It also holds powers in the areas of research, development and innovation and in oversight and quality control of building, construction and public works.

For the two major spending policies within its remit – Infrastructure and Housing and Town Planning - the Regional Ministry continues its commitment to furthering gender equality and fulfilling the objectives of the G+ Programme.

The Strategic Plan for Gender Equality in Andalusia 2010 – 2013 numbers among its objectives “integrating gender perspective into the design, execution and evaluation of policies and plans in the areas of housing, town planning and transport”, so the Regional Ministry will continue its efforts to identify and correct any gender inequalities in its areas of action.

With regard to gender inequalities identified in the area of jurisdiction described in this section, it is worth mentioning those relating to towns/cities and urban planning. The main problems encountered by women are in the areas of participation and democratic management of towns/cities, urban mobility, public spaces, urban facilities and safety. With regard to land use planning and transport services, it has been found that there are differences in the mobility patterns of men and women.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

The resources at the disposal of the Regional Ministry of Public Works and Housing for promoting equality between men and women fall within the framework of the budget programmes listed below.

31P FAMILY SUPPORT SERVICE AND 43A ARCHITECTURE AND HOUSING

The improvements in gender equality issues achieved as a result of the measures adopted by various executive departments over the period 2008 – 2011 are extremely significant. The Andalusian Subsidised Housing and Land Development Plan 2008-2012, with its modifications to assistance application forms and IT programmes for data collection, has become an excellent source of information not only on the sex of the person filling in and signing the form, but also on the composition of that person's family unit. Municipal records of applicants for subsidised housing and municipal plans for housing and land development also provide valuable information from the gender perspective. All of this permits accurate measurement of the beneficiaries of housing policy in the Autonomous Community of Andalusia, and thus activities to correct the inequalities identified can be designed and statistics generated which will serve to steer future actions.

The actions of budget programmes 43A and 31P managed by the Department of Housing and its executive departments (Directorate-General for Housing and Directorate-General for Refurbishment and Architecture) aim to facilitate access to decent homes suitable for the family, economic and social situation of the residents of Andalusia; to refurbish the dwelling in which they live and the building in which it is located to ensure that they are decent and adequate; and to restore the architectural heritage of the Autonomous Community of Andalusia.

The Andalusian Subsidised Housing and Land Development Plan 2008-2012, approved by Decree 395/2008 of 24 June, targets low-income residents of Andalusia. The beneficiaries of the actions of the aforementioned Plan are, generally speaking, family units acquiring or refurbishing a dwelling or refurbishing the building or development in which it is located. Also eligible for aid under the Plan are common-law couples, individuals not forming part of any family unit, and cohabitation units.

Persons given preferential treatment by these programmes are young people, elderly people, disabled people, victims of terrorism, single parent families, persons from broken homes, victims of gender violence, returning expatriates and socially excluded families or families at risk of social exclusion.

Observed in the refurbishment and conservation programmes is the upwards trend in the number of cases where the owners or tenants who apply for assistance for the dwelling in question are conjugal families, and a balanced distribution of men and women is likewise observed in these programmes. In some cases, such as in the programme for adapting housing for elderly persons, there are more female applicants than male applicants, since there are more women over 65 than men over 65 in the population.

As regards resources for achieving greater gender equality, significant points are:

1. A new feature and a consequence of the restructuring of the Regional Ministry pursuant to Decree 407/2010 of 16 December is the inclusion in budget programme 43A of the Regional Plan for Public Spaces. The main objective of this Plan is to improve the ambient quality and urban structure of towns and cities in Andalusia by making use of unoccupied public spaces to increase the offer or improve the facilities of such spaces.

In this respect, equal contracting of male and female project managers for works of this type will continue, the technical specifications for these works reflecting this commitment to equality so that female participation comes to match male participation.

2. The Order of 26 January 2010 on implementing and processing housing and land development activities under the Andalusian Subsidised Housing and Land Development Plan 2008-2012 includes application forms and programmes contained in the Plan as an appendix. All the forms for action requested by individuals contain a section requiring gender information. It is also a requirement to fill in a Statement of Compliance on family composition and income, which is set out in such a way as to establish not only the sex of the person filling in and signing the form but also of the components of that person's family. IT programmes have likewise been adapted to collect data reflecting this information. This makes it possible to detect instances of inequality, analyse whether their cause is justifiable and correct them where appropriate.

In this area, the single supplementary provision of the Order of 26 December 2007 establishing the procedure for recognising the right to a basic emancipation income for young people in Andalusia, governed by Royal Decree 1472/2007 of 2 November, modified Department of Housing file 21 "Management of subsidised housing, refurbishment and encouraging rental occupancy" in such a way as to break down data by sex; this is currently used in the IT programme created for processing applications for assistance governed by the aforementioned Order.

Furthermore, published on 18 December 2008 was the Order of 1 December 2008 which governs the computerised personal data files managed by the Regional Ministry of Public Works and Housing. All the personal files held by the Department of Housing break down the information therein by sex.

3. Law 1/2010 of 8 March on the Right to Housing establishes the Municipal Records of Applicants for Subsidised Housing and Municipal Plans for Housing and Land Development as instruments to manage the right to housing.

As regards these records, the Order of 1 June 2009 by this Regional Ministry regulates the selection of successful applicants for subsidised housing by means of the municipal records of applicants for subsidised housing. These records are the sole means for selecting successful applicants, in accordance with the provisions of Article 24 of the Subsidised Housing and Land Development Plan following the modification introduced by Decree 266/2009 of 9 June and published in the Official Gazette of the Regional Government of Andalusia on 30 June. Part of the information which must be provided in applicant records is the sex of each member of the family or cohabitation unit, and whether the applicant falls into the special assistance categories of single parent family, victim of gender violence, disabled person, etc. In addition, town councils have been provided with an IT tool to expedite management and coordinate the databases for these records; this IT tool can be used for obtaining statistical data.

Municipal Housing Plans, as per the aforementioned Andalusian Subsidised Housing and Land Development Plan, must contain studies on the housing needs and income levels of families living in the municipality broken down by sex. This information, along with that contained in the records of applicants for subsidised housing, will permit gender-sensitive indicators to be generated on areas ranging from the structure of families requiring housing to the use of housing, and in this way these areas can be monitored and inequalities corrected.

43B TOWN PLANNING

As part of the town planning system and as per the Statute of Autonomy of Andalusia, urban development activity and the real situations it must attend to functions as a public service underpinning and complementing public housing and land use planning policy.

Taking as a starting point the progress of legislation in this area, in exercising its powers for furthering, coordinating and developing general town planning policy in Andalusia, the Directorate-General for Town Planning has made provision for including a gender focus which aims to achieve a balance between the objectives of economic efficiency, equality, social justice and environmental protection.

Throughout the period 2008 – 2011, the Directorate-General for Town Planning has undertaken the lines of action described below in order to include gender focus in its policies:

- With reference to town planning, Article 33 of Organic Law 3/2007 of 22 March on the effective quality of men and women specifies that “Public Administrations, in their respective areas of competence may, through their contracting bodies and regarding the contracts awarded, establish special terms and conditions for promoting equality between men and women in the labour market, in accordance with legislation on public sector contracts”. Article 102 of the Law on Public Sector Contracts states that contracting bodies may specify special terms and conditions for performing the contract, and these may include eliminating inequalities between men and women. One of the Directorate-General’s lines of work is, therefore, to foster equal participation by men and women in the teams responsible for drafting town planning proposals contracted pursuant to DG subsidies, and in accordance with legislation on public sector contracts.
- Another line of work has focused on equal contracting, as far as possible, of men and women for the various service contracts of the regional network of town planning consultancy offices.
- Significant in the research area is the project “Incorporating gender perspective into town planning in Andalusia”. This study considers and analyses the main problems encountered by women as regards towns/cities and urban planning, and its results were published at the beginning of 2011. It was financed by the Regional Ministry of Finance and Public Administration under the Order of 27 January 2010, which regulates the award of incentives for projects which further gender mainstreaming in the Budget for the Autonomous Community of Andalusian (G+ Fund), and the bases for these awards in 2010.

The study, sponsored by the Directorate-General for Town Planning, makes a number of recommendations and proposes possible lines of action, important amongst which are those for studies on mobility and accessibility indicators; for establishing measures to reinforce the multi-functional qualities of public spaces; and encouraging the development of towns and cities where everything is close at hand in the style of traditional Mediterranean towns, and applying sustainability criteria to the construction of housing.

The research project starts from the basis that towns and their planning must have a gender perspective and that the design, drafting and implementation of town planning must have complete social integration as its ultimate aim, which furthermore meets the requirements for sustainable urban development and for responding to the needs of residents over time. The proposals in the study's conclusions are diverse in type and duration, some concerning education, culture or training and others concerning town planning, but in all cases they determine how they shall be implemented at Autonomous Community or local level.

The overall conclusion of the study is that to include gender perspective in town planning, there must be more participatory foundations and more integrative planning procedures which ensure that gender perspective is taken into account, not only in the town itself and how it is used, but also in the technical and legal aspects of urban development in town plans. Also worth mention is another of the study's conclusions on reforming Law 7/2002 of 17 December on Town Planning in Andalusia in order to increase citizen involvement in the preparation, processing and approval of town planning activities, thus reinforcing the public information procedure.

51A MANAGEMENT AND GENERAL SERVICES FOR PUBLIC WORKS AND HOUSING

This budget programme is markedly horizontal in character and offers technical support to the other executive departments in the Regional Ministry of Public Works and Housing. It is managed by the Departmental Secretariat which, within the framework of the powers ascribed to it by Decree 407/2010 of 16 November on the basic structure of the Regional Ministry, has taken on the functions of the Gender Equality Unit as regulated by Article 60 of Law 12/2007 of 26 November.

This budget programme contains the Information and Statistics Office which, as the body in charge of coordinating statistics and cartography activities in the Regional Ministry, will be responsible for making use of the data held in the system in order to respond to the requirements of other executive departments in the Regional Ministry, providing tables, charts and mapping of the statistics and indicators which include gender perspective.

As regards the indicators associated with this budget programme, those referring to training courses will be kept in place to ensure equal participation by men and women in the training activities organised by the Regional Ministry, both in terms of staff giving training and staff attending training courses.

51B LAND USE PLANNING, TRANSPORT INFRASTRUCTURE AND SERVICES

Pursuant to Decree 407/2010 of 16 November which establishes the basic structure of the Regional Ministry of Public Works and Housing, the executive departments responsible for this budget programme are the Directorate-General for Highways and the Directorate-General for Transport. Through the latter DG, the Regional Ministry of Public Works and Housing will continue to consolidate public transport networks in metropolitan areas, in particular developing Metro and tram systems as efficient, sustainable and safe means of transport.

Similarly important in the development of public transport are the Metropolitan Transport Consortia which are taking on a significant role in consolidating sustainable and dynamic urban transport models highly instrumental for connecting with outlying areas. This reduces travelling times and thereby facilitates the work/family life balance. A point worth mentioning is that although public transport development is carried out with the entire population in mind, the different mobility patterns observed between men and women must be taken into consideration.

In order to obtain further information and improve gender equality, over the period 2008 – 2011 work was carried out on compiling data on transport broken down by sex, particularly in the customer service satisfaction questionnaires drawn up by the Metropolitan Transport Consortia. Separately, in January 2011 an initial statistical analysis and appraisal of gender and mobility in public transport in Andalusia was carried out, financed by the G+ Fund.

The Directorate-General for Transport has, moreover, carried out a study on mobility patterns in public transport in Andalusia from the gender perspective, analysing the differences between male and female use of public transport. This study revealed that women are the main users of public transport services, have less access to private vehicle use, make shorter journeys and spend less time travelling. Women consider safety to be a determining factor and this limits their independence and use of the city. Moreover, issues such as life cycle and family situation are essential variables in mobility.

Work will continue in 2012 on the promotion of gender equality in the social participation processes for transport planning. Planning from a gender perspective implies understanding participation as a peerless democratic resource for understanding the real situation and facilitating decision-making.

Transport policies and planning in the future must, therefore, integrate gender perspective into each of their actions, with a view not only to meeting the demands of current users, but also for making services more attractive to potential users and providing a new system of mobility which is more accessible and safer from the gender perspective. In this regard, the gender and mobility analysis which has already been undertaken flags up action lines to develop in the future.

Furthermore, the Observatory on Mobility which will shortly be set up will play an important role in data analysis and identifying inequalities and will be of assistance in determining the lines to be pursued.

Another area of the transport sector in which inequalities exists is employment. Here, the Administration must implement active employment policies which have an impact on access, training and promotion in different positions and categories. This goes hand-in-hand with a change in business culture to correct the perception that this is a “male” sector, and open it up to females.

In 2012, the Directorate-General for Transport will continue fulfilling and implementing the Regional Ministry’s gender equality commitments as per the DOE G+, seeking new formulas and adopting specific policy and administration measures in its action area for promoting equality between women and men. This will take place in spite of full awareness that the current economic climate may have a negative impact on achieving real and effective equality.

Lastly, in 2012 two gender budget indicators will be used. The first is the number of direct employment posts created, the forecast being uptake by 2869 men and 200 women, and the second is the distribution by sex of users of metropolitan public transport, the forecast being 40% male and 60% female.

Separately, in the area of gender equality the Directorate-General for Highways will continue developing the specific actions implemented in previous years which aim to foster and encourage gender equality, improve quality of life for the population of Andalusia, boost the competitiveness of the Andalusian economy, improve connection between regions and contribute to the development of gender equality in the Autonomous Community now and in the future.

Significant activities will be the promotion of gender equality training for personnel of the Directorate-General for Highways so that they may attend courses and seminars on the subject. Similarly, gender-equal participation will be facilitated in the technical teams responsible for preparing Highways Studies.

Other actions planned for 2012 are to increase the number of direct employment posts created for women in the construction sector in general, and specific actions for improved accessibility, road safety and mobility on the Autonomous Community Highways Network.

3. PERSONNEL

The information given in the table below is taken from the staff clocking system for the Regional Ministry and its Provincial Government Offices. It can be seen that when the leave or time off relates to pregnancy or childcare, it is women who request such leave the majority of the time in 80% of cases, compared to 20% requested by their male counterparts. When leave is requested for care of family members in general, there is a more even balance between genders, 40% being requested by men and 60% by women.

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of Public Works and Housing in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	1	4	5
Paternity leave	25	0	25
Birth, adoption or fostering, pre-adoptive or permanent	5	32	37
Additional leave for birth or adoption	6	22	28
Travel prior to international adoption or fostering	0	0	0
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	396	628	1024
Infectious-contagious illness of children under 9 years old	20	71	91
Time off for breast-feeding (reduced working day or accumulated hours)	6	22	28
Reduced working day to care for each child under 16 months old	0	0	0
Reduced working day for legal guardianship	3	19	22
Reduced working day for premature birth, hospitalisation of new-born baby	0	1	1
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	1	1
Reduced working day to care for seriously ill family member in first level of consanguinity	0	2	2
Leave for women due to gender violence	0	0	0

14.00 REGIONAL MINISTRY OF EMPLOYMENT

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

All the policies developed by the Regional Ministry of Employment for promoting access to and continuance in the labour market for women and men in Andalusia are governed by the objective of ensuring real and effective equal opportunities in work conditions and employability, so that the presence of women in the labour market reaches the targets set by the European Union. The Regional Ministry is, therefore, committed to strengthening equal opportunities and equal treatment in employment, real equality in working conditions and the work/family life balance.

Through its different budget programmes, the Regional Ministry has designed positive action measures to combat the inequalities that persist between men and women in the labour market. Set out below are some of the inequalities identified and the corrective measures implemented:

The Directorate-General for Employment runs budget programme 31L Administration of Labour Relations and 44J Administration and Management of Leisure Time. The principal missions of this executive department are, on the one hand, to maintain employment levels in the productive fabric of Andalusia and, on the other, knowledge management and research in the area of labour relations, and encouraging collective bargaining with economic and social partners. Taking account of the different situation of women and men in its areas of competence, this executive department implements a strategic policy line for equality in employment which aims to foment equal conditions in the labour market for women and men. Development measures are adopted in cooperation with the Regional Ministry for Equality and Social Welfare for implementing and developing equality programmes in businesses, and for carrying out activities to promote and raise awareness of the importance of the work/family life balance.

The Directorate-General for Coordinating Migratory Policies is responsible for driving and coordinating the public policies developed by the different regional ministries in the Regional Government of Andalusia in order to tackle the social consequences of migration. Particular attention is paid to female immigrants in this area, since they often face additional and different challenges to those faced by male immigrants.

Amongst the objectives of the Strategy for Health and Safety at Work in Andalusia 2010 – 2014, the Directorate-General for Health and Social Security lays down improved occupational hazard prevention for certain segments of the population. In this respect a line of action has been designed to consider health as a whole, taking into account both physical and psycho-social hazards and the different hazards for men and women, adopting the appropriate measures for protecting the health and safety of workers and paying particular attention to pregnancy.

In its capacity as a transversal department, the Departmental Secretariat promotes projects containing measures designed from the gender perspective which aim to broaden a model of salary policy free from gender bias, incorporate gender mainstreaming into information, awareness-raising, and prevention of occupational hazards, improved health at work and encouragement of values of co-responsibility in the area of work/family life balance.

The Economic and Social Council is a collegiate advisory body serving the Regional Government of Andalusia. Its mission is to act as a permanent channel of participation and dialogue for social and economic partners in debating socio-economic and labour matters. To do so, it carries out services such as issuing opinions and reports on regulations of particular relevance. It also engages in own-initiative studies looking at areas relating to gender equality, and its annual report on activities is written from the gender perspective.

The Andalusian Council for Labour Relations is a body with institutional participation and is a standing council for social dialogue which specialises in studying the dynamics of collective bargaining in Andalusia. The Council works on enriching the content of collective agreements and adapting them to the new circumstances presented by the labour market and to changes in social and labour legislation particularly as regards equality, social responsibility and the work/family life balance. In this respect it is involved in the gender equality policies promoted by the Regional Ministry of Employment. Its specialisation in monitoring and studying collective bargaining in Andalusia has enabled it to discover a series of gender-based dysfunctions over a period of time; specific lines of work incorporating the gender perspective have been implemented to attempt to correct these dysfunctions and gender perspective has also been included in actions planned for the future.

Some of the inequalities observed by the Andalusian Council for Labour Relations are listed below:

- There is unequal gender representation in the bargaining committees for collective agreements and in the joint committees charged with administering these collective agreements.
- There are fewer collective agreements than in previous years that contain measures to facilitate the work/family life balance. It appears that in the context of the economic recession and its effects on the labour market, collective agreements principally focus on laying down the working day and salaries (rate agreements), leaving aside the social content and recognition of new rights which were a part of these agreements in the past.
- There is female predominance in certain professional categories with the lowest salary levels in certain sectors and/or businesses. Similarly and conversely, there are few females in professional positions of higher responsibility.
- There is plenty of scope for businesses in Andalusia to continue implementing equality plans.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

11F ADVICE ON ECONOMIC AND SOCIAL MATTERS

Given the nature of the services of the Economic and Social Council of Andalusia (hereinafter referred to by its Spanish acronym CES), it focuses on its commitment to give impetus to, promote and foster gender equality both in activities carried out in its own area of jurisdiction and in those in other areas in which it is involved.

Throughout the current term of office, particularly salient are the objectives and lines of action described below:

- Issuing recommendations and comments in the opinions on draft Bills and draft Decrees to contribute to improving the content and form of the legal texts directly related to real and effective equality between men and women in all areas.
- Including gender focus in circulating publications and attendance at external training courses, there being improved allocation of resources, tools and budget. In this way equal-gender distribution is achieved amongst the persons receiving publications and attending seminars.

- Breakdown of information by sex both in the annual report on activities and the Report on the Socio-economic Situation in Andalusia prepared on an annual basis by the Council. Also broken down by sex is the information in other applications, such as the annual call for entries for the CES Andalusia Research Award.

In addition to continuing the aforementioned lines of work, in 2012 the Economic and Social Council will maintain its commitment to eliminating inequalities between women and men and its involvement in the actions promoted by the Regional Government of Andalusia for achieving this objective. Furthermore, it will continue to issue recommendations and comments in the opinions on draft Bills and draft Decrees to contribute to improving the content and form of the legal texts directly related to real and effective equality between man and women in all areas.

3.1J COORDINATION OF MIGRATORY POLICIES

Over the period 2008 – 2011, powers for coordinating migratory policies have passed from the Regional Ministry of the Interior and Justice to the Regional Ministry of Employment. This shift has given rise to extending the general objectives and steering them in new directions in the actions carried out by the Directorate-General for Coordinating Migratory Policies. This budget programme coordinates health-care, social, cultural and educational activities targeting the immigrant population, and makes provision for studying the development of migration as a social reality, planning Regional Government action in this respect and evaluating its results on an on-going basis.

Accordingly, the objectives of the executive department have been steered towards policies for equality at work within the framework of social integration of the immigrant population, and their work/family life balance. During the same period the 2nd Comprehensive Plan for Immigration in Andalusia (2006 – 2009) was implemented, and the approval procedure for the 3rd Comprehensive Plan has begun.

In a separate area, there is increased involvement of the Directorate-General for Coordinating Migratory Policies in programmes co-financed by European Union Structural Funds, which for some time have incorporated gender focus as a transversal line of action.

This focus has, moreover, been gradually included in the subsidies, publications and projects financed by the budget programme. The development of indicators in this area reflects the efforts and progress made; some examples are listed below:

- Use of the gender perspective in the preparation, execution and evaluation of the awareness-raising campaigns launched by the DG for integrating immigrants, such as “We are all Andalusia” and “Like you”.
- The biannual study “Opinions and attitudes of Andalusians to immigration”, which presents all its information broken down by sex and places emphasis on gender equality areas.
- The presence of a high percentage of females in “Forinter2” training activities – 81% - and amongst them a high percentage hold higher education qualifications (up to 59%).
- All the activity undertaken by the Andalusian Observatory on Migrations has taken gender perspective into account, including the selection of speakers at annual seminars.
- The draft Order regulating the Andalusia Immigration Awards stipulates that juries will be equally composed of men and women.
- In the different lines of subsidy for studies and awareness-raising in universities in 2011, 96% of the projects awarded subsidies include the gender perspective and 12 of them are run by women.
- Of the total of subsidies awarded to projects by not-for-profit organisations in 2011 (245), 92% of them include gender perspective.
- All the actions in the 3rd Comprehensive Plan for Immigration in Andalusia take account of gender perspective in their preparation, execution and evaluation.

In budget year 2012, through the Directorate-General for Coordinating Migratory Policies budget programme 31J will continue actions designed to create the conditions necessary for true integration of the immigrant population in Andalusia in both social and labour terms, so that immigrants can exercise their social and labour rights and freedoms in equal conditions with the indigenous population.

The general objectives of this budget programme for 2012 are:

- To promote the integration, participation and advancement of immigrant females.
- To encourage public administration personnel and male and female immigration workers to participate in training which has a gender focus in the areas of interculturality and migrations.

- To foster the participation or gender-equal balance between men and women in the various representation bodies, immigration forums, Interdepartmental Commission and award juries.
- To ensure that sexist language is not used in the internal and external communications of the Directorate-General.
- To take gender focus into account when designing awareness-raising campaigns and actions.
- To ensure equal access by men and women to training and other resources in the Directorate-General.
- To ensure gender equality in the preparation, execution and monitoring of regulations (Order on subsidies and Order on Andalusia Immigration Awards).
- Research and analyses will be undertaken on gender inequality and results will be published.
- The right to equal opportunities and equal treatment for women and men will be improved in order to eliminate any gender equalities which might exist.

The actions described below will be implemented in 2012 to meet these objectives:

- At least 80 of the subsidies which will be awarded to Andalusian associations in 2012 will go to projects which consider gender impact. Furthermore, of the subsidised projects by Andalusian associations, 180 of them will be run by women.
- At least 25 of the 30 planned training activities will have measures for facilitating female access to them. In this way, it is envisaged that a total of 550 women and 250 men will be able to access these resources.
- 14 awareness-raising activities are planned, which will have measures for facilitating female access to them.
- The 15 studies and 2 publications planned for 2012 on migrations will contain the gender perspective.
- At least 13 of the subsidies which will be awarded to Andalusian universities will be for projects on gender impact.

31L ADMINISTRATION OF LABOUR RELATIONS

Over the period 2008 – 2011, this budget programme has taken on an active role in gender mainstreaming. The department which manages this budget programme, the Directorate-General for Employment, will continue developing the following lines of action in 2012:

- Developing orders to regulate new areas of assistance for gender equality matters.
- Carrying out studies, innovation actions and awareness-raising activities for equal opportunities between women and men in the workplace.
- Drafting studies for preparing and circulating codes of good practice for equality.
- Organising information and awareness-raising campaigns for improving the work/family life balance, both for the general population and specific groups, focusing on gender.

Furthermore this year, awards for merit in the workplace have been broken down by sex, which will enable them to be analysed from the gender perspective.

31M ANDALUSIAN COUNCIL FOR LABOUR RELATIONS

The Andalusian Council for Labour Relations (hereinafter referred to by its Spanish acronym CARL) exercises its powers through this budget programme. It is a body specialising in studying the dynamics of collective bargaining in Andalusia and engaging in peaceful dialogue for solving labour conflict.

During the current term of office it has been involved in the gender equality policies promoted by the Regional Ministry of Employment, and has rolled out a series of measures designed to combat the inequalities found, such as:

- A study on work/family life balance to assess requirements and posit corrective measures to be taken into consideration by collective bargaining bodies and economic and social partners in Andalusia in general.
- The launch of a Corporate Social Responsibility (CSR) portal. It includes tools to help economic and social partners draw up equality plans for use in collective bargaining procedures.
- The creation of an IT application to enable businesses in Andalusia to carry out a prior analysis of gender indices for drawing up their equality measures and plans.

- Monitoring the incorporation of CARL recommendations on good practice for equality matters in both collective bargaining and Autonomous Community administration, and studying its efficacy and progressive implementation.
- Promoting a line of work with universities in Andalusia, professional associations, the judiciary and economic and social partners to make the principle of equality effective through training activities.
- The use of non-sexist language in labour relations.
- Working with the labour authorities to monitor the legality of agreements reached on equality matters, undertaking a specific report on each such agreement which analyses and checks compliance with the provisions of Organic Law 3/2007 on Effective Equality between Women and Men and Law 12/2007 on the Promotion of Gender Equality in Andalusia.
- Drafting an annual monograph on gender impact in collective bargaining in Andalusia, describing the inclusion and, where applicable, the improvement of the transversal measures in the aforementioned legislation, and the inclusion of recommendations for gender equality made by the Council itself.
- Creating the Observatory for Collective Bargaining and Labour Relations
- Launching the portal for Equality in Collective Bargaining.
- Launching the Labour Law portal.
- In collective bargaining procedures, promoting the effective implementation of equality for women and men at work in compliance with supplementary provision eleven of Law 35/2010 of 17 September on urgent measures for reform in the labour market.

Within the framework of the general objectives of budget programme 31M, the Andalusian Council for Labour Relations has prepared a number of lines of work for 2012 which incorporate gender mainstreaming, likewise included in the activities planned for equality at work.

Amongst the lines of action described for monitoring and developing the structure and organisation of collective bargaining is that of coordinating administrative procedures and actions for monitoring the legality of agreements as regards equality, and reinforcing the adaptation of collective agreements to recent changes in labour legislation. Along similar lines, the measures for preventing and dealing with sexual harassment at work implemented by businesses will be reviewed as per the indications in the 7th Agreement on Social Dialogue.

Amongst the activities planned for the coming year is the drafting of an annual monograph on gender impact in collective bargaining in Andalusia, describing the inclusion and, where applicable, the improvement of the transversal measures in the agreements reached each year, thus complying with the 7th Agreement on Social Dialogue which urges CARL to incentivise collective bargaining from the gender perspective through annual assessment of its impact.

Also encouraged will be working with the labour authorities to monitor the legality of agreements reached on equality, a specific report on each agreement being drafted and posted with Employment Offices, and the implementation of effective equality between women and men in collective bargaining procedures in compliance with supplementary provision eleven of Law 35/2010 of 17 September on urgent measures for reform in the labour market.

As regards measures for preventing and dealing with sexual harassment, CARL will work with the Directorate-General for Health and Safety at Work on reviewing and monitoring these measures. To this end, specific fields have been included for classifying infringements, sanctions, non-specific rights, prevention plans, referral to European agreements on harassment, dismissal for moral and sexual harassment, and a statement on harassment in equality plans included in the statistical analysis of the content of collective agreements carried out by the Council.

Furthermore, as part of the objectives for training in and information on the reality of labour relations in Andalusia, CARL portals will be expanded and added to, amongst them the portal on Equality in Collective Bargaining, Social Responsibility and Labour Law.

310 PREVENTION OF OCCUPATIONAL HAZARDS

During the current term of office, the actions of the Directorate-General for Health and Social Security in gender equality matters have been structured around two major projects: the General Plan for Prevention of Occupational Hazards 2003-2008 and the Strategy for Health and Safety at Work in Andalusia 2009-2014.

As regards the former, it was approved for developing sectorial and vertical prevention plans and contained a number of specific objectives to this end. A preliminary study was carried out on psycho-social hazards, particular attention being paid to workplace mobbing and burn-out and to hazards which particularly affect women. Within this context the Laboratory-Observatory for Psycho-social Hazards

(Spanish acronym LARPSICO) was set up within the framework of a Regional Ministry of Employment project which is a pioneering one in the European Union. This project involved setting up a network of laboratories specialising in research into different areas of preventing occupational hazards. This laboratory is run within the Andalusian Institute for the Prevention of Occupational Hazards.

Aware of the enormous importance given by European social policies to equal treatment and special protection for pregnant workers, stipulated in Article 26 of Law 31/1995 on the Prevention of Occupational Hazards, the aforementioned General Plan took this specific requirement into account in developing activities at the provincial level for assessing the working conditions of women in Andalusia. For this purpose, the Employment and Social Security Inspectorate undertook some 90 inspection visits across the whole of Andalusia to investigate compliance with regulations on pregnancy and breast-feeding.

For its part, the Strategy for Health and Safety at Work in Andalusia 2009-2014 has set itself the goal of improving health and safety at work for female employees. To this end it promotes a holistic view of health which takes into account both physical and psycho-social hazards and the differences between men and women in this area, adopting the appropriate measures for protecting the health and safety of female workers with particular focus on workers during pregnancy.

The 1st Action Plan for Developing the Health and Safety at Work Strategy in Andalusia 2009 – 2010 included specific activities for implementing these action lines. Accordingly, the breakdown by sex variable has been made part of the Register of Approved Companies and the Register of Occupational Hazard Prevention Delegates, and in this way the relevant statistics can be obtained. Furthermore, specific actions were included in the catalogue of training and circulation of information held by the Regional Ministry of Employment.

In addition, the prevailing 2nd Action Plan for Developing the Health and Safety at Work Strategy in Andalusia 2011 – 2012 incorporates some of the aforementioned activities for gender mainstreaming in health and safety at work, including the gender perspective in training activities subsidised or organised by the Regional Ministry of Employment.

In the framework of these two documents, the relevant actions for health and safety at work are described below:

- Gender perspective has been included in the Regional Government of Andalusia manual on occupational hazard assessment and in the self-assessment forms being drawn up by the Directorate-General as part of the project on Government Consultancy for the Entrepreneur. Included amongst other areas are psychosocial hazard indicators based on given features of work organisation and factors in the work environment which may favour harassment, mostly suffered by females. The appropriate preventive measures are set out.
- By means of the mobile service “Prevebús”, information and awareness-raising on the occupational hazards faced by carers of dependent persons will continue.
- Breakdown by sex of information has been included in the register of safety coordinators and in the statistics on occupational accidents in Andalusia.

As regards subsidies for occupational hazard prevention projects, the Order which specifies the rules and regulations governing the award of subsidies and calls for applications by SMEs and self-employed individuals in the Autonomous Community of Andalusia, and that of professional associations and Andalusian governing bodies of such associations, specify that applications may not be made by persons or legal entities who have been sanctioned by unappealable administrative or judicial ruling for encouraging or tolerating work practices considered as discriminatory under current legislation, in accordance with the provisions of Law 12/2007 on the Promotion of Gender Equality in Andalusia.

32A GENERAL SERVICES AND INTEGRATED EMPLOYMENT ACTIONS.

The Departmental Secretariat runs budget programme 32A General Services and Integrated Employment Actions. Its basic function is to provide the general internal and transversal services of the Regional Ministry of Employment and the Andalusian Institute for the Prevention of Occupational Hazards.

Over the period 2008 - 2011, this executive department has played a more active role in gender mainstreaming for activities where several of the powers of the Regional Ministry of Employment come together, and where there are combined objectives in terms of employment, health and safety at work, the coordination of migratory policies and the work/family life balance.

In 2012, work will continue on gender mainstreaming in diverse areas of jurisdiction (contracting, information systems, legislation, personnel and budgeting), keeping in place the current management model for planned actions in the Regional Ministry's areas of competence and facilitating gender evaluation in all the different actions undertaken, regardless of the region in which they take place.

Lastly, gender mainstreaming projects will continue, along with promoting co-responsibility for the work/family life balance and boosting the G+ gender budgeting strategy in the Regional Ministry of Employment, particularly in its Provincial Government Offices.

44J LEISURE TIME ADMINISTRATION AND MANAGEMENT SERVICES

Over the period 2008 – 2011, the Directorate-General for Employment has used budget programme 44J to develop actions for gender mainstreaming in the management and administration of services for leisure time.

The “Discover your Region” programme has traditionally been run for specific groups such as pensioners or the disabled. It will now include new sectors of the population such as widows, housewives, women requiring special social care, and the unemployed, all of whom will be given priority access to Leisure Time Residences.

Changes have also been made to the IT system for awarding places in these residences so that it provides information broken down by sex on the applicants (male and female workers and their families, pensioners and the disabled). Including this variable makes it possible to analyse the impact of actions and to correct any service deficiencies which may occur, particularly for women with specific social and professional problems.

The balance sheet for this term of office shows that two major objectives have been fulfilled, the first being to offer male and female workers holiday accommodation at more affordable prices than market prices, and the second in development of the “Know your Region” programme, working with Andalusian municipal councils to offer free holiday accommodation to pensioners and the disabled.

For 2012, the following lines of action will be developed for leisure time residences:

- Within the “Know your Region” programme, more places will be offered to groups of females with specific social and professional problems.
- Single-parent families will be eligible for discounts on holiday accommodation prices.

14.31 ANDALUSIAN INSTITUTE FOR THE PREVENTION OF OCCUPATIONAL HAZARDS

310 PREVENTION OF OCCUPATIONAL HAZARDS

Over the period 2008 – 2012 the statutes of the Andalusian Institute for the Prevention of Occupational Hazards were approved. The Institute has been carrying out its activities at full capacity since July 2009, when its staff allocation was partially met.

The Institute's two major lines of action are shaped by the General Plan for Prevention of Occupational Hazards 2003-2008 and the Strategy for Health and Safety at Work in Andalusia 2009-2014.

Since its creation, the Andalusian Institute for the Prevention of Occupational Hazards has incorporated gender perspective into its lines of action. The main lines of action promoted in this area are:

- The drafting and circulation of manuals on good practice concerning male and female workers particularly vulnerable to occupational hazards.
- Organising training courses and materials on health and safety at work geared to encourage women to be part of representation bodies.
- Undertaking surveys on working conditions and preventive management in businesses in which the gender variable is considered in all sections.
- Undertaking a study on working conditions from the gender perspective in Andalusia and comparing the results with studies on other Autonomous Communities and European countries.
- Undertaking a study to estimate the number of female workers in Andalusia exposed to causal factors (physical, chemical or biological) which could lead to occupational illness.
- Creating a database of gender perspective indicators for working conditions which may be compared with those in the rest of Spain, Europe and countries outside Europe.
- Organising events for the scientific community with a view to debating and analysing working conditions from the gender perspective, and to analyse the legal framework for occupational hazard prevention from the gender perspective.

The actions listed below are scheduled for 2012:

- The study of policies for protection from the hazards inherent to reproduction, particularly in cases of pregnancy, maternity and breast-feeding.
- Drafting and circulating manuals on good practice in preventive management, evaluation and control of psycho-social hazards at work from the gender perspective.
- The 2nd Survey on working conditions in Andalusia, and analysis of the 1st Survey on preventive management by Andalusian businesses, the information being broken down by sex.
- Drafting and circulating good practice manuals on specific prevention activities for particularly at-risk male and female workers.
- Organising and promoting workshops, courses and seminars specifically targeting self-employed females and businesswomen.
- Occupational hazard prevention training for male and female workers, hazard prevention delegates and members of Health and Safety at Work committees.
- Provincial reports on the surveys carried out by the Andalusian Institute for the Prevention of Occupational Hazards presenting information broken down by sex.
- A study on working conditions from the gender perspective in Andalusia and comparing the results with studies in other Autonomous Communities and European countries.
- Organising events for the scientific community with a view to debating on health and safety at work conditions from the gender perspective.
- Improved design and execution of training in occupational hazard prevention for unemployed male and female workers.
- Preparing audio-visual material for understanding the most frequent psycho-social hazards affecting female workers and how to deal with these hazards.

The results of all these different activities will be published on the Andalusian Institute for the Prevention of Occupational Hazards website, on the Andalusian Laboratory-Observatory for Working Conditions page.

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to Regional Ministry of Employment staff in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	2	15	17
Paternity leave	22	0	22
Birth, adoption or fostering, pre-adoptive or permanent	7	22	29
Additional leave for birth or adoption	4	22	26
Travel prior to international adoption or fostering	0	0	0
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	430	747	1,177
Infectious-contagious illness of children under 9 years old	16	56	72
Time off for breast-feeding (reduced working day or accumulated hours)	1	24	25
Reduced working day to care for each child under 16 months old	0	7	7
Reduced working day for legal guardianship	1	27	28
Reduced working day for premature birth, hospitalisation of new-born baby	0	1	1
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	6	6
Reduced working day to care for seriously ill family member in first level of consanguinity	0	5	5
Leave for women due to gender violence	0	0	0

14.39 ANDALUSIAN EMPLOYMENT SERVICE

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

The Andalusian Employment Service is set up as a special system agency as per Article 54 of Law 9/2007 of 22 October.

The agency's activities in the area of employment are guided by the fundamental transversal objective of equal opportunities for men and women in Andalusia, following the lines dictated principally by Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia and the 7th Agreement on Social Dialogue.

Furthermore, the agency has a new administrative structure which makes it quicker, more efficient and specialised, with an investment in human capital which focuses, amongst other areas, on consolidating equal opportunities and equal treatment for men and women within the agency itself by means of a specific gender equality plan.

In spite of the progress made in bringing women into the labour market, there is still a long way to go. Gender imbalances continue both as regards access to the labour market and continuance within it, and as regards the conditions of professional performance and advancement for men and women. Significant amongst these imbalances is the gap between male and female employment rates and between gross hourly rates of pay for men and women.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

32L EMPLOYABILITY, TRAINING AND PROMOTION OF EMPLOYMENT

Amongst its objectives for 2012, the Andalusian Employment Service aims to promote gender equality in the labour market by means of a series of actions. These include integrating skills and competences to improve employment options for women in Andalusia, taking account of their interests and training demands and profiles, and reinforcing the link with the fabric of enterprise.

The aim of this objective is to lessen the gap which currently exists between male and female employment rates and male and female gross hourly rates of pay. To achieve it, measures and actions are being developed to promote equality between men and women in access to employment, continuance in employment, the work/family life balance and male-female co-responsibility for family duties.

Actions and measures are similarly envisaged for correcting the unequal distribution of men and women in different business sectors, and for increasing female presence in the technology, science and technical innovation sectors.

In the area of work/family life balance for men and women, the actions implemented to comply with the “Europe 2020” strategy guidelines will be assessed. In addition to being a specific area, it is also a transversal element in all other areas.

Described below are all the actions which will be developed in this area:

Promotion of employment

The development of employment promotion activities will continue so that the special requirements of each sector of the Andalusian population are addressed. These activities have been successful in previous years. They basically target groups with greater difficulties in entering the labour market and are always based on the transversal objective of equal opportunities policies for women and men.

The programmes for promoting stable employment contain a number of incentives, amongst them:

- Incentives for businesses to offer indefinite term contracts to women in sectors and professions where they are currently under-represented.
- Incentives for contracting women who, following pregnancy (or fostering/adoption) or a period caring for dependent persons, wish to enter the labour market.
- Incentives for extending temporary contracts into indefinite-term contracts for women, particularly in sectors with a high rate of temporary employment.

Activities such as general and social interest programmes, training workshop programmes, vocational schools and employment workshops continue including gender perspective amongst their objectives in order to further the creation of a socially and professionally equal environment. Along the same lines, the Employability Plan for disabled persons includes specific actions for assisting disabled women.

The new Andalusian Law on the Promotion of Self-Employment will stipulate that the Strategic Plan for Self-Employment shall include the gender perspective, the work/family life balance and co-responsibility with a view to ensuring equal opportunities for women and men. To this end, it will be accompanied by a gender impact report analysing the potential effects of the Plan on women and men.

In addition and given its excellent results, the programme for facilitating the work/family life balance for male and female workers in Andalusia and for the creation of employment will continue. The pertinent incentives are listed below:

- Incentives for contracting personnel to cover absences by workers at risk during pregnancy or during maternity leave, paternity leave, or leave for adoption or fostering.
- Incentives for substitution contracts to cover workers on leave of absence or with reduced working days.
- Incentives for extending part-time substitution contracts to continuous working day to cover the position of a worker on leave of absence or with reduced working days to care for children or dependents.
- Incentives for first indefinite term contracts, or for changing fixed-term term contracts to indefinite-term ones.

Training for employment

In this area, the Andalusian Employment Service will continue studies on the work situation of unemployed persons who have successfully completed courses in Vocational Training for Employment. The studies will analyse their vocational integration from the gender perspective, thus enabling new tools to be created.

The objective of breaking down by sex the files on employed participants in Vocational Training for Employment courses has been met, and forms part of the statistics for employment policies in Andalusia.

Also worthy of mention are the “Andalucía Concilia” awards by the Employment Service. These awards are for entities which promote the work/family life balance for male and female workers in Andalusia, and are divided into two categories:

- A. The “Innovation for balance” award for the best project on developing innovative and viable ideas offering new formulas for successfully combining work and family life. Beneficiaries may be publicly-funded universities and not-for-profit organisations located in Andalusia with proven experience in social research on the work/family life balance.
- B. The “Good practices in balance” award for innovative work/family life balance measures implemented in work centres in Andalusia which, through their

nature and impact, have significantly improved the work/family life balance of their male and female workers. Beneficiaries may be private or public sector companies of whatever legal type, or not-for-profit organisations which do business and have at least one work centre or head office in Andalusia.

It must also be pointed out that the Andalusian Employment Service will continue directly endorsing the “Cualifica” programme and will take over the development of this programme. It targets female victims of gender violence enrolled in Vocational Training for Employment courses and regulates economic assistance in the form of attendance grants, thus enabling these individuals to participate and achieve social integration. The programme is developed jointly with the Regional Ministry for Equality and Social Welfare. It has a series of stages (specific training, guidance workshops and social skills and practices in businesses) and a total duration of 700 hours.

Careers guidance and intermediation between supply and demand

The purpose of the guidance programme is to help job seekers find employment. To do this, it offers specialised and tailor-made guidance and advice on career choices, necessary qualifications, training requirements and options, and on looking for employment or becoming self-employed.

The female population requires support so that the gap between male and female unemployment rates can be lessened, and likewise the differences in gross hourly rates of pay. For this purpose, the Employment Service “Andalucía Orienta” network will continue to have a quota of professional careers advisors – 8% of the total of this category of personnel – who will offer tailor-made assistance and guidance for actively seeking employment to women at risk of social exclusion.

This category of personnel, whose job is specifically to assist women, work fewer hours in direct contact with the public than general technical personnel; this is so that they can spend more time drawing up specific work plans for women.

The Careers Guidance Units carry out specific services for women, among them awareness-raising, training, assessment, and seeking specialised resources or other related resources which have an impact on the human team in the Unit itself and its environment.

Lastly, women are afforded preferential treatment when seeking to enrol in the programmes listed below:

- Programmes for integration into the labour market
- Careers guidance programmes
- Integration routes
- Experimental activities
- Studies and scope of the employment market
- Professional experience for employment
- Tutoring programmes for integration

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Andalusian Employment Service special system agency in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	23	23
Paternity leave	24	0	24
Birth, adoption or fostering, pre-adoptive or permanent	10	46	56
Additional leave for birth or adoption	9	47	56
Travel prior to international adoption or fostering	1	0	1
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	422	727	1149
Infectious-contagious illness of children under 9 years old	12	108	120
Time off for breast-feeding (reduced working day or accumulated hours)	4	46	50
Reduced working day to care for each child under 16 months old	3	11	14
Reduced working day for legal guardianship	1	34	35
Reduced working day for premature birth, hospitalisation of new-born baby	0	2	2
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	0	0
Reduced working day to care for seriously ill family member in first level of consanguinity	0	1	1
Leave for women due to gender violence	0	0	0

15.00 REGIONAL MINISTRY OF HEALTH

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

The Regional Ministry of Health is firmly committed to gender mainstreaming all the strategies and measures implemented to ensure equal opportunities for men and women as regards health in Andalusia. This commitment is clear in both healthcare for citizens and in the internal organisation and operation of the Andalusian Public Health Service (hereinafter referred to by its Spanish acronym SSPA), an organisation which moreover has a higher number of women than men on its staff.

From the healthcare perspective, it must be emphasised that knowing the state of health of the population and the illnesses it is prone to, and thus identifying needs and demands, are the objectives taken into account when designing health policies and health services. However, there are different health issues for men and women and these differences must be taken into consideration to determine how the health service shall deal with them. It is therefore one of the Andalusian Health Service's objectives to ensure that healthcare provision takes account of all the nuances of gender perspective.

All the evidence indicates that both sex and gender have a bearing on mortality and morbidity risks due to differences in exposure and vulnerability; on the seriousness and consequences of illness; on access to resources for promoting health and preventing, diagnosing and treating illness; on behaviour patterns which affect health; on experiencing poor health and its consequences; and on the response of the health sector. There are also inequalities in the area of occupational health, since women form the majority of paid and unpaid health workers. However, since they are more numerous in the lower echelons of the workforce, they are less able to have a say in health policy and in decision-making.

Gender equality is not about mortality or morbidity rates being the same for both sexes, but rather about men and women having the same opportunities for enjoying good health. For this to happen, it is essential to know the male-female profile as regards health service users, male-female illnesses, care, etc. This provides the perspective necessary for planning and organising resources and measures to ensure gender-equal access to services and gender-equal quality of healthcare.

Leaving aside the healthcare provision area, it must be borne in mind that from the public health service perspective the Andalusian Health Service is an organisation with 80,000 professional staff working in health centres 24 hours a day, 365 days a year. It is therefore a priority for the correct operation of the organisation that there are solid measures in place to facilitate work/family life balance.

To promote labour relations which facilitate co-responsibility and the work/family life balance, equality plans are today an efficient way of incorporating equal opportunities into human resources management and at the same time a vehicle for creating indicators on how efficient the strategy actually is. Furthermore, they are an ideal tool for detecting possible inequalities and gender gaps in the work environment.

In order to integrate and improve gender analyses in health organisations, a Methodology Guide for Preparing Equality Plans in SSPA Centres and Bodies was created over 2011, financed by the Regional Ministry of Finance and Public Administration G+ Fund.

The benefits of gender mainstreaming as a management model are in developing human capital talent and the capacity to create and innovate by all workers. This makes for improvements in how the organisation operates, optimises available human resources and creates a better work environment through increasing the motivation, satisfaction, dedication and commitment of all work teams involved. It also enables the organisation's ethical commitment to social responsibility to be consolidated and its external image improved. In view of all the foregoing, it is clear that gender mainstreaming in the daily activities of the SSPA will inevitably lead to better and more holistic healthcare provision for the population.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

As regards actions in the gender strategy area, the Regional Ministry of Health and the Andalusian Health Service are consolidating different measures to eradicate inequalities in services for men and women.

31P FAMILY SUPPORT SERVICE

Continuing with the strategy and line of previous years, significant differences are still being observed in the number of boys and girls treated under the Early Childhood Care Plan. These differences are understood to be due to the higher incidence among boys of the development disorder pathologies eligible for treatment under this Plan. This higher incidence is also observed in other Autonomous Communities. In any case, in-depth studies continue to be undertaken to identify the possible causes of this inequality so that corrective measures and actions may be designed and implemented.

Similarly significant is the higher number of boys than girls treated in Mental Health Units for young children and adolescents, which again results from the unequal incidence of these types of pathology in both sexes. This is noted in the Mental Healthcare Programme for Children and Adolescents, which states “analysis of the population treated shows differences in the distribution by sex of diagnoses, more frequent among boys and male adolescents being development disorders (82.5%), behavioural and emotional disorders (76.8%) and organic disorders (76.6%), whilst girls and female adolescents are more often treated for physiological and somatic disorders (72.7%) and mood disorders (56.6%)”.

For the Alzheimer’s Plan, actions are based on the fact that the majority of carers are women. It aims to go beyond the purely caring aspect and encompass the vital needs of these carers. A specific example is the preparation of the manual “Project by your side” on providing support for persons caring for Alzheimer’s sufferers.

Work will also continue on the preparation of guides for other pathologies which taken gender perspective into account, both in terms of the patient and the person caring for the patient (the majority of carers being women).

41C HEALTHCARE

Over the last four years, all Public Healthcare Agencies funded under this budget programme have implemented an approved Equality Plan or are in the process of creating one. These plans effect gender mainstreaming from three different angles.

The first angle considers the internal organisation of these agencies. Some examples of gender mainstreaming in this area are: positive action for increasing the presence of the under-represented sex in different professional categories; promoting access to positions of responsibility in equal conditions; developing healthcare protocols for preventing and treating cases of gender violence; preparing guides on the prevention of sexual harassment; using gender indicators in the analysis of healthcare activities, and drafting guides on the return to work after maternity or paternity leave.

The second angle focuses on relations with third parties, adopting measures for prioritising service and supply contracts with suppliers who operate equality measures and re-drafting communication programmes so that they do not contain sexist language.

The third angle focuses on healthcare provision for the population, which in practice means designing programmes for better attending the human angle in antenatal services, or analysing the use of high-technology tests in the most widespread health problems, or drawing up plans for assisting carers, etc.

In 2012, as regards the healthcare services provided by Healthcare Agency Public Sector Companies (Spanish acronym APES) and public sector companies attached to the Regional Ministry of Health, the lines of action for implementing gender area commitments are:

In the Bajo Guadalquivir APES, an Equality Plan has been drafted based on the appraisal of the gender inequalities within the organisation. It is pending approval, but in the meantime a number of objectives have been set at no detriment to approval of the Plan. Amongst these objectives are obtaining gender mainstreaming indicators, drafting a guide for eliminating sexist language from Agency communications and documentation, the inclusion of the gender variable in the statistics produced by the Agency, making the equal opportunities measures implemented in bidding companies an assessment criterion for awarding service and supply contracts, applying programmes for better attention to the human angle in antenatal services, applying the healthcare protocol for dealing with cases of gender violence, and setting indicators to measure the use of high-technology testing in the most widespread health problems. Also approved is a procedure for detecting, preventing or protecting staff from sexual or moral harassment in the workplace.

The Alto Guadalquivir APES Hospital has had an Equality Plan in place since 2006. Amongst its measures are calculating as time worked the leave granted to temporary staff for pregnancy, maternity or paternity leave, increasing to 4 weeks the additional paid leave after the period of pregnancy leave finishes, and making up to 100% the gross salaries of personnel who opt for suspension of contract due to at-risk status during pregnancy or breast-feeding.

For its part, the Poniente APES Hospital in Almeria is working on a guide for women returning to work after maternity leave and on drawing up its Equality Plan. The Costa del Sol APES Hospital is doing the same.

Lastly, the Emergency Healthcare Public Sector Company (EPES) has undertaken an appraisal of the inequalities within its organisation and this year has approved a three-year Equality Plan, with measures already being implemented.

41D PUBLIC HEALTH AND PARTICIPATION

Within the framework of its action area over recent years, this budget programme has tackled the objective of achieving real equality for men and women from the perspective of the social factors which determine health problems for each sex, particularly some of the most prevalent ones such as obesity, mental health or accident rate. These social factors can be economic, educational or, above all, relate to gender relations. Policies for handling these problems must use gender mainstreaming for the lines of action promoted in the education or occupational areas, amongst others.

From this perspective, the most significant achievement for correcting inequalities between men and women in the public health sphere is the recently approved Law on Public Health in Andalusia, which makes these principles of equality and equity an article of law.

Logically and in parallel with this Law, over recent years work has been undertaken on objectives and specific actions in the most diverse areas. There has thus been significant progress in including the gender variable in IT records and applications and in eliminating the use of sexist language, redrafting and publishing documents and materials such as the Mother and Child Health Programme.

Various studies have been carried out, such as the Report on Women's Health in Andalusia, which provide better understanding of the special needs of women and therefore enable actions to be better adapted to these needs. Actions specifically targeting women have also been included in general programmes, examples being the "Stop Smoking" programme for pregnant women or the Alzheimer's Plan, which aims to redistribute the burden of care across the entire family and has created the "Carer Family Card" to this end. Other actions have aimed to reaffirm the gender perspective in health in other organisations and administrations, for example working with municipal councils on drawing up local health plans which include this perspective.

The approval by Parliament of the Law on Public Health in Andalusia consolidates all the improvements made over the last four years of office, since as stated previously it makes provision for equal opportunities and equity for men and women and incorporates the gender factor into each of its actions.

With respect to actions envisaged for 2012, it must be highlighted that within the framework of different Comprehensive Plans (cardiopathy, mental health, smoking, oncology, diabetes, childhood obesity, accident rate, and promotion of healthy lifestyle) the primary objective is to reduce or eliminate the gender gap as far as possible. Therefore in 2012, gender mainstreaming will continue in these Plans and also in their annual review and evaluation.

Similarly, joint work in coordination with other regional ministries will be carried out to improve gender equality in areas whose transversal nature makes this necessary. Examples are the Plan for Disabled Women, the Drug Dependency and other Addictions Plan, and the Child Abuse Treatment Plan.

In the area of mental health, work will continue under the Comprehensive Plan for Mental Health in Andalusia (Spanish acronym PISMA) on the creation of socio-educational groups for women in primary care (the GRUSE network), the objective being to promote mental health and prevent anxiety, depressive and somatisation disorders. Moreover, for this Plan in 2012 new actions have been defined, encompassing the inclusion in digital clinical histories of sentinel questions to help flag up gender violence, and the inclusion of variables in mental health from the gender perspective stored in the DIRAYA digital clinical histories system, the IT tool used in the Andalusian public health service as a platform for electronic health records.

As regards cardiopathy, the Cardiopathy Plan will work on setting up a network of healthcare professionals specially trained to take gender perspective into account when implementing the Vascular Risk in Primary Care (RIVA) procedure. This model will also be used by the Childhood Obesity Plan, which will incorporate gender perspective into all its materials. As regards the Diabetes Plan, the integrated care procedure has been updated to include specific quality features relating to diabetes and pregnancy.

To sum up, as regards Comprehensive Plans work will continue on breaking measurable variables down by sex, adapting all measurement instruments to this end and raising awareness of this topic amongst healthcare professionals working for the Andalusian Public Health Service. Likewise, qualitative information will continue to be sought out which sheds light on the causes of the inequalities detected.

In the area of measures to care for victims of gender violence, in 2012 work will begin on updating the quality accreditation of gender violence training, and training activities begun in previous years will continue. The gender violence awareness-

raising programmes for healthcare professionals will be included as objectives in the management/programme contract agreements between the Regional Ministry of Health, the Andalusian Health Service and public sector companies. The healthcare protocol for dealing with cases of gender violence will continue being introduced in all centres and an additional such protocol with the same features will be introduced in A&E centres.

In addition to the leaflet on methods of contraception, a new feature for 2012 in the area of sexual and reproductive health will be an indicator on the breakdown by sex of persons trained in sexual and reproductive health. In the training area, a mixed classroom/e-learning format course is being designed for trainers in sexual and reproductive health. This course fully incorporates gender perspective, rights and disability. Regulations will continue to be laid down for moving towards comprehensive sexual and reproductive health and for circulating the national sexual and reproductive health strategy amongst healthcare professionals and the general population, making a direct link between sexuality and the capacity to procreate and personal dignity and free development of personality.

Also in this area, work will continue on reducing the rate of Caesarean sections and increasing the involvement of women and their partners in the birth process. Amongst other activities, positive parenting will be promoted in various areas. With the “Guides for Parents” and the integrated care procedure document “Pregnancy, Childbirth and Postpartum”, a pilot project is being implemented in eight hospitals in Andalusia as part of the Multi-centre Programme to adjust recommendations for performing Caesarean sections to clinical standards. Within the same programme, a retrospective study will begin on adjusting Caesarean recommendations in six hospitals and the programme will be reissued with the same methodology in a new group of hospitals.

Lastly, the “RELAS” Programme. Its objective is to develop a strategy for local health action by providing municipalities in Andalusia with the appropriate methodology for drawing up and implementing local health plans. In 2012, equality criteria will be included in the methodology for creating these plans, and inclusion of gender perspective is nearly complete. A new methodology tool will also be available in the shape of the guide resulting from fieldwork in 2011 to analyse the gender sensitivity of local health plans. As the municipalities of Andalusia are the target of these actions, a significant objective of the project will be to increase the number of local authorities with which it works; as of 2011 there are 34 local authorities and one Provincial Government involved.

41H PLANNING AND FINANCING

The activities under this budget programme are carried out based on the premise that statistics broken down by sex are strategic for measuring the extent of inequalities. Similarly, statistics data collection and processing systems are in place which break down information by sex, along with specific indicators of the realities and requirements of both sexes, and the implementation of public policies. An objective for 2012 is to finish work on incorporating the sex variable into health system databases and information systems, which will enable an initial analysis on the basis of sex to be carried out, following by one based on gender.

Along these lines, it must be pointed out that the Andalusian Agency for Quality in Healthcare (Spanish acronym ACSA) has included gender indicators in its strategic planning and the EFQM quality management system. It has also created a transversal basic training module on equality for its entire staff and has likewise circulated its Equality Plan amongst all staff. Furthermore, it has integrated gender equality into human resources management and has reviewed its Communication Plan to ensure that it does not contain sexist language. It must also be pointed out that priority is given to contracting candidates from the under-represented sex when they have equal merit and capability, and working hours are flexible in order to facilitate the work/family life balance. Lastly, the Agency has developed a protocol for preventing sexual harassment.

For its part, the Andalusian Foundation for Social Integration of the Mentally Ill (Spanish acronym FAISEM) has carried out an appraisal of inequalities within the Foundation as part of negotiations for the 1st Equality Plan 2011 – 2013 and is considering measures similar to those described above, including prevention and intervention in cases of gender violence.

The Andalusian School of Public Health (Spanish acronym EASP) has an Equality Plan in the draft stage and has implemented a time bank for male and female workers in order to facilitate the work/family life balance, offers childcare for Company events and incorporates the gender focus in the evaluation of occupational hazards, among other measures. The School is also developing research into gender and public health and offers the “Expert in Gender and Health” course. As regards the operation of the organisation, the School has introduced a play scheme for 3 to 12 year-olds during school holidays.

41K QUALITY AND MODERNISATION POLICIES

During the current term of office and in compliance with national and Autonomous Community regulations, this budget programme has coordinated the creation of the Andalusian Public Health Service Gender Equality Unit, finalised on 14 October 2010. The Unit will drive, coordinate and implement gender perspective in planning, managing and evaluating policies in the entire SSPA.

Given its transversal nature and the importance of the functions with which it is entrusted, the SSPA gender equality unit has been created as a multi-disciplinary entity and will represent all the bodies making up the system: the Regional Ministry of Health, the Andalusian Health Service, the Healthcare Agency Public Sector Companies, the Andalusian Agency for Quality in Healthcare, the Healthcare Technologies Evaluation Agency, the Andalusian School of Public Health, the “Progreso y Salud” (Progress and Health) Foundation and the lavante Foundation.

This new reality opens up a wide area of work, in which the involvement of all the aforementioned actors will improve effective equal opportunities across the entire SSPA. In turn, it will mean major improvement in the healthcare provided to residents of Andalusia.

In 2011 and 2012, this budget programme has coordinated the execution of four projects financed by the G+ Fund. These projects are: (1) the gender perspective appraisal of staff by SAS (Andalusian Health Service), Virgen del Rocío University Hospital and Alto Guadalquivir Healthcare Agency Public Sector Company; (2) gender impact assessment of budgets carried out by SAS; (3) gender inequalities in access to the health system in Andalusia by patients with acute coronary syndrome, studied by the Andalusian School of Public Health, and (4) technical support for designing a procedure for drawing up a map of indicators and its implementation through equality plans in SSPA centres and institutions, carried out by Regional Ministry of Health.

The supply of training which includes the gender perspective has been increased and will allow services to be adjusted to address the real situation of men and women. Furthermore, a guide has been created and made part of the Strategic Plan for Comprehensive Training in the SSPA (Spanish acronym PEFISSPA); this guide contains references to national and international studies on gender and recommendations by Andalusian, national and international feminist organisations alike. Consequently, the training procedures under this plan involve the introduction and regular review of training activities at all stages, and gender assessment of both professional careers and the development of the PEFISSPA plan.

Integrating the gender equality perspective into continuing and postgraduate education plans has improved the efficiency and quality of service provision, since on the one hand it raises awareness amongst male and female professionals of the effect of gender inequalities on health, and on the other it enables the full potential of each person to be reached according to their capabilities and skills.

Since 2009 in the area of biomedical research, the sex variable has been included in application forms for the grant funding awarded annually for this kind of research by the Regional Ministry of Health. This enables statistics to be generated. Moreover, in the calls for funding applications for biomedical and health sciences research in Andalusia, preferential treatment is given to projects which look at priority health problems impacting on public health. Amongst these are inequalities in health, illnesses which specifically affect women, and the consequences of certain illnesses in women.

The Andalusian School of Public Health has its own line of research on gender and public health, and professionals specialising in the area. Furthermore, research projects undertaken by teams whose gender quotient (calculated based on number of female research directors or female research team members) is better than the average obtain extra points in their evaluation. With respect to committees on treatment ethics and health research ethics, their recently published rules guarantee that there will be a balanced proportion of men and women on the committee. In 2012, the lines for the R+D+i Human Capital Programme will be actively developed. This programme contains different lines of action for steering resources towards generating quality knowledge in biomedicine, and gender perspective is an integral part of all these actions.

44H CONSUMPTION

Gender analysis is carried out within this budget programme on patterns of consumption and assessment of content to verify whether sexist language or images of women are used, to avoid the appearance of elements which create or perpetuate gender inequalities.

Under the terms of Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia, during the current term of office gender impact has been included as a criterion for assessment in the following Orders for awarding subsidies:

- Order of 14 July 2010 on the rules and regulations for awarding subsidies to local authorities in Andalusia for funding actions to defend and protect users and consumers, and the call for applications for 2010.

- Order of 16 July 2010 on the rules and regulations for awarding subsidies to Andalusian Consumer and User Associations, and the call for applications for 2010.
- Order of 16 July 2010 on the rules and regulations for awarding subsidies to Andalusian Federations of Consumer and User Associations, and the call for applications for 2010.

In addition, and as in each year, the Directorate-General for Consumption will compile the Andalusian Consumption Barometer using data from surveys carried out in November 2011. This Barometer measures the consumer behaviour of the Andalusian population so that its habits can be known, and focuses particularly on differences in attitudes and behaviour between sexes.

The lines of work in the budget programme for gender mainstreaming are:

- Including new questions in the Andalusian Consumption Barometer which allow gender inequalities to be detected, examined more thoroughly and corrected.
- Breaking down by sex the data in the information systems used by the Directorate-General for Consumption.
- Analysing the inclusion in subsidy award evaluation criteria of actions with positive gender impact.
- Evaluating leaflets on acquiring goods or services in order to detect any sexist content which perpetuates social stereotypes.
- Adapting the training offered by the DG to the general public and personnel in Public Administrations to eliminate sexist roles.

15.31 ANDALUSIAN HEALTH SERVICE

A number of the budget programmes executed by the Andalusian Health Service have the highest rating on the G+ Scale due to their huge potential for improving gender equality. Among them are the family support programme and, particularly, the healthcare provision programme, which provides a large number of healthcare services and to which significant resources are allocated.

31P FAMILY SUPPORT SERVICE

The health dimension of the Support Plan for Families in Andalusia covers the Care Plan, rehabilitation, physiotherapy and occupational therapy in primary health-care, and mental health in children and adolescents.

The Care Plan aims to make effective the measures adopted in response to social and demographic changes (population ageing, progressive incorporation of women into the labour market, diversification of family structures, etc.) which have direct impact on demand for and use of health services.

Within this framework, the Plan aims to improve home care for elderly or disabled persons, and to give support and training to their family carers. Measures and actions for this include:

- The active recruitment of family carers of patients in the home care system, particular emphasis being placed on recruiting men and reinforcing their care activities.
- Care support workshops for family carers in the home care system, again emphasising the progressive inclusion of men to raise their awareness and increase their participation in caring duties.
- Encouraging the creation of formal and informal support networks for family carers in the home care system, and increasing the participation of other family members, essentially men.
- Breaking down by sex the indicators for monitoring, evaluation and impact of the support plan for carers in Andalusia.
- Guidance for families in distributing, organising and optimising care by male and female family members.
- Offering comprehensive information and training which goes beyond questions of care/self-care to look at social and medical aspects, access to services, financial aid, and access to material resources for care, etc.
- Guidance and mediation in family conflict in the context of caring for a family member, particular attention being given to participation in caring by male members of the family.
- Implementing family respite measures to lessen the burden and facilitate social relations for men and women.
- Identifying and providing information on measures for balancing care in the family so that men and women can exercise their right to work and to care; in sum to put in place a more equally balanced model of care.
- Making opening hours and channels more flexible so that paperwork, queries and other areas of family care duties can be carried out by different members of the family, thus distributing family tasks more fairly.

As regards primary care rehabilitation, physiotherapy and occupational therapy facilities, measures have been introduced for elderly/dependent and disabled persons so that they and their families have access to physiotherapy and rehabilitation services closer to home. The aim is to facilitate combining family care duties with the professional activity of family carers.

The objective of the Family Support Plan for mental health in children and adolescents is to improve services in this area. This process of improvement has been developed since the Plan came into force in 2003, and is complemented by the provisions of the Comprehensive Plan for Mental Health in Andalusia 2008 – 2012 which includes a strategic line of action “Mental healthcare for children and adolescents”.

41C HEALTHCARE

This budget programme will continue focusing on three major objectives:

- To ensure equal opportunities in health improvement among the population, in activities for promoting and protecting good health, and in preventing and treating health problems.
- To promote gender mainstreaming in biomedical and social research on health.
- To promote balanced representation of male and female mental healthcare professionals in decision-making arenas and positions of responsibility in the public mental health services network.

To meet these objectives, a large number of the actions implemented in 2011 will continue to be developed and will be complemented in 2012 by the following lines of action:

- Programmes to promote and raise awareness of health in the workplace from the gender perspective.
- Improving access to medical attention centres by speeding up procedures.
- Identifying the variables affecting differences in access to research for male and female professionals.
- Analysing health problems that affect men and women in different ways, and looking at the trend towards “medicalising” life, particularly amongst women, identifying the relevant socio-demographic variables.

- Setting research priorities from the gender perspective, and taking into consideration the recommendations of Spanish and Andalusian female researchers for the design, planning and execution of gender-sensitive studies and research projects.
- Preparing a communication plan for the mental health and gender strategy (encompassed in the general PISMA communication plan) and developing a methodology guide on incorporating gender perspective into the diverse strategies of this Comprehensive Plan.
- Preparing and launching a Training Plan on Gender and Mental Health for all the relevant professional groups.

With regard to the activities developed during this term of office, the budget programme has succeeded in substantially improving the quantity and quality of information on the provision of care by the Andalusian Health Service broken down by sex.

Primary care indicators refer to activity in GP surgeries and paediatrics, to hospital referrals and to emergency treatment. The indicators for specialised care compile data from the Minimum Basic Data Set which has indicators on hospitalisation, average duration of hospitalisation, and the mean index of complexity.

To round off this information, in 2012 questions will be addressed on gender bias in diagnosis and treatment, the burden of care, male domination stress, the effects of physical or emotional abuse on health, the massive under-representation of women in clinical trials, the tendency to over-prescribe when treating female nervous crises and services for disabled women.

In the mental health and gender area, epidemiological studies show that certain mental disorders, particularly the most frequent ones (anxiety, depression and somatic complaints), are predominant amongst women and constitute a serious public health problem.

The working group on mental health and gender set up within the framework of the Comprehensive Plan for Mental Health in Andalusia (PISMA) continues working towards meeting the objectives of the Plan: ensuring that gender perspective is included in all PISMA initiatives, working to overcome gender bias, eliminating the gender-related inequalities in access to resources and services, and promoting balanced representation of male and female mental healthcare professionals in decision-making arenas and positions of responsibility in the public mental health services network.

In terms of training, it is worth pointing out that over the course of PISMA 2008-2012, 151 professionals have been trained: 123 women and 28 men.

The working group on mental health and gender has launched a research project on “Ambivalent sexism by male and female mental healthcare professionals in Andalusia”, designed to ascertain the frequency of sexist attitudes by male and female SSPA mental healthcare professionals when treating patients.

41A MANAGEMENT AND GENERAL SERVICES FOR HEALTH

Over the last four years, a variety of actions have been implemented with a view to ensuring that all information systems containing data on persons include the sex variable. Along these lines, joint work has been carried out with heads of the Health Training programme and heads of the Personnel Section to facilitate the work/family life balance. To do this, on one hand formulas have been sought which overcome difficulties due to timetabling, content and any other circumstances in such a way that both women and men can attend training courses, and on the other the situations of administrative personnel and the circumstances dictating them have been studied.

Furthermore in 2012, requests for reduced working days and voluntary leaves of absence will be analysed to determine the degree to which the sex variable has a bearing on such requests, and how to eliminate any inequalities revealed by the analysis.

41B HEALTHCARE TRAINING, CONTINUED AND POSTGRADUATE

Over the period 2008 – 2011, this budget programme has placed great emphasis on imparting a basic level of knowledge and creating a common outlook for identifying and modifying gender marking in training policies and practices.

Training has been fundamental to achieve this. The principal aim of gender mainstreaming in training plans, management of training plans and professional advancement in the Andalusian Health Service has been to remove the obstacles to effective equality for women and men and to foster full equality for the organisation’s professionals, thus increasing its quality and efficiency.

The strategic lines of previous years will continue to be developed in 2012. Significant among them are:

- Specific training programmes on gender equality and equal opportunities, paying particular attention to training teaching staff.
- Training activities for heads of training so that they include gender perspective in training plans.
- Identifying possible gender gaps in training.
- Promoting and circulating good practices for incorporating the gender perspective in health, particularly in the training area.

41E HAEMOTHERAPY

Data from satisfaction questionnaires filled out by male and female blood donors show that over the last five years, the predominance of females among new donors has been gradually dropping. Because of this finding, plans for improvement and citizen participation are implemented each year for running blood donation centres and will enable the factors responsible for this development to be identified.

To this end, the following lines of work have been established for 2012:

- To set up an inter-professional working group on blood transfusion centres which will draw up a document on good practice; this document will include the gender perspective.
- To determine if it would be appropriate to set up a working group on gender perspective training and awareness-raising for staff in the network of blood transfusion (currently being restructured), and include the findings of this group in the objectives for encouraging blood donation, keeping regular blood donors and persuading blood donors to become plasma donors as well.

41F ORGAN TRANSPLANTS

This budget programme develops the Coordination of Transplants in the Autonomous Community of Andalusia, which uses the SICATA information system. This system compiles all the information, broken down by sex, on organ donation and transplant activity in Andalusia. This information shows that the majority of organ donors and organ transplant patients are still men. As donors, because there is a higher incidence among men of cerebrovascular accident (CVA), which makes donation a viable option. As transplant patients, because men are prone to greater levels of drinking and smoking than women, so more men than women require transplant therapy.

41G PHARMACY AND HEALTH PRODUCT PRESCRIPTION SERVICES

Due to the modifications made to the pharmacy information system (FARMA) over the current term of office, it is now possible to obtain information broken down by sex on the consumption of medicines and health products included in the SSPA prescription service. This in turn makes it possible to analyse consumption of medicinal products and prescription quality by sex.

The information obtained is on 90% of the total amount of medical prescriptions. This is the percentage of prescriptions issued via the electronic prescription system (“Receta XXI”) in Andalusia. The remaining 10% are handwritten prescriptions. Moreover, analysis of medical drug consumption by sex can be made at the level of Andalusia, provinces, primary healthcare districts, hospitals, clinical management units and prescribing doctors. The system can also calculate the proportion of men and women using the electronic prescription method.

Specific projects and initiatives by SAS healthcare centres

A series of specific gender-focused projects were carried out in 2011 and will continue in 2012 in SAS healthcare centres. Amongst them we highlight the creation of a nursery school in Reina Sofia University Hospital for children from 0 to 3 years old. Eligible are children of staff of the centre itself, and also of staff of companies providing services to the Hospital. This initiative will facilitate the work/family life balance. The nursery will have 169 places, its rates will be the same as publicly-funded nurseries in Andalusia and mixed funding will be permitted.

The centre will allocate as resources the plot of land for building the nursery by means of awarding a public works contract to the successful bidder who will subsequently construct the nursery.

Similarly, as the continuation of training activity “Actions for gender impact assessment on SAS public budgets” financed by the Regional Ministry of Finance and Public Administration G+ Fund, SAS support services will offer four training sessions for management staff on “Gender impact in public budgets for the health service”. The objective of this training is to further raise the awareness of SSPA management staff of the need for gender mainstreaming in their management activities, particularly as regards preparing and administering public budgets.

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of Health and the Andalusian Health Service in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	7	33	40
Paternity leave	759	7	766
Birth, adoption or fostering, pre-adoptive or permanent	45	2,039	2,084
Additional leave for birth or adoption	96	1,550	1,646
Travel prior to international adoption or fostering	10	21	41
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	8,027	23,058	31,085
Infectious-contagious illness of children under 9 years old	5	22	27
Time off for breast-feeding (reduced working day or accumulated hours)	186	1,763	1,949
Reduced working day to care for each child under 16 months old	0	0	0
Reduced working day for legal guardianship	437	3,808	4,245
Reduced working day for premature birth, hospitalisation of new-born baby	0	0	0
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	166	913	1,079
Reduced working day to care for seriously ill family member in first level of consanguinity	9	61	70
Leave for women due to gender violence	0	0	0

16.00 REGIONAL MINISTRY OF AGRICULTURE AND FISHERIES

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

Andalusia continues to be a significantly rural Autonomous Community, as evidenced by the high proportion (33%) of residents who live in rural areas. Agriculture is a strategic pillar of the regional economy and the agri-food industry is the main source of employment in over half of the municipalities in Andalusia; employment in agriculture accounts for 7% of total employment in Andalusia and in the agri-food industry around 20% of total employment in industry. In short, agricultural activity has significant weight in the regional economy; over the last 20 years, production in the agricultural sector has grown by more than 190% and Andalusia supplies around 20% of national agricultural produce.

Masculinisation is one of the characteristics of this productive sector; only 30% of farms are owned by women, and this percentage drops to 22% in the case of female farm managers. The same circumstances are observed in ownership of livestock farms, only 14% are owned by women in the case of ownership by individuals. However, these figures hide a very different reality, female farm labour, disguised under the term “family labour”. Thus, 68% of spouses working on family farms are women, and work by family members of the owner of the farm accounts for 27%. Law 35/2011 of 4 October⁷ on shared ownership of farms will be a factor for change in agricultural structures and will mean that women in the farming world will enjoy the same rights as their male counterparts.

The ageing of the farming population is another indisputable fact; 31% of farm owners are over 65 years old and 55% are over 55 years old.

Fishing is a major factor in the economy of many coastal areas. Similarly to the agricultural sector, the fisheries sector is extremely male-dominated. The presence of women in the extractive sub-sector is practically non-existent; employment of women is only present in the fish farming and fish product processing sub-sectors. In fish farming it represents 15% and has greater weight in part-time employment.

⁷ Official Spanish Gazette nº 240 of 5 October 2011.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

71A MANAGEMENT AND GENERAL SERVICES

The Departmental Secretariat is the body responsible for running this budget programme, the main function of which is to provide Regional Ministry services. In addition, it is charged with preparing forward planning studies for priority markets and statistics on agriculture.

This budget programme also covers personnel training, aside from that provided by the Andalusian Institute of Public Administration (IAAP). Information on the set of courses given shows equal participation by men and women over recent years, and also that a higher number of women take part in distance learning activities. As regards classroom-based courses, a higher percentage of women attend in-house training (IAAP-approved) since these courses are held in the Regional Ministry itself during the working day, whilst advanced courses have full-day duration and often require participants to go off-site.

Training for Regional Ministry of Agriculture and Fisheries staff. Courses given over 2010

		Men		Women	
		Total	%	Total	%
Classroom-based	In-house training. Central offices	83	52.2	76	47.8
	In-house training. Provincial offices	68	59.1	47	40.9
	Advanced courses	158	69.6	69	30.4
Distance learning		484	47	546	53
Total		793	51.8	738	48.2

Source: Regional Ministry of Agriculture and Fisheries

In 2010, two courses specifically on gender issues were given, “Public policies for equal opportunities for men and women”, a distance-learning course attended by 22 persons (64% women and 36% men); and “Assessment and monitoring of gender focus and young people in the rural development plan”, a classroom-based course attended by 14 persons (57% women and 43% men).

Two courses were also given in 2011, and will be repeated in April and October 2012, on “Gender Budgeting in the Regional Government of Andalusia”, a distance-learning course attended by 26 persons (65% women and 35% men), and “Public policies for equal opportunities for men and women”, also distance-learning and attended by 30 persons (57% women and 43% men).

The Monitoring Office for the Common Agricultural Policy (CAP), which runs a part of the budget programme, is responsible for analysis and forward planning studies on the situation of various sub-sectors in agricultural activity in Andalusia. An objective set for 2012 is the inclusion of a gender impact analysis section in these studies, which will provide conclusions and suggestions for eliminating inequalities between men and women. Likewise in the debate on CAP reform, scheduled to take place over the course of 2012, equal opportunities will be taken into account in access to EAGF and EAFRD subsidies for Andalusia.

Studies were undertaken in 2011 on the female workforce in vegetable, citrus fruit and strawberry farming. Along the same lines, studies on other priority markets in Andalusia will continue, and will include interviews which shed light on where female employment is concentrated in the sub-sector (farms, administration, sales), the percentage of women in the workforce and in positions of responsibility.

As regards statistics on agriculture, important progress has been made in recent years on breaking information down by sex. The agri-barometer (study of public perceptions of farming activity) and the Observatory on the Rural and Farming Outlook in Andalusia considered gender perspective both in data collection through surveys and presentation of data. Special emphasis has been placed on drawing up the Livestock Farm Directories, in which the sex of the owner is specified. In 2011 there were 38,529 registered livestock farm owners, of which 33,237 were individuals (76.5% men and 23.5% women). As regards the 5292 owners appearing as legal entities, specifically farm managers, only 7.7% were women.

Lastly, the Agriculture Census 2009 was published in 2011, and its data will be used in 2012 to prepare a comparative study with data from the 1999 Census on variables such as:

- Family labour; individual owners and farm managers by age and sex and other family workforce by sex and percentage of time worked.
- Fixed paid labour; number of persons by sex and percentage of time worked, and farm managers by age and sex.
- Temporary paid labour by sex and days worked by persons not directly employed by the owner.

Furthermore, data from the MEXA database (farm modernisation aid management) will be used to prepare a study on women requesting entry to agriculture or modernising their farms.

71C BASES FOR THE SUSTAINABLE DEVELOPMENT OF THE AGRICULTURAL SECTOR

The aim of this budget programme is to encourage development of the agricultural sector using sustainable production methods where productivity, safety, quality and environmentally friendly techniques all come together. In specific terms, this means efficient and rational use of water for irrigation, improved animal health and welfare, improved crop health and endorsement of the production, sale and consumption of organic produce.

The Directorate-General for Agricultural Production and Livestock Farming manages a part of this budget programme with the goal of improving sustainable development of agriculture in the areas of animal and crop health and irrigation management. In recent years, significant efforts have been made to adapt IT applications so that they include information broken down by sex, starting with the information most often requested. Various lines of work have also adopted positive action measures for women, prioritising the award of subsidies to female applicants or, in the case of applications by legal entities, when at least 50% of partners are female.

Given irregular rainfall and recurrent periods of drought in Andalusia, correct management of water resources for farming is essential since farms are the main consumers of these resources. The Order governing assistance for improving water resources management through actions for rational and sustainable use of water has as one of its criteria for awards that the Associations of Farmers with irrigation rights applying for aid should be made up of at least 30% women. In recent years this prioritisation has not led to an increase in the number of women in these associations, but there has been an increase in their role as owners of irrigated farmland.

Furthermore, Andalusia plays a leading role in the national organic production sector. It is the region with the highest number of organic producers of all the Autonomous Communities and, similarly to the agricultural sector in general, it is a male-dominated sector. Herein lies the importance of increasing the presence of women in this sub-sector, which is an objective of the redesigned 2nd Strategic Plan for Organic Production; to meet this objective contracting women for the workforce will be encouraged and initiatives run by women will be supported.

In recent years IT applications for management and records have been adapted so that they organise information by sex. This sheds more light on the gender gap and on which areas women are concentrated in, and there are three principal lines of action in this respect:

- Gender mainstreaming in all public administration actions. All the lines of aid in the organic sector include gender perspective in their assessment criteria. Similarly, the studies sponsored by the Andalusian Agency for Agriculture and Fisheries Management include a section on gender equality impact which analyses by sex the persons and/or beneficiaries targeted by the measures adopted.
- Drawing up a Strategic Plan for Organic Production and Gender, currently in progress, in order to comply with Measure 13 of the 2nd Andalusian Plan for Organic Farming.
- Lastly, giving incentives for women to become involved in the organic sector, supporting women's organisations for promoting the production and consumption of organic produce; encouraging the creation of businesses run mainly by women, and fostering cooperation with other Administrations on gender and organic production in areas such as training and awareness-raising for partners in the sector. To achieve this, work with the Institute of Research and Training in Farming and Fisheries (Spanish acronym IFAPA) on training activities will be encouraged and a programme developed for circulating knowledge and raising awareness of gender issues amongst sector partners (technical consultants, developers, producers and consumers).

71E INCENTIVISATION OF THE AGRO-INDUSTRIAL SECTOR

Agro-industry is Andalusia's leading industrial sector and has been growing over recent years, in terms of value of marketed output, at a mean annual rate of 13.7%. Andalusian agro-industry is in second place nationally, but has greater potential given its major primary sector. At national level it accounts for 15% of agri-foodstuffs sold, 14% of added value and 14% of employment.

The Directorate-General for Agri-food Industries and Quality runs this budget programme in the framework of the Strategic Plan for Agro-industry in Andalusia, which ends in 2013. The general aim of the budget programme is to improve the competitiveness of the agri-food sector and industry, employment in it and its ability to grow and lead. Its ability to create work, wealth and added value is based on quality, safety, and commercial and environmental competitiveness.

To achieve this, objectives are to increase the size and reach of companies and cooperatives in the sector, to improve marketing, increase added value, boost R+D+i, support job creation and training for sector partners, promote quality and protect the environment by fostering efficient use and saving of resources.

The Directorate-General is currently introducing references from Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia into regulations, and is working on ensuring that no sexist language is used so that compliance with the Law is ensured. Furthermore, no subsidies will be awarded to companies which have been sanctioned by unappealable administrative or judicial ruling for encouraging or tolerating work practices considered as discriminatory under current legislation.

In addition, gender perspective is included as an assessment criterion when awarding subsidies on a competition basis, in accordance with EU regulations and the recommendations of the Ministry of the Environment and Rural and Marine Affairs. Thus, in subsidies for mergers of agricultural cooperatives and the incorporation of second or higher tier cooperatives, and in subsidies for creating new marketing structures for promoting cooperation between agricultural product processing and marketing companies, it is ensured that personnel are contracted on the strict basis of gender equality principles. There is also a commitment to use non-sexist language.

71F SUPPORT FOR THE AGRICULTURAL PRODUCTION AND LIVESTOCK FARMING SECTOR

The aim of this budget programme is to support agricultural production and livestock farming sectors through the modernisation of farm productive structures, improvements to agricultural and livestock farming output and efficient management of EU farming subsidies.

Although the most recent Agriculture Census shows that the percentage of female farm owners has risen to 30%, the agricultural sector is still characterised by pronounced ageing and male-dominance, taken to indicate a situation of greater inequality linked to restrictive labour markets for women in rural areas. It is therefore important to increase the numbers of younger, trained agricultural entrepreneurs and promote the entry of women to this sector, something which is being achieved through giving priority to female applicants for financial assistance to set up as young farmers. Female ownership of farms is also given priority in assessing applications for farm modernisation subsidies. In compliance with national and European requirements, the empowerment of women in rural areas is being sought, along with more equal integration in the agricultural sector. These positive action measures have borne fruit in recent years; subsidies for bringing in young farmers have increased from a maximum of 55,000 euros to the current figure of 70,000 euros, and for farm modernisation up to 60,000 euros can be awarded. Women receive, on average, 7000 euros more than men, since investment by women has been larger.

In 2010, looking at subsidies for setting up and modernising farms as a whole, 18% of beneficiaries were women. This percentage increases to 23% for bringing in young farmers, although only 15% of beneficiaries of farm modernisation subsidies were women, which indicates that women are leaving the farming sector either due to gender roles or because they find other forms of employment.

Subsidy amounts for bringing in young farmers. 2010.

	Subsidies awarded		Total amount of subsidies		Average amount of subsidy	Average amount of investment
	Total	%	Total	%		
Women	44	23%	2,451,555.0	26%	55,717.2	113,296.9
Men	146	77%	7,118,864.1	74%	48,759.3	99,390.5
Total	190	100%	9,570,419.1	100%	52,238.3	106,343.7

Source: Regional Ministry of Agriculture and Fisheries

Subsidy amounts for modernisation of farms. 2010

	Subsidies awarded		Total amount of subsidies		Average amount of subsidy	Average amount of investment
	Total	%	Total	%		
Women	44	15%	1,398,639.7	14%	31,787.3	61,987.0
Men	252	85%	8,391,371.1	86%	33,299.1	64,711.8
Total	296	100%	9,790,010.7	100%	32,543.2	63,349.4

Source: Regional Ministry of Agriculture and Fisheries

As regards improvement of agricultural and livestock farming output, the DG responsible for this area is currently working on breaking down statistics by sex in order to provide better understanding of the different situation of men and women in these types of farming. In addition, since the implementation of the Programme for Rural Development in Andalusia 2007-2013, the Directorate-General for Agricultural Production and Livestock Farming has adopted positive action for women by making them priority beneficiaries of several of the lines of help in the aforementioned Programme. In coming years, analysis of data will enable the efficacy of the criteria introduced to be evaluated and future actions determined.

Actions for income top-up for crop and livestock farmers are also charged to budget programme 71F through the following lines of action: assistance for early retirement from farming; agri-environmental assistance; assistance for first forestation of farming land; and assistance for farmers in mountainous or other difficult farming areas. The beneficiaries of these types of assistance, broken down by sex, are shown below:

Top-up allowances for crop and livestock farmers

	Men		Women		Legal entity		Total
	Total	%	Total	%	Total	%	
Agri-environmental aid	13,746	59.4	6687	28.9	2710	11.7	23,143
Forestation aid	1058	51.6	582	28.4	410	20.0	2050
Mountainous areas aid	7784	73.5	2797	26.4	9	0.1	10,590
Retirement aid	94	69.1	42	30.9	0	0.0	136
TOTAL	22,940	63.2	10,169	28.0	3178	8.8	36,287

Source: Regional Ministry of Agriculture and Fisheries

The percentage of female applicants for these assistance packages is 28%, similar to that of female farm owners.

71H RURAL DEVELOPMENT

Budget programme 71H is run by the Directorate-General for Sustainable Development in Rural Areas and its principal aim is to foster development in rural areas of Andalusia by means of supporting economic growth, protecting the environment and improving quality of life for residents in rural areas. Life in rural areas is undergoing clear changes and one of the most significant reasons for this is that women are becoming more involved in the economy. Around two million women live in rural Andalusia, which ensures the necessary territorial balance in addition to providing the platform for diversification of economic activities.

In general terms women living in rural areas have experienced significant improvements to their quality of life; however, they still remain largely outside decision-making processes, they continue to be largely responsible on their own for domestic chores and caring for children or dependent family members so effectively work twice as hard, and there is still a high level of female unemployment or at best temporary employment. All this means that women still have a long way to go in their claims for real and effective equality in a setting traditionally dominated by men.

Over the period 2008 – 2012, gender mainstreaming has been strongly endorsed both by projects carried out within the framework of the LIDERA⁸ development programme and by those sponsored and/or coordinated by the DG. Main lines of action are as follows:

- Promoting empowerment of women in rural areas.
- Making known the situation and position of women living in rural areas.
- Raising the profile of the important role played by women in rural areas.
- Ensuring that Rural Development Groups promote equal opportunities for women and men living in rural areas.
- Working on the institutional coordination required to create synergies with other institutions in the interests of gender equality.

For the current Planning Period 2007-2013 (execution period 2009-2015), the Directorate-General for Sustainable Development in Rural Areas will use the LIDERA programme to consolidate equality policy through gender mainstreaming and applying positive measures for women in each one of the development strategies for rural shires. The LIDERA plan is a multiannual assistance package and its operation has increased notably over 2011, 5831 applications for assistance being made.

In a change to the previous framework, LIDERA now requires that an average of 30% of funds are allocated to actions run by women or entities considered as being owned by women, and to actions classified as positive actions and/or in which gender mainstreaming has been applied in their design, application and monitoring. For budget year 2012, this figure of 30% will account for an investment of around 15 million euros.

8 LIDERA is the set of strategies applied by Rural Development Groups using LEADER methodology (bottom-up approach) in 52 rural shires in Andalusia over the period 2009-2015. www.juntadeandalucia.es/agriculturaypesca/portal

LIDERA application information is shown below:

LIDERA programme operation 2011

	Female individuals	Male individuals	Female-owned entities	Rest	Total
APPLICATIONS SUBMITTED	642	1,090	280	3,819	5,831
CONTRACTS ENTERED	241	567	197	2,074	3,079
	Women	Men			Total
JOBS CREATED/MAINTAINED	4,415	5,331	9,746		

Source: Regional Ministry of Agriculture and Fisheries

Also worthy of mention is the breakdown by sex of LIDERA operation information. Not only is data on individuals organised by sex, but likewise the definition of “female-owned entities” has been modified: for an entity to be considered female-owned, a minimum of 51% of ownership must be by females (under the previous framework it was 25%). Participation of women in the decision-making bodies of Rural Development Groups is also being promoted and training in gender equality is being given to persons working in these groups to foster gender-focused projects in the community, and female leadership of the Rural and Urban Network for Women is being encouraged.

Despite the weight of sexist stereotypes still predominant in rural society, all these actions are showing very positive results. Proof of this is increased female presence in Territorial Councils (although it is still a minority presence), so therefore work will continue in this area in 2012.

As regards inter-region cooperation, the Rural and Urban Network for Women in Andalusia was created in 2010 as a shared space for working and making decisions. In 2011 there were 25,000 women from 23 Andalusian entities in this network. In the same year it was joined by women from other Autonomous Communities such as

Castile-La Mancha, Castile-Leon, the Canary Islands, Catalonia, Navarre, the Community of Valencia, Extremadura and the Balearic Islands, thus taking on a national dimension and representing 120,000 women.

As regards international cooperation (the RURALAND project), the DG is sharing its methodology for gender mainstreaming with other European regions such as Limousine (France) and Kainuu (Finland).

Another significant step forward is in coordination between public bodies involved in gender policies, particularly the Andalusian Institute for Women's Affairs and the Andalusian Institute for Young People.

Given the multiannual nature of the LIDERA programme, during budget year 2012 the two lines of work currently in progress will continue – the promotion of positive actions in rural areas and gender mainstreaming in the projects launched under the aforementioned programme. Also maintained will be gender equality training for rural development policies, and a guide for gender impact assessment in rural development projects will be published and circulated. Furthermore, support will continue to be given to requests for action from the Rural and Urban Network for Women, which will expand to include other regions in Spain, Europe and Latin America which have applied to join. Likewise in 2012 there are plans to support businesses within the network in their application to join the United Nations Global Compact “Equality Means Business” and further the seven principles for women's empowerment.

To sum it, it can be stated that in recent years the Directorate-General has managed to refocus its strategies for intervention in Andalusia's rural areas in such a way as to correct gender imbalances.

71P FISHERIES

This budget programme is run by the Directorate-General for Fisheries and Fish Farming. It encompasses all activities aimed at achieving profitable and sustainable fishing practices compatible with the conservation and protection of coastal fishing resources, the dry-land development of new businesses and investment to create new employment opportunities and productive activity with particular emphasis on environmental indicators and the promotion of opportunities for women.

Fishing and fish farming are strategic sectors in the economy of a large number of coastal communities in Andalusia, particularly when taking into account the employment created by economic activities linked to sales, processing and distribution of fish products. Similarly to agriculture and livestock farming, fishing is a strongly male-dominated sector.

For this reason major efforts have been made in recent years to promote bringing women into fisheries activity as a whole and to strengthen their involvement in the sector. Accordingly, in 2011 software applications for managing aid applications have been modified to provide information broken down by sex. In addition, an in-

depth study has been carried out on the situation and statistics of women working in the extractive sector, on dry land, in the processing industry (sales services, supply, management and administration) and as partners in associations; another study has been carried out with in-house staff and staff in Provincial Offices in cooperation with other public administrations (the Mariners Social Institute (ISM) and the National Institute of Social Security); the results have been highly revealing. ISM data as of February 2011 showed that women represent 2.4% of employees in this sector and 2.8% of the self-employed. In fish farming, women employees represent 7.3% of total employees (313 persons) whilst in deep sea fishing they account for 2.1% of the total (5005 persons).

Affiliations in the fisheries sector as of February 2011

SYSTEM	% Men		% Women	
	Total	%	Total	%
Employed	3,946	97.6	95	2.4
Self-employed	1,242	97.2	35	2.8
Total	5,188	97.6	130	2.4

ACTIVITY	Total	%	Total	%
Fish-farming	290	92.7	23	7.3
Deep sea fishing	4,898	97.9	107	2.1
Total	5,188	97.6	130	2.4

Source: ISM. In-house

Distribution of employment by type of activity and sex. February 2011

Type of activity	Women	% Women	Employment
Vessels	74	1.1	6,745
Shellfish collection / scuba / apnoea	16	3.3	486
Sea fish farming	98	15.0	653
Total direct employment	188	2.4	7,884
Industry	1,138	57.7	1,974
Management and administration	200	28.1	713
Supplies, repairs and maintenance	97	14.5	671
Commercial services	3,527	31.4	11,251
Total indirect employment	4,962	34.0	14,609
Total employment	5,150	22.8	22,583

Source: Regional Ministry of Agriculture and Fisheries.

As regards associations, in the last few years they have been encouraged by the Federations of Fishing Associations themselves and also by Fisheries Development Groups (Spanish acronym GDP) but are still unusual in Andalusia. Moreover they are often organised around the issues of mariner couples rather than specifically around women who work in the sector.

In order to help raise the profile of women in the fisheries sector a link has been inserted on the Regional Ministry website to the Spanish Network of Women in the Fisheries Sector, a body which is increasingly numerous and active. In this respect, the 1st Conference of the Network held in San Sebastian was the arena for significant debate and marked the beginning of concrete proposals for action by institutions and by women themselves. The 2nd Conference was held in Malaga in October 2011 and continued work on defining proposals aimed at both organising women in the fisheries sector and setting out the lines for creating and running their own companies.

For projects which apply for funding to the European Fisheries Fund (EFF) in 2012, an essential condition is that they commit to creating jobs for women; thus when applications are being assessed and in accordance with the indicators set by the EFF, special attention will be paid to projects making this commitment. Similarly, IT applications have been and will continue to be modified so that they include the sex variable, not merely for statistics purposes but also so that the success of measures introduced can be evaluated.

On a separate but related note, since their creation the seven GDPs in Andalusia have adopted equality between women and men in the sector as a primary objective and have included gender perspective in all their activities. Working with Directorate-General guidelines, they have become a force for change in their areas; all the Groups have set in motion projects which aim to stimulate women's involvement in fisheries activities (on the quays, in fishmongers and in industry) by means of offering training courses on organisational matters.

The assessment of all the foregoing measures and the conclusions reached at the 2nd Conference will serve as the foundation for improving the incorporation of women into the fishing industry and fisheries-related activities.

16.31 ANDALUSIAN INSTITUTE OF RESEARCH AND TRAINING IN FARMING, FISHING, FOOD AND ORGANIC PRODUCTION

54D RESEARCH AND TRAINING IN FARMING AND FISHERIES

This budget programme is run by the Institute of Research and Training in Farming and Fisheries (IFAPA), attached to the Regional Ministry of Agriculture and Fisheries by Presidential Decree 10/2008 of 19 April. The Institute's objectives are to modernise the farming, fishing, food and organic production sectors in Andalusia, and to make them more competitive through research, development, technology transfer and training for the farming and fisheries sector.

There are increasing numbers of women in the scientific community and this is also true of IFAPA, where the number of female researchers working in the agricultural, fisheries and agri-food sciences has outstripped the number of their male counterparts in recent years. In 2010, women accounted for 35% of research and technical staff. In addition to civil service and non-civil service staff, IFAPA has technical and research staff contracted under programmes for improving qualifications and supporting R+D. In recent years, the female percentage of this type of staff has risen significantly; by 2010 women accounted for 61%. Over the period 2008 – 2012 this trend has continued and a similar one can be observed in contracting trainee technicians and researchers (54% women), which indicates increasingly high standards of qualification amongst women given that trainee places are awarded on a public competition basis.

IFAPA creates plans and programmes for training in the agricultural, fisheries and agri-food areas in order to contribute to the modernisation and competitiveness of these sectors in Andalusia. In recent years the economic crisis has meant that training is increasingly being requested as an importance resource for improving company competitiveness, and IFAPA has been making considerable efforts to meet these requests. The INFO software application is used to compile information on IFAPA training activities, and the breakdown of this information reveals the following data:

Participants in IFAPA courses. 2010

	Men		Women		Total
	Total	%	Total	%	
Institutional training ⁹	9,708	83.0	1,996	17.1	11,704
Specialised training ¹⁰	1,146	67.1	563	32.9	1,709
Training for immigrants ¹¹	280	96.9	9	3.1	289
“Junta Joven” Plan 2010 ¹²	2,129	72.5	809	27.5	2,938
Total	13,263	79.7	3,377	20.3	16,640

Source: Regional Ministry of Agriculture and Fisheries. 2010

The data show that 20.3% of participants in 2010 were female, and if this information is broken down further it can be seen that there is a greater presence of females in specialised programmes (32.9%) than in institutional programmes (17.1%), although the trend is upwards in both cases. In institutional training, the high presence of females in the integrated production programme is notable (exclusively for university graduate technical personnel), female participants accounting for 36.7% of the total. By contrast, the figure for female participants in fisheries courses is only 5%. As regards the profile of women attending courses, the majority are in the 25 to 45 age group (69.8%), are university graduates (40.5%) and employed (51.9%).

Over the period 2008 – 2011, this upwards trend in female participation in IFAPA training activities has continued, partly as a result of positive actions for providing and circulating information and guidance which have facilitated and encouraged female participation in agriculture and fisheries training. The same line will be followed in 2012 when, moreover, a training programme financed by the European Social Fund will be launched. It is aimed principally at women and will deal with productive sectors where it is easier for them to become professionally integrated.

- 9 Covers training activities with certificates and qualifications that professionals in the agriculture and fisheries sectors need for carrying out their activities, improving qualification of the professional fabric of the primary sector in Andalusia and its planning and modernisation. This training is compulsory for all crop farmers, livestock farmers and fishermen who wish to gain accreditation for a specific purpose, for example obtaining a licence to handle plant protection products, joining an agricultural holding, carrying out integrated production or becoming a seafarer.
- 10 This training targets the requirements of the productive sectors and must be able to provide a quick and efficient response to the real needs of crop farmers, livestock farmers and fishermen in Andalusia. IFAPA has a structure of organised centres and technical personnel which enable it to be the leading specialised training body in Andalusia.
- 11 The 3rd Comprehensive Plan for Immigration in Andalusia 2010 – 2013 is coordinated by the Directorate-General for Coordinating Migratory Policies within the Regional Ministry of Employment. In the execution of this Plan, IFAPA takes part in meeting the general objective of designing and promoting training programmes for all immigrants in business, enabling constant adaptation to applying the knowledge areas of sectors within its remit to take place.
- 12 The Comprehensive Plan for Young People 2010 – 2013 is coordinated by the Andalusian Institute for Young People as part of the Regional Ministry for Equality and Social Welfare. In 2010 in the execution of this Plan, IFAPA included a programme designed for training young people and bringing them into the farming sector.

33.00 ANDALUSIAN AGRICULTURAL GUARANTEE FUND

71F SUPPORT FOR AGRICULTURAL PRODUCTION AND LIVESTOCK FARMING SECTOR

Budget programme 71F includes all the lines of action which aim to improve the income of agricultural and livestock farmers by means of assistance from the Common Agricultural Policy, charged to the EAGF. These lines are:

- Single farm payment scheme.
- Aid coupled to acreage.
- Aid coupled to livestock farming.
- Bee-keeping Plan.
- Uprooting of vines (no call for applications in 2012).
- Dismantling of cotton farming machinery.
- Cotton machinery contractors.
- Restructuring of tobacco farming.

In recent years, the Agricultural Funds Department has modified the software applications used for managing the lines of assistance within its remit so that detailed and highly useful information on aid applicants and recipients can be obtained, given that practically all farm owners apply for aid. Information on the beneficiaries of these types of aid is shown below:

Beneficiaries of EAGF aid. 2011

	Men		Women		Legal entity		Total
	Total	%	Total	%	Total	%	
Single farm payment	164,070	60.3	95,669	35.1	12,518	4.6	272,257
Acreage-related aid	14,129	61.5	6817	29.7	2036	8.9	22,982
Cattle premiums	9897	59.5	3930	23.6	2818	16.9	16,645
National bee-keeping plan	797	69.9	318	27.9	26	2.3	1141
Uprooting vines	260	66.8	118	30.3	11	2.8	389
Dismantling cotton machinery	0	0.0	0	0.0	15	100	15
Cotton machinery contractors	16	25.4	2	3.2	45	71.4	63
Restructuring tobacco	242	79.3	59	19.3	4	1.3	305

Source: Regional Ministry of Agriculture and Fisheries. 2010.

3. PERSONNEL

Information taken from the staff clocking system for Regional Ministry civil servants and non-civil service staff shows that for both categories of staff, 80% of leave requested is for serious accident or illness, hospitalisation, outpatient surgical operations or death of spouse, partner or family member in first and second level of consanguinity, and is requested equally by male and female staff.

75.8% of leave for pregnancy, adoption or care of children is requested by female staff. Similarly and although requested far less, 72.7% of “reduced working day to care for spouse, partner or family member up to second level of consanguinity” and “reduced working day to care for seriously ill family member in first level of consanguinity” is requested by female staff.

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of Agriculture and Fisheries in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	12	12
Paternity leave	53	0	53
Birth, adoption or fostering, pre-adoptive or permanent	8	41	49
Additional leave for birth or adoption	17	38	55
Travel prior to international adoption or fostering	0	0	0
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	795	792	1587
Infectious-contagious illness of children under 9 years old	24	79	103
Time off for breast-feeding (reduced working day or accumulated hours)	15	32	47
Reduced working day to care for each child under 16 months old	1	2	3
Reduced working day for legal guardianship	4	42	46
Reduced working day for premature birth, hospitalisation of new-born baby	0	0	0
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	1	3	4
Reduced working day to care for seriously ill family member in first level of consanguinity	2	5	7
Leave for women due to gender violence	0	0	0

17.00 REGIONAL MINISTRY OF TOURISM, TRADE AND SPORT

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

In order to improve equality between women and men in its areas of jurisdiction, the Regional Ministry of Tourism, Trade and Sport has been working over this term of office to increase the participation of women in areas where their presence is still not at the same level as that of men.

In the area of sport, both Law 12/2007 on the Promotion of Gender Equality in Andalusia (Article 56) and the 1st Strategic Plan for Gender Equality in Andalusia 2010 – 2013 stipulate that public administrations must promote equal participation by men and women in sports activities and the effective opening up of sports disciplines. Specifically, the 1st Strategic Plan states that mixed sex sports teams must be encouraged at school and that the stereotypes associated with different sports must be overcome.

In the area of doing sport, the information held by the Regional Ministry of Tourism, Trade and Sport reveals that the rate of doing sport amongst women falls far short of that of men, except amongst older sections of the population. The Regional Ministry will therefore continue developing initiatives to promote doing sport at school, university, in sports associations and at competition level. In this respect, particularly significant is the adoption in January 2011 of the Sports in School Plan for Andalusia, approved jointly by the Regional Ministries of Education, Health, and Tourism, Trade and Sport. The primary objective of the Plan is to increase sports practice amongst school-age children until all children practise some form of sports activity, with particular emphasis on female participation.

In the areas of trade and tourism, Regional Ministry actions focus primarily on policies for developing and promoting the business sector. Efforts to incentivise involvement by women continue, and likewise to identify gender gaps in these two areas. In specific terms, women's involvement in tourism planning is being promoted, and the recent Order governing the Sustainable Tourism Strategy reinforces the inclusion of measures for bringing women into the programmes planned under the Strategy.

In addition, the Regional Ministry of Tourism, Trade and Sport continues to include new gender indicators in its budget indicators in order to measure improvements in gender equality matters. However, the highest number of indicators is found in budget programme 46B run by the Directorate-General for Sports Planning and Promotion; this budget programme has the highest rating on the G+ Scale given its capacity for impact on gender equality in sport.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

46A SPORTS INFRASTRUCTURE, CENTRES AND PLANNING

Budget programme 46A manages the credits allocated for putting the powers of the Regional Ministry into practice as regards sports infrastructure, centres and planning.

The largest allocation of credits in budget programme 46A is for sports infrastructure. The programme manages the enlargement, improvement and refurbishment of the sports infrastructure network in Andalusia, and the task of the Regional Ministry in this respect is to build the sports facilities which will subsequently be run by local authorities. How facilities are fitted out in different locations depends on the Sports Facilities Guidelines Plan, the main objective of which is to extend, improve, qualify, diversify and modernise sports facilities in Andalusia. The physical proximity and type of sports facilities is an extremely important factor in getting men and particularly women involved in doing the kind of sport that interests them.

The Sports Secretariat - General also manages a portion of the credits in budget programme 46A, namely the credits allocated to fostering training in sports matters. In previous years and through Class 6 subsidies (training in sports matters), the Sports Department has funded this line of action. The information compiled in this area is broken down by sex so that differences in the behaviour patterns, access and requirements of men and women can be measured and analysed.

46B SPORTS PLANNING AND PROMOTION

This budget programme is run by the Directorate-General for Sports Planning and Promotion. This DG has a number of responsibilities, among them driving, developing and monitoring the execution of general sports planning in Andalusia; encouraging sport amongst all sectors of the Andalusian population; promoting sports activities amongst school-age children; promoting sport at university level; consolidating the fabric of sports associations and in particular of Andalusian sports federations as partners of the Administration of the Autonomous Community, and the functions of the Andalusian Register of Sporting Bodies; and promoting and offering assistance for major sporting events.

In applying the provisions of Law 12/2007 on the Promotion of Gender Equality in Andalusia, in encouraging the participation of women in sport the Directorate-General for Sports Planning and Promotion ensures that gender mainstreaming is an integral part of each and every sports plan and programme that it implements.

As regards sport at competition level, reference must be made to the distribution by sex of competition sportspersons in Andalusia, as recorded in Sports Department Resolution of 9 June 2011. This Resolution contains the initial list for 2011, which will be completed by the second list published in early 2012. This is a list of top-level and high performance sportspersons, the two sub-categories in competition sport in Andalusia. There are a total of 18 top-level sportspersons in the 2011 list comprising sportspersons and top-level coaches/technicians, 13 men and 5 women. There are a total of 217 high performance sportspersons, coaches/technicians and referees/umpires, 151 men and 66 women.

Still in the area of competition sports, it must be pointed out that the Regional Ministry of Tourism, Trade and Sport has introduced a new feature for 2012, namely competition sports grants for top-level sportspersons and coaches/technicians in Andalusia ("DANA" grants), for high performance sportspersons ("DARA" grants) and for school-age sportspersons and their coaches/technicians ("DEA" grants). Eligible for these grants are sportspersons who have won any of the sports prizes covered in the rules and regulations of the call for applications, and the aim is to provide them with support so that they may continue their sports activities and increase their level of performance.

DANA grants are for promoting top-level (not Olympic or Paralympic level) sport in Andalusia. DARA grants are for promoting high performance (not Olympic or Paralympic level) sport in Andalusia. DEA grants are for promoting sport in schools in Andalusia. 260 such grants are envisaged for 2012, 200 for sportsmen and 60 for sportswomen.

As regards affiliated sports players, worthy of mention is the increase of 1.6% in the total number of licences granted in 2010 (575,612) as compared with the figure for 2009 (566,740). More notable still is the increase over the same period of 2.1% in licences granted to women (from 109,351 to 111,655) compared to men, an increase of only 0.8% (from 460,089 to 463,957). As an indicator for monitoring in 2012, it is estimated that the number of licences granted to women will reach 125,053 and to men 470,000.

Looking at the longer time-frame of 2007 – 2010, it can be seen that the total number of licences granted rose by 12%, and over the same period the increase of 21.5% in licences granted to women was far more pronounced than licences to men.

The management department for this budget programme is also responsible for sponsoring teams competing in major and second leagues; this sponsorship takes place through the "Estrella Elite" Programme in Andalusia. In the 2010 / 2011 season of major league events, men's teams accounted for 45.5% of the

total (15 teams), women's teams for 33.3% (11 teams), and the remaining 21.2% was accounted for by mixed teams (7 teams). However, in second league events women's teams outnumbered men's teams; there were 27 women's teams (49.1% of the total), 15 men's teams (27.6%) and 13 mixed teams (23.3%).

Between the 2007/2008 and 2010/2011 seasons, the total number of teams increased from 92 to 101. Again, the increase in the number of women's teams was more marked: in 2007 there were 36 women's teams and 44 men's teams, but by 2010 there were 43 women's teams and 38 men's teams, i.e. an increase of 19.4% in women's teams over three seasons. For 2012, it is calculated that there will be 37 women's teams, 33 men's teams and 15 mixed teams.

Sports in school cover all physical/sports activities outside school hours, for 6 to 18 year-olds and non-compulsory in nature. It is clear to the Regional Ministry that increased levels of sports activity at school will encourage schoolchildren to acquire active lifestyle habits from an early age and will enhance the likelihood of their continuing to do sport in the future. The recently approved Sports in School Plan for Andalusia reinforces all the actions already in hand by the Regional Ministry for achieving balanced levels of participation in sports activities by boys and girls.

Still in the area of promoting sports at school, it must be noted that in 2011 a new Andalusian Schools Sports Tournament event (EDEA) was held. These tournaments aim to foster friendship, respect, tolerance, fair play and gender equality, among other values. The last Andalusian Schools Sports Tournament was held in Cartaya on 1, 2 and 3 April 2011 (7th edition) in cooperation with local authorities and sports federations. For the 2012 edition, it is envisaged that 180 girls and 180 boys from all over Andalusia will compete.

As regards activities in the area of sports training for schoolchildren, it must be noted that the Andalusian Training Programme (Spanish acronym PAE) will be renamed the Andalusian Sports Skills Training Programme for Schoolchildren (Spanish acronym PATEDE) in 2012. This new programme sets in place measures and actions for improving sports facilities for schoolchildren, in addition to introducing tools for managing the technological development of sport in Andalusia. It is estimated that 250 girls and 400 boys will take part in the programme in 2012, although actual participation will depend on the children selected by sports federations according to their level of skill.

On a separate but related note, the Andalusian Institute of Sport (Spanish acronym IAD) and the Andalusian Centre for Sports Medicine report directly to the Directorate-General for Sports Planning and Promotion.

The IAD will continue its training programme in 2012, identifying requirements from the twin perspectives of maximum employability and gender. The Institute's programmes and activities are essentially aimed at professionals and students in the sports sector and their objectives are training, documentation and research.

The Andalusian Centre for Sports Medicine (Spanish acronym CAMD) will continue its activities of previous budget years, incorporating gender perspective. A new feature for 2012 will be the inclusion of a gender indicator on the number of sports-persons treated in the Centre, which is predicted to be 1300 women and 3300 men.

To conclude this section, we highlight the project completed in 2011 on "Sport in Andalusian universities from the gender perspective", financed by the Regional Ministry of Finance and Public Administration G+ Fund. This study undertook an appraisal of the current situation of sport in universities from the gender perspective, and an analysis of gender impact in the budgets set aside for sport by publicly-funded universities in Andalusia. Furthermore, the project has been instrumental in implementing various activities designed to encourage doing sport and physical activity in universities. All these activities have had a notably positive impact on increasing the awareness of Andalusian universities sports offices of the importance of gender mainstreaming in the design, budgeting and management of their sports activities and, generally, the importance of sport as part of a healthy lifestyle.

75A MANAGEMENT AND GENERAL SERVICES FOR TOURISM, TRADE AND SPORT

The credits of this budget programme are for providing support for the general services of the Regional Ministry of Tourism, Trade and Sport. The aim of the programme is to ensure efficient use of the executive department's material and human resources.

One of the responsibilities with the remit of the budget programme is to manage the training of Regional Ministry personnel. For a number of years, gender indicators have been in place to provide information on male and female participation in training courses. The Regional Ministry's training programme for 2012 is organised so that all training will take place in the area where staff live, and the gender indicators on trainers and students will remain in place to measure participation broken down by sex.

Women usually form the majority of course attendees. Furthermore, although women trainers have been in the minority in previous budget years, the introduction of distance-learning courses has not only closed the gap in numbers of male and female students, but has also increased the number of women trainers – for 2012, there will be more women imparting training courses than men. In this respect, it

may be that the concentration of courses imparted in Regional Ministry headquarters has a bearing on the increase in female trainers, since this makes it easier for them to combine work and family commitments.

If we look at the term of office as a whole, it can be seen that course attendance by men and women shows similar percentages (55% women and 45% men). However, this percentage distribution varies according to whether the course takes place in the home area or out-of-area. Thus for example in 2008, for courses held in the home location 80% of attendees were women and 20% men, whilst for courses held out-of-area the percentage of women attendees dropped to 33% and that of men increased to 67%. Since courses planned for 2012 will not be held out-of-area, it is calculated that female attendance will increase by 5%.

As regards management of Regional Ministry information systems, it must be pointed out that in 2011 data began to be used which were provided by software tools adapted under the project “Development of software to compile data using the gender perspective in the Regional Ministry of Tourism, Trade and Sport”, financed by the Regional Ministry of Finance and Public Administration G+ Fund. This project has brought about considerable improvement in Regional Ministry information systems and forms. Particularly salient is the adaptation of the General Register of Travelling Salespersons in Andalusia and the Register of Competitive Sportspersons in Andalusia, and there are plans in 2012 to increase the number of registers which break information down by sex, such as the Tourism Register. The information obtained from these registers and forms will provide sufficient tools to identify gender inequalities in each area and implement positive measures to reduce and eventually eliminate them.

75B TOURISM PLANNING AND MANAGEMENT

This budget programme implements activities relating to policies for developing the tourism sector. From the gender perspective, the primary objective of the programme is to further sustainable tourism throughout Andalusia and encourage the employment of women in tourism.

An example of this is the Order of 18 May 2011 which implements the Sustainable Tourism Strategy and governs the selection procedure for Sustainable Tourism Programmes. Thus, amongst the selection criteria for such programmes is the degree to which they include measures for promoting the integration of women, thereby encouraging the application of measures for achieving effective gender equality.

An Order is scheduled for 2012 which will govern the award of subsidies under the aforementioned Order of 18 May 2011. With this new Order, the aim is that once the Sustainable Tourism Programme selection procedure is complete and information has been received from the managers of such programmes, the executive department which runs budget programme 75B can compile the data for its gender impact assessment report.

With respect to subsidies for tourism services and new product creation applied for under this budget programme, applications from SMEs in which the majority of partners are women will be given an additional 5% weighting, whilst an additional 2% weighting will be given to projects which aim to create and/or maintain stable employment posts the majority of which are for women.

Work will continue in 2012 with the Sustainable Rural Development Programme (2010-2014), which acts in rural areas specified by the Regional Government of Andalusia with special emphasis on rural areas with a higher degree of relative backwardness, and which also favour effective equality between women and men in rural communities.

This budget programme has a gender indicator for hiring personnel for sustainable tourism initiatives. Data for the period 2007 – 2009 show that 67% of management positions have been taken up by women.

75D QUALITY, INNOVATION AND MARKET RESEARCH IN TOURISM

Activities under this budget programme are intended to meet the objective of consolidating tourism as a key sector in the future development of Andalusia. One of the main tools for meeting this objective is the development of specialised sectorial training for male and female professionals in the Andalusian tourism sector. The training programmes focus particularly on innovation, marketing and quality, and will provide on-going training for male and female professionals in the sector. To do so, work will be carried out jointly with agents in the sector such as other regional ministries, social partners, local authorities, etc.

In 2012, this budget programme will add six new gender indicators to the existing set of budget indicators. The new indicators cover training for the hotel and catering trades, training in equestrian skills and training for businessmen and women involved in knowledge transfer under the “Andalucía Lab” project.

The estimate for the hotel and catering services training programme is that there will be 100 male students and 80 female students, a distribution by sex similar to that of 2011 when there were 52% male students and 48% female students. If we look at this indicator over the period 2008 – 2012, we can see that in 2008 the number of male students was practically twice that of females, but in subsequent years not only has the number of male and female students become equal, but that for 2012 it is calculated that the number of female students will outstrip that of their male counterparts.

The indicator for students of equestrian skills in 2012 predicts that 60% of participants will be men and 40% women, thus approaching balanced representation.

Lastly, the indicator for businessmen and women participating in knowledge transfer under the “Andalucía Lab” project predicts a general increase in the number of students in 2012, although the male-female distribution will be the same as 2011, namely 60% and 40% respectively.

76A PLANNING AND PROMOTION OF TRADE

The Regional Ministry of Tourism, Trade and Sport uses this budget programme to implement a number of activities; of particular relevance amongst them given their gender impact are the subsidies and grants available as part of the trade policy of the Regional Government of Andalusia.

In 2012, the Directorate-General for Trade which manages this budget programme plans to invite calls for applications for subsidies to promote business cooperation and give impetus to urban trade, and for grants for training in domestic trade.

Changes to the application forms for subsidies for promoting business cooperation and giving impetus to urban trade enable the Regional Ministry to obtain information on the sex of applicants.

As regards grants for domestic trade, data show that over the period 2007 – 2010 around 26% of these grants were awarded to men with slight variations from year to year, whilst 74% were awarded to women.

This percentage distribution matches the proportion of male and female applicants. By way of example, in 2010 29% of applicants were men and 71% women. Furthermore, the 2011 call for applications currently being processed will award a total of 16 grants for which 274 applications have been received, 30% of which were by men and 70% by women.

The Regional Ministry has found that the higher number of applications from women is due to their greater difficulty in accessing the labour market; women consider that these grants give them an opportunity to enter the labour market in equal conditions when they finish their education and they can thus avoid the discrimination which still persists in some private sector recruitment procedures. In a similar vein, since these grants are for university graduates and there are more female university graduates each year than male graduates, it is logical that there are more female applicants than males. Indeed, of the 16 successful applicants in 2010, 15 of them hold two degrees and of this group, 3 were men and 12 were women.

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of Tourism, Trade and Sport in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	1	1	2
Paternity leave	9	0	9
Birth, adoption or fostering, pre-adoptive or permanent	1	11	12
Additional leave for birth or adoption	3	9	12
Travel prior to international adoption or fostering	0	0	0
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	239	307	546
Infectious-contagious illness of children under 9 years old	15	22	37
Time off for breast-feeding (reduced working day or accumulated hours)	5	16	21
Reduced working day to care for each child under 16 months old	1	1	2
Reduced working day for legal guardianship	1	9	10
Reduced working day for premature birth, hospitalisation of new-born baby	0	0	0
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	1	16	17
Reduced working day to care for seriously ill family member in first level of consanguinity	0	1	1
Leave for women due to gender violence	0	0	0

18.00 REGIONAL MINISTRY FOR EQUALITY AND SOCIAL WELFARE

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

The Regional Ministry for Equality and Social Welfare is responsible for preparing, promoting and implementing measures for enabling citizens of Andalusia to exercise their rights and freedoms in conditions of equality and social welfare; for developing, coordinating and promoting initiatives and actions for combating gender violence without prejudice to the powers of other regional ministries in this area; and for driving and coordinating the policies for equality between women and men in Andalusia. The body in charge of this is the Andalusian Institute for Women's Affairs. The Andalusian Institute for Young People also reports to this Regional Ministry.

Regional Ministry powers are reflected in Law 12/2007 on the Promotion of Gender Equality, which establishes the areas of public policy in which work must be done and in which the gender mainstreaming principle must be present. Reference must also be made to Law 13/2007 on measures for prevention of and comprehensive protection from gender violence, Organic Law 39/2006 of promotion of personal independence and services for dependent persons, the 1st Strategic Plan for Gender Equality in Andalusia, the Comprehensive Action Plan for Disabled Women 2008 – 2013, the Regional Government of Andalusia's 2nd Comprehensive Plan for Young People and the 2nd Andalusian Drug Dependency and Addiction Plan, currently coming to its end and with the 3rd Plan in the drafting stage.

Legislating for and planning actions for improving the real and effective equality of women and men in Andalusia has been accompanied by an exercise in identifying the main examples of gender inequalities in the areas of competence of the Regional Ministry for Equality and Social Welfare; these are detailed below.

When designing social welfare policies, gender perspective must be borne in mind for policies targeting persons at risk of social exclusion. Women can find themselves more exposed to situations of economic dependency and poverty, and this increases their risk of exclusion, abuse and maltreatment, particularly when other types of discrimination such as social or racial background, disability or drug addiction come into play. Services for at-risk or socially excluded sectors of the population must take differences between men and women into account and at the same time promote women's empowerment so that responsibilities are shared equally between men and women. In the drug dependency action area, studies show

that in general terms, men consume higher amounts of all substances than women with the exception of tranquilisers, sleeping tablets and depressants where female consumption is higher, and amphetamines and tobacco, where consumption by both sexes is equal.

It is also important to highlight the increasing number of immigrants in Andalusia in recent years. Andalusia ranks third amongst all Autonomous Communities in Spain in terms of number of foreign residents. In parallel with this phenomenon, there has been a significant rise in the number of associations for this group of persons as a result of the major demand in our society today, major changes in legislation on foreign persons, and the increasing needs of these persons given current unemployment levels which affect them particularly strongly. Within this scenario, special attention must be given to female immigrants who are more likely to be the target of some form of discrimination, specifically due to their sex and racial origin, which places them in a highly vulnerable situation. In addition to these difficulties they often have a lower level of education, are in more precarious and poorly paid jobs, and moreover are expected to be responsible for looking after larger families (elderly family members and children). This requires a migratory policy which includes family reunification.

Likewise in services for dependency, active ageing and disability, taking note of such differentiating features and effects is essential for achieving full equality between men and women and for creating efficient and effective measures for addressing each situation. The low levels of integration into the labour market of these persons, along with different factors which have traditionally affected the participation of women in paid work (lower pay, less professional advancement due to career interruptions and family care duties) have restricted their ability to generate pension entitlement and other resources for independence. If we add to this disability or dependency, what often results is a multiple discrimination effect which seriously restricts these women in the exercise of their rights as citizens and their overall development.

In this respect, analysis of statistical data confirms that although women have longer life expectancy, in relative terms they are in a situation of greater dependency than men both during early old age and after age 80. Moreover, women in the situations described above still have fewer educational opportunities and minimal involvement in decision-making processes, which contributes to their traditional lack of independence and low self-esteem. It is essential to encourage them to participate in educational and cultural activities as a means of combating social isolation and to encourage their enablement and empowerment as far as possible, or at least to promote the highest degree of autonomy possible in cases where dependency levels do not allow more ambitious objectives to be set.

In a similar fashion, inequalities between disabled men and women are more pronounced insofar as women with disabilities participate less in society than their male counterparts. They face inequalities in formal education, in activity rates, in relationships, in self-perception, in sexual and reproductive rights, in the image projected of them by the media, and even in their access to social services. Indeed, although there are more disabled women than men, disabled women make less use of the social resources placed at their disposal by the Regional Ministry.

It is therefore important to point out that these women are at greater risk of physical and psychological abuse given discriminatory social attitudes and the lack of economic and educational resources mentioned above. It is also therefore essential to educate and raise awareness amongst professionals and society in general in order to minimise the risks of neglect, discrimination and violence faced by these women, promoting a higher awareness of these phenomena and empowering these women to tackle such situations, particularly in moments of social emergency.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

31B DRUG DEPENDENCY PLAN

Through budget programme 31B, the Directorate-General for Social Services and Drug Dependency Services develops actions aimed at reducing the consumption of drugs and other addictions, and analysing the health risks and risks for society in general of these practices. Therefore actions are implemented which aim to prevent substance abuse or pathological gambling, to provide assistance for persons with abuse or dependency problems, and a variety of actions for the social integration of these persons.

The action framework in each budget year is defined by the Andalusian Drug Dependency and Addiction Plan (Spanish acronym PASDA) in force at the time, which forms the outline plan for public policies on addictions. At the time of writing, the 2nd PASDA is in force and the 3rd PASDA is in the final drafting stage and will come into force in 2012.

In the analysis made of the 2008 – 2012 term of office by the Directorate-General, it must first be pointed out as regards admissions for treatment that in recent years changes in addictions have been observed. Until 2006 there were slightly over 17,000 annual admissions, but forecasts in following years were based on a marked drop in admissions for opiate abuse, increased admissions for cocaine,

cannabis and tobacco abuse, and fluctuating admissions for alcohol abuse. In 2010 there were fewer admissions for tobacco, cocaine and alcohol abuse; a still sharper drop is predicted for 2012.

As for Methadone Maintenance Treatment for opiate addicts, a progressive drop in the number of persons admitted for this treatment has been observed due to a drop in the consumption of this class of substances. Thus over the last three years there has been an annual decrease in opiate admissions of 15% - 20%. It must also be borne in mind that this treatment programme is requested less, as since 2009 a Buprenorphine Maintenance Treatment programme has been offered to the most responsive patients. Forecasts for 2012 indicate that the decrease described above will continue, and that the percentage of women in the programme will remain at 13%.

Looking ahead to budget year 2012, the 3rd Andalusian Drug Dependency and Addiction Plan contains a number of new features, among them integrated gender perspective for achieving full equality between men and women. This idea underpins the four intervention areas of the Plan: prevention, social and healthcare, social integration and knowledge management.

In the area of prevention, the 3rd Plan takes as its starting point prior knowledge of the actual dimensions of the problem on the ground so that it can find proper solutions and adequately plan programmes, resources and services. To compile and develop the basic appraisal, two sets of statistics are analysed: statistics on the profiles of persons treated and statistics from population surveys. In keeping with this approach, the 3rd Plan aims to have information systems offering all indicators broken down by sex for the different areas of intervention, in order to be able properly to monitor the real situation and adjust the supply of services to real demand and changes therein.

As regards the social and healthcare area, strategies will be drawn up and implemented for increasing the amount of time that men and women enter and remain in the treatment programmes available in all centres forming part of the Drug Dependency and Addiction Services Network, and perception questionnaires will continue to be analysed in order to gauge male and female patient opinion on the treatment received, so that any inequalities detected may be addressed. Likewise in residential treatment centres, the supply of places will be adapted so that waiting list times are equal for men and women, and some centres will be equipped to take mothers with children under three years old, women in the first trimester of pregnancy or in the beginning of the second trimester, and offer places for couples in treatment together.

With reference to the ultimate aim of interventions, namely social integration, the 3rd Plan will continue focusing on the degree of coverage offered by the two main programmes for social integration: the Artisans' Network Programme for pre-vocational training, and the Archimedes Programme which offers grants for contracting persons in treatment to facilitate their social integration.

Given experience over the last few years, and particularly in view of the current economic situation in which lack of employment opportunities can affect women more severely and place them on an unequal footing as regards finding work, it is clear that efforts must be made to support contracting women with drug dependency or gambling problems through increasing the number of contracts under the Archimedes Programme. The aim is to offset the double discrimination faced by these women due to their gender and drug dependency by facilitating their entry into the labour market, increasing the percentage of contracts to 14%, similar to the percentage of admissions to treatment. It is also considered necessary to develop other strategies for access to social integration programmes in equal conditions for men and women. Furthermore, a study will be carried out on prevalence and attitudes to drug consumption, "The Andalusian population and drugs", which will include gender focus in a transversal manner.

Lastly and as regards the fourth intervention area of the 3rd Plan, it concerns salient points of various objectives and strategies for social/healthcare and knowledge management to ascertain whether the data they provide flag up difficulties for women in accessing the health service, or some other problem.

The planned actions of this budget programme in relation to gender indicators are geared towards continued service provision, particularly telephone help lines. Information is offered via telephone on existing programmes and resources, and guidance on how to deal with problem situations relating to drug consumption. As regards the data to be compiled in 2012, estimates are for 416 calls from men and 623 from women.

As for male and female students attending drug dependency and addiction prevention programmes in the education sphere, it is expected that 155,000 male students and 150,000 female students will participate in 2012, a similar distribution to previous years since no significant changes are planned either in the programmes offered or the centres participating.

As regards patients in detention centres, there has been no significant variation in the profile of users of this service so no changes will be made.

31E CHILD WELFARE

The Child Welfare programme ensures the continuity of public policies for both protecting the rights of minors and for working with Andalusian families. Gender perspective is an integral part of both areas of action.

The considerations listed below emerge from assessment of how indicators aimed at correcting gender inequalities in the Child Welfare programme have developed over the period 2008 – 2012.

- *Minors seen by family treatment teams.* An indicator linked to awareness of values for children and prevention of risk situations. Its degree of fulfilment in 2010 was 123%, due to the fact that two more family treatment teams were set up so a higher number of minors could be seen, and also since the procedures used by these teams were optimised.
- *Minors seen under social vulnerability programmes.* This indicator is linked to the objective of increasing awareness of positive values for children and prevention of risk situations. The degree of fulfilment in 2010 was 83.3%, in 2009 100.3% and in 2008 145.1%. Similar fulfilment percentages are expected for 2011 and 2012.
- *Foreign unaccompanied minors seen within the protection system for the year in question and linked to the objective of increasing resources for the protection of minors.* The degree of fulfilment of this indicator in 2010 was 51% of the total amount envisaged overall. The drop by 52% in the number of boys seen was due to the major fall in the number of foreign male minors arriving in Andalusia in 2010. By contrast, the number of female minors arriving increased, and likewise the number of female minors seen. There are highly unpredictable factors (such as stricter police control in countries of origin, modern infrastructure which makes it difficult to avoid detection and detention by border control police, the economic climate or simply weather conditions) which make it very difficult to predict with any accuracy the numbers of unaccompanied immigrant minors who will arrive in our Autonomous Community.
- *Young people formerly in care.* This indicator relates to the number of young people now over 18 who have spent time in Regional Government of Andalusia care homes, and now recur to programmes on social and professional integration for young people of age. The aim is to increase resources for the protection of minors. As part of the activities designed to maintain and further the social and professional integration of young people formerly

in care, cooperation agreements have been signed with institutions that work with medium or high-level care homes. Integration training programmes were launched in 2009 for minors in the Andalusian Protection System financed by the European Social Fund. This measure increased the training offer existing at the time, and its content was adapted to match the profile of young people using this resource. A series of courses and workshops was run for 16 to 18 year-old young people in care, the aim of which was to provide them with theory and practical training for their social and professional integration in such a way as to make them competitive in the labour market and thus prevent situations of rootlessness and social deprivation.

- *Minors in foster care.* This indicator relates to the number of minors in foster families, both existing and new, and is linked to the objective of increasing resources for the protection of minors. The degree of fulfilment in 2010 was 83%, 90% in 2009, and 82.8% in 2008. Similar figures are expected in 2011 and 2012 in view of how the recession affects potential foster families, given that 60% of fostering by families is on an unpaid basis.
- *Minors in paid foster care.* This indicator relates to minors in particular types of paid foster care such as emergency foster care. In this type of care, the minors taken in require a far higher level of care which means that a member of the foster family must dedicate themselves to this activity full-time, and that a series of studies and appraisals must be undertaken to determine the family situation of the minor(s) fostered. The degree of fulfilment of this indicator in 2010 was 104.6%, which shows that initial forecasts were met. Initial forecasts are likewise expected to be met in 2011 and 2012.
- *National adoptions granted.* This indicator relates and is linked to the objective of increasing resources for the protection of minors, which depends on a number of factors difficult to predict with any accuracy such as the number of persons applying to adopt, the number of children available for adoption, and the compatibility of adopters and adoptees. With reference to the number of national adoptions granted in 2010, the degree of fulfilment was 81.9%, in 2009 56.2% and in 2008 66.2%.
- *International adoptions processed.* There has been a progressive drop in applications for international adoptions by Andalusian families, and this trend is generalised not only in the rest of Spain but also globally. The main reason for this is that countries of origin are improving their family support and children's protection systems, so that fewer children are offered for interna-

tional adoption. This equates to longer waiting times, and at the same time criteria for adoption have become more stringent. This is particularly true in the case of adopting girl children; in previous years China was the country where the highest number of girl children were offered for adoption but the reverse is now true. In 2008 the degree of fulfilment was 68.7%, due to changes in the criteria for applicants introduced by some countries and the significant increase in waiting times (generally by years) which particularly affected applications to China. In 2009 the degree of fulfilment was 47.2%, a major drop being observed in the number of new applications processed and the time taken for processing increasing considerably, so that a large number of applications had not finished being processed by the end of the year. Similar fulfilment percentages are expected for 2011 and 2012.

In 2012 this budget programme will continue its objectives of managing resources in the system for the protection of minors, public awareness of values, and training and research in areas relating to childhood. Likewise, gender perspective is being included in objectives of managing resources in the system for the protection of minors, and of preventing and detecting problematic, conflictive or social risk situations.

As regards the objectives of public awareness of values and training and research in areas relating to childhood, the promotion of treating children properly and conveying positive values to society as a whole is particularly important; the cartoon figure Andaluna is highly instrumental in conveying values in gender equality, non-sexist advertising and non-violence between peers.

Also important in resource management in the system for the protection of minors, specifically in the management of places in Centres for the Protection of Minors, are the care programmes for pregnant teenagers and mothers. The aim of these resources is to offer support and counselling on all aspects of pregnancy, childbirth and baby care to minors being looked after in basic residential care facilities. These programmes include guidance on whatever measures may be appropriate for the future relationship of the young mother and her child.

Lastly, in the area of preventing and detecting problematic, conflictive or social risk situations is the Family Mediation Programme. This targets families whose mothers are inmates in centres in Western Andalusia, and focuses particularly on mothers who will shortly be released and who wish to recover family activity and the care of their children.

The programme reinforces mediation between female prisoners and their families as an alternative method for resolving family conflicts and for strengthening and improving family relationships, giving priority at all times to the welfare of minors; and as a method for reducing the risk of delinquent behaviour by the sons and daughters of female inmates, encouraging the social integration of the family and of minors into their social support network, thus lessening the negative consequences of their mother's imprisonment.

31G SOCIAL WELFARE

The social welfare budget programme has two clearly distinct lines of action. On the one hand, budget credits are used to finance, jointly with local authorities, the network of Community Social Services in Andalusia. And on the other, subsidies are given to local authorities and social initiative organisations to fund programmes for the gypsy community in Andalusia, for immigrants, for seasonal emigration, for returning expatriate Andalusians, for Andalusian expatriates overseas, and for persons with special social needs. Services are also provided for persons living in areas in need of social transformation, which in the majority of cases means members of any of the aforementioned groups.

With respect to the first action area, Community Social Services are the basic structure of the Public Social Services System in Andalusia and are a first-level resource for the entire population of the Autonomous Community. It must be pointed out that there has been a considerable increase in the number of citizens approaching the social services system since 2007, specifically the Information, Assessment, Guidance and Advice Office. As regards the profile of persons attended by Community Social Services, in 2009 43% of them were men and 57% women.

Similarly, the home-help service in the Autonomous Community of Andalusia is managed by local authorities, funded through the Autonomy and Dependency Services System and charged to the Partnership Plan on Basic Provisions in social services. 70% of the persons using this service are women, and many of them are over 80 years old.

With reference to professionals working in Community Social Services, either directly contracted by the local authorities or by companies providing indirect management of services, 93% of them are women and only 7% men.

The second action area of budget programme 31G targets socially excluded persons. Such persons experience consequences which restrict their capabilities and life plan; public administrations are entirely responsible for ensuring that everybody has the minimum necessary for covering their basic needs so that society progresses. The Regional Government of Andalusia attends to these sectors of the population by working with social initiative organisations. In this respect, the best way of prioritising women's needs is to give positive weighting in public subsidies to applications which exclusively or for the most part target women's issues.

In specific terms, the Order of the Regional Ministry for Equality and Social Welfare of 10 May 2011, approving the rules and regulations for awarding subsidies on a competitive basis, specifies certain assessment criteria for applications. For subsidies for running private companies operating in the social action area, consideration is given to the number, qualification and employment status of staff in such companies, and to the percentage distribution of men and women in them.

This Order targets different groups and has specific objectives for each of them. In the case of the gypsy community, they are offered information, guidance and advice on their social rights and resources for normal integration that respects their identity through information, prevention, socio-educational and school attendance programmes. Over the course of 2011 special activities were carried out for women in the gypsy community which aimed to reduce gender inequality in this ethnic group.

In a similar fashion, services were offered for immigrants and seasonal Andalusian emigrants who require social and educational services. This was effected through working with immigrant support associations, federations and organisations on running temporary hostels and reception services in areas where seasonal harvesting campaigns take place or where there is a high concentration of immigrants. Over 2010, 837 women and 5070 men used these services, i.e. five times more men than women.

Programmes are also promoted for returning Andalusian expatriates, involving individual financial assistance for their return and programmes for private bodies working at the provincial level to offer assistance to returning expatriates.

Attention must also be given to a series of actions carried out in partnership with local authorities or social initiative organisations on what are termed "Areas with Social Transformation Requirements". These are conspicuous urban areas in which the population lives in conditions of extreme poverty, lack of infrastructure and social deprivation; there are significant and obvious problems in housing, high truancy and school drop-out rates, high levels of unemployment coupled with a chronic lack of training for employment, major health and hygiene issues and social breakdown.

31P FAMILY SUPPORT SERVICE

Budget programme 31P is shared between a number of Directorates-General within the Regional Ministry for Equality and Social Welfare, among them the DG for Children and Families. The budget programme's objective in this area is to promote the welfare, development and stability of families in Andalusia and its action area is cash benefits for multiple births and for birth of third child, regulated by Decree 137/2002 of 30 April on Support for Families in Andalusia.¹³

Within this action area, in terms of development over the period and in the light of data provided by indicators, the points listed below are salient.

The degree of fulfilment of the indicator for *Cash benefit for multiple births* in 2010 was 105% for boy babies and 105% for girl babies. Forecasts for an upwards trend were fulfilled due to the increase in the number of this category of birth in the year in question and to improvement in the information channels for families on this category of assistance. In 2009 its degree of fulfilment was 109.7% for boy babies and 109.8% for girl babies, and in 2008 it was 96.2% for boy babies and 96.2% for girl babies. The minor decrease of this cash benefit compared to the amount earmarked is due to the decrease in the number of births as a result of the socio-economic climate, although the difference is only slight.

Similarly, in 2008 the indicator for *Cash benefit for birth of third child* had a degree of fulfilment of 106.9% for boy babies and 106.9% for girl babies; the difference in the amount earmarked was due to an increase in the number of this category of birth in the year in question and to improvement in the information channels for families on this type of assistance.

In the area of *elderly persons*, the differences in ageing between men and women must be recognised; this is essential for achieving full equality between both sexes and for creating efficient and effective measures for tackling the issues. The low levels of integration into the labour market of women, along with different factors which have traditionally affected the participation of women in paid work (lower pay, less professional advancement due to career interruptions and family care duties) have restricted their ability to generate pension entitlement and other resources for when they retire. In many cases, we must add fewer educational opportunities and minimal involvement in decision-making processes to this low level of economic resources, which contributes to the

13 This Decree establishes a set of measures, services and assistance for supporting the family institution from the overall perspective, significant being the cash benefit given for minors and multiple births.

frequent lack of independence and loss of self-esteem amongst elderly women; it is essential to encourage them to participate in educational and cultural activities as a means of combating social isolation and to encourage their enablement and empowerment.

In addition, women are at greater risk of physical and psychological abuse given discriminatory social attitudes and the lack of economic and educational resources mentioned above. It is therefore essential to educate and raise awareness amongst professionals and society in general in order to minimise the risks of neglect, discrimination and violence faced by elderly women, promoting a higher awareness of these phenomena and protecting these women from such situations, particularly in moments of social emergency.

From the gender perspective and taking into account the indicators described above, it can be seen that women occupy the majority of places available in the different care modalities: around 60% of places in day centres and affiliated care places, and around 70% of places available under family respite programmes and weekend residential care.

Development of gender indicators for budget programme 31P

Indicator	Variable	2008	2009	2010	2011	2012
Places in Day Centres for Elderly Persons	Women	3,422	3,422	3,422	3,422	3,422
	Men	2,453	2,453	2,453	2,453	2,453
Places in Family Respite Program	Women	447	415	415	415	415
	Men	295	246	246	246	246
Affiliated Places for Elderly Persons	Women	3,580	3,580	3,580	3,580	3,580
	Men	2,271	2,271	2,271	2,271	2,271
Weekend Residential Care	Women	700	717	717	746	746
	Men	300	326	326	397	310

As regards how the indicators for this budget programme have developed in the area of elderly persons and persons with disability, they have remained stable over the period 2008 - 2012. However, the *weekend residential care indicator* has increased slightly due to the actions being carried out for facilitating the work/family life balance, and thus quality of life, of persons who care for elderly family members.

Significant actions to be carried out within the framework of this budget programme during the next budget year 2012 are listed below:

- The development of an Active Ageing Plan created around the key concepts of active ageing (education, participation, safety and health) and its transversal lines (gender and inter-generational).
- Encouraging women to participate in the various active ageing programmes and activities, with emphasis on on-going education, and on activities designed to enable older women to make use of new information and communication technologies and become *IT-involved*.

31R SERVICES FOR DEPENDENCY, ACTIVE AGEING AND DISABILITY

Budget programme 31R aims to promote the development of a higher degree of financial and personal independence, the eradication of gender stereotypes to enhance self-esteem and review and revalue personal capabilities, the elimination of the obstacles which, within the action area of the programme, prevent women from active social involvement, and aims to foster an environment which allows them to enjoy their basic rights as citizens in equal conditions.

Gender mainstreaming is likewise a part of every objective and action area, implemented through the measures contained in both the Comprehensive Action Plan for Disabled Women 2008 – 2013 and the 1st Strategic Plan for Gender Equality in Andalusia 2010 – 2013, and in compliance with the requirements of G+ programmes.

Amongst the lines of work and measures for gender mainstreaming in 2012, we highlight the following:

- Encouraging women to participate in the various active ageing programmes and activities, with emphasis on on-going education, and on activities designed to enable older women to make use of new information and communication technologies and become IT-involved.
- Encouraging older women to become involved by participating in the representative bodies for day centres and in associations for the elderly.
- Development of the Active Tourism programme, specifically of its new lines for 2012, eliminating differences in accessing it amongst retired persons over 60, a measure which will primarily benefit older women.

- Training activities on the prevention, detection and handling of violence towards elderly persons and particularly female victims of gender violence. These activities will take place in the Active Involvement Centres to be created in the future.
- Development of the University Programme for Senior Citizens with a majority participation rate by older women. The aim is to facilitate access to on-going and full university education which encourages active and participatory ageing and promotes generational and inter-generational relationships.
- Availability of places in residential centres for elderly female victims of maltreatment.
- Development of activities in the future Active Involvement Centres. This will involve programmes and projects for older women to promote their participation and empowerment by means of socio-cultural and association activities for active ageing. This will be implemented by allocating a percentage of the budget earmarked for funding these Centres.
- Raising awareness of the importance of active ageing in rural areas. An information bus will be used for this purpose, which will travel around to publicise the White Paper on Active Ageing in the Autonomous Community of Andalusia. Amongst its basic principles the White Paper specifies equal attention to rural and urban areas and gender mainstreaming as an essential element of all actions implemented, and the commitment to ensure that elderly people have access to all information channels, are informed of the different ways of ageing and are motivated to try out the programmes offered.
- Development of the work plan for 2012 for the Comprehensive Action Plan for Disabled Women in Andalusia 2008 – 2013.
- Incorporation of the new quality standards regarding gender mainstreaming resulting from the joint review carried out over 2011 with the Andalusian School of Public Health, in accordance with the Order of 5 July 2007. This Order specifies the external evaluation procedure for residential care homes and day centres for disabled persons.
- In the social support programmes for persons with serious mental disorders managed by FAISEM, analysis of why there are more male than female users when there are more women with mental health problems than men.

- Training courses on integrated gender focus for personnel of associations representing the disabled and for personnel of the executive departments involved as part of preparation for strategic gender perspective planning, within the framework of the work programme of the Technical Commission for Coordination and Monitoring of the 1st Comprehensive Action Plan for Disabled Women in Andalusia.
- Research into and circulation of achievements in the fields of education, culture and science by disabled women; circulation of publication “Disabled Women Throughout History”.
- Creation of a working group for making proposals based on the results of analysis of residential care facilities and day centres in order to identify any shortcomings in the care and support of disabled women, offering specific measures for addressing the real situation of these women.
- Study on access to cash assistance for personal care by women with functional limitations acknowledged as being in a dependent situation.
- Question and advice sessions within the framework of the 1st Comprehensive Action Plan for Disabled Women in Andalusia. These will help the different departments in the Administration to incorporate the twin dimensions of gender and disability into their actions for disabled women.
- Gender mainstreaming in the assessment and drafting of the Social Report and the Individual Care Plan for dependent persons.
- Development of training programmes for male and female carers of dependent persons with the objective of improving their skills in care of the dependent person and also caring for themselves, integrating gender perspective and co-responsibility in care tasks.
- The White Paper on Active Ageing as the framework for public policies in the area will continue to be publicised in Andalusia over the coming years, along with the development of an Active Ageing Plan created around the key concepts of active ageing and its transversal lines (gender and inter-generational).

31T PREVENTION AND COMPREHENSIVE PROTECTION FROM GENDER VIOLENCE

Progress in eradicating gender violence in Andalusia falls within the remit of budget programme 31T, which implements the measures necessary for prevention and protection in compliance with the provisions of Law 13/2007 of 26 November on measures for prevention and comprehensive protection from gender violence. As part of this budget programme for 2012 a series of actions will be undertaken to continue correcting inequalities between sexes, the ultimate and extreme consequence of which is gender violence, a clear violation of human rights.

First amongst such actions is an emphasis on education as a fundamental resource for preventing gender violence and promoting equality between women and men, introducing curricular material on non-violent resolution of conflicts, promoting a non-discriminatory image of women and paying attention to how the topic of gender violence is handled.

Launching the Citizens' Network programme for detecting cases of gender violence and offering support to its victims, the idea being to build up a network of partners for raising awareness and commitment in the population. Given the ability of such individuals to bring about change, their proximity to the population and particular interpretation of social realities, they can be a key tool in building a society free from gender violence by educating and raising awareness using social networking sites. This is a way of making good use of existing resources given that victims need continuous support which the Administration is not always able to give, such as basic advice, help and even accompanying victims on visits to Administration services (health centres, courts, lawyers, etc.).

Similarly, implementing actions for training and specialisation of professionals who deal with victims of gender violence, such as judges, magistrates, public prosecutors and court clerks in gender violence courts; public safety forces and agents; legal operators; professionals in psychology, sociology, social work, education and health; professionals in Community Social Services and networks of experts on gender violence. An annual conference on violence against women has been organised.

In addition, agreements and protocols are promoted with other regional ministries of the Regional Government of Andalusia and other bodies on the care and placement in specialised centres of women who are not only victims of gender violence but also have other problems (these centres will be assisted by departments specialising in treatment of gender violence victims); an agreement with Spanish Central Government on introducing a Personal Safety Plan for ensuring the safety and protection of victims of gender violence in Andalusia; a new cooperation

agreement between the Spanish Central Government Ministry of Health, Social Policy and Equality and the Regional Government of Andalusia Ministry for Equality and Social Welfare on offering programmes for the re-education of abusers; and a new institutional coordination procedure for the prevention of gender violence and care of its victims in Andalusia.

To these agreements must be added those signed with universities for carrying out studies on specific lines regarding violence against women, and the creation and management of a coordination point for protection orders in the Regional Government of Andalusia.

In a separate but related area, the development of indicators for this budget programme has revealed the following points of interest:

- The number of protection orders. Protection orders combine the different tools for assisting and protecting victims of domestic and gender violence crimes and misdemeanours; the objective is that by means of a rapid legal hearing in the Preliminary Investigation Court the victim is given fully protected status which combines a civil and criminal injunction in a coordinated manner. In 2009 there were 41,083 requests for protection orders filed in Spain, of which 7,111 were initiated in Andalusia, i.e. 17.3% of all such proceedings initiated in Violence Against Women courts in Spain. Andalusia was, moreover, the Autonomous Community with the highest number of requests for protection orders, 3.5% more requests being filed in 2009 than in 2008. In 2010, there were 37,908 requests for protection orders across Spain as a whole, of which 6068 – 16% - were initiated in Andalusia. This represents a small decrease in requests for protection orders by female victims of gender violence.
- The number of users of refuge services for female victims of gender violence. This indicator defines the work of the Regional Government of Andalusia in offering protection and assistance for recovery to victims of gender violence and their children in the event of having to leave their homes, fearing for their lives and those of their children. The numbers of persons having recourse to these care and refuge services varies from year to year; in 2010 the number went up to 2534 persons.
- The number of refuges for female victims of gender violence. All the centres forming part of the Comprehensive Care and Refuge Service for female victims of gender violence and their children offer women protection and coverage of their basic needs, and information and complete support are provided by a multi-disciplinary team comprising a female social services assistant, female

social worker, female psychologist and female lawyer. The number of centres allows the objective of achieving the protection and recovery of victims through resources providing comprehensive care to be known. In recent years the number of refuges forming part of the Comprehensive Care and Refuge Service has not changed; there are 34 such centres offering services at all levels of residential refuge across all provinces of Andalusia.

32E SOCIAL INCLUSION

The Solidarity Programme offers support to family units whose maximum monthly income, combining all sources and all members, does not reach 62% of Minimum Guaranteed Interprofessional Wages, increased by 8% for each member. Budget programme 32E, Social Inclusion, is fully given over to the Solidarity Programme, in particular the implementation of the Minimum Solidarity Wage. Under this measure, families meeting the requisites receive, for 6 months, a monthly amount equal to 62% of Minimum Guaranteed Interprofessional Wages, plus 8% for each member. The provision for 2010 was to address 36,570 applications for the Minimum Solidarity Wage.

The total number of family unit beneficiaries of the Minimum Solidarity Wage, in accordance with Decree 2/1999 of 12 January, is currently 25,156, of which 71% of applications (17,912 applications) were made by women and 29% by men (7244 applications).

18.31 ANDALUSIAN INSTITUTE FOR WOMEN'S AFFAIRS

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

There have been significant improvements in the area of gender equality in Andalusia in recent years. The implementation of policies and legislation for equality by the different Public Administrations and the involvement of society itself have resulted in levels of equality today which are far higher than those existing fifteen or twenty years ago.

In this respect, the enactment of Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia and the approval of the 1st Strategic Plan for Gender Equality in Andalusia 2010 – 2013 are historic milestones in the

consolidation and development of equality policies. The Andalusian Institute for Women's Affairs (hereinafter referred to by its Spanish acronym IAM), attached to the Regional Ministry for Equality and Social Welfare, plays a leading role in promoting the conditions for real and effective equality between women and men, and in coordinating Regional Government of Andalusia equality policies.

However, full equality continues to be an objective, since there are still many factors hindering its achievement. Analysis of information on the real situation of Andalusian society in the different areas of competence which are a priority in the Strategic Plan for Gender Equality reveals that, although gender inequalities are lessening and an increasingly positive evaluation can be made, there are still different areas which require action if real and effective equality is to be achieved for men and women in Andalusia.

Gender mainstreaming in Regional Government of Andalusia public policy areas must be constantly driven by the different executive department so that they can extend and deepen gender analyses for understanding inequalities between women and men as a form of appraising the plans developed by different regional ministries. To do this, public statistics broken down by sex which flag up the differences in the real situation of men and women must be generated and used. Likewise, care must be taken to use inclusive and non-sexist language both in legislation and documentation and in the output resulting from actions, in order to ensure that women's reality is referred to and recognised more often.

Education is also a strategic area for improving equality between men and women and boys and girls. In recent years progress has been made in secondary education and universities, where there is a higher enrolment percentage of women. However, at different educational stages such as "A" level and university, there is still a higher concentration of females in social studies and humanities, whilst male students opt for scientific and technical subjects. Similarly, there is still work to be done as regards the continuing imbalance in male-female management staff at various educational levels.

In the employment area, there are clear and significant efforts to reverse the damaging imbalance for women revealed by evaluation of the active and employed female population, and it would be preferable for women not to be as under-employed as they are. Challenges in this area also include continuing inequalities in salaries and access to positions of responsibility, where women still experience difficulties and obstacles when seeking an equal position.

As regards work/family life balance and co-responsibility, men are only recently becoming involved in family and household duties and tasks but progress is being made, as shown by the increase in paternity leave and benefits. This notwithstanding, it is still true that women take on a far greater burden in these areas and measures for achieving co-responsibility goals must be incentivised.

There has also been progress in women's participation in politics at the Autonomous Community level, but in spite of increasing numbers of female mayors and female Presidents of Provincial Governments there is still room for improvement at the municipal level. However, a balanced distribution of men and women must be achieved in institutions such as the Economic and Social Council of Andalusia, the Audit Chamber and the Supreme Court of Justice of Andalusia.

In reference to social care, the trend towards higher incidence of poverty amongst women continues and most of the participants in programmes for eradicating deprivation are women.

Lastly, and within the areas contained in the Strategic Plan for Gender Equality in Andalusia, the media are being strongly encouraged to portray a suitable image of women; doing away with sexist stereotypes and giving them equal representation and involvement in planning and programme scheduling.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

32G ACTIONS FOR WOMEN'S EQUALITY AND DEVELOPMENT

This parliamentary term has been a key period for implementing, consolidating and driving forward Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia, creating the structures specified by law which are and will continue to be the basis for developing equality policies in Andalusia. Such structures are at the same time regulatory and offer spaces for coordination and decision-making for achieving real and effective equality between women and men. Furthermore, both this Law and the 1st Strategic Plan for Gender Equality in Andalusia 2010 – 2013 form the route map which determines and gives structure to annual budgeting in this area.

Education

The Andalusian Institute for Women's Affairs promotes training activities for equality and education. These activities are designed both for Parents' Associations (AMPAS) and teaching staff in publicly-funded schools, and aim to equip them with the

capabilities and tools necessary for addressing the current reality in schools. Along similar lines, since 2008 subsidies have been available for publicly-funded universities in Andalusia for equality-related matters, such as setting up gender units in universities.

Employment

Throughout this term of office various campaigns have been launched to raise awareness of unequal salaries due to sex discrimination; the aim is to close this gender gap which is more pronounced in some sectors than others. International conferences and fairs have been organised for women's companies as a platform to exchange knowledge and experiences, share training and provide a space for businesswomen from different countries to meet and work together.

Significant progress has also been made during this term of office in consolidating existing programmes and services and introducing new ones, such as the "Igualem" (Equality in Businesses) Programme launched in 2008. This programme promotes social responsibility by companies through encouraging them to implement equality plans. Other services are offered to women in Andalusia experiencing significant difficulties in finding work and women's employment units have been created throughout the Autonomous Community, now totalling 111.

Another resource is the legal defence service, available for offering advice and assistance to women if they find themselves the victims of sex discrimination. The advice services for female entrepreneurs and businesswomen work along the same lines with a view to boosting the creation of businesses by women. It is expected that some 2000 requests for advice will be received in 2012. Actions here are coordinated with actions for consolidating the female entrepreneurs' cooperation network. And lastly, the "Universem" Programme will carry on working to remove the obstacles encountered by female university graduates trying to enter the professional world.

The actions to be carried out are co-financed for the most part by the European Social Fund and the European Regional Development Fund through the corresponding Operational Programmes for Andalusia 2007 – 2013. The lines of work in this area are described below:

- Fostering entrepreneurship

Through the programme for Services for Women's Companies (Spanish acronym "Servaem"), set up to boost entrepreneurial activity by women in Andalusia. It provides advice to female entrepreneurs and businesswomen

through business development support centres (Spanish acronym CADE), working with the Regional Ministry of Employment. It is also involved in the training required by women commencing or consolidating their entrepreneurial or business activity, offering guidance for business plans. It is estimated that 1200 women will use these services and that 500 business plans will be drafted. Similarly, through agreements with businesswomen's organisations FAME and FEMPES, business support structures are put in place, activities are publicised, workshops for encouraging affiliation to organisations are held, and general and specific training is offered.

- Projection and circulation of new and more productive ways of organising work

The aim of the Igualem Programme is to modify the company model so that women's advancement and access to positions of responsibility may take place. This measure will be developed through actions to encourage on-going learning, recycling and adaptability by female workers and businesswomen to new market requirements. The Igualem Programme proposes to offer guidance on equality issues in companies and to raise awareness of this topic amongst the general population and, more particularly, among businesses. This approach is developed by means of subsidies to the major trades unions and businesswomen's associations and by direct management actions undertaken by the Andalusian Institute for Women's Affairs. It is estimated that 1500 women will avail themselves of these actions.

- Introduction of active and preventive measures in the labour market

The principal objective of this line of work is to increase the employability of women in Andalusia. To achieve this, the UNEM Programme (Women's Employment Units) works with local authorities to support women experiencing difficulties in entering the labour market, principally those living in rural areas or with other specific issues (disability, immigrant status, ethnic origin, etc.). The programme creates tailor-made plans which include training, intermedia-tion and professional integration strategies. It is calculated that in 2012, some 27,000 women will have recourse to these units.

For its part, the Universem Programme for female graduates and postgraduates aims to improve the employment prospects of this collective by offering information on the guidance and training resources available, and equally on the best options for finding and keeping employment which matches their interests, demands and education profiles. This programme works through subsidies to universities in Andalusia, and around 380 women will enrol in the programme in 2012.

Also in 2012, the European Social Fund will finance the “Cualifica” Programme, a training and employment initiative sponsored by the Andalusian Institute for Women’s Affairs and the Regional Ministry of Employment targeting female victims of gender violence in Andalusia. The IAM funds and manages the financial aid for attending training courses and undertaking practical placements. In view of its high degree of success in professional integration, the “Cualifica” Programme has proved to be one of the most efficient employment programmes for regularising the situation of women who, having suffered gender violence, need to reinvent their lives through a process of social and professional reintegration to prevent social deprivation and exclusion. This process offers the appropriate training content for users to improve their quality of life, and 220 women will enrol in the programme.

Work/family life balance and co-responsibility in the home

The IAM has been particularly active in promoting advances in society so that the work/family life balance is given a higher profile, the message being that this is not solely a women’s issue, but rather that along with co-responsibility is an area where men still have a lot of work to do.

Work in this area has involved awareness-raising campaigns using different tools and media in order to encourage men to become more active in caring for family members and in sharing domestic tasks, and to make greater use of their right to paternity leave.

Likewise, to bring this line of work closer to home, the “Conciliam” Programme was launched. Through a cooperation agreement between the IAM and the Andalusian Federation of Municipalities and Provinces, this programme has developed a series of actions for developing equal opportunities policies at the local level and consolidating a model of equality on the ground.

Lastly, as part of the Regional Government of Andalusia “Interreg IV” territorial cooperation programme, the People-Diversia Programme was created in the framework of the People Project co-financed by the ERDF. The main aim of the Diversia Programme is to undertake a Europe-wide study on the different requirements of women, men and their family networks in the area of work/family life balance.

Consequently, given the relevance of actions undertaken throughout this term of office, the strategies for next year are to continue with the programmes implemented thus far in order to reinforce the results obtained to date and make the changes put in place sustainable.

Health

As regards health, the IAM has prioritised health areas in which women and female children require protection due to their vulnerability and the specific problems they face. An example here is awareness-raising to eradicate the practice of female genital mutilation. At the same time, education activities have continued in the area of sexual and reproductive health (a strategic area for empowering women at work), in encouraging participation in the “Forma Joven” Programme executed in partnership with other regional ministries, and in AIDS awareness-raising campaigns.

Accordingly, actions already consolidated will continue, such as the annual “Women and Health” seminars, involvement in the “Forma Joven” Programme (a Regional Ministry of Health initiative in the framework of the programme addressing Health Problems amongst Young People in Andalusia), and information and awareness-raising campaigns.

Social Welfare

The Andalusian Institute for Women’s Affairs continues to offer care and refuge resources to women in special circumstances, whether personal or family-related, who require specific care to combat potential or actual social exclusion. In this way, temporary care and refuge are offered to women (and their children if necessary) at risk due to financial, family or personal factors which put them in a particularly difficult social situation. It is estimated that around 360 women will avail themselves of these facilities in 2012.

Care facilities are also available for young pregnant females or young mothers whose financial or family situation precludes their staying at home, since doing so would place them and/or their children at risk. It is calculated that 160 such women will have recourse to this service this year.

Separately, the programme of services for female convicts or ex-convicts exists for women in prison or on prison furlough to assist them in their social reintegration. It is expected that 345 women will use these services. Refuge and/or social care is also offered to women working as prostitutes or at risk of sexual exploitation, and some 5500 women are expected to use this service.

As regards immigrant women, regardless of their nationality the IAM places at their disposal all the resources it has for furthering the empowerment of women and combating any kind of discrimination against them. It is estimated that there are 3500 female beneficiaries of this programme. In a similar area, annual Immigration Forums are held and activities for raising awareness of the issues faced by female immigrants are organised. It is expected that 300 organisations will attend these Forums, 600 women and 75 men.

Participation

The promotion of women's associations as the principal vehicle for improving women's social and public participation has been a priority of both legislation and the equality policies developed in Andalusia since the creation of the Andalusian Institute for Women's Affairs in 1989. In this respect, throughout the twenty-two years that have elapsed since then the IAM's commitment to women's associations has been unwavering.

This commitment to the women's associations movement has been manifest in diverse actions aimed at boosting the creation of associations and federations, and in coordinating equality policies and actions at the local and Autonomous Community level.

At the forefront are activities which aim to ensure female presence in political, advisory and decision-making spaces in addition to social spaces, particularly local Women's Councils. In parallel and to complement this, the Andalusian Council for Women's Participation was created to bring women to the fore and make their voices heard in political and social affairs that affect the population.

Furthermore, to ensure coordination at Autonomous Community and local level the IAM created the "Asocia" Programme which aims to highlight the value of Andalusian women's contribution to transforming and modernising the region. The programme was also designed as a method of discovering women's aspirations and wishes, strengthening associations' links with the IAM and municipal centres, establishing channels to enable women's associations to participate as partnerships, and fostering institutional coordination.

As a result of this robust alliance between the IAM and the women's association movement, this term of office has seen an increase of 19.7% in the creation of associations, the figure going from 1689 associations in 2007 to 2021 by July 2011. In a similar fashion, a significant amount of economic resources has been invested in this line of action to sustain the fabric of associations.

An important event in 2011 which will come into full effect in 2012 was the approval on 10 May 2011 by the Governing Council of the Regional Government of Andalusia of the Decree governing the Andalusian Council for Women's Participation. This body will channel the suggestions and contributions of the association movement for Autonomous Community gender equality policies, oversee increased involvement of women in public and private decision-making procedures, advise the Administration and promote the values of equality in Andalusian society.

This new body is chaired by an incumbent of the Regional Ministry for Equality and Social Welfare and made up of 26 members representing women's associations (10 at the regional level and 16 at the provincial level). These members have been appointed for a period of four years following a public call for applications and presentation of candidacies. Candidates could be presented by over 2000 women's organisations which currently exist in the Autonomous Community and represent over 235,000 members.

Images and the Media

As regards media images of women presented to society, the work of the Observatory on Non-Sexist Advertising continues to be consolidated with a view to improving awareness of the importance of avoiding the use of sexist or stereotypical images. Amongst the numerous actions carried out from the Observatory, particularly relevant is the processing of complaints and legal actions on the content of some advertising. In 2007 341 such actions were processed whilst in 2011 the figure rose to 409, an increase of 20%.

Gender Violence

The IAM continues its awareness-raising work through campaigns and publication of information and outreach material, and also offers care, information and advice to female victims of gender violence through various channels: the network of provincial and municipal information centres for women, psychological care programmes, legal services and financial support by means of subsidies. The psychological care service for the children of gender violence victims was launched in 2009 and has been consolidated since then, covering the needs of minors directly affected by the violence suffered by their mothers.

The IAM has a significant network of services and programmes for women in Andalusia available through IAM centres in the provinces, IAM-subsidised municipal information centres for women, and a telephone helpline.

In this area activities for preventing and raising awareness of gender violence are carried out, along with legal services, psychological support, general support and financial support for victims. Users of these services are listed below:

- Service for victims of sexual assault: 640 women.
- Psychological support service for female victims: 3500 women.
- Psychological support service for children of victims: 200 girls and 240 boys.

- Non-payment of benefits claim service: 127 claims.
- Legal services for female immigrant victims: 1600 women.
- Telephone helpline: 26,000 calls from women and 2000 from men.

Female victims of gender violence are moreover offered financial assistance; 170 such packages have been awarded.

General services

This section provides information on the various structures the IAM has made available for carrying out its work, significant amongst which are the municipal information centres for women, the information and care system for women, and the women's telephone helpline.

Municipal information centres for women are a key channel for providing women with information on all the resources and programmes offered by the IAM. These centres have been integrated into the IAM computerised information system, which means that better understanding of the actual situation of women at the provincial and municipal levels can be obtained.

An information and care service for women (Spanish acronym SIAM) has also been developed and consolidated. This system compiles information on users of the various services and programmes for women and women's associations in the Regional Government of Andalusia and is thus a powerful and innovative IT tool which facilitates making appropriate decisions for covering the needs of women and women's associations.

The women's telephone helpline service (900 200 999) has also been consolidated and recently made international, so that Andalusian women living anywhere else in Spain or in Germany, France, Argentina and Brazil (the countries with the highest number of expatriate Andalusians) can obtain information and advice.

In addition to the activities described above, there are others which merit special mention in view of their impact on boosting and consolidating the principle of gender equality in the Administration of the Regional Government of Andalusia, such as:

- Coordinating Gender Equality Units in regional ministries.
- Implementing a support system for the gender equality units in publicly-funded universities in Andalusia.

- Coordinating drafting of the regular report on how effective the principle of equality between women and men actually is in the Administration of the Regional Government of Andalusia.
- Coordinating drafting of the 2010 report monitoring the 1st Strategic Plan for Gender Equality in Andalusia 2010 - 2013.
- Greater IAM influence on the design, execution and evaluation of the Regional Government of Andalusia's action plans; IAM presence is three times larger than it was at the beginning of the term of office. These plans include equality analysis and commitments. In 2008 the IAM was involved in five plans, whilst in 2011 it was involved in eleven.
- Scheduled for 2012 are the approval of the Draft Decree governing the Gender Impact Report in relevant legislation and approval of the Decree creating and governing the Observatory on Gender Equality.

18.32 ANDALUSIAN INSTITUTE FOR YOUNG PEOPLE

32F YOUTH DEVELOPMENT AND SERVICES

Regional Government of Andalusia policy for young people hinges on the content and objectives of the 2nd Comprehensive Plan for Young People 2011 – 2014, approved by the Governing Council Agreement of 8 February 2011. This Plan has a transversal gender equality axis based on developing, promoting and implementing actions for achieving full gender equality amongst young people in Andalusia.

Gender inequalities in the area of jurisdiction

Following the creation in 2005 of the working group for gender mainstreaming in the Andalusian Institute for Young People (hereinafter referred to by its Spanish acronym IAJ), a number of inequalities were detected and measures to correct them were subsequently adopted.

Gender inequalities were manifest in three areas. Firstly, unequal distribution of men and women in the management and representation bodies of youth involvement organisations. Secondly, lower levels of participation by women in the actions and activities undertaken by the Institute. And thirdly, in the area of IAJ subsidies for public and private companies, the scant number of projects taking gender perspective into account.

Resources-Results for achieving greater gender equality

The Andalusian Institute for Young People carries out the gender equality actions described below:

- It works with the Regional Ministry for Equality and Social Welfare Gender Equality Unit to promote, amongst other things, the Andalusian School of Equality for the effective encouragement of gender equality amongst Andalusia's young people.
- It is involved in the diverse comprehensive plans implemented by the Regional Ministry for Equality and Social Welfare, amongst which are the 1st Comprehensive Plan for Awareness-Raising and Prevention of Gender Violence, the 1st Strategic Plan for Gender Equality in Andalusia, the 1st Comprehensive Action Plan for Disabled Women in Andalusia, the 3rd Plan for Andalusian Voluntary Work, the Comprehensive Plan for Immigration in Andalusia, the 2nd Andalusian Drug Dependency and Addiction Plan, and particularly the 1st and 2nd Comprehensive Plans for Young People.
- It designs gender indicators and promotes training activities for gender equality; in this way it continues training for Institute staff in both central and provincial offices so that they incorporate gender perspective into their everyday professional activity.
- It implements guidelines for using non-sexist language and techniques in the training activities it organises, and uses methodologies which discourage discrimination and encourage female participation in training courses.
- For the subsidies awarded by the IAJ to public and private companies, it supervises and assesses projects which take gender impact into account, likewise their inclusion of men and women and whether they promote equal opportunities for men and women; and it incentivises female participation in the management boards of youth involvement organisations.

Over the period 2008 – 2012, measures and actions have been implemented which have contributed to improving gender equality. Most significant amongst them are:

- As regards the challenges of achieving balanced male-female distribution in the management and representation bodies of youth involvement organisations, since 2008 there has been a constant and parallel increase in the number of registered members of these organisations. This translates indirectly into levelling out the imbalance in male-female distribution in their management and representation bodies. Over the period 2008 – 2011, the participation of women in these bodies has varied between 48% and 50%.

- As regards female participation in the activities and actions implemented by the IAJ, in general terms since 2008 there has been a progressive and considerable increase in female participation. It is worth highlighting the development of a number of gender indicators for IAJ-driven actions over the period 2008 – 2011:
 - For participants in training courses on leisure activities, education in values and socio-cultural activities planning, the mean percentage was 36% men and 64% women.
 - Users of the “Carné Joven” (Young Persons Card), average 45% men and 55% women.
 - Male and female participants in the Languages and Youth Programme, average 46% men and 54% women.
 - Calls to the Sex Information telephone line for Young People, average 49% from men and 51% from women.
 - The only indicator which shows a major gap between male and female participation is in the “Desencaja” cultural activities programme, where average participation figures are 73% men and 27% women.
- Lastly, as regards the number of subsidised projects which take gender perspective into account, it can be stated that changes made to the information models in the orders for calls for subsidy applications, plus the efforts of the successful applicant organisations themselves, are today having an effect. Data for 2010 on beneficiaries of subsidies for youth involvement organisations and local Andalusian organisations shows that 53% of projects take gender perspective into account.

For 2012, the objectives and actions of budget programme 32F for correcting gender inequalities are organised into the following areas, as per the 2nd Comprehensive Plan for Young People 2011 – 2014 “Plan Gyga”:

In the *emancipation area*, work continues on furthering the employment of young people in the Andalusian business sector. Activities include training, advice and guidance as strategies for getting young Andalusians into the labour market; encouraging entrepreneurial capacities and attitudes amongst young Andalusians; and facilitating own house purchase or house rental by young Andalusians. In this respect, the new IAJ Training Plan for 2012 gives priority to training courses for increasing the employability of young people which include gender perspective and thus make it possible for all young men and women to attend such courses.

In the area of *participation and education on values*, the free and effective participation of young people will be fostered as a tool for the political and social transformation of Andalusia, and attitudes and values befitting democratic society will be promoted. Lines of work cover commitment, social participation and joint action by young people in Andalusia and the democratisation of information to ensure equal opportunities; encouraging young people to take part in programmes for inter-cultural mobility and learning, particularly relating to European citizenship, and developing values which respect diversity, harmonious coexistence, solidarity and equality among Andalusia's young population.

The outstanding new feature for this year is the launch of “IUVENTUS TV”, an *online* TV channel produced by and for young Andalusians. It offers a different image of this sector of the population, far removed from the usual stereotypes and focusing on areas such as entrepreneurship, social commitment, artistic creativity, healthy living, etc. This programme may become the perfect vehicle for transmitting gender equality values to society as a whole. In addition, the work of the School of Values will continue to be reinforced, along with activities for raising awareness of gender equality issues amongst the young population in the shape of information campaigns for adolescents on managing their relationships in a context of equality, and the decisions made on the basis of the report *Social Situation of Youth in Andalusia* can be assessed from the gender perspective and acted upon. Joint actions will be developed by the IAJ and the IAM, and the activities of the Andalusian School of Equality in coordination with the Regional Ministry for Equality and Social Welfare and the IAM will be consolidated.

The *quality of life* area aims to promote habits for healthy living, responsible levels of drinking, creativity from all angles and knowledge of the social and natural environments in Andalusia. Activities include preventing reckless behaviour and encouraging healthy living and responsible drinking habits amongst young people. Likewise, sports activity and creativity will be encouraged; young people will be encouraged to become consumers of culture; and encouraged to respect the environment and get to know Andalusia's nature reserves and all the resources for leisure and free time that society offers them. All these approaches are defined by a transversal axis of developing, fostering and implementing actions for achieving full gender equality amongst young people in Andalusia. In this respect, mention must be made of new editions of the “Desencaja” and “Eutopía” Programmes for sponsoring creativity by young people in all areas, and increased numbers of young men and women using the “Carné Joven” Young Persons Card.

SECTION 34.00 WELFARE BENEFITS

31F WELFARE BENEFITS

This budget programme is for the economic welfare benefits policy, its general objective being to improve the quality of life of persons living in the Autonomous Community of Andalusia who have no resources, or insufficient resources, to cover their basic needs and are therefore in a deprived situation. Actions primarily target two sectors of the population, the elderly and the disabled, and take the form of:

- Management and payment of pensions from the Social Care Fund (Spanish acronym FAS) received by persons over 65 or persons unable to work due to incapacity.
- Management and payment of extraordinary benefits to elderly persons and disabled persons who cannot cover their basic needs given the low amount of the regular benefits they receive, and who have no other resources. Particularly targeted are persons who receive the FAS pensions mentioned above, beneficiaries of the minimum guaranteed wage allowance under the Law on Social Integration of Disabled Persons, and recipients of a Social Security non-contributory pension either for retirement or disability.

In order to assess the current situation of gender inequalities in this budget programme, statistics as at September 2011 on the number of persons in the Autonomous Community of Andalusia receiving pensions or benefits have been taken into account, broken down by type (retirement or disability), sex, age and province. This data is shown in the table below:

BENEFIT	MEN	%	WOMEN	%	TOTAL
FAS PENSION	959	14.7	5,556	85.3	6,515
DISABILITY	501	11.4	3,701	88.6	4,202
NON-CONT PENS.	29,664	29	72,363	71	102,027
Total	31,124	25.3	81,620	74.7	112,744

It must be borne in mind that pensions and extraordinary welfare benefits alike are granted in equal quantities, with the same requirements and in identical conditions for men and women, since FAS pensions, non-contributory pensions and minimum guaranteed wage allowance are legal entitlements defining the right to extraordinary benefits, governed by national law.

However, these benefits have a higher impact on women since it is women who receive most of these welfare payments, in view of their unequal starting point and socially and economically disadvantaged position insofar as they have made no social security contributions, or not enough to be entitled to a contributory pension.

This notwithstanding, a more detailed breakdown of recipients by age shows that the difference in the number of male and female beneficiaries is smaller in younger age groups, whilst amongst the youngest age group of all men actually receive more welfare payments than women. Thus for recipients of non-contributory pensions, the situation is as shown in the table below:

Persons receiving non-contributory pensions by age group

AGE	MEN	%	WOMEN	%	TOTAL
To 29	3,256	57.93	2,365	42.07	5,621
From 30 to 39	5,165	56.12	4,037	43.88	9,202
From 40 to 49	6,502	49.48	6,638	55.52	13,140
From 50 to 59	4,052	36.63	7,009	63.37	11,061
60 and over	10,689	16.96	52,314	83.04	63,003
Total	29,664	29.08	72,363	70.92	102,027

Note: September 2011

The trend has therefore remained the same over recent years as regards the difference in numbers of men and women receiving Social Security non-contributory pensions; albeit with a gradual decrease in the difference – in 2008, the distribution was 15% men and 85% women. This information might indicate that women increasingly join more generous contributory pension schemes.

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry for Equality and Social Welfare, the Andalusian Institute for Women's Affairs and the Andalusian Institute for Young People in 2010.

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	52	52
Paternity leave	28	1	29
Birth, adoption or fostering, pre-adoptive or permanent	1	101	102
Additional leave for birth or adoption	11	81	92
Travel prior to international adoption or fostering	0	1	1
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	660	1,973	2,633
Infectious-contagious illness of children under 9 years old	39	208	247
Time off for breast-feeding (reduced working day or accumulated hours)	11	83	94
Reduced working day to care for each child under 16 months old	1	32	33
Reduced working day for legal guardianship	10	64	74
Reduced working day for premature birth, hospitalisation of new-born baby	0	4	4
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	15	15
Reduced working day to care for seriously ill family member in first level of consanguinity	0	5	5
Time off for women due to gender violence	0	0	0

19.00 REGIONAL MINISTRY OF CULTURE

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

During this term of office, the Regional Ministry of Culture has significantly increased the breakdown by sex of data collected on the users and beneficiaries of its actions. This data is an essential tool for detecting and analysing the gender gaps which may exist in its areas of jurisdiction. Thus, whilst for example in 2008 there were only 5 indicators on official statistics broken down by sex, in 2011 there were 24 such indicators. The new indicators relate to public libraries in Andalusia, archives, the network of cultural spaces in Andalusia, the network of documentation centres and specialised libraries in Andalusia, historical heritage and surveys on cultural consumption and habits in Andalusia.

Moreover, the analysis of these data has enabled gender mainstreaming actions to be designed in the diverse areas of jurisdiction of the Regional Ministry of Culture. An example of this can be seen in the Directorate-General for Cultural Innovation and Industries, which found that female presence in its action area is significantly lower than male presence, so it will therefore continue implementing positive action measures in 2012 in order to correct this imbalance.

For its part, the Directorate-General for Museums and Art Sponsorship has found that there are fewer women than men in executive positions in cultural affairs management in both the public and private sectors, so it is pushing for gender equality in these areas. It has also found that the majority of individual and collective exhibitions in institutions are by male artists. This disparity has historical roots and must be addressed, and to this end the Directorate-General for Museums and Art Sponsorship will encourage exhibitions of collections which satisfy two goals: one, that they highlight the historical preponderance of men in the area, and two, that they highlight the importance of women in different periods of history.

As regards figures on visits to museums run by the Regional Ministry, it can be seen that women are more frequent visitors than men to museums in Andalusia, regardless of the parameter used to measure the sex variable: individual visits, group visits, school visits, travelling exhibitions, workshops or other types of activity. Women account for 52% of visitors and men 48%. This figure remains constant for all categories of visits. The same pattern found in museum visits can be observed in visits to the Network of Cultural Spaces in Andalusia (Spanish acronym RECA). Over 2011, archaeological sites, monuments and a first group of RECA enclaves have been added to the museum statistics, which means that in 2012 there will be a larger body of information broken down by sex on visits to all these centres.

As regards reading habits, the Directorate-General for Literature, Archives and Libraries has analysed the most recent edition of the “Survey on cultural consumption and habits in Andalusia”, which reveals that Andalusian women are more avid readers than men in general terms. Similarly, data collected by the Regional Ministry on users of libraries in Andalusia reveal that there are slightly more female users than male users, although the balance is relatively equal.

Imbalances are also evident in the area of literary creation, which furthermore is an excellent means of dissemination for improving gender equality. The Regional Ministry therefore intends to develop diverse lines of work in 2012 relating to literary creation with a gender perspective.

Women artists have a lower profile in the Regional Ministry’s Centre for Contemporary Art, so exhibitions and specific activities will take place with a view to boosting the presence of female artists on contemporary art circuits.

Lastly, as regards the archives held and managed by the Regional Ministry of Culture, statistics show that more men than women consult them. The reasons for this will be analysed and any corrective measures deemed necessary will be adopted.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

45A MANAGEMENT AND GENERAL SERVICES FOR CULTURE

Part of this budget programme concerns management of human resources in the Regional Ministry of Culture. Analysis by sex of payroll staff shows that it is predominantly female, but the more technical positions are mostly occupied by men. By contrast, amongst management staff there is a balanced distribution of men and women.

The analysis of administrative staff situations (shown at the end of this section) shows that requests for leave for guardianship reasons or to look after children and dependent persons are still made principally by women.

In 2012, to continue the lines of work from previous years for improving gender equality, the actions described below will be implemented:

- Gender mainstreaming in personnel policy management practices and procedures to prevent any discrimination and eradicate it where found.
- As far as possible, schedule meetings to take place in the morning since this expedites the work/family life balance.

- Provide training for personnel on gender equality and anti-discrimination matters.
- Maintain the balanced male-female distribution in management posts.
- Include measures for positive action in competitions for subsidies in areas where there is lower female presence.
- Strengthen recognition of the contribution made by women in areas of culture.
- In institutional publicity, use images and messages which promote gender equality.
- Review documents issued by the Regional Ministry to ensure that sexist language is not used in them.
- Through the Gender Equality Unit, drive the inclusion of the principle of gender equality in all Regional Ministry actions.

As regards gender-sensitive budget indicators, this budget programme has indicators for male and female participants in training courses and for users of corporate infrastructure.

45B CULTURAL ASSETS

The Directorate-General for Cultural Assets which runs this budget programme develops Regional Ministry of Culture lines of action in protection, conservation and restoration, in sponsoring research and in raising the profile of our historical heritage.

As regards subsidies for ethnographic activities during this term of office, the budget programme has given priority to awarding subsidies to ethnology projects which take gender perspective into account.

45C CULTURAL INNOVATION AND INFRASTRUCTURE

During this term of office this budget programme has funded diverse analyses to detect possible gender inequalities in its area of jurisdiction. This line of work will be continued and reinforced in 2012.

As a result of initial measures adopted to correct the inequalities identified, statistics for the sector show that progress has been made. An example here are the grants for training and continuation of studies in the performing arts, music, the audio-visual field and cultural affairs management; in all these areas equality can be observed in the grants awarded and their amounts. However, in 2012 some of the activities developed in previous years will be handed over to budget programme 45K, Cultural Institutions and Industries.

Driving and developing cultural cooperation activities is, moreover, one of the objectives of the Regional Ministry of Culture. By cultural cooperation, we mean joint action to consolidate the cultural factor as the meaningful expression of the identity of Andalusian people, disseminating and promoting the testimony of their development throughout history and celebrating their cultural diversity and richness.

This objective is met via subsidies awarded on a competition basis for developing and consolidating culture in Andalusia. There are two separate lines of subsidies, one for cultural cooperation activities in the strict sense of the term, and the other for voluntary cultural work.

The inclusion of gender equality is positively weighted when awarding subsidies for cultural cooperation activities, as established by Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia.

For its part, cultural volunteering is understood as a demonstration of involvement and an expression of commitment and solidarity in bringing culture within the reach of the greatest possible number of citizens. Regional Ministry of Culture subsidies for cultural voluntary work aim to favour and strengthen activities for building up the cultural volunteering sector and making it effective, and for encouraging citizen involvement. Gender equality considerations are positively weighted in this area also.

Furthermore, in the second half of this term of office the new Regional Ministry of Culture web portal was launched. The general considerations of gender mainstreaming were applied in the design, development and evaluation of the web portal creation project. In analysing the satisfaction surveys on use of the portal, user sex is taken into account and utilised for progressively correcting areas where there is room for improvement in gender perspective terms. In 2012, in compliance with the second supplementary provision of Decree 275/2010 on gender equality in the web pages of the Administration of the Regional Government of Andalusia, a special section on gender equality will be introduced. Part of this new section will report on Regional Ministry gender equality initiatives, and part will offer information on equal opportunities and women's rights in the areas dealt with by the different web pages.

This budget programme has a gender indicator for measuring participation by sex of users of the information and documentation service. It also has indicators for the beneficiaries of grants for advanced studies and continuation of studies, for persons requesting registration in the Intellectual Property Register, and the breakdown by sex of persons subject to decisions on registration in the Intellectual Property Register and employment created, directly and indirectly.

45D MUSEUMS AND ART SPONSORSHIP

Over this term of office, the Directorate-General for Museums and Art Sponsorship which runs this budget programme has undertaken an analysis of participation by women and men in all its areas of competence. Consequently, it has begun to introduce a number of positive action measures to further gender equality through dissemination activities by the museums and spaces managed by this budget.

To do this, in 2012 activities and exhibitions which focus on gender will be organised, and also in which women are the focus of the activity or are the artists. Such activities are, in addition, an important tool for communication, providing historical information and food for thought in society.

During this term of office, some activities in this area have already been developed; in 2010 the exhibitions listed below were organised:

- “The drawings of time. Impressions of the Temple of Edfu” by Asunción Jódar. Granada Archaeological Museum. 29 April – 6 June 2010.
- “Women who stand out in their own right”, photographs by Manuela Escribano Granero. Jaen Museum. 10 February – 14 March 2010.
- “Women’s social role in ancient times”. Linares Archaeological Museum (Jaen). 10 – 12 March 2010.
- International Women’s Day “Don’t shout at me, don’t insult me, don’t ignore me... and let’s walk together”. Úbeda Archaeological Museum (Jaen). 9 March 2010.
- “The Square of Doves”, by artist Rinat Etshak. Museum of Popular Arts and Customs, Seville. 14 May – 5 October 2010.

Similarly, the Directorate-General for Museums and Art Sponsorship runs a training programme and continuously updates the knowledge and capabilities of its professional staff in museums and archaeology/monument sites. The aim of this programme is career advancement for staff and improved service quality for visitors to Andalusia’s cultural heritage institutions. The two major lines of this programme are the Museology courses and two year Master’s degree in Museology taught at Granada University, which this year celebrates its fifth edition.

The data for these activities relates to last complete budget year 2010 and show that 12 courses were taught, attended by a total of 211 students, 114 women and 97 men.

For its part, the Master's Degree in Museology 2008 – 2010 was taken by 40 students, 30 women and 10 men. The course offers a programme of paid work placements in museums in Andalusia, and a total of 17 students (14 women and 3 men) took the opportunity to do a placement.

Work will continue along these lines in 2012 in order to meet the objective of equal presence of women and men in the areas of competence of this management centre.

As regards gender-sensitive indicators for this budget programme, they measure male and female users of museums run by the Regional Ministry of Culture, male and female users of the Network of Cultural Spaces in Andalusia, male and female students taking the Master's Degree in Museology, and male and female attendees on training courses.

45H LITERATURE, ARCHIVES AND LIBRARIES

During this term of office, the Directorate-General for Literature, Archives and Libraries which runs this budget programme has worked to detect and prevent any gender inequalities, promoting equal presence of men and women in its areas of competence. An example of work in this area is the agreement to distribute bibliographies on gender equality to all municipal libraries forming part of the public libraries network of Andalusia; amongst these bibliographies is a selection of works by the IAM "María Zambrano" Documentation Centre.

2012 will see the continuation of a number of lines of work from previous years, such as:

- Maintaining the "readers' corners" with gender equality material in most of the 900 libraries in the public libraries network. These readers' corners hold audio-visual and printed material on women in art and literature, the work/family life balance, sex discrimination, etc.
- Expanding library activities so that borrowing data for men and women is more balanced, since more books are borrowed by men but more women use the network.
- Activities and exhibitions which highlight the role of women in society. Of note here are: (1) The *Musa* exhibition of paintings by Mariló Rivera, 12 June - 9 July in the Infanta Elena Library in Seville. (2) *The portrayal of women in western art, 19th and 20th centuries*, a theory and practice workshop comprising four lectures followed by discussion, and a practical session in Seville Museum of Fine Arts.

- Furthermore, in the facilities run by this budget programme, particular emphasis is placed on organising simultaneous cultural activities for the whole family at once; this way the adult family members, particularly women, can concentrate on the activities designed for them whilst the younger family members enjoy other activities. This practice facilitates male and female participation in cultural activities, such as learning skills in Information and Communication Technologies (ICTs).

As regards gender-sensitive indicators for this budget programme, they measure male and female users of the Public Libraries Network of Andalusia, male and female borrowers from these libraries, male and female participants in activities in the Music Documentation Centre of Andalusia, and male and female users of the archives held and managed by the Regional Ministry of Culture. There is also an indicator for male and female participants in the cultural activities organised in the Music Documentation Centre.

45K CULTURAL INSTITUTIONS

This budget programme contains the credits for financing the activities carried out by the Andalusian Agency for Cultural Institutions (Spanish acronym AAIICC), which in previous years were financed by other Regional Ministry programmes.

The mission of the Andalusian Agency for Cultural Institutions is to execute the technical and management tasks required by the Regional Ministry of Culture for research, management, output, development, training and dissemination in the areas of the plastic arts, combined arts, humanities, theatre and performing arts, music, phonographic production, dance, folklore, flamenco, cinematography and audio-visual arts, and the development, commercialisation and execution of cultural programmes, promotions and activities, either by the AAIICC on its own or in cooperation with other individuals or legal entities whether public or private, thereby making cultural assets accessible in equal conditions for women and men, and likewise their participation in cultural activities.

The data provided by the budget indicators for this programme show that in most areas participation by women and men is almost equal, but that participation by women is not equal in executive posts in cultural enterprises, in authorship of works and in technical areas such as set design, lighting, and sound, and in training courses for these technical fields.

In view of this, work will continue on defining and analysing indicators which shed light on the real situation. The data thus generated will enable any inequalities either amongst the population or amongst professionals in the field to be identified and prevented, which in turn will enable more balanced budgeting to be effected from the economic perspective.

The Agency has therefore set itself the following objectives, lines of work and specific actions for 2012, aimed at correcting gender inequalities in its areas of activity:

- Literature. The objective in this area is to ensure equal representation of women in the dissemination activities organised. Of particular note during this term of office is publication of the literary review “La Cuerva”, in which participation by women has reached 67%, as a means to encourage gender perspective literary output. Equally noteworthy is the fact that in the edited compilations of prize-winning texts in the Andalusian New Writers Competition, 70% of the texts in the latest edition were by female authors.
- Archives. The aim here is to increase the number of female speakers and lecturers at the scheduled training and dissemination activities.
- Libraries and documentation centres. The objective here is to increase women’s participation in activities to promote books and reading. An example during this term of office was the retrospective of the work of Sara Molina, “Fragments, glances and remnants” held in the Performing Arts Documentation Centre in collaboration with the Andalusian Institute for Women’s Affairs and Granada Provincial Government. Information on visitors to this Centre in 2010 shows that 63% were women.
- Support for promoting culture and developing the performing arts. In this area there are five sub-objectives for furthering gender equality:
 - In training activities, relevance for improving gender equality will be assessed, whether this takes the form of women’s involvement as training staff, or equal participation by women in public competitions for training, or as a vehicle for transmitting values of equality.
 - Efforts will also be made to increase female participation in training courses on technical aspects of the performing arts, since there is an imbalance compared with male participation in this area.

- As regards grants awarded to arts companies often run by men, an assessment criterion for their award is that projects promote gender equality.
- The principle of balanced representation will also be maintained in the composition of the assessment committees for awarding grants for drama, music and dance.
- Lastly, the promotion of equal presence of women and men in the artistic output organised by the AAICC.

In the area of the aforementioned sub-objectives, it is worth pointing out that measures for meeting them have already been implemented in previous years. Amongst these measures are:

- Aiming for balanced presence of young women and men training to become professional orchestra musicians or singers in symphonic groups, choirs or as soloists, in diverse genres and repertoires. Of the 517 trainees in 2012, 65.2% were women.
- Including a workshop on female composers at the Cadiz Festival of Spanish Music.
- The 2nd “Women, Theatre and Performance” international forum, organised by the Andalusian Theatre Centre and the “Tres Culturas” Foundation working with “La Otra Mirada” International Meeting of Women in Theatre, held in November 2009, and the publication of “Public Theatre. Andalusian Theatre Centre 2005 – 2009” in December 2010, the third edition of which - “Women and the Stage” - features contributions in various women’s forums. The closing piece in this volume is a research paper on gender perspective in the theatre.
- Including gender perspective in the programmes of theatres reporting to the Regional Ministry, so that female participation is taken into account and themes relating to gender equality are given space.
- Offering a module on gender equality in Theatre Studies Training Centres.

Lastly, it must be pointed out that of the grants awarded in 2010 to theatre, music and dance companies and groups, 42% were awarded to groups with a female artistic director and 31% to those with a male artistic director.

- Flamenco. The active presence of women will continue to be promoted in this area. Moreover, projects which encourage gender equality will be given positive weighting in the procedure for awarding grants and subsidies for consolidating professional flamenco and flamenco associations. Balanced male-female representation will also be maintained in the composition of the assessment committees for awarding such grants.
- Museum-type institutions. In this area, the fundamental objective is to increase the presence of women in the arts structure, since the number of female artists, curators, art gallery owners etc. is still lower than that of their male counterparts. Some of the measures adopted in this area over the current term of office are:
 - The exhibition “Ellas. Proyecto Imagina”, funded by the Andalusian Centre for Photography.
 - The exhibition “Presente Perfecto”, presenting work by 29 artists in which discourse on gender and identity was included in work by six female artists.
 - Grants awarded for creating and disseminating contemporary art gave positive weighting to projects promoting gender equality.
 - The principle of balanced male-female representation was applied in the composition of the assessment committees for awarding such grants.
- Audio-visual. It has been found that women are in the minority in this area, so during this budget year measures will be adopted for promoting gender equality. Moreover, as regards grants for coproduction, development and production of audio-visual pieces, positive weighting will be given to projects which further gender equality in this sector.

In addition to the indicators described above for each area, this budget programme has gender-sensitive indicators for the presence of male and female students of technical and artistic stage studies, male and female participants in guided tours of the Andalusian Institute for Historical Heritage, male and female students taking post-graduate and specialisation courses on historical heritage, persons viewing archives in the Andalusian Film Library, persons attending screenings in the Andalusian Film Library, persons viewing archives in the Andalusian Flamenco Centre and persons attending cultural activities at the Andalusian Flamenco Centre.

19.31 ALHAMBRA AND GENERALIFE TRUST

45F THE ALHAMBRA AND GENERALIFE GARDENS TRUST

Over the course of this term of office, the Alhambra and Generalife Gardens Trust has worked on finalising the Management Plan for the Alhambra. In 2012 work will continue on fully introducing and implementing this Plan. Strategic line 2 of this strategic document covers all the Trust's gender equality policies. This line reflects how work has been carried out to find models for bringing the cultural heritage of the Alhambra monument within reach in a specialised manner and with a gender focus.

As part of this line specialised programmes have been created, such as the guided tour with the theme of women and the Alhambra, or the women's route in the programme of guided urban and landscape tours. Of note amongst these activities is the information activity "The Alhambra from a gender perspective". For its part the Marketing Department promotes visits to the monument targeting specific sectors, for example the Andalusian Institute for Women's Affairs, etc.

As regards internal operation, particular attention is paid to gender equality in personnel recruitment procedures. Women make up 42.4% of the Trust's staff and men the remaining 57.6%. Work will also continue on facilitating the work/family life balance for the staff of this organisation.

In the area of language and public image, over the most recent term of office the Trust has modified the drafting of all protocols for the process management system. In 2012 the new signs plan will be implemented, which includes the gender perspective.

The Trust has chosen the statistics and studies in which it is relevant to include the gender focus, and as a result the information on visitors, visitor satisfaction, archive and library user satisfaction, museum user satisfaction and studies on cost and economic impact has been broken down by sex.

Gender-relevant indicators in this budget programme look at the study on visitors to the monument, at increasing and training human resources, at visitors to the Alhambra museum and at school visits to the Alhambra museum.

19.32 ANDALUSIAN CENTRE FOR CONTEMPORARY ART

45G SPONSORSHIP AND DEVELOPMENT OF CONTEMPORARY ART

During this term of office, the Andalusian Centre for Contemporary Art (Spanish acronym CAAC) has launched various initiatives for highlighting the role of women in contemporary art and also for facilitating the work/family life balance amongst citizens. In the first area, of note are “*Videos, songs and textwork*” by Annika Ström, “*Prensadas*”, by Inmaculada Salinas, “*Minucodes*”, by Marta Minujín, the “*Margen y ciudad*” exhibition by Lara Almarcegui, “*La arquitectura de la felicidad*”, by Julie Rivera, “*Tu país no existe*”, by Libia Castro and Ólafur Ólafsson, and “*Del pasado efímero*”, by Ruth Ewan, all shown over the period 2010 - 2011.

In 2012, CAAC will host the eighth edition of “International Meetings on Art and Gender”.

In addition to this line of action, in 2012 CAAC will continue with the “BUHO” project, open to the general public. It is a workshop on cultural education designed for boys and girls from 3 to 12 years old. Its activities take place between 8 a.m. and 3 p.m. on working days during school holidays, and the project therefore aims to facilitate the work/family life balance for Andalusians.

Similarly in 2012, teaching programmes will continue for primary and secondary school pupils, families and the general public, particular attention being paid to groups at risk of social exclusion.

This budget programme has a gender indicator for participation in and organisation of exhibitions for female artists.

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of Culture, the Alhambra and Generalife Trust, and the Andalusian Centre for Contemporary Art in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	0	0
Paternity leave	3	0	3
Birth, adoption or fostering, pre-adoptive or permanent	0	4	4
Additional leave for birth or adoption	1	2	3
Travel prior to international adoption or fostering	0	1	1
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	10	13	23
Infectious-contagious illness of children under 9 years old	1	2	3
Time off for breast-feeding (reduced working day or accumulated hours)	1	5	6
Reduced working day to care for each child under 16 months old	0	4	4
Reduced working day for legal guardianship	0	2	2
Reduced working day for premature birth, hospitalisation of new-born baby	0	0	0
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	0	0
Reduced working day to care for seriously ill family member in first level of consanguinity	0	0	0
Leave for women due to gender violence	0	0	0

20.00 REGIONAL MINISTRY OF THE ENVIRONMENT

1. GENDER INEQUALITIES IN THE AREA OF JURISDICTION

The overriding objective of the Regional Ministry of the Environment is to play a part in improving quality of life for society by focusing on economic, social and environmental criteria, and specifically through implementing policies for the sustainable use of resources in order to mitigate climate change. Improving quality of life for Andalusian society requires improved distribution of wealth amongst citizens of the Autonomous Community and this objective is linked to developing social cohesion, which in turn is based on the right to decent and decently paid employment for both men and women.

The Regional Ministry of the Environment has therefore made gender mainstreaming an integral part of all its actions in recent budget years. Working in this way has revealed that in some of the Regional Ministry's action areas, men and women are still not on an equal footing.

One of these areas is employment created by the environmental sector in Andalusia. The most recent data available, taken from the statistics on "Economic activity and the environment in Andalusia 2008", shows that of the total amount of jobs created in the environmental sector, women account for 25% of the workforce and men account for the remaining 75%. However, there are variations in these general data according to environmental sub-sectors.

Another area in which the Regional Ministry has identified gender inequalities is sustainable development in the socio-economic spheres of influence of Andalusia's natural parks. To correct this, the Sustainable Development Plans have included the general objective of promoting social development based on values of equality and quality of life.

Inequalities have likewise been detected in citizen participation in environmental matters, and to address this issue the "GEODA: Women and the Environment" programme has been operating since 2003.

In 2012, the GEODA programme will continue, as will the statistics study on "Economic activity and the environment in Andalusia" and the programme for education on environmental matters from the gender perspective; initiatives which meet the requirements of Law 12/2007 and have a direct impact on Regional Ministry actions. In addition to these initiatives, the new ones described below will be launched in 2012.

2. RESOURCES-RESULTS FOR ACHIEVING GREATER GENDER EQUALITY

Over this term of office, gender mainstreaming in Regional Ministry of the Environment policies and actions has been particularly relevant in budget programmes 44F and 44D. Gender equality has been a common design and planning objective in areas such as education on environmental matters, citizen involvement and promotion of sustainability, and in activities which specifically aim to bring women into employment in the environmental area through training and awareness-raising activities on the subject.

44A MANAGEMENT AND GENERAL SERVICES FOR THE ENVIRONMENT

This budget programme covers and manages general resources for the internal management of the Regional Ministry. In human resources planning and management, the programme drives measures for facilitating the work/family life balance for male and female staff. As regards training and awareness-raising in gender equality for Regional Ministry staff and staff of special purpose vehicles, the budget programme designs classroom-based and distance learning courses in close cooperation with the Regional Ministry's Gender Equality Unit, created in July 2010.

44B CLIMATE CHANGE, ENVIRONMENTAL QUALITY AND PLANNING

Amongst other activities, this budget programme develops diverse training activities on climate change and urban environmental matters. For 2012, it has set itself the objective of achieving equal participation by male and female students, and this goal is reflected in the creation of a new gender-sensitive budget indicator which envisages uptake of these courses by 200 women and 200 men.

Another significant point worth flagging up is that equal presence of men and women has been achieved in the working groups set up under the action programme of the Coordination Committee for implementing and monitoring the Andalusian Plan for Climate Action 2007 - 2012.

Lastly, as in previous years, this programme continues including data broken down by sex in its databases. Similarly, it analyses information by sex on users of the web portal on climate change and reviews the content of both this portal and the "Ciudad 21" portal to ensure that no sexist images or language are used.

44D NATURAL AREAS AND CITIZEN INVOLVEMENT

In the work area of this budget programme over the term of office, the following achievements in the gender equality area must be highlighted:

1. Gender perspective has been included in training on environmental matters.
2. Work with Granada University's centre for women's studies to undertake a gender analysis and appraisal of the Regional Ministry of the Environment and its Provincial Government offices.
3. A study on environmental journalism with a gender perspective.

Furthermore in 2012, all activities on environmental education with gender perspective will be reinforced in order to continue the actions being developed since 2003 by the GEODA programme. It is helpful to remember that the first stage of GEODA (2003 - 2005) focused on developing a gender perspective line of work for environmental information and communication, since it was found that women had information and communication needs which differed from those of other sectors of the population. In recent years the GEODA programme has received significant support from the European Social Fund Operational Programme 2007 - 2013. Thanks to this support, the Regional Ministry programme for Environmental Education and Gender Equality (the new name for the GEODA programme) will consolidate its information and communication lines and also create new lines in training, involvement and awareness-raising, research and assessment and, lastly, teaching resources. Over the course of 2012 a number of actions will be implemented which take up and continue the objectives of the GEODA programme.

Through the Environmental Education and Training Office, the Directorate-General for Natural Areas and Citizen Involvement which runs this budget programme will develop the second stage of the Andalusian Plan for Environmental Education. A central pillar of this Plan is equality and co-responsibility between men and women, and it proposes to develop gender equality activities for furthering social and environmental co-responsibility which are given a higher profile than they were in the first stage of the Plan.

In the area of environmental education, gender perspective will be reinforced in some of the programmes introduced last year for older members of the population and disabled persons.

The line of environmental involvement and volunteering will continue to promote participation by women and men in activities for the conservation of Andalusia's natural heritage. Work on the preparation of teaching and information materials will likewise continue.

Another action area of the programme is drafting the Sustainable Development Plans, designed to detect inequalities in the socio-economic spheres of influence of natural parks. Armed with this information, the Sustainable Development Plans set objectives for social development based on values of equality and quality of life, and specifically on gender equality values.

Budget programme 44D also develops actions in the area of cattle tracks, taking gender perspective into account in designing these actions. In 2012, it aims to introduce a clause on balanced contracting of male and female workers into the tendering terms and conditions for works required for fulfilment of the Cattle Tracks Management Programme.

44E MANAGEMENT OF NATURAL HABITATS

The primary objective of this budget programme is conservation of biodiversity in Andalusia. In order better to gauge the participation of women and men in the initiatives developed by this programme, it has a number of gender-sensitive budget indicators. These cover participation by both sexes in hunting and fishing activities, and jobs created by actions under the “Infoca” Plan which forms part of this budget programme.

44F SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL INFORMATION

The Directorate-General for Sustainable Development and Environmental Information which runs this budget programme is responsible for the biennial statistics study “Economic activity and the environment in Andalusia”. This project breaks down by sex information on environment-related employment in Andalusia. The information thus generated is used to create the directory of businesses operating in the environmental sector, in turn used to promote the employment and self-employment of women in this sector.

Over the course of 2012 and working with the Andalusian Institute of Statistics and Cartography, this management centre will review all the Regional Ministry’s official statistics to determine in which operations and records information may be broken down by sex. Amongst these operations and administrative records are:

1. The breakdown by sex of persons taking part in the Andalusian Eco-barometer survey.
2. Regional Ministry of the Environment library user records.

They will be added to other records which take the gender variable into account, such as the record of visits to public-use facilities (since 2004), the record of users of the “Citizen’s Suggestions Box” public information and involvement service (since 2008), subscriptions to magazines on the environment published by the Regional Ministry of the Environment - “Medio Ambiente”, “En Acción” and “Aula Verde” (since 2009) - and the record of projects subsidised by the Regional Ministry (since 2009).

In the area of communication, gender-focused information seminars will continue to be held. As regards environment information posted on the Regional Ministry website, a piece of software is being developed to log the sex of visitors to the website and which activities they take part in, so that content quality may be improved and adapted to meet the interests of women and men.

In the public procurement area, gender equality is promoted in administrative procedures where, in compliance with Law 12/2007 of 26 November on the Promotion of Gender Equality in Andalusia, positive weighting will be given to bids from companies holding official recognition of excellence in equality and companies implementing measures for equal opportunities. Furthermore, in the technical and economic proposals of bids assessed under the terms and conditions for contracting services, positive weighting will be given to companies which implement equal opportunities policies for women and men. A preferential treatment clause has been established to this effect in the event of a tie between bids, in which case preferential treatment will be given to companies who can demonstrate that they have in place, or have developed in recent years, an action plan for promoting equal opportunities for men and women.

In a similar vein as regards subsidies, as a result of applying the provisions of Decree 282/2010 of 4 May approving the Rule on Procedures for Awarding Subsidies by the Administration of the Regional Government of Andalusia, the Regional Ministry of the Environment has included the gender equality criterion in a number of different Orders for subsidies. Amongst them we highlight:

1. The Order of 31 May 2011 on calls for tenders for subsidies in the socio-economic sphere of influence of Doñana National Park and Sierra Nevada National Park for 2011.
2. The Order of 21 July 2011 establishing the rules and regulations for awarding subsidies for sustainable actions and activities in Andalusia’s National and/or Natural Parks, and in Areas of Special Protection for Birds, declared by Decree 429/2008 of 29 July, and corresponding socio-economic spheres of influence; the call for tenders in 2011 being announced.

These Orders give positive weighting to projects or assistance targeting women, and to projects or actions with gender focus.

51D WATER ACTIONS

This budget programme, which contains the credits for the Directorate-General for Water Infrastructure and Use and the Directorate-General for Planning and Managing Public Water Resources, only has one gender-relevant action area, and this refers to the population who benefit from improvements to water supply. The programme therefore has a gender indicator which measures the number of men and women who benefit from improvements in this area.

3. PERSONNEL

APPENDIX I ADMINISTRATIVE STAFF SITUATIONS

Leave and time off granted to staff of the Regional Ministry of the Environment in 2010

LEAVE AND REDUCED WORKING DAYS	Amount of leave granted		
	Men	Women	Total
Antenatal check-ups and classes	0	4	4
Paternity leave	5	0	5
Birth, adoption or fostering, pre-adoptive or permanent	2	16	18
Additional leave for birth or adoption	2	15	17
Travel prior to international adoption or fostering	1	0	1
Serious accident, serious illness, hospitalisation, outpatient surgery or death of spouse, partner or first or second level of consanguinity family member	133	102	235
Infectious-contagious illness of children under 9 years old	10	21	31
Time off for breast-feeding (reduced working day or accumulated hours)	3	15	18
Reduced working day to care for each child under 16 months old	0	0	0
Reduced working day for legal guardianship	1	6	7
Reduced working day for premature birth, hospitalisation of new-born baby	0	0	0
Reduced working day to care for spouse, partner or family member up to second level of consanguinity	0	1	1
Reduced working day to care for seriously ill family member in first level of consanguinity	0	0	0
Leave for women due to gender violence	0	0	0

5.3. GENDER INDICATORS FOR BUDGET POLICIES

The Ministries of the Regional Government of Andalusia have included over 1900 indicators in their programmes for monitoring the Budget for 2012. Of this number, 873 are indicators for assessing the state of gender equality in the action area of budget programmes and budget policies. In absolute terms, there are 54 indicators more than there were in 2011.

These gender indicators make up 44% of the total of all budget indicators, 2 percentage points more than in 2011. Looking at a longer time-frame, the amount of gender indicators for the Budget of the Autonomous Community of Andalusia has increased by 28% since the 2008 Budget. This increase is due to the fact that the executive departments that run budget programmes are increasingly taking into account the different situation of men and women in their action areas when setting policy objectives. Consequently, in each budget year more budget monitoring indicators are introduced for assessing the degree to which objectives for achieving equality between women and men have been met.

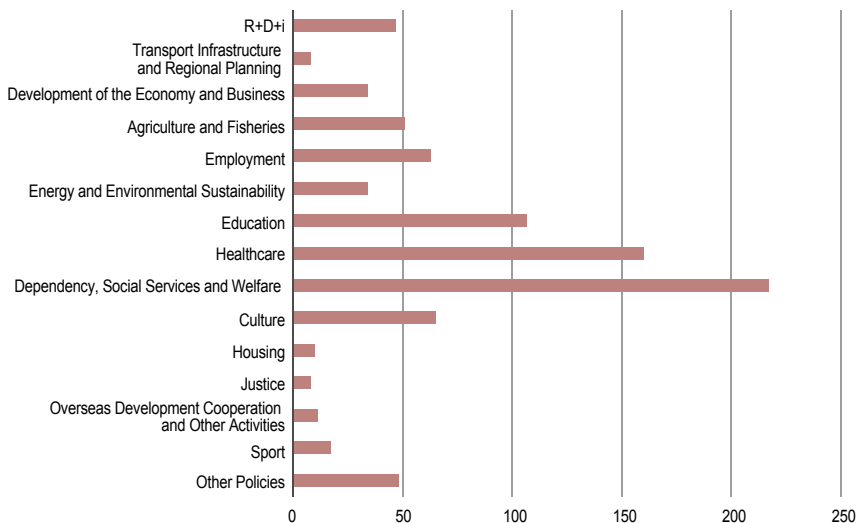
Analysis of indicators per Regional Ministry shows that those with a higher number of gender indicators as a proportion of the total are the Regional Ministries of Health, Equality and Social Welfare, Education, Employment and the Economy, and Innovation and Science. However, the Regional Ministries which have made the largest increases in their number of gender indicators as compared to the Budget for 2011 are the Regional Ministries of Culture, Education, Health, Employment, and Agriculture and Fisheries.

Regional Ministries	2012
Regional Ministry of the Presidency	22
Regional Ministry of the Interior and Justice	38
Regional Ministry of Finance and Public Administration	35
Regional Ministry of Education	86
Regional Ministry of the Economy, Innovation and Science	74
Regional Ministry of Public Works and Housing	20
Regional Ministry of Employment	85
Regional Ministry of Health	158
Regional Ministry of Agriculture and Fisheries	66
Regional Ministry of Tourism, Trade and Sport	33
Regional Ministry for Equality and Social Welfare	157
Regional Ministry of Culture	65
Regional Ministry of the Environment	34
General Total	873

As the figure below on indicators for budget policies shows, policies for Dependency Services and Welfare, Healthcare and Education account for the majority of gender indicators, 55% of the total.

One of the main reasons why the aforementioned policies account for this percentage of gender indicators is that they are the policies with the highest number of programmes with the G+ rating, in other words those which have been classified as “driving forces” for achieving equality between men and women; they are also the policies which offer and run a larger volume of services for the population.

Figure 5.8. 2012 Budget. Gender Indicators for Budget Policies



In addition, the policies which have increased their number of gender indicators most sharply as compared with the Budget for 2011 are those of Housing, Transport and Regional Planning Infrastructure, Healthcare, Employment, Culture, and R+D+i.

This increase in quantitative terms is also accompanied by an increase in qualitative terms, due to the improvements made by the departments running these programmes in defining indicators for them. This process requires a prior appraisal of the situation, followed by identification of the corrective measures for reducing and eliminating inequalities in society. The effort put in by the Regional Government of Andalusia to provide its staff with the necessary information for this process is decisive, as is its continuous support for gender budgeting through incentivising measures such as the G+ Fund.

01 R+D+i

Section	Programme	Name of indicator	Amount	Variable
1200	54A	MALE TRAINEE RESEARCHERS	607	Nº MEN
1200	54A	FEMALE TRAINEE RESEARCHERS	743	Nº WOMEN
1200	54A	PERSONNEL IN RESEARCH GROUPS	18,090	Nº MEN
1200	54A	PERSONNEL IN RESEARCH GROUPS	8910	Nº WOMEN
1200	54A	RESEARCH GROUPS BY HEAD OF RESEARCH	1575	Nº MEN
1200	54A	RESEARCH GROUPS BY HEAD OF RESEARCH	525	Nº WOMEN
1200	54A	PERSONNEL CONTRACTED FOR RESEARCH PROJECTS	120	Nº MEN
1200	54A	PERSONNEL CONTRACTED FOR RESEARCH PROJECTS	60	Nº WOMEN
1200	54A	TALENTIA GRANTS	67	Nº MALE BENEFICIARIES
1200	54A	TALENTIA GRANTS	83	Nº FEMALE BENEFICIARIES
1200	54I	PUBLIC ACCESS INTERNET CENTRES	393,750	Nº FEMALE USERS
1200	54I	PUBLIC ACCESS INTERNET CENTRES	350,000	Nº MALE USERS
1200	54I	EDUCATION IN INTERNATIONAL CENTRES PER YEAR	20,000	Nº FEMALE USERS
1200	54I	EDUCATION IN INTERNATIONAL CENTRES PER YEAR	20,000	Nº MALE USERS
1200	54I	ANDALUSIA DIGITAL COMMITMENT PROJECT	20,000	Nº FEMALE BENEFICIARIES
1200	54I	ANDALUSIA DIGITAL COMMITMENT PROJECT	20,000	Nº MALE BENEFICIARIES
1200	54I	ANDALUSIA DIGITAL COMMITMENT PROJECT	225	Nº FEMALE CO-WORKERS
1200	54I	ANDALUSIA DIGITAL COMMITMENT PROJECT	275	Nº MALE CO-WORKERS
1200	54I	WOMEN'S SMEs ADVISED ON INNOVATION	500	NUMBER
1200	54I	CHEQUE INNOVAT. COMPANIES PROGRAMME QUERIES BY WOMEN	80	Nº QUERIES
1200	54I	APPLICATIONS BY WOMEN IN DIGITAL TOWN COUNCILS (MOAD)	15,000	Nº WOMEN
1200	54I	APPLICATIONS BY MEN IN DIGITAL TOWN COUNCILS (MOAD)	10,000	Nº MEN
1200	54I	DIGITAL TUTORING FEMALE VOLUNTEERS	1150	Nº WOMEN
1200	54I	DIGITAL TUTORING MALE VOLUNTEERS	1400	Nº MEN
1231	54F	GENDER MAINSTREAMING STATISTICS ACTIVITIES	130	Nº ACTIVITIES
1231	54F	CARTOGRAPHIC ACTIVITIES (PECA 2012)	128	Nº ACTIVITIES
1231	54F	SEMINARS, EXHIBITIONS AND PRESENTATIONS	10	Nº EDITIONS
1231	54F	AWARDS FOR BEST CASES	2	Nº MEN
1231	54F	AWARDS FOR BEST CASES	3	Nº WOMEN
1231	54F	AWARDS FOR DOCTORAL THESES	1	Nº MEN
1231	54F	AWARDS FOR DOCTORAL THESES	1	Nº WOMEN
1231	54F	TRAINING ACTIVITIES OFFERED	12	Nº ACTIVITIES
1231	54F	ATTENDANCE AT TRAINING ACTIVITIES	30	Nº MEN
1231	54F	ATTENDANCE AT TRAINING ACTIVITIES	50	Nº WOMEN
1231	54F	GRANTS AWARDED	3	Nº MEN

Section	Programme	Name of indicator	Amount	Variable
1231	54F	GRANTS AWARDED	4	N° WOMEN
1631	54D	JOB'S CREATED LIST OF POSTS R+D	20	N° MEN
1631	54D	JOB'S CREATED LIST OF POSTS R+D	35	N° WOMEN
1631	54D	GRANTS R+D PERSONNEL TRAINING	35	N° WOMEN
1631	54D	GRANTS R+D PERSONNEL TRAINING	20	N° MEN
1631	54D	PERSONNEL CONTRACTED R+D	60	N° CONTRACTED
1631	54D	PERSONNEL CONTRACTED R+D	60	N° CONTRACTED
1631	54D	STUDENTS ON TRAINING COURSES	12.000	N° MALE STUDENTS
1631	54D	STUDENTS ON TRAINING COURSES	4.000	N° FEMALE STUDENTS
1631	54D	STUDENTS ON ONLINE COURSES	600	N° MALE STUDENTS
1631	54D	STUDENTS ON ONLINE COURSES	400	N° FEMALE STUDENTS
1631	54D	PROGRAMME FOR DEVELOPING FEMALE EMPLOYMENT	200	N° FEMALE STUDENTS

02 TRANSPORT INFRASTRUCTURE AND REGIONAL PLANNING

Section	Programme	Name of indicator	Amount	Variable
1300	51A	TRAINING ACTIVITIES	62	N° MALE TRAINERS
1300	51A	TRAINING ACTIVITIES	40	N° FEMALE TRAINERS
1300	51A	TRAINING ACTIVITIES	218	N° MALE STUDENTS
1300	51A	TRAINING ACTIVITIES	287	N° FEMALE STUDENTS
1300	51B	DIRECT EMPLOYMENT	200	N° FEMALE EMPLOYEES
1300	51B	DIRECT EMPLOYMENT	2869	N° MALE EMPLOYEES
1300	51B	METROPOLITAN PUBLIC TRANSPORT	60	PERCENT FEMALE USERS
1300	51B	METROPOLITAN PUBLIC TRANSPORT	40	PERCENT MALE USERS

03 DEVELOPMENT OF THE ECONOMY AND BUSINESS

Section	Programme	Name of indicator	Amount	Variable
1200	54H	TRAINING COURSES AND ADVANCED STUDIES	205	N° FEMALE STUDENTS
1200	54H	TRAINING COURSES AND ADVANCED STUDIES	195	N° MALE STUDENTS
1200	54H	CITIZENS SERVICES	62,000	N° WOMEN
1200	54H	CITIZENS SERVICES	93,000	N° MEN
1200	610	GRANTS FOR INTERNATIONALISATION	22	N° MALE BENEFICIARIES
1200	610	GRANTS FOR INTERNATIONALISATION	23	N° FEMALE BENEFICIARIES
1200	72C	SUPPORT FOR EMPLOYMENT CREATED	5452	N° MEN
1200	72C	SUPPORT FOR EMPLOYMENT CREATED	3646	N° WOMEN
1200	72C	SUPPORT FOR EMPLOYMENT CONSOLIDATED	9604	N° MEN
1200	72C	SUPPORT FOR EMPLOYMENT CONSOLIDATED	3196	N° WOMEN
1200	72C	PERSONS INFORMED AND AWARENESS RAISED	30,804	N° MEN

Section	Programme	Name of indicator	Amount	Variable
1200	72C	PERSONS INFORMED AND AWARENESS RAISED	37,450	Nº WOMEN
1200	72C	WORKERS TRAINED IN BUSINESS MANAGEMENT	5470	Nº MEN
1200	72C	WORKERS TRAINED IN BUSINESS MANAGEMENT	8665	Nº WOMEN
1200	72C	SUPPORT TECHNICIANS FOR ENTREPRENEURS	127	Nº MEN
1200	72C	SUPPORT TECHNICIANS FOR ENTREPRENEURS	169	Nº WOMEN
1232	61N	MANAGEMENT OF PARTICIPANTS	50	Nº MEN
1232	61N	MANAGEMENT OF PARTICIPANTS	70	Nº WOMEN
1700	75A	TRAINING ACTIVITY	15	Nº ACTIVITIES
1700	75A	TRAINING ACTIVITY (IAAP-CTCD)	8	Nº ACTIVITIES
1700	75A	TRAINING ACTIVITY (CTCD)	7	Nº ACTIVITIES
1700	75A	TRAINING ACTIVITY	375	Nº CLASSROOM HOURS
1700	75A	TRAINING ACTIVITY	270	Nº FEMALE STUDENTS
1700	75A	TRAINING ACTIVITY	180	Nº MALE STUDENTS
1700	75A	TRAINING ACTIVITY	26	Nº MALE TEACHERS
1700	75A	TRAINING ACTIVITY	45	Nº FEMALE TEACHERS
1700	75D	PARTICIPANTS IN KNOWLEDGE TRANSFER ACTIVITY	1500	Nº MEN
1700	75D	PARTICIPANTS IN KNOWLEDGE TRANSFER ACTIVITY	1000	Nº WOMEN
1700	75D	EQUESTRIAN SKILLS TRAINING PROGRAMME	33	Nº MALE STUDENTS
1700	75D	EQUESTRIAN SKILLS TRAINING PROGRAMME	22	Nº FEMALE STUDENTS
1700	75D	HOTEL AND CATERING TRADES TRAINING PROGRAMME	100	Nº MALE STUDENTS
1700	75D	HOTEL AND CATERING TRADES TRAINING PROGRAMME	80	Nº FEMALE STUDENTS
1700	76A	GRANTS FOR DOMESTIC TRADE COURSES	14	Nº MALE RECIPIENTS
1700	76A	GRANTS FOR DOMESTIC TRADE COURSES	34	Nº FEMALE RECIPIENTS

04 AGRICULTURE AND FISHERIES

Section	Programme	Name of indicator	Amount	Variable
1600	71C	ORGANIC PRODUCTION SUPPORT PROJECTS	15	Nº MEN
1600	71C	ORGANIC PRODUCTION SUPPORT PROJECTS	20	Nº WOMEN
1600	71C	ORGANIC PROJECTS	15	Nº MALE BENEFICIARIES
1600	71C	ORGANIC PROJECTS	6	Nº FEMALE BENEFICIARIES
1600	71C	RECOGNISED ENTITIES SUPPORTED	9	Nº MEN
1600	71C	RECOGNISED ENTITIES SUPPORTED	4	Nº WOMEN
1600	71C	ASSISTANCE FOR QUALITY PROGRAMMES	2800	Nº MALE BENEFICIARIES
1600	71C	ASSISTANCE FOR QUALITY PROGRAMMES	1200	Nº FEMALE BENEFICIARIES
1600	71C	GENDER INDICATION IT APPLICATION LINES OF ASSISTANCE	1	NUMBER
1600	71C	ASSISTANCE FOR ATRIA _s (INTEGRATED TREATMENTS FOR AGRICULTURE)	42	NUMBER
1600	71E	STAFF CONTRACTED MANAGERS AND ADMINISTRATION	18	Nº MEN
1600	71E	STAFF CONTRACTED MANAGERS AND ADMINISTRATION	8	Nº WOMEN

Section	Programme	Name of indicator	Amount	Variable
1600	71F	EARLY RETIREMENT	120	N° MEN
1600	71F	EARLY RETIREMENT	32	N° WOMEN
1600	71F	TOP-UP PAYMENTS FARMING IN DIFFICULT AREAS	3389	N° MALE BENEFICIARIES
1600	71F	TOP-UP PAYMENTS FARMING IN DIFFICULT AREAS	1160	N° FEMALE BENEFICIARIES
1600	71F	TOP-UP PAYMENTS FARMING IN MOUNTAINOUS AREAS	5568	N° MALE BENEFICIARIES
1600	71F	TOP-UP PAYMENTS FARMING IN MOUNTAINOUS AREAS	2033	N° FEMALE BENEFICIARIES
1600	71F	FORESTATION ON FARMLAND	1056	N° MALE BENEFICIARIES
1600	71F	FORESTATION ON FARMLAND	579	N° FEMALE BENEFICIARIES
1600	71F	AGRO-ENVIRONMENTAL ASSISTANCE	13,712	N° MALE BENEFICIARIES
1600	71F	AGRO-ENVIRONMENTAL ASSISTANCE	6674	N° FEMALE BENEFICIARIES
1600	71F	NATIONAL BEE-KEEPING PLAN	958	N° MALE BENEFICIARIES
1600	71F	NATIONAL BEE-KEEPING PLAN	355	N° FEMALE BENEFICIARIES
1600	71F	SET-UP FOR YOUNG FARMERS	163	N° WOMEN
1600	71F	SET-UP FOR YOUNG FARMERS	199	N° MEN
1600	71F	FEMINISATION INDEX YOUNG FARMERS	1	NUMBER
1600	71F	FARM MODERNISATION	91	N° FEMALE BENEFICIARIES
1600	71F	FARM MODERNISATION	516	N° MALE BENEFICIARIES
1600	71F	FEMINISATION INDEX MODERNISATION	1	NUMBER
1600	71F	LINES OF AID GRANTED COMPETITIVENESS FOR WOMEN	3	NUMBER
1600	71H	AID APPLICANTS RURAL DEVELOPMENT PROGRAMMES	300	N° MEN
1600	71H	AID APPLICANTS RURAL DEVELOPMENT PROGRAMMES	200	N° WOMEN
1600	71H	RDP ASSISTANCE	150	N° MALE BENEFICIARIES
1600	71H	RDP ASSISTANCE	100	N° FEMALE BENEFICIARIES
1600	71H	RURAL DEV. GROUPS ASSOC. WITH WOMEN ON BOARD OF DIRECTORS	90	PERCENTAGE
1600	71H	EMPLOYMENT CREATED BY RURAL DEVELOPMENT PROGRAMMES	230	N° MEN
1600	71H	EMPLOYMENT CREATED BY RURAL DEVELOPMENT PROGRAMMES	190	N° WOMEN
1600	71H	EMPLOYMENT FOR YOUNG PEOPLE CREATED BY RURAL DEVELOPMENT PROGRAMMES	80	N° MEN
1600	71H	EMPLOYMENT FOR YOUNG PEOPLE CREATED BY RURAL DEVELOPMENT PROGRAMMES	70	N° WOMEN
1600	71H	EMPLOYMENT MAINTAINED WITH RDR PROGRAMMES	350	N° MEN
1600	71H	EMPLOYMENT MAINTAINED WITH RDR PROGRAMMES	200	N° WOMEN
1600	71H	EMPLOYMENT FOR YOUNG PEOPLE MAINTAINED WITH RDR PROGRAMMES	60	N° MEN
1600	71H	EMPLOYMENT FOR YOUNG PEOPLE MAINTAINED WITH RDR PROGRAMMES	50	N° WOMEN
1600	71H	PROJECTS INCLUDING GENDER PERSPECTIVE	35	NUMBER
1600	71P	EMPLOYMENT CREATED IN INDUSTRIES	15	N° WOMEN
1600	71P	EMPLOYMENT CREATED IN INDUSTRIES	8	N° MEN

05 EMPLOYMENT

Section	Programme	Name of indicator	Amount	Variable
1400	11F	ATTENDEES AT CES SEMINARS	120	Nº MEN
1400	11F	ATTENDEES AT CES SEMINARS	70	Nº WOMEN
1400	11F	PERSONS RECEIVING PUBLICATIONS	1300	Nº MEN
1400	11F	PERSONS RECEIVING PUBLICATIONS	1100	Nº WOMEN
1400	31L	STUDIES ON WORK/FAMILY LIFE BALANCE PROJECTS	3	NUMBER
1400	31L	SMEs WITH EQUALITY PLANS	250	NUMBER
1400	31L	EQUALITY AND WORK/FAMILY LIFE BALANCE ACTIONS	500	Nº FEMALE BENEFICIARIES
1400	31M	ATTENDEES TRAINING SEMINARS AUT.COM. LABOUR RELATIONS	580	Nº MEN
1400	31M	ATTENDEES TRAINING SEMINARS AUT.COM. LABOUR RELATIONS	550	Nº WOMEN
1400	31M	GENDER EQUALITY TRAINING ACTIVITES	2	NUMBER
1400	31M	REPORTS ON GENDER MATTERS	180	NUMBER
1400	31M	PERSONS RECEIVING PUBLICATIONS	210	Nº MEN
1400	31M	PERSONS RECEIVING PUBLICATIONS	75	Nº WOMEN
1400	32A	PERSONNEL FILES	955	Nº MEN
1400	32A	PERSONNEL FILES	1239	Nº WOMEN
1400	32L	STABLE EMPLOYMENT POSTS CREATED	5400	Nº MEN
1400	32L	STABLE EMPLOYMENT POSTS CREATED	7100	Nº WOMEN
1400	32L	PARTICIPANTS IN IMPROVED EMPLOYABILITY PROJECTS	4000	Nº MALE STUDENTS/PROJ.
1400	32L	PARTICIPANTS IN IMPROVED EMPLOYABILITY PROJECTS	6200	Nº FEMALE STUDENTS/PROJ.
1400	32L	PARTICIPANTS IN SOCIAL INTEREST PROJECTS	2100	Nº MEN
1400	32L	PARTICIPANTS IN SOCIAL INTEREST PROJECTS	2100	Nº WOMEN
1400	32L	POSTS OCCUPIED BY DISABLED PERSONS	9300	Nº MEN
1400	32L	POSTS OCCUPIED BY DISABLED PERSONS	7200	Nº WOMEN
1400	32L	MALE UNEMPLOYED TURNED SELF-EMPLOYED	2500	Nº MEN
1400	32L	FEMALE UNEMPLOYED TURNED SELF-EMPLOYED	4000	Nº WOMEN
1400	32L	TRAINING COURSES FOR UNEMPLOYED MEN	41,850	Nº MALE STUDENTS
1400	32L	TRAINING COURSES FOR UNEMPLOYED WOMEN	51,150	Nº FEMALE STUDENTS
1400	32L	TRAINING PLANS EMPLOYED MALES	50,490	Nº MALE STUDENTS
1400	32L	TRAINING PLANS EMPLOYED FEMALES	61,710	Nº FEMALE STUDENTS
1400	32L	COURSES IN SCHOOL CONSORTIA NETWORK	1300	Nº MALE STUDENTS
1400	32L	COURSES IN SCHOOL CONSORTIA NETWORK	1100	Nº FEMALE STUDENTS
1400	32L	PERSONS SEEN BY LOCAL ADVANCEMENT AND EMPLOYMENT AGENTS	90,000	Nº MEN
1400	32L	PERSONS SEEN BY LOCAL ADVANCEMENT AND EMPLOYMENT AGENTS	80,000	Nº WOMEN
1400	32L	PERMANENT I+E POSTS	416	Nº MEN
1400	32L	PERMANENT I+E POSTS	384	Nº WOMEN
1400	32L	PARTICIPANTS IN PERSONAL INTEGRATION PLANS	150,000	Nº MEN

Section	Programme	Name of indicator	Amount	Variable
1400	32L	PARTICIPANTS IN PERSONAL INTEGRATION PLANS	165,000	N° WOMEN
1431	310	WORKING CONDITIONS SURVEYS	1	NUMBER
1431	310	PUBLICATIONS	4	NUMBER
1439	32L	STABLE JOBS CREATED	5400	N° MEN
1439	32L	STABLE JOBS CREATED	7100	N° WOMEN
1439	32L	PARTICIPANTS IN IMPROVED EMPLOYABILITY PROJECTS	4000	N° MALE STUDENTS/PROJ.
1439	32L	PARTICIPANTS IN IMPROVED EMPLOYABILITY PROJECTS	6200	N° FEMALE STUDENTS/PROJ.
1439	32L	PARTICIPANTS IN SOCIAL INTEREST PROJECTS	2100	N° MEN
1439	32L	PARTICIPANTS IN SOCIAL INTEREST PROJECTS	2100	N° WOMEN
1439	32L	POSTS OCCUPIED BY DISABLED PERSONS	9300	N° MEN
1439	32L	POSTS OCCUPIED BY DISABLED PERSONS	7200	N° WOMEN
1439	32L	MALE UNEMPLOYED TURNED SELF-EMPLOYED	2500	N° MEN
1439	32L	FEMALE UNEMPLOYED TURNED SELF-EMPLOYED	4000	N° WOMEN
1439	32L	TRAINING COURSES FOR UNEMPLOYED MEN	41,850	N° MALE STUDENTS
1439	32L	TRAINING COURSES FOR UNEMPLOYED WOMEN	51,150	N° FEMALE STUDENTS
1439	32L	TRAINING PLANS EMPLOYED MALES	50,490	N° MALE STUDENTS
1439	32L	TRAINING PLANS EMPLOYED FEMALES	61,710	N° FEMALE STUDENTS
1439	32L	COURSES IN SCHOOL CONSORTIA NETWORK	1300	N° MALE STUDENTS
1439	32L	COURSES IN SCHOOL CONSORTIA NETWORK	1100	N° FEMALE STUDENTS
1439	32L	PERSONS SEEN BY LOCAL ADVANCEMENT AND EMPLOYMENT AGENTS	90,000	N° MEN
1439	32L	PERSONS SEEN BY LOCAL ADVANCEMENT AND EMPLOYMENT AGENTS	80,000	N° WOMEN
1439	32L	PERMANENT I+E POSTS	416	N° MEN
1439	32L	PERMANENT I+E POSTS	384	N° WOMEN
1439	32L	PARTICIPANTS IN PERSONAL INTEGRATION PLANS	150,000	N° MEN
1439	32L	PARTICIPANTS IN PERSONAL INTEGRATION PLANS	165,000	N° WOMEN
1800	32E	APPLICATIONS BY MIW RECIPIENT FAMILY UNITS	7,918	APP. BY MEN
1800	32E	APPLICATIONS BY MIW RECIPIENT FAMILY UNITS	20,359	APP. BY WOMEN

06 ENERGY AND ENVIRONMENTAL SUSTAINABILITY

Section	Programme	Name of indicator	Amount	Variable
2000	44A	TRAINING COURSES	270	N° MALE STUDENTS
2000	44A	TRAINING COURSES	80	N° FEMALE STUDENTS
2000	44B	ATTENDEES ON COURSES	200	N° MALE STUDENTS
2000	44B	ATTENDEES ON COURSES	200	N° FEMALE STUDENTS
2000	44D	JOBS IN PUBLIC USE FACILITIES	230	N° MEN
2000	44D	JOBS IN PUBLIC USE FACILITIES	165	N° WOMEN
2000	44D	ENVIRONMENTAL EDUCATION AND AWARENESS-RAISING	150,000	N° FEMALE BENEFICIARIES
2000	44D	ENVIRONMENTAL EDUCATION AND AWARENESS-RAISING	140,000	N° MALE BENEFICIARIES

Section	Programme	Name of indicator	Amount	Variable
2000	44D	TRAINING IN ENVIRONMENTAL ISSUES	900	Nº FEMALE BENEFICIARIES
2000	44D	TRAINING IN ENVIRONMENTAL ISSUES	900	Nº MALE BENEFICIARIES
2000	44D	ENVIRONMENTAL VOLUNTEERING	2600	Nº FEMALE BENEFICIARIES
2000	44D	ENVIRONMENTAL VOLUNTEERING	2400	Nº MALE BENEFICIARIES
2000	44D	SUBSIDIES AND GRANTS	14	Nº FEMALE BENEFICIARIES
2000	44D	SUBSIDIES AND GRANTS	6	Nº MALE BENEFICIARIES
2000	44E	PERSONNEL EMPLOYED IN INFOCA PLAN	220	Nº WOMEN
2000	44E	PERSONNEL EMPLOYED IN INFOCA PLAN	4637	Nº MEN
2000	44E	MALE HUNTERS	10,070	Nº LICENSED
2000	44E	FEMALE HUNTERS	542,700	Nº LICENSED
2000	44E	FEMALE FISHING	12,087	Nº LICENSED
2000	44E	MALE FISHING	189,350	Nº LICENSED
2000	44E	SUBSIDIES AND GRANTS	3268	Nº FEMALE ENEFICIARIES
2000	44E	SUBSIDIES AND GRANTS	4753	Nº MALE BENEFICIARIES
2000	44E	FEMALE GAME WARDENS	174	Nº LICENSED
2000	44E	MALE GAME WARDENS	6358	Nº LICENSED
2000	44F	QUERIES VIA INTEGRATED SYSTEM	41,880	Nº MALE USERS
2000	44F	QUERIES VIA INTEGRATED SYSTEM	18,120	Nº FEMALE USERS
2000	44F	JOBS CREATED OR MAINTAINED	751	Nº MEN
2000	44F	JOBS CREATED OR MAINTAINED	249	Nº WOMEN
2000	44F	HEADS QUALITY SEAL SYSTEM NATURAL PARKS	162	Nº MEN
2000	44F	HEADS QUALITY SEAL SYSTEM NATURAL PARKS	70	Nº WOMEN
2000	44F	EUROPEAN CHARTER FOR SUSTAINABLE TOURISM TRAINING OR PERMANENCE PARTICIPANTS	32	Nº MEN
2000	44F	EUROPEAN CHARTER FOR SUSTAINABLE TOURISM TRAINING OR PERMANENCE PARTICIPANTS	8	Nº WOMEN
2000	51D	IMPROVEMENTS TO SUPPLY	402,559	Nº MEN
2000	51D	IMPROVEMENTS TO SUPPLY	411,679	Nº WOMEN

07 EDUCATION

Section	Programme	Name of indicator	Amount	Variable
1100	31P	FREE TEXT BOOKS PRIMARY EDUCATION	278,094	Nº BOY RECIPIENTS
1100	31P	FREE TEXT BOOKS PRIMARY EDUCATION	260,227	Nº GIRL RECIPIENTS
1100	31P	FREE TEXT BOOKS SECONDARY EDUCATION	183,339	Nº BOY RECIPIENTS
1100	31P	FREE TEXT BOOKS SECONDARY EDUCATION	172,878	Nº GIRL RECIPIENTS
1100	31P	BECA 6000 GRANT	2791	Nº BOY BENEFICIARIES
1100	31P	BECA 6000 GRANT	3729	Nº GIRL BENEFICIARIES
1100	31P	LANGUAGES AND YOUTH OVERSEAS PLACEMENTS	3033	Nº MALE STUDENTS

Section	Programme	Name of indicator	Amount	Variable
1100	31P	LANGUAGES AND YOUTH OVERSEAS PLACEMENTS	5967	N° FEMALE STUDENTS
1100	31P	TRAINING WORK CENTRES OVERSEAS	227	N° MALE STUDENTS
1100	31P	TRAINING WORK CENTRES OVERSEAS	188	N° FEMALE STUDENTS
1100	31P	SCHOOL DAY EXTENSION PLAN CENTRES	326,660	N° MALE STUDENTS
1100	31P	SCHOOL DAY EXTENSION PLAN CENTRES	303,640	N° FEMALE STUDENTS
1100	31P	SCHOOL DAY EXTENSION PLAN	2101	N° CENTRES
1100	31P	TRAVEL COSTS ASSISTANCE, INDIVIDUAL	2951	N° MALE STUDENTS
1100	31P	TRAVEL COSTS ASSISTANCE, INDIVIDUAL	3049	N° FEMALE STUDENTS
1100	31P	"2ND CHANCE" GRANT	1500	N° MALE BENEFICIARIES
1100	31P	"2ND CHANCE" GRANT	1500	N° FEMALE BENEFICIARIES
1100	42A	GENDER IMPACT REPORTS PROCESSING	9	NUMBER
1100	42A	PROCESSING APPLICATIONS FOR STUDY GRANTS AND ASSISTANCE	239,000	NUMBER
1100	42B	MALE TRAINING ADVISORS	239	N° ADVISORS
1100	42B	FEMALE TRAINING ADVISORS	210	N° ADVISORS
1100	42B	SCHOOL HEAD TEACHER TRAINING	173	NUMBER
1100	42B	COEDUCATION TRAINING ACTIVITIES	170	NUMBER
1100	42B	ENTREPRENEURIAL CULTURE DEV. TRAINING ACTIVITIES	225	NUMBER
1100	42C	NURSERY EDUCATION STATE FUNDED SCHOOLS	118,562	N° MALE STUDENTS
1100	42C	NURSERY EDUCATION STATE FUNDED SCHOOLS	111,024	N° FEMALE STUDENTS
1100	42C	PRIMARY EDUCATION STATE FUNDED SCHOOLS	220,625	N° MALE STUDENTS
1100	42C	PRIMARY EDUCATION STATE FUNDED SCHOOLS	204,082	N° FEMALE STUDENTS
1100	42C	NURSERY AND PRIMARY MIXED FUNDING SCHOOLS	6567	NUMBER
1100	42D	"A" LEVEL EDUCATION STATE FUNDED SCHOOLS	44,107	N° MALE STUDENTS
1100	42D	"A" LEVEL EDUCATION STATE FUNDED SCHOOLS	53,729	N° FEMALE STUDENTS
1100	42D	VOCATIONAL TRAINING STATE FUNDED CENTRES	41,670	N° MALE STUDENTS
1100	42D	VOCATIONAL TRAINING STATE FUNDED CENTRES	39,023	N° FEMALE STUDENTS
1100	42D	INITIAL PROFESSIONAL QUALIFICATION PROGRAMMES	8881	N° MALE STUDENTS
1100	42D	INITIAL PROFESSIONAL QUALIFICATION PROGRAMMES	3485	N° FEMALE STUDENTS
1100	42D	GRANT FOR SECONDARY EDUCATION	51,700	N° MALE BENEFICIARIES
1100	42D	GRANT FOR SECONDARY EDUCATION	58,300	N° FEMALE BENEFICIARIES
1100	42E	SPECIAL EDUCATIONAL NEEDS	40,825	N° MALE STUDENTS
1100	42E	SPECIAL EDUCATIONAL NEEDS	22,420	N° FEMALE STUDENTS
1100	42E	SPECIAL SCHOOLS	239	N° MALE TEACHERS
1100	42E	SPECIAL SCHOOLS	654	N° FEMALE TEACHERS
1100	42E	NON-TEACHING STAFF SPECIAL SCHOOLS	83	N° MEN
1100	42E	NON-TEACHING STAFF SPECIAL SCHOOLS	175	N° WOMEN
1100	42E	SPECIAL EDUCATION GRANT	7673	N° MALE BENEFICIARIES

Section	Programme	Name of indicator	Amount	Variable
1100	42E	SPECIAL EDUCATION GRANT	4077	N° FEMALE BENEFICIARIES
1100	42F	IMMIGRANT PUPILS	52,647	N° BOY PUPILS
1100	42F	IMMIGRANT PUPILS	48,636	N° GIRL PUPILS
1100	42F	SCHOOL TRANSPORT	1628	N° ROUTES
1100	42F	SPACE FOR PEACE SCHOOL NETWORK	1823	N° SCHOOLS
1100	42G	INTERMEDIATE VOCATIONAL TRAINING	618	N° MALE STUDENTS
1100	42G	INTERMEDIATE VOCATIONAL TRAINING	971	N° FEMALE STUDENTS
1100	42G	ADVANCED VOCATIONAL TRAINING	987	N° MALE STUDENTS
1100	42G	ADVANCED VOCATIONAL TRAINING	645	N° FEMALE STUDENTS
1100	42G	ADULT EDUCATION	73,315	N° MALE STUDENTS
1100	42G	ADULT EDUCATION	107,005	N° FEMALE STUDENTS
1100	42G	"O" AND "A" LEVELS FOR ADULTS	29,515	N° MALE STUDENTS
1100	42G	"O" AND "A" LEVELS FOR ADULTS	24,233	N° FEMALE STUDENTS
1100	42G	BASIC TRAINING UNITS	2096	NUMBER
1100	42G	OTHER PLANS UNITS	5026	NUMBER
1100	42H	OFFICIAL SCHOOL OF LANGUAGES	24,317	N° MALE STUDENTS
1100	42H	OFFICIAL SCHOOL OF LANGUAGES	43,984	N° FEMALE STUDENTS
1100	42H	MUSIC CONSERVATORIES	12,209	N° MALE STUDENTS
1100	42H	MUSIC CONSERVATORIES	13,322	N° FEMALE STUDENTS
1100	42H	OFFICIAL SCHOOLS OF LANGUAGES	51	NUMBER
1100	42H	STATE FUNDED ART SCHOOLS	102	NUMBER
1100	42I	NURSERY EDUCATION IN STATE OR MIXED FUNDING SCHOOLS	48,263	N° BOY PUPILS
1100	42I	NURSERY EDUCATION IN STATE OR MIXED FUNDING SCHOOLS	43,521	N° GIRL PUPILS
1100	42I	PLACES IN NURSERY EDUCATION IN STATE OR MIXED FUNDING SCHOOLS	100,000	NUMBER
1100	42I	STATE OR MIXED FUNDING NURSERY SCHOOLS	1561	NUMBER
1100	54C	BILINGUAL SCHOOLS	125,004	N° MALE STUDENTS
1100	54C	BILINGUAL SCHOOLS	116,196	N° FEMALE STUDENTS
1100	54C	SCHOOLS WITH GENDER MATTERS TEACHING MATERIAL	4002	NUMBER
1131	42A	TRAINING COURSES	13	N° MALE STUDENTS
1131	42A	TRAINING COURSES	13	N° FEMALE STUDENTS
1131	42A	PUPIL REPORTS	143,000	N° BOY PUPILS
1131	42A	PUPIL REPORTS	150,000	N° GIRL PUPILS
1131	54C	APPRAISAL TESTS PRIMARY LEVEL	45,000	N° BOY PUPILS
1131	54C	APPRAISAL TESTS PRIMARY LEVEL	51,000	N° GIRL PUPILS
1131	54C	APPRAISAL TESTS SECONDARY LEVEL	48,000	N° BOY PUPILS
1131	54C	APPRAISAL TESTS SECONDARY LEVEL	52,000	N° GIRL PUPILS
1131	54C	CONTEXT QUESTIONNAIRE	93,000	N° BOY PUPILS

Section	Programme	Name of indicator	Amount	Variable
1131	54C	CONTEXT QUESTIONNAIRE	103,000	N° GIRL PUPILS
1131	54C	SCALE EVALUATION	50,000	N° BOY PUPILS
1131	54C	SCALE EVALUATION	47,000	N° GIRL PUPILS
1132	42H	HIGHER LEVEL ARTS STUDIES	1116	N° MALE STUDENTS
1132	42H	HIGHER LEVEL ARTS STUDIES	1064	N° FEMALE STUDENTS
1200	42J	UNIVERSITY GRANTS FOR WORK PLACEMENTS	1000	N° FEMALE RECIPIENTS
1200	42J	UNIVERSITY GRANTS FOR WORK PLACEMENTS	950	N° MALE RECIPIENTS
1200	42J	DEPARTMENTS RUN BY WOMEN	20	PERCENTAGE
1200	42J	GOVERNING AND REPRESENTATION BODIES	40	% WOMEN
1200	42J	FEMALE HEADS OF RESEARCH	21	PERCENTAGE
1200	42J	UNDERGRADUATE STUDIES	101,000	N° MALE STUDENTS
1200	42J	UNDERGRADUATE STUDIES	125,000	N° FEMALE STUDENTS
1200	42J	NEW INTAKE STUDENTS	35,000	N° FEMALE STUDENTS
1200	42J	NEW INTAKE STUDENTS	22,300	N° MALE STUDENTS
1200	42J	MEMBERS OF ROYAL ACADEMIES	20	% WOMEN
1200	42J	MEMBERS OF SOCIAL COUNCILS	40	% WOMEN
1200	42J	POSTGRADUATE STUDIES	6000	N° FEMALE STUDENTS
1200	42J	POSTGRADUATE STUDIES	5400	N° MALE STUDENTS
1200	42J	CIVIL SERVICE TEACHING AND RESEARCH STAFF	3250	N° WOMEN
1200	42J	CIVIL SERVICE TEACHING AND RESEARCH STAFF	6890	N° MEN
1200	42J	ADMINISTRATION AND SERVICES STAFF	2850	N° WOMEN
1200	42J	ADMINISTRATION AND SERVICES STAFF	1650	N° MEN
1200	42J	UNIVERSITY CHAIRS HELD BY WOMEN	17	PERCENTAGE
1200	42J	CONTRACTED TEACHING AND RESEARCH STAFF	3350	N° WOMEN
1200	42J	CONTRACTED TEACHING AND RESEARCH STAFF	5470	N° MEN

08 HEALTHCARE

Section	Programme	Name of indicator	Amount	Variable
1500	31P	6 TO 15 YEAR-OLDS WITH DENTAL COVER	444,287	N° GIRLS
1500	31P	6 TO 15 YEAR-OLDS WITH DENTAL COVER	453,759	N° BOYS
1500	31P	DENTAL CARE PROFESSIONALS	541	N° WOMEN
1500	31P	DENTAL CARE PROFESSIONALS	572	N° MEN
1500	31P	SEEN BY PUBLIC AND PRIVATE SECTOR DENTISTS	182,940	N° GIRLS
1500	31P	SEEN BY PUBLIC AND PRIVATE SECTOR DENTISTS	186,785	N° BOYS
1500	31P	6 TO 15 YEAR-OLDS WITH MIXED FUNDING DENTAL COVER	132,800	N° GIRLS
1500	31P	6 TO 15 YEAR-OLDS WITH MIXED FUNDING DENTAL COVER	135,591	N° BOYS
1500	31P	CONFEDER. MEMBERS (ALZHEIMERS PLAN)	17,400	N° WOMEN
1500	31P	CONFEDER. MEMBERS (ALZHEIMERS PLAN)	2600	N° MEN

Section	Programme	Name of indicator	Amount	Variable
1500	31P	EARLY CHILDHOOD CARE PLAN	4000	Nº BOYS
1500	31P	EARLY CHILDHOOD CARE PLAN	2700	Nº GIRLS
1500	31P	"APRENDE A SONREIR" PROGRAMME	146,000	Nº BOYS
1500	31P	"APRENDE A SONREIR" PROGRAMME	136,000	Nº GIRLS
1500	31P	"SONRISITAS" PROGRAMME	13,500	Nº BOYS
1500	31P	"SONRISITAS" PROGRAMME	12,000	Nº GIRLS
1500	41A	STAFF TRAINING COURSES	202	Nº MALE STUDENTS
1500	41A	STAFF TRAINING COURSES	265	Nº FEMALE STUDENTS
1500	41A	TIME TRAINING	70	MINUTES/MEN
1500	41A	TIME TRAINING	75	MINUTES/WOMEN
1500	41C	HOSPITAL ADMISSIONS PUB. SECTOR COMPANY HOSP.	21,647	Nº MEN
1500	41C	HOSPITAL ADMISSIONS PUB. SECTOR COMPANY HOSP.	29,893	Nº WOMEN
1500	41C	SURGERY PUB. SECTOR COMPANY HOSP.	25,336	Nº MEN
1500	41C	SURGERY PUB. SECTOR COMPANY HOSP.	30,966	Nº WOMEN
1500	41C	DOCTOR'S APPOINTMENTS PUB. SECTOR COMPANY HOSP.	587,431	Nº MEN
1500	41C	DOCTOR'S APPOINTMENTS PUB. SECTOR COMPANY HOSP.	689,593	Nº WOMEN
1500	41C	EMERGENCIES SEEN PUB. SECTOR COMPANY HOSP.	413,872	Nº MEN
1500	41C	EMERGENCIES SEEN PUB. SECTOR COMPANY HOSP.	430,675	Nº WOMEN
1500	41C	EMERGENCIES SEEN	62,712	Nº MEN
1500	41C	EMERGENCIES SEEN	75,877	Nº WOMEN
1500	41C	SURGERY	30,324	Nº MEN
1500	41C	SURGERY	33,949	Nº WOMEN
1500	41C	OUTPATIENT APPOINTMENTS	156,693	Nº MEN
1500	41C	OUTPATIENT APPOINTMENTS	228,804	Nº WOMEN
1500	41C	OTHER SERVICES	130,129	Nº MEN
1500	41C	OTHER SERVICES	203,019	Nº WOMEN
1500	41C	PATIENTS SEEN IN MIXED FUNDING HOSPITAL	97,698	Nº MEN
1500	41C	PATIENTS SEEN IN MIXED FUNDING HOSPITAL	145,191	Nº WOMEN
1500	41C	ADMISSIONS TO MIXED FUNDING HOSPITAL	21,438	Nº MEN
1500	41C	ADMISSIONS TO MIXED FUNDING HOSPITAL	24,345	Nº WOMEN
1500	41C	DIABETICS LOCATIONS WITH MIXED FUNDING PODOLOGY SERVICE	92,793	Nº MEN
1500	41C	DIABETICS LOCATIONS WITH MIXED FUNDING PODOLOGY SERVICE	99,112	Nº WOMEN
1500	41C	PERS. LOCATIONS RECEIVING MIXED FUNDING PODOLOGY SERVICE	37,118	Nº MEN
1500	41C	PERS. LOCATIONS RECEIVING MIXED FUNDING PODOLOGY SERVICE	39,645	Nº WOMEN
1500	41D	PARTICIPANTS IN FOOD SCHOOL HEALTH PROGRAMME	69,000	Nº BOYS
1500	41D	PARTICIPANTS IN FOOD SCHOOL HEALTH PROGRAMME	65,000	Nº GIRLS
1500	41D	PARTICIPANTS IN "FORMA JOVEN"	105,000	Nº BOYS
1500	41D	PARTICIPANTS IN "FORMA JOVEN"	100,000	Nº GIRLS
1500	41D	PARTICIPANTS IN "ME? I WON'T SMOKE" PROGRAMME	44,000	Nº BOYS

Section	Programme	Name of indicator	Amount	Variable
1500	41D	PARTICIPANTS IN "ME? I WON'T SMOKE" PROGRAMME	41,000	N° GIRLS
1500	41D	HEALTHY HABITS FOR DIABETICS CAMPS	160	N° BOYS
1500	41D	HEALTHY HABITS FOR DIABETICS CAMPS	150	N° GIRLS
1500	41D	SUBSIDY CARE-PREVENTION PROSTITUTION	54	N° PROJECTS
1500	41H	SCHEDULED TEACHING ACTIVITIES AND. SCHOOL OF PUBLIC HEALTH	67,080	N° HOURS/FEMALE STUDENTS
1500	41H	SCHEDULED TEACHING ACTIVITIES AND. SCHOOL OF PUBLIC HEALTH	67,080	N° HOURS/MALE STUDENTS
1500	41J	DIRECT CONTROL INSURED ON TEMP. INCAPACITY	54,610	N° INSURED MEN
1500	41J	DIRECT CONTROL INSURED ON TEMP. INCAPACITY	72,390	N° INSURED WOMEN
1500	41J	CONTROL REG. GOVT. AND. PERSONNEL ON TEMP. INCAP.	3,311	N° INSURED MEN
1500	41J	CONTROL REG. GOVT. AND. PERSONNEL ON TEMP. INCAP.	4,389	N° INSURED WOMEN
1500	41J	CONTROL AND. PUB. HEALTH SERVICE PERSONNEL ON T. INCAP.	16,340	N° INSURED MEN
1500	41J	CONTROL AND. PUB. HEALTH SERVICE PERSONNEL ON T. INCAP.	21,660	N° INSURED WOMEN
1500	41J	ABSENTEEISM DUE TO TEMP. INCAPACITY	3	% MEN
1500	41J	ABSENTEEISM DUE TO TEMP. INCAPACITY	3	% WOMEN
1500	41J	INCIDENCE OF TEMPORARY INCAPACITY	20	% MEN
1500	41J	INCIDENT OF TEMPORARY INCAPACITY	30	% WOMEN
1500	41J	MEAN DURATION	48	N° DAYS/MEN
1500	41J	MEAN DURATION	45	N° DAYS/WOMEN
1500	41K	INNOVATIVE PRACTICES DATABASE	700	N° REGISTERED MALES
1500	41K	INNOVATIVE PRACTICES DATABASE	900	N° REGISTERED FEMALES
1500	41K	LOGINS TO AND. PUBLIC HEALTH VIRTUAL LIBRARY	1,000	N° MEN
1500	41K	LOGINS TO AND. PUBLIC HEALTH VIRTUAL LIBRARY	1,000	N° WOMEN
1500	41K	CALLS TO "ANDALUCÍA 24 H" PHONELINE	40,000	N° MEN
1500	41K	CALLS TO "ANDALUCÍA 24 H" PHONELINE	85,000	N° WOMEN
1531	31P	POPULATION RECEIVING HOME CARE	690,209	N° WOMEN
1531	31P	POPULATION RECEIVING HOME CARE	521,435	N° MEN
1531	31P	PATIENTS ASSESSED AT HOME	306,648	N° WOMEN
1531	31P	PATIENTS ASSESSED AT HOME	192,584	N° MEN
1531	31P	FAMILY CARERS ASSESSED AT HOME	78,381	N° WOMEN
1531	31P	FAMILY CARERS ASSESSED AT HOME	38,892	N° MEN
1531	31P	IDENTIFIABLE CARERS OF SEVERELY DISABLED	21,252	N° WOMEN
1531	31P	IDENTIFIABLE CARERS OF SEVERELY DISABLED	5936	N° MEN
1531	31P	CHILDREN RECEIVING MENTAL HEALTH CARE	158,500	N° GIRLS
1531	31P	CHILDREN RECEIVING MENTAL HEALTH CARE	164,500	N° BOYS
1531	31P	OUTPATIENT APPOINTMENTS MENTAL HEALTH CHILDREN AND ADOLESCENTS	44,500	N° GIRLS
1531	31P	OUTPATIENT APPOINTMENTS MENTAL HEALTH CHILDREN AND ADOLESCENTS	98,000	N° BOYS
1531	31P	CHILDREN SEEN IN MENTAL HEALTH UNITS FOR CHILDREN AND ADOLESCENTS	14,500	N° GIRLS

Section	Programme	Name of indicator	Amount	Variable
1531	31P	CHILDREN SEEN IN MENTAL HEALTH UNITS FOR CHILDREN AND ADOLESCENTS	25,000	Nº BOYS
1531	31P	COVERAGE PATIENTS ASSESSED AT HOME	41	% WOMEN
1531	31P	COVERAGE PATIENTS ASSESSED AT HOME	34	% MEN
1531	31P	COVERAGE CARERS ASSESSED AT HOME	80	% WOMEN
1531	31P	COVERAGE CARERS ASSESSED AT HOME	80	% MEN
1531	31P	COVERAGE WITH "+ CUIDADOS" CARD	70	% WOMEN
1531	31P	COVERAGE WITH "+ CUIDADOS" CARD	49	% MEN
1531	31P	COVERAGE PATIENTS ASSESSED AT HOME	41	% WOMEN
1531	31P	COVERAGE PATIENTS ASSESSED AT HOME	31	% MEN
1531	31P	PLACES IN DAY HOSPITAL MENTAL HEALTH CHILDREN & ADOLESCENTS	79	Nº GIRLS
1531	31P	PLACES IN DAY HOSPITAL MENTAL HEALTH CHILDREN & ADOLESCENTS	173	Nº BOYS
1531	41B	PARTICIPANTS IN INTERNAL ACTIVITIES	130,000	Nº WOMEN
1531	41B	PARTICIPANTS IN INTERNAL ACTIVITIES	90,000	Nº MEN
1531	41B	ATTENDEES OUTSOURCED TRAINING ACTIVITIES	10,500	Nº WOMEN
1531	41B	ATTENDEES OUTSOURCED TRAINING ACTIVITIES	9000	Nº MEN
1531	41B	ATTENDEES EASP COURSES	1052	Nº WOMEN
1531	41B	ATTENDEES EASP COURSES	1034	Nº MEN
1531	41B	ATTENDEES IAVANTE FOUNDATION TRAINING COURSES	2500	Nº WOMEN
1531	41B	ATTENDEES IAVANTE FOUNDATION TRAINING COURSES	2000	Nº MEN
1531	41B	TRAINEE RESIDENT PHYSICIANS	2680	Nº WOMEN
1531	41B	TRAINEE RESIDENT PHYSICIANS	1330	Nº MEN
1531	41B	TRAINEE MIDWIVES	122	Nº WOMEN
1531	41B	TRAINEE MIDWIVES	11	Nº MEN
1531	41B	FEMALE RESIDENT NURSE - MENTAL HEALTH	12	Nº WOMEN
1531	41B	MALE RESIDENT NURSE - MENTAL HEALTH	0	Nº MEN
1531	41B	FEMALE RESIDENT NURSE - COMPANY NURSING	7	Nº WOMEN
1531	41B	MALE RESIDENT NURSE - COMPANY NURSING	1	Nº MEN
1531	41C	PRIMARY CARE APPOINTMENTS	43,235	THOUSANDS OF WOMEN
1531	41C	PRIMARY CARE APPOINTMENTS	32,829	THOUSANDS OF MEN
1531	41C	EMERGENCIES IN PRIMARY CARE	4,851,957	Nº WOMEN
1531	41C	EMERGENCIES IN PRIMARY CARE	4,138,134	Nº MEN
1531	41C	HOSPITAL DISCHARGES	277,726	Nº WOMEN
1531	41C	HOSPITAL DISCHARGES	222,994	Nº MEN
1531	41C	COMPLEXITY INDEX HOSPITALISATION X 100	151	INDEX FOR WOMEN
1531	41C	COMPLEXITY INDEX HOSPITALISATION X 100	206	INDEX FOR MEN
1531	41C	OUTPATIENT MAJOR SURGERY DISCHARGES	86,981	Nº WOMEN
1531	41C	OUTPATIENT MAJOR SURGERY DISCHARGES	81,638	Nº MEN

Section	Programme	Name of indicator	Amount	Variable
1531	41C	COMPLEXITY INDEX OUTPATIENT MAJOR SURGERY X 100	97	INDEX FOR WOMEN
1531	41C	COMPLEXITY INDEX OUTPATIENT MAJOR SURGERY X 100	94	INDEX FOR MEN
1531	41C	CONSULTANT APPOINTMENTS	6,252,814	N° WOMEN
1531	41C	CONSULTANT APPOINTMENTS	4,084,125	N° MEN
1531	41C	MEAN WAITING TIME FIRST CONSULTANT APPOINTMENT	46	N° DAYS/WOMAN
1531	41C	MEAN WAITING TIME FIRST CONSULTANT APPOINTMENT	46	N° DAYS/MAN
1531	41C	MEAN WAITING TIME DIAGNOSIS PROCEDURE	21	N° DAYS/WOMEN
1531	41C	MEAN WAITING TIME DIAGNOSIS PROCEDURE	21	N° DAYS/MAN
1531	41C	MEDICAL TREATMENTS IN DAY HOSPITAL	446,703	N° WOMEN
1531	41C	MEDICAL TREATMENTS IN DAY HOSPITAL	365,485	N° MEN
1531	41C	COVERAGE INTEGRATED CARE PROCESS DIABETES	7	% WOMEN
1531	41C	COVERAGE INTEGRATED CARE PROCESS DIABETES	7	% MEN
1531	41C	HOSPITALISATION OF PATIENTS WITH SERIOUS CRANEO-ENCEPHALIC TRAUMA	1184	N° WOMEN
1531	41C	HOSPITALISATION OF PATIENTS WITH SERIOUS CRANEO-ENCEPHALIC TRAUMA	2731	N° MEN
1531	41E	BLOOD DONORS	78,862	N° WOMEN
1531	41E	BLOOD DONORS	104,538	N° MEN
1531	41E	BLOOD DONATIONS	120,000	N° WOMEN
1531	41E	BLOOD DONATIONS	159,600	N° MEN
1531	41E	PLASMA PRODUCTION OBJECTIVE	91	PERCENTAGE
1531	41F	DONORS	102	N° WOMEN
1531	41F	DONORS	184	N° MEN
1531	41F	KIDNEY TRANSPLANT DONORS	130	N° WOMEN
1531	41F	KIDNEY TRANSPLANT DONORS	240	N° MEN
1531	41F	LIVER TRANSPLANT DONORS	65	N° WOMEN
1531	41F	LIVER TRANSPLANT DONORS	120	N° MEN
1531	41F	HEART TRANSPLANT DONORS	16	N° WOMEN
1531	41F	HEART TRANSPLANT DONORS	25	N° MEN
1531	41F	LUNG TRANSPLANT DONORS	10	N° WOMEN
1531	41F	LUNG TRANSPLANT DONORS	16	N° MEN
1531	41F	PANCREAS TRANSPLANT DONORS	11	N° WOMEN
1531	41F	PANCREAS TRANSPLANT DONORS	15	N° MEN
1531	41F	CORNEA TRANSPLANT DONORS	166	N° WOMEN
1531	41F	CORNEA TRANSPLANT DONORS	170	N° MEN
1531	41G	PRESCRIPTIONS PRESCRIBED AND DISPENSED	59	% WOMEN
1531	41G	PRESCRIPTIONS PRESCRIBED AND DISPENSED	41	% MEN

09 DEPENDENCY, SOCIAL SERVICES AND WELFARE

Section	Programme	Name of indicator	Amount	Variable
0900	31H	PERSONS REGISTERED AS VOLUNTEERS	216,821	Nº WOMEN
0900	31H	PERSONS REGISTERED AS VOLUNTEERS	177,248	Nº MEN
0900	31H	ATTENDEES AT MEETINGS	33	Nº WOMEN
0900	31H	ATTENDEES AT MEETINGS	16	Nº MEN
0900	31N	OPEN DETENTION CENTRE SENTENCES	10,131	NUMBER
0900	31N	MINORS WHO HAVE COMMITTED INFRACTIONS	9,830	Nº YOUNG MEN
0900	31N	MINORS WHO HAVE COMMITTED INFRACTIONS	1560	Nº YOUNG WOMEN
0900	31N	MINORS IN SEMI-OPEN DETENTION CENTRES	1425	Nº YOUNG MEN
0900	31N	MINORS IN SEMI-OPEN DETENTION CENTRES	98	Nº YOUNG WOMEN
0900	31N	MINORS IN TREATMENT CENTRES	145	Nº YOUNG MEN
0900	31N	MINORS IN TREATMENT CENTRES	9	Nº YOUNG WOMEN
0900	31N	MINORS IN CLOSED DETENTION CENTRES	120	Nº YOUNG MEN
0900	31N	MINORS IN CLOSED DETENTION CENTRES	2	Nº YOUNG WOMEN
0900	31N	PERSONNEL EMPLOYED IN JUVENILE DETENTION CENTRES	764	Nº MEN
0900	31N	PERSONNEL EMPLOYED IN JUVENILE DETENTION CENTRES	641	Nº WOMEN
0900	31N	ATTENDEES AT JUVENILE JUSTICE TRAINING COURSES	500	Nº MEN
0900	31N	ATTENDEES AT JUVENILE JUSTICE TRAINING COURSES	500	Nº WOMEN
0900	31N	DEDICATED PERSONNEL OPEN DETENTION CENTRES AND SERVICES	1421	Nº MEN
0900	31N	DEDICATED PERSONNEL OPEN DETENTION CENTRES AND SERVICES	1115	Nº WOMEN
0900	31N	POPULATION POTENTIALLY AFFECTED OPEN DETENTION CENTRES	7130	Nº MEN
0900	31N	POPULATION POTENTIALLY AFFECTED OPEN DETENTION CENTRES	1328	Nº WOMEN
0900	31N	MINORS IN OPEN DETENTION CENTRES	100	Nº YOUNG MEN
0900	31N	MINORS IN OPEN DETENTION CENTRES	7	Nº YOUNG WOMEN
0900	31N	JUVENILE JUSTICE RESEARCH STUDIES	2	Nº STUDIES
1300	31P	BASIC FUNCTIONAL ADAPTATION OF HOME	3440	Nº MEN
1300	31P	BASIC FUNCTIONAL ADAPTATION OF HOME	5160	Nº WOMEN
1400	31J	TRAINING ACTIVITIES MEASURES AGAINST INEQUALITY	10	NUMBER
1400	31J	PERSONS TRAINED	250	Nº MEN
1400	31J	PERSONS TRAINED	550	Nº WOMEN
1400	31J	PUBLICATIONS WITH GENDER PERSPECTIVE	2	Nº PUBLICATIONS
1400	31J	ACTIVITIES SENSITIVE TO MEASURES AGAINST INEQUALITY	7	NUMBER
1400	31J	GENDER PERSPECTIVE IMMIGRATION STUDIES	15	NUMBER
1400	31J	UNIVERSITY PROJECTS HEADED BY WOMEN	17	Nº SUBSID.
1400	31J	UNIVERSITY PROJECTS HEADED BY MEN	10	Nº SUBSID.
1400	31J	UNIVERSITY PROJECTS GENDER IMPACT	13	Nº SUBSID.

Section	Programme	Name of indicator	Amount	Variable
1400	31J	ASSOCIATION PROJECTS HEADED BY WOMEN	180	N° SUBSID.
1400	31J	ASSOCIATION PROJECTS HEADED BY MEN	140	N° SUBSID.
1400	31J	PREVEN. ASSOCIATIONS GENDER IMPACT PROJECTS	80	N° SUBSID.
1400	44J	USERS (MALE WORKERS AND FAMILIES)	9600	N° MEN
1400	44J	USERS (FEMALE WORKERS AND FAMILIES)	10,400	N° WOMEN
1400	44J	STAYS (MALE WORKERS AND FAMILIES)	57,600	N° MEN
1400	44J	STAYS (FEMALE WORKERS AND FAMILIES)	62,400	N° WOMEN
1400	44J	RETIRED AND PENSIONER USERS	6500	N° MEN
1400	44J	RETIRED AND PENSIONER USERS	9000	N° WOMEN
1400	44J	RETIRED AND PENSIONER STAYS	26,000	N° MEN
1400	44J	RETIRED AND PENSIONER STAYS	36,000	N° WOMEN
1400	44J	DISABLED USERS	1090	N° MEN
1400	44J	DISABLED USERS	1410	N° WOMEN
1400	44J	STAYS DISABLED USERS	4360	N° MEN
1400	44J	STAYS DISABLED USERS	5640	N° WOMEN
1800	31A	PERSONNEL TRAINING AND FURTHER TRAINING	1809	N° FEMALE STUDENTS
1800	31A	PERSONNEL TRAINING AND FURTHER TRAINING	540	N° MALE STUDENTS
1800	31B	CALLS TO INFORMATION LINE	623	N° WOMEN
1800	31B	CALLS TO INFORMATION LINE	416	N° MEN
1800	31B	STUDENTS IN PREVENTION PROGRAMMES	155,000	N° MALE STUDENTS
1800	31B	STUDENTS IN PREVENTION PROGRAMMES	150,000	N° FEMALE STUDENTS
1800	31B	ADMISSIONS FOR TREATMENT	18,000	N° MEN
1800	31B	ADMISSIONS FOR TREATMENT	3200	N° WOMEN
1800	31B	PATIENTS IN METHADONE PROGRAMMES	12,900	N° MEN
1800	31B	PATIENTS IN METHADONE PROGRAMMES	1980	N° WOMEN
1800	31B	PATIENTS IN LIVE-IN TREATMENT	2110	N° MEN
1800	31B	PATIENTS IN LIVE-IN TREATMENT	370	N° WOMEN
1800	31B	ARTISANS NETWORK	330	N° MALE USERS
1800	31B	ARTISANS NETWORK	90	N° FEMALE USERS
1800	31B	CONTRACTS ARCHIMEDES INTEGRATION PROGRAMME	192	N° MEN
1800	31B	CONTRACTS ARCHIMEDES INTEGRATION PROGRAMME	46	N° WOMEN
1800	31E	MINORS SEEN BY FAMILY TREATMENT TEAMS	6018	N° GIRLS
1800	31E	MINORS SEEN BY FAMILY TREATMENT TEAMS	4690	N° BOYS
1800	31E	MINORS SEEN IN SOCIAL VULNERABILITY PROGRAMMES	1325	N° GIRLS
1800	31E	MINORS SEEN IN SOCIAL VULNERABILITY PROGRAMMES	1065	N° BOYS
1800	31E	MINORS IN FOSTER FAMILIES	2411	N° GIRLS
1800	31E	MINORS IN FOSTER FAMILIES	2718	N° BOYS

Section	Programme	Name of indicator	Amount	Variable
1800	31E	UNACCOMPANIED FOREIGN MINORS SEEN	398	Nº GIRLS
1800	31E	UNACCOMPANIED FOREIGN MINORS SEEN	1702	Nº BOYS
1800	31E	FORMER IN-CARE YOUNGSTERS SEEN	400	Nº WOMEN
1800	31E	FORMER IN-CARE YOUNGSTERS SEEN	1480	Nº MEN
1800	31E	NATIONAL ADOPTIONS GRANTED	97	Nº GIRLS
1800	31E	NATIONAL ADOPTIONS GRANTED	109	Nº BOYS
1800	31E	INTERNATIONAL ADOPTIONS PROCESSED	200	Nº GIRLS
1800	31E	INTERNATIONAL ADOPTIONS PROCESSED	200	Nº BOYS
1800	31E	MINORS IN PAID FOSTER FAMILY CARE	1161	Nº GIRLS
1800	31E	MINORS IN PAID FOSTER FAMILY CARE	1309	Nº BOYS
1800	31G	COMMUNITY SOCIAL SERVICES USERS	421,186	Nº MEN
1800	31G	COMMUNITY SOCIAL SERVICES USERS	560,091	Nº WOMEN
1800	31G	SUBSID. TO ORGANISATIONS ACTIVELY OPPOSING SEX DISCRIMINATION	18	NUMBER
1800	31G	JOB-SEEKERS IN UNIFIED RENEWAL AND JOB CREATION SERVICE	3624	Nº MEN
1800	31G	JOB-SEEKERS IN UNIFIED RENEWAL AND JOB CREATION SERVICE	3812	Nº WOMEN
1800	31G	INDIVIDUAL PROFESSIONAL INTEGRATION ACTIONS	4,601	Nº MEN
1800	31G	INDIVIDUAL PROFESSIONAL INTEGRATION ACTIONS	7,530	Nº WOMEN
1800	31G	SUBSID. FOR ACTIVELY OPPOSING SEX DISCRIMINATION IN GYPSY COMMUNITY	5	NUMBER
1800	31G	SUBSID. FOR ACTIVELY OPPOSING SEX DISCRIMINATION IN GROUPS WITH PARTICULAR NEEDS	13	NUMBER
1800	31G	SUBSID. FOR ACTIVELY OPPOSING SEX DISCRIMINATION AGAINST IMMIGRANT WOMEN	14	NUMBER
1800	31G	INDIVIDUAL SUBSID. RETURNING EXPATRIATES	23	Nº MEN
1800	31G	INDIVIDUAL SUBSID. RETURNING EXPATRIATES	48	Nº WOMEN
1800	31P	DAY CENTRE PLACES FOR DISABLED WOMEN	922	Nº WOMEN
1800	31P	DAY CENTRE PLACES FOR DISABLED MEN	1383	Nº MEN
1800	31P	OCCUPATIONAL CENTRE PLACES FOR DISABLED WOMEN	2400	Nº WOMEN
1800	31P	OCCUPATIONAL CENTRE PLACES FOR DISABLED MEN	3600	Nº MEN
1800	31P	MIXED FUNDING PLACES FOR DISABLED WOMEN	680	Nº WOMEN
1800	31P	MIXED FUNDING PLACES FOR DISABLED MEN	1019	Nº MEN
1800	31P	CASH BENEFIT FOR MULTIPLE BIRTH	1602	Nº BOY BABIES
1800	31P	CASH BENEFIT FOR MULTIPLE BIRTH	1735	Nº GIRL BABIES
1800	31P	DAY CENTRES PLACES FOR ELDERLY PERSONS	2500	Nº WOMEN
1800	31P	DAY CENTRES PLACES FOR ELDERLY PERSONS	1070	Nº MEN
1800	31P	RESPIRE PLACES CARERS OF ELDERLY FAMILY MEMBERS	352	Nº WOMEN
1800	31P	RESPIRE PLACES CARERS OF ELDERLY FAMILY MEMBERS	151	Nº MEN
1800	31P	MIXED FUNDING PLACES ELDERLY PERSONS	2900	Nº WOMEN
1800	31P	MIXED FUNDING PLACES ELDERLY PERSONS	1252	Nº MEN

Section	Programme	Name of indicator	Amount	Variable
1800	31P	RESPIRE PLACES CARERS OF DISABLED FAMILY MEMBERS	63	Nº WOMEN
1800	31P	RESPIRE PLACES CARERS OF DISABLED FAMILY MEMBERS	95	Nº MEN
1800	31P	WEEKEND STAYS	746	Nº WOMEN
1800	31P	WEEKEND STAYS	397	Nº MEN
1800	31P	CASH BENEFIT BIRTH OF THIRD CHILD	1464	Nº BOYS
1800	31P	CASH BENEFIT BIRTH OF THIRD CHILD	1198	Nº GIRLS
1800	31R	MIXED FUNDING RESIDENTIAL CARE PLACES	14,886	Nº WOMEN
1800	31R	MIXED FUNDING RESIDENTIAL CARE PLACES	9024	Nº MEN
1800	31R	PUBLIC RESIDENTIAL CARE PLACES	1992	Nº WOMEN
1800	31R	PUBLIC RESIDENTIAL CARE PLACES	853	Nº MEN
1800	31R	HOME HELP	33,560	Nº FEMALE USERS
1800	31R	HOME HELP	30,979	Nº MALE USERS
1800	31R	CASH BENEFITS	109,465	Nº FEMALE USERS
1800	31R	CASH BENEFITS	56,390	Nº MALE USERS
1800	31R	NEW ANDAL./JUNTA 65 CARD HOLDERS	40,448	Nº WOMEN
1800	31R	NEW ANDAL./JUNTA 65 CARD HOLDERS	34,552	Nº MEN
1800	31R	PERSONNEL INCREASE FOR COMMUNITY SOCIAL SERVICES	216	Nº MEN
1800	31R	PERSONNEL INCREASE FOR COMMUNITY SOCIAL SERVICES	324	Nº WOMEN
1800	31R	PERSONS SEEN IN ASSESSMENT AND GUIDANCE CENTRES	37,950	Nº WOMEN
1800	31R	PERSONS SEEN IN ASSESSMENT AND GUIDANCE CENTRES	31,050	Nº MEN
1800	31R	SOCIAL TOURISM PROGRAMME	9240	Nº FEMALE BENEFICIARIES
1800	31R	SOCIAL TOURISM PROGRAMME	3960	Nº MALE BENEFICIARIES
1800	31R	ANDALUSIA TELE-ASSISTANCE SERVICE	141,823	Nº FEMALE USERS
1800	31R	ANDALUSIA TELE-ASSISTANCE SERVICE	38,177	Nº MALE USERS
1800	31R	UNIVERSITY PROGRAMMES	5250	Nº WOMEN
1800	31R	UNIVERSITY PROGRAMMES	2250	Nº MEN
1800	31R	PLACES IN DAY CENTRE UNITS	7321	Nº WOMEN
1800	31R	PLACES IN DAY CENTRE UNITS	3764	Nº MEN
1800	31R	PLACES IN OLD PEOPLE'S HOMES	102	Nº WOMEN
1800	31R	PLACES IN OLD PEOPLE'S HOMES	103	Nº MEN
1800	31T	PROTECTION ORDERS	6500	Nº ORDERS
1800	31T	REFUGES FOR FEMALE VICTIMS OF GENDER VIOLENCE	2500	Nº FEMALE USERS
1800	31T	REFUGES FOR FEMALE VICTIMS OF GENDER VIOLENCE	34	Nº CENTRES
1831	32G	GENDER TRAINING PERSONNEL GENDER EQUALITY UNITS REGIONAL GOVT. ANDALUSIA	28	Nº WOMEN
1831	32G	GENDER TRAINING PERSONNEL GENDER EQUALITY UNITS REGIONAL GOVT. ANDALUSIA	10	Nº MEN

Section	Programme	Name of indicator	Amount	Variable
1831	32G	COMPLAINTS PROCESSED OBSERV. SEXIST ADVERTISING	160	Nº COMPLAINTS BY WOMEN
1831	32G	COMPLAINTS PROCESSED OBSERV. SEXIST ADVERTISING	30	Nº COMPLAINTS BY MEN
1831	32G	GENDER TRAINING PRIMARY AND SECONDARY SCHOOL TEACHERS	1000	Nº WOMEN
1831	32G	GENDER TRAINING PRIMARY AND SECONDARY SCHOOL TEACHERS	400	Nº MEN
1831	32G	GUIDANCE SERVICE FEMALE UNIVERSITY STUDENTS	380	Nº WOMEN
1831	32G	SUPPORT SERVICE WOMEN'S COMPANIES	1200	Nº FEMALE USERS
1831	32G	PROJECTS FOR FEMALE ENTREPRENEURS	500	NUMBER
1831	32G	EMPLOYMENT UNITS FOR WOMEN IN LOCAL AUTHORITIES	40.000	Nº FEMALE USERS
1831	32G	SUPPORT SERVICE SEXUAL HARASSMENT AND SEX DISCRIMINATION AT WORK	2000	Nº QUERIES
1831	32G	EQUALITY IN COMPANIES TRAINING SEMINARS	200	Nº MEN
1831	32G	EQUALITY IN COMPANIES TRAINING SEMINARS	800	Nº WOMEN
1831	32G	COMPANIES ADVISED ON GEND. EQUAL. IN BUS. MANAGEMENT	75	NUMBER
1831	32G	COMPANIES WITH EQUALITY PLAN MONITORED	20	NUMBER
1831	32G	PARTICIPANTS IN SEMINARS FOR BUSINESSWOMEN	700	Nº WOMEN
1831	32G	PARTICIPANTS IN SEMINARS ON SOCIAL ECONOMY BUSINESSES	650	Nº WOMEN
1831	32G	PARTICIPANTS IN SEMINARS ON SOCIAL ECONOMY BUSINESSES	150	Nº MEN
1831	32G	CALLS TO INFORMATION LINE	26,000	Nº WOMEN
1831	32G	CALLS TO INFORMATION LINE	2000	Nº MEN
1831	32G	FEMALE IMMIGRANT SERVICES PROGRAMME	3500	Nº WOMEN SEEN
1831	32G	TEENAGE MOTHERS SERVICES PROGRAMME	160	Nº FEMALE BENEFICIARIES
1831	32G	SERVICES FOR MOTHERS IN PRISON PROGRAMME	345	Nº FEMALE BENEFICIARIES
1831	32G	SERVICES FOR WOMEN AT RISK OF SOCIAL EXCLUSION	360	Nº FEMALE BENEFICIARIES
1831	32G	SERVICES PROTECTION PROSTITUTION AND SEXUAL EXPLOITATION	5500	Nº FEMALE BENEFICIARIES
1831	32G	FORUMS ON GENDER AND IMMIGRATION	300	Nº ORGANISATIONS
1831	32G	FORUMS ON GENDER AND IMMIGRATION	600	Nº WOMEN
1831	32G	FORUMS ON GENDER AND IMMIGRATION	75	Nº MEN
1831	32G	ANNUAL MEETINGS WOMEN'S ASSOCIATIONS	240	Nº FEMALE ATTENDEES
1831	32G	PROVINCIAL SEMINARS WOMEN'S ASSOCIATIONS	900	Nº FEMALE ATTENDEES

Section	Programme	Name of indicator	Amount	Variable
1831	32G	DEVELOPMENT OF WOMEN'S ASSOCIATIONS	1900	N° WOMEN'S ASSOC.
1831	32G	SUBSIDIES TO WOMEN'S ASSOCIATIONS	1200	NUMBER
1831	32G	SERVICE FOR SEXUAL ASSAULT VICTIMS	640	N° WOMEN SEEN
1831	32G	PSYCHOLOGICAL SUPPORT SERVICE FOR FEMALE VICTIMS OF GENDER VIOLENCE	3500	N° WOMEN SEEN
1831	32G	FINANCIAL ASSISTANCE FEMALE VICTIMS OF GENDER VIOLENCE	90	N° BENEFICIARIES
1831	32G	FINANCIAL ASSISTANCE FEMALE VICTIMS OF GENDER VIOLENCE WITH INSUFFICIENT RESOURCES	80	N° BENEFICIARIES
1831	32G	MUNIC. WOMEN'S CENTRES QUERIES BY WOMEN	243,425	N° QUERIES
1831	32G	PSYCHOLOGICAL SUPPORT SERVICE FOR CHILDREN OF FEMALE VICTIMS OF GENDER VIOLENCE	200	N° GIRLS SEEN
1831	32G	PSYCHOLOGICAL SUPPORT SERVICE FOR CHILDREN OF FEMALE VICTIMS OF GENDER VIOLENCE	240	N° BOYS SEEN
1831	32G	NON-PAYMENT OF BENEFITS CLAIM SERVICE	127	N° CLAIMS
1831	32G	LEGAL SERVICES FOR FEMALE IMMIGRANT VICTIMS OF GENDER VIOLENCE	1,600	N° WOMEN SEEN
1832	32F	SUBSIDIES FOR YOUTH INVOLVEMENT ORGANISATIONS	19,000	N° MALE BENEFICIARIES
1832	32F	SUBSIDIES FOR YOUTH INVOLVEMENT ORGANISATIONS	20,000	N° FEMALE BENEFICIARIES
1832	32F	REGISTERED MEMBERS YOUTH INV. ORG.	80,373	N° MEN
1832	32F	REGISTERED MEMBERS YOUTH INV. ORG.	73,832	N° WOMEN
1832	32F	CALLS TO SEX INFO. FOR YOUNG PEOPLE LINE	5800	N° MEN
1832	32F	CALLS TO SEX INFO. FOR YOUNG PEOPLE LINE	5700	N° WOMEN
1832	32F	YOUNG PEOPLE INVOLVED IN "DESENCAJA" PROGRAMME	890	N° MEN
1832	32F	YOUNG PEOPLE INVOLVED IN "DESENCAJA" PROGRAMME	310	N° WOMEN
1832	32F	SUBSIDIES LOCAL ORGANISATIONS	9900	N° MALE BENEFICIARIES
1832	32F	SUBSIDIES LOCAL ORGANISATIONS	11,300	N° FEMALE BENEFICIARIES
1832	32F	TRAINING LEISURE, EDUC. VALUES ASC	1200	N° MEN
1832	32F	TRAINING LEISURE, EDUC. VALUES ASC	1900	N° WOMEN
1832	32F	LANGUAGES AND YOUTH PROGRAMME	1666	N° MEN
1832	32F	LANGUAGES AND YOUTH PROGRAMME	1934	N° WOMEN
1832	32F	"CARNET JOVEN" YOUNG PERSONS CARD	123,954	N° MALE USERS
1832	32F	"CARNET JOVEN" YOUNG PERSONS CARD	152,080	N° FEMALE USERS
1832	32F	APPLICATIONS FOR SOCIAL ACTION ASSISTANCE	41,524	N° MEN
3100	12C	APPLICATIONS FOR SOCIAL ACTION ASSISTANCE	57,784	N° WOMEN
3100	12C	APPLICATIONS CASH ADVANCES	2068	N° MEN

Section	Programme	Name of indicator	Amount	Variable
3100	12C	APPLICATIONS CASH ADVANCES	3149	Nº WOMEN
3100	12C	APPLICATIONS NURSERY FEES ASSISTANCE	2500	Nº MEN
3100	12C	APPLICATIONS NURSERY FEES ASSISTANCE	4171	Nº WOMEN
3100	12C	APPLICATIONS RENT PAYMENT ASSISTANCE	2145	Nº MEN
3100	12C	APPLICATIONS RENT PAYMENT ASSISTANCE	2193	Nº WOMEN
3100	12C	APPLICATIONS HOME PURCHASE ASSISTANCE	280	Nº MEN
3100	12C	APPLICATIONS HOME PURCHASE ASSISTANCE	421	Nº WOMEN
3100	12C	APPLICATIONS STUDY FEES ASSISTANCE	31,865	Nº MEN
3100	12C	APPLICATIONS STUDY FEES ASSISTANCE	45,098	Nº WOMEN
3400	31F	ELDERLY INFIRM DISABLED MEN	1000	Nº MEN
3400	31F	ELDERLY INFIRM DISABLED WOMEN	6200	Nº WOMEN
3400	31F	EXTRAORDINARY BENEFITS LISMI FAS	1350	Nº MALE BENEFICIARIES
3400	31F	EXTRAORDINARY BENEFITS LISMI FAS	10,500	Nº FEMALE BENEFICIARIES
3400	31F	EXTRAORDINARY BENEFITS NON-CONT. PENSIONS	29,510	Nº MALE BENEFICIARIES
3400	31F	EXTRAORDINARY BENEFITS NON-CONT. PENSIONS	76,490	Nº FEMALE BENEFICIARIES

10 CULTURE

Section	Programme	Name of indicator	Amount	Variable
1900	45A	ATTENDEES ON TRAINING COURSES	110	Nº WOMEN
1900	45A	ATTENDEES ON TRAINING COURSES	90	Nº MEN
1900	45A	CORPORATE INFRASTRUCTURE (NETWORKS, SOFTWARE)	1100	Nº FEMALE USERS
1900	45A	CORPORATE INFRASTRUCTURE (NETWORKS, SOFTWARE)	1000	Nº MALE USERS
1900	45C	GRANTS FOR ADVANCED/CONTINUED STUDIES	25	Nº MALE RECIPIENTS
1900	45C	GRANTS FOR ADVANCED/CONTINUED STUDIES	25	Nº FEMALE RECIPIENTS
1900	45C	APP. REGISTRATION IN INTELLECTUAL PROPERTY REGISTER	2900	Nº MEN
1900	45C	APP. REGISTRATION IN INTELLECTUAL PROPERTY REGISTER	2100	Nº WOMEN
1900	45C	DECISION ON REGISTRATION IN INTELLECTUAL PROP. REGISTER	2450	Nº MEN
1900	45C	DECISION ON REGISTRATION IN INTELLECTUAL PROP. REGISTER	1700	Nº WOMEN
1900	45C	CREATION OF DIRECT EMPLOYMENT	90	Nº MEN
1900	45C	CREATION OF DIRECT EMPLOYMENT	45	Nº WOMEN
1900	45C	CREATION OF INDIRECT EMPLOYMENT	75	Nº MEN
1900	45C	CREATION OF INDIRECT EMPLOYMENT	60	Nº WOMEN
1900	45C	USERS INFORMATION AND DOCUMENTATION SERVICES	606	Nº MEN
1900	45C	USERS INFORMATION AND DOCUMENTATION SERVICES	552	Nº WOMEN

Section	Programme	Name of indicator	Amount	Variable
1900	45D	SAFETY TRAINING FOR PERSONNEL	35	Nº MEN
1900	45D	SAFETY TRAINING FOR PERSONNEL	40	Nº WOMEN
1900	45D	PERSONS USING CULTURAL SPACES NETWORK	2,385,000	Nº MEN
1900	45D	PERSONS USING CULTURAL SPACES NETWORK	2,520,000	Nº WOMEN
1900	45D	MASTER'S DEGREE IN MUSEOLOGY	15	Nº MEN
1900	45D	MASTER'S DEGREE IN MUSEOLOGY	25	Nº WOMEN
1900	45D	MUSEUM AFFAIRS PERSONNEL TRAINING	20	Nº MEN
1900	45D	MUSEUM AFFAIRS PERSONNEL TRAINING	60	Nº WOMEN
1900	45D	USERS OF REGIONAL MINISTRY MANAGED MUSEUMS	2,633,000	Nº MEN
1900	45D	USERS OF REGIONAL MINISTRY MANAGED MUSEUMS	2,954,000	Nº WOMEN
1900	45H	USERS ANDALUSIA PUBLIC LIBRARIES NETWORK	635,000	Nº MEN
1900	45H	USERS ANDALUSIA PUBLIC LIBRARIES NETWORK	745,000	Nº WOMEN
1900	45H	MATERIALS BORROWED FROM ANDALUSIA PUBLIC LIBRARIES NETWORK	178,000	Nº MEN
1900	45H	MATERIALS BORROWED FROM ANDALUSIA PUBLIC LIBRARIES NETWORK	195,000	Nº WOMEN
1900	45H	USERS MUSIC DOCUMENTATION CENTRE OF ANDALUSIA	2000	Nº MEN
1900	45H	USERS MUSIC DOCUMENTATION CENTRE OF ANDALUSIA	1000	Nº WOMEN
1900	45H	USERS ANDALUSIAN ARCHIVES	180,000	Nº MEN
1900	45H	USERS ANDALUSIAN ARCHIVES	120,000	Nº WOMEN
1900	45H	ATTENDEES CULTURAL ACTIVITIES MUSIC DOCUMENTATION CENTRE OF ANDALUSIA	240	Nº MEN
1900	45H	ATTENDEES CULTURAL ACTIVITIES MUSIC DOCUMENTATION CENTRE OF ANDALUSIA	300	Nº WOMEN
1900	45K	STUDENTS TECHNICAL AND ARTISTIC STUDIES	169	Nº MALE STUDENTS
1900	45K	STUDENTS TECHNICAL AND ARTISTIC STUDIES	191	Nº FEMALE STUDENTS
1900	45K	USERS PERFORMING ARTS DOCUM. CENTRE	998	Nº MEN
1900	45K	USERS PERFORMING ARTS DOCUM. CENTRE	1593	Nº WOMEN
1900	45K	ANDALUSIA YOUNG MUSICIANS PROGRAMME	215	Nº MALE STUDENTS
1900	45K	ANDALUSIA YOUNG MUSICIANS PROGRAMME	254	Nº FEMALE STUDENTS
1900	45K	STAGE SPACES: MALE SUBSCRIBERS	150	Nº MEN
1900	45K	STAGE SPACES: FEMALE SUBSCRIBERS	150	Nº WOMEN
1900	45K	ATTENDEES FILM LIBRARY SCREENINGS	20,315	Nº MEN
1900	45K	ATTENDEES FILM LIBRARY SCREENINGS	21,485	Nº WOMEN
1900	45K	ARCHIVE VIEWERS ANDALUSIA FILM LIBRARY	198	Nº MEN
1900	45K	ARCHIVE VIEWERS ANDALUSIA FILM LIBRARY	162	Nº WOMEN
1900	45K	ATTENDEES ANDALUSIAN FLAMENCO CENTRE ACTIVITIES	1900	Nº MEN
1900	45K	ATTENDEES ANDALUSIAN FLAMENCO CENTRE ACTIVITIES	1938	Nº WOMEN

Section	Programme	Name of indicator	Amount	Variable
1900	45K	ARCHIVE VIEWERS ANDALUSIAN FLAMENCO CENTRE	2789	Nº MEN
1900	45K	ARCHIVE VIEWERS ANDALUSIAN FLAMENCO CENTRE	2674	Nº WOMEN
1900	45K	SPECIALISATION COURSES IAPH	236	Nº MEN
1900	45K	SPECIALISATION COURSES IAPH	447	Nº WOMEN
1900	45K	GUIDED TOURS IAPH	2011	Nº MEN
1900	45K	GUIDED TOURS IAPH	2548	Nº WOMEN
1900	45K	STUDENTS ON POST-GRADUATE IAPH COURSE	96	Nº MEN
1900	45K	STUDENTS ON POST-GRADUATE IAPH COURSE	92	Nº WOMEN
1900	45K	VISITORS TO ALHAMBRA MUSEUM	100,000	Nº MEN
1931	45F	VISITORS TO ALHAMBRA MUSEUM	101,000	Nº WOMEN
1931	45F	SCHOOL VISITS TO ALHAMBRA	50,000	Nº BOY PUPILS
1931	45F	SCHOOL VISITS TO ALHAMBRA	51,000	Nº GIRL PUPILS
1931	45F	INCREASE AND TRAINING HUMAN RESOURCES	1	Nº ACTIVITIES
1931	45F	GENDER PERSPECTIVE STUDY ON VISITORS	2	NUMBER
1932	45G	PARTIC. AND ORGANISATION OF EXHIBITIONS FOR FEMALE ARTISTS	2	Nº EXHIBITIONS

11 HOUSING

Section	Programme	Name of indicator	Amount	Variable
1300	43A	HOME PURCHASE ASSISTANCE YOUNG MEN	500	Nº ASSISTANCE
1300	43A	HOME PURCHASE ASSISTANCE YOUNG WOMEN	500	Nº ASSISTANCE
1300	43A	RENT PAYMENT ASSISTANCE MEN	1.600	Nº ASSISTANCE
1300	43A	RENT PAYMENT ASSISTANCE WOMEN	1.600	Nº ASSISTANCE
1300	43A	PUBLIC SECTOR COMPANIES PROJECT AND WORKS MANAGEMENT	17	Nº MALE DIRECTORS
1300	43A	PUBLIC SECTOR COMPANIES PROJECT AND WORKS MANAGEMENT	7	Nº FEMALE DIRECTORS
1300	43A	AUTONOMOUS COMM. LEVEL REFURBISHMENT MEN	570	Nº DWELLINGS
1300	43A	AUTONOMOUS COMM. LEVEL REFURBISHMENT WOMEN	490	Nº DWELLINGS
1300	43A	INDIV. REFURBISHMENT DWELLING - MEN	9	Nº DWELLINGS
1300	43A	INDIV. REFURBISHMENT DWELLING - WOMEN	7	Nº DWELLINGS

12 JUSTICE

Section	Programme	Name of indicator	Amount	Variable
0900	14B	FREE LEGAL AID	96,492	Nº FEMALE BENEFICIARIES
0900	14B	FREE LEGAL AID	64,328	Nº MALE BENEFICIARIES

Section	Programme	Name of indicator	Amount	Variable
0900	14B	SHIFTS AND SERVICES FEMALE LAWYERS	40,241	N° SHIFTS
0900	14B	SHIFTS AND SERVICES MALE LAWYERS	26,828	N° SHIFTS
0900	14B	SPEAKERS AT COURSES	26	N° WOMEN
0900	14B	SPEAKERS AT COURSES	26	N° MEN
0900	14B	CASES ATTENDED IN SAVAS VICTIM SUPPORT CENTRES	8698	N° WOMEN
0900	14B	CASES ATTENDED IN SAVAS VICTIM SUPPORT CENTRES	1475	N° MEN

13 OVERSEAS DEVELOPMENT COOPERATION AND OTHER ACTIVITIES

Section	Programme	Name of indicator	Amount	Variable
0100	82A	GRANTS AWARDED	3	N° FEMALE BENEFICIARIES
0100	82A	GRANTS AWARDED	3	N° MALE BENEFICIARIES
0100	82A	WOMEN PER 100 STUDENTS FINANCE COURSES	50	NUMBER
0100	82A	WOMEN PER 10 TEACHERS FINANCE COURSES	5	NUMBER
0100	82A	EQUALITY POLICIES-RELATED PROJECTS	10	NUMBER
0100	82B	INTERVENTIONS KNOWLEDGE MANAGEMENT GENDER PERSPECTIVE	15	PERCENTAGE
0100	82B	FEMALE BENEFICIARIES ANDALUSIAN COOPERATION	60	PERCENTAGE
0100	82B	INTERVENTIONS GENDER EQUITY PROMOTION	10	PERCENTAGE
0100	82B	BUDGET ALLOCATED TO GENDER EQUITY PROMOTION	10	PERCENTAGE
0100	82B	INFORMATION + TRAINING IINTERVENTION GENDER VIOLENCE	20	PERCENTAGE
0100	82B	INTERVENTIONS WITH GENDER PERSPECTIVE APPRAISAL AND INDICATORS	35	PERCENTAGE

14 SPORT

Section	Programme	Name of indicator	Amount	Variable
1700	46B	EDEA (SCHOOL SPORTS TOURNAMENTS)	180	N° GIRLS
1700	46B	EDEA (SCHOOL SPORTS TOURNAMENTS)	180	N° BOYS
1700	46B	FEDERATED SPORTS LICENCES MEN	470,000	NUMBER
1700	46B	FEDERATED SPORTS LICENCES WOMEN	125,053	NUMBER
1700	46B	PATEDE (AND. SPORTS SKILLS TRAINING FOR SCHOOLCHILDREN)	250	N° WOMEN
1700	46B	PATEDE (AND. SPORTS SKILLS TRAINING FOR SCHOOLCHILDREN)	400	N° MEN
1700	46B	GRANTS HIGH-PERFORMANCE SPORT	200	N° MALE BENEFICIARIES
1700	46B	GRANTS HIGH-PERFORMANCE SPORT	60	N° FEMALE BENEFICIARIES
1700	46B	TOP LEVEL SPORTSMEN ANDALUSIA	39	N° MEN
1700	46B	TOP LEVEL SPORTSWOMEN ANDALUSIA	15	N° WOMEN

Section	Programme	Name of indicator	Amount	Variable
1700	46B	HIGH-PERFORMANCE SPORT ESTRELLA PROG. MALE CLUBS	33	Nº CLUBS
1700	46B	HIGH-PERFORMANCE SPORT ESTRELLA PROG. FEMALE CLUBS	15	Nº CLUBS
1700	46B	HIGH-PERFORMANCE SPORT ESTRELLA PROG. MIXED CLUBS	198	Nº CLUBS
1700	46B	HIGH-PERFORMANCE SPORTSPERSONS ANDALUSIA	453	Nº MEN
1700	46B	HIGH-PERFORMANCE SPORTSPERSONS ANDALUSIA	198	Nº WOMEN
1700	46B	SPORTSPERSONS SEEN IN AND. CENTRE FOR SPORTS MEDICINE	1.300	Nº WOMEN
1700	46B	SPORTSPERSONS SEEN IN AND. CENTRE FOR SPORTS MEDICINE	3.300	Nº MEN

16 OTHER POLICIES

Section	Programme	Name of indicator	Amount	Variable
0100	11A	ORAL QUESTIONS FORMULATED BY FEMALE MPs	190	NUMBER
0100	11A	ORAL QUESTIONS FORMULATED BY MALE MPs	398	NUMBER
0100	11A	ORAL QUESTIONS JOINTLY FORMULATED	195	NUMBER
0100	11A	WRITTEN QUESTIONS FORMULATED BY FEMALE MPs	1345	NUMBER
0100	11A	WRITTEN QUESTIONS FORMULATED BY MALE MPs	768	NUMBER
0100	11A	WRITTEN QUESTIONS JOINTLY FORMULATED	220	NUMBER
0100	12D	JOURNALISM AWARDS	70	Nº MALE CANDIDATES
0100	12D	JOURNALISM AWARDS	15	Nº FEMALE CANDIDATES
0100	52C	CAMPAIGNS WITH GENDER CLAUSE IN TECHNICAL SPECIFICATIONS	30	NUMBER
0100	52C	VISITS TO MUSEUMS AND EXHIBITIONS	9400	Nº MEN
0100	52C	VISITS TO MUSEUMS AND EXHIBITIONS	14,100	Nº WOMEN
0900	22A	COMPENSATION FEMALE VICTIMS OF DICTATORSHIP	90	Nº COMPEN.
0900	22A	COMPENSATION MALE PRISONERS/VICTIMS OF REPRISALS	10	Nº COMPEN.
0900	22B	EMERGENCY NETWORK EMPLOYMENT CREATED	5	Nº WOMEN
0900	22B	EMERGENCY NETWORK EMPLOYMENT CREATED	3	Nº MEN
0900	22B	EMERGENCY NETWORK EMPLOYMENT MAINTAINED	230	Nº WOMEN
0900	22B	EMERGENCY NETWORK EMPLOYMENT MAINTAINED	115	Nº MEN
1000	61A	CONTROL ABSENTEEISM AND TEMPORARY INCAPACITY	74	Nº MEN
1000	61A	CONTROL ABSENTEEISM AND TEMPORARY INCAPACITY	94	Nº WOMEN
1000	61A	TRAINING AND FURTHER TRAINING OF PERSONNEL	55	Nº COURSES
1000	61A	TRAINING AND FURTHER TRAINING COURSES	850	Nº FEMALE STUDENTS
1000	61A	TRAINING AND FURTHER TRAINING COURSES	650	Nº MALE STUDENTS
1000	61D	SEMINAR ON BUDGETING TOOLS	75	Nº MALE STUDENTS
1000	61D	SEMINAR ON BUDGETING TOOLS	80	Nº FEMALE STUDENTS
1000	61D	GENDER IMPACT ASSESSMENT REPORTS ON BUDGET	125	NUMBER
1000	61D	GENDER BUDGETING AWARENESS-RAISING, GUIDANCE AND TRAINING ACTIONS	26	Nº ACTIONS

Section	Programme	Name of indicator	Amount	Variable
1000	61D	BENEFICIARIES OF GENDER BUDGETING AWARENESS-RAISING AND TRAINING ACTIVITIES	658	N° MALE STUDENTS
1000	61D	BENEFICIARIES OF GENDER BUDGETING AWARENESS-RAISING AND TRAINING ACTIVITIES	725	N° FEMALE STUDENTS
1000	61D	VISITS TO INTRODUCTION TO GENDER BUDGETING MODULE	2670	NUMBER
1000	61D	VISITS TO INTERNET SECTION BUDGETING AND GENDER	5236	NUMBER
1031	12B	MANAGEMENT OF PARTICIPANTS	4930	N° MEN
1031	12B	MANAGEMENT OF PARTICIPANTS	8428	N° WOMEN
1031	12B	REQUESTS BASIC TRAINING EXAM CANDIDATES	19,321	N° MEN
1031	12B	REQUESTS BASIC TRAINING EXAM CANDIDATES	25,710	N° WOMEN
1031	12B	MANAGEMENT OF PARTICIPANTS	141	N° MEN
1031	12B	MANAGEMENT OF PARTICIPANTS	423	N° WOMEN
1031	12B	MANAGEMENT OF PARTICIPANTS	8933	N° MEN
1031	12B	MANAGEMENT OF PARTICIPANTS	10,914	N° WOMEN
3100	61I	SIRHUS SYSTEM ACTIVE AND CONCURRENT USERS	1113	N° MEN
3100	61I	SIRHUS SYSTEM ACTIVE AND CONCURRENT USERS	1358	N° WOMEN
3300	71F	AID BY ACREAGE	14,118	N° MALE BENEFICIARIES
3300	71F	AID BY ACREAGE	6809	N° FEMALE BENEFICIARIES
3300	71F	SINGLE FARM PAYMENT	164,005	N° MALE BENEFICIARIES
3300	71F	SINGLE FARM PAYMENT	95,609	N° FEMALE BENEFICIARIES
3300	71F	CATTLE PREMIUMS	6002	N° MALE BENEFICIARIES
3300	71F	CATTLE PREMIUMS	2107	N° FEMALE BENEFICIARIES
3300	71F	DISMANTLING COTTON MACHINERY	17	N° MALE BENEFICIARIES
3300	71F	DISMANTLING COTTON MACHINERY	1	N° FEMALE BENEFICIARIES



Appendix

Retrospective analysis of gender -
sensitive indicators in 2010

6

This chapter contains a comparative analysis of the predicted values for gender indicators in the preparation of the Budget for 2010 and the values actually produced, as shown in the report on the level of fulfilment of the planned objectives, which lists the target values and the results, included in the General Accounts of the Autonomous Community of Andalusia. The General Accounts for each year are prepared by the General Audit Office by 31 August of the following year.

Since 2009 the Gender Impact Assessment Report has included this retrospective analysis of indicators, which provides an analysis of the implementation and the results of planned actions for achieving equality between men and women, via the different gender indicators presented by each regional ministry, taking into consideration any changes which may have occurred throughout the period studied, in this case the year 2010. Each section contains an explanation of the most significant aspects of gender indicators planned by each regional ministry, each of them considered from an overall perspective and listed according to the budget programme to which they belong.

In 2010, 1870 budget indicators were defined, 763 of which (40.8%) were gender-sensitive indicators, which represents an increase of 1.8 percentage points, or 15 more gender-sensitive indicators in absolute terms, in comparison to 2009. The number of gender-sensitive indicators in each regional ministry in the 2010 budget, according to the administrative structure of that period, was as follows:

Presidency	19	Health	124
The Interior	12	Agriculture and Fisheries	60
Economy and Finance	17	Housing and Land Use Planning	20
Education	59	Tourism, Trade and Sport	36
Justice and Public Administration	60	Equality and Social Welfare	138
Innovation and Science	61	Culture	45
Public Works and Transport	10	The Environment	26
Employment	76		

REGIONAL MINISTRY OF THE PRESIDENCY

Of the six budget programmes into which the powers of the Regional Ministry of the Presidency are structured, five of them present gender indicators, giving a total of nineteen. Budget programme 12E, BOJA, is the only one which does not have this type of indicator.

In budget programme 11A, Management and General Services for the Presidency¹, there were six gender-sensitive indicators, relating to oral and written questions asked by male and female members of parliament, either separately or together. In terms of the oral questions, it was observed that the number of these submitted by female MPs greatly exceeded predictions by 165.2%, whereas those asked by male MPs were 44.9% lower than predicted, with the initial forecast having been much higher for male than for female MPs, specifically 216.7%. Regarding written procedure, the initial forecast was 53.9% higher for written questions asked by men than for those by women, and the result was a slight rise of 8.7% in those actually asked by female MPs, whereas written questions from male MPs fell by 42.3%.

Budget programme 12D, News Coverage, displayed two gender-sensitive indicators relating to the hosting of the Andalusian Journalism Awards broken down according to sex. The number of participants was lower than initially anticipated both in terms of men and women: 90% lower for women and 54.3% lower for men.

The powers relating to Institutional Communication by the Regional Government of Andalusia, as well as those relating to businesses which provide radio and television broadcasting services in Andalusia, are included within the scope of budget programme 52C, Social Communication, for which two gender-sensitive indicators have been defined. The first refers to the number of campaigns with a gender clause in the service contract, and the fulfilment of this was lower than predicted, 66.7% lower to be specific. The second measures the number of visitors, men and women, to exhibitions and museums. The number of male visitors was predicted to be 13,500, and there was a slight variation between the predicted figure and the actual figure, of just -1.3%, whereas visits by women, which were predicted to be 1000 more than visits by men, were ultimately 23.3% lower than expected.

1 The executive department, which has responsibilities including the management of the staff of the regional ministry, providing legal advice to the Governing Council and Deputy Ministers, the coordination of IT matters and matters concerning the relationship between the Parliament of Andalusia and the Governing Council.

In the framework of the responsibilities of External Action by the Regional Government of Andalusia, four aspects were measured from a gender perspective, with all of the results exactly mirroring the predictions. The first two concerned grants awarded to men and women for study and research relating to the European Union; the third related to the number of women per 100 students on funded courses; and the fourth to the number of women per 10 teachers on funded courses.

Finally, it is worth drawing attention to the full achievement of the four gender-sensitive indicators in budget programme 82B, International Cooperation, fulfilment which, in two out of the four cases, far exceeded expectations. In this respect, the indicator “research and training interventions for the promotion of gender equity”, which measured the number of training and research projects the main aim of which was the promotion of gender-based equality in relation to the total number of projects funded in this field by the Andalusian Agency for International Development Cooperation (Spanish acronym AACID), doubled its forecast fulfilment. Secondly, the budget allocated to the promotion of gender equity grew by 840%, moving from a prediction of 1% to 9.4% in fulfilment.

REGIONAL MINISTRY OF THE INTERIOR

The Regional Ministry of the Interior had twelve gender-sensitive indicators contained in two of its budget programmes: Safety and Civil Protection, and Voluntary Work.

In budget programme 22B, Safety and Civil Protection, the number of jobs created and maintained for men and women in the emergency services network was measured. In both employment categories, the predicted number for women exceeded the predictions for men, being 20% higher for jobs created and 44% higher for jobs maintained. In terms of fulfilment, the number of jobs created did not deviate from the number forecast, whereas for posts maintained the predictions were exceeded by 19.3% in the case of women and 5.6% for men.

In budget programme 31H, Voluntary Work, four indicators were analysed based on a breakdown by sex: attendees at conferences and meetings, the number of male and female trainers involved in training activities, and people listed as volunteers on the volunteer register. Whilst for the number of male and female volunteers the difference between the effective result and the values estimated a priori was not significant (3.4% more female volunteers and 1% more men), the results for the rest of the indicators are worth mentioning. The number of women attending conferences

exceeded the initial prediction by 33%, while attendance by men at these conferences was 23.3% lower, in spite of the fact that it had already been predicted that the participation of women at this type of event would exceed that of men by 14%. The number of attendees at meetings, on the other hand, fell both for men and women, and for the purposes of illustration given the low numbers of people predicted, it is more useful to describe the difference in absolute terms: from 9 down to 8 women, and from 5 down to 3 men who actually attended these meetings.

REGIONAL MINISTRY OF THE ECONOMY AND FINANCE

The number of gender-sensitive indicators contributed by the Regional Ministry of the Economy and Finance was seventeen, representing 15.7% of the total number of its indicators. Four of its eleven budget programmes presented gender-sensitive indicators: 61A, Management and General Services and ICT for the Economy and Finance, and 61B, Economic Policy in the Regional Ministry itself; 54F, the Production and Dissemination of Statistics, which is part of the Andalusian Institute of Statistics; and 61N, Fair Trading, in the Andalusian Agency of Fair Trading.

In the aforementioned programmes within the Regional Ministry of the Economy and Finance, information was gathered through gender-sensitive indicators on a wide range of aspects, including internationalisation grants, awards for doctoral cases and theses, and training activities. In relation to the latter, it is worth highlighting that the indicator which measured the number of female and male pupils on training and advanced training courses displayed a marked difference between the planned figures and those fulfilled (the latter being much lower than the former), as the number of female pupils only reached 40% of predicted figures and male pupils only 43.8%. As regards the other three gender-sensitive indicators, internationalisation grants and male and female recipients of internationalisation grants, these were fulfilled according to the predictions.

In the Andalusian Institute of Statistics, which had ten indicators, imbalances were observed between what was forecast and what was achieved in six of these. There were 21.4% less activities involving statistics than expected. In the indicator for seminars, exhibitions and presentations, on the other hand, the level of fulfilment increased by 62.5%. Attendance at training activities by both men and women increased in terms of the results obtained, by 75.6% for men and 120% for women. Finally, information requests were 45.3% lower than anticipated.

REGIONAL MINISTRY OF EDUCATION

The Regional Ministry of Education created and presented fifty-nine gender-sensitive indicators within its eleven budget programmes.

Budget programme 31P, Family Support Service, had the highest concentration of indicators at thirteen. These related to providing free textbooks, “Becas 6000” grants, study periods abroad, and to the School Day Extension Plan. Providing free textbooks was measured through four indicators, the number of male and female pupils benefitting from this measure in primary education and in compulsory secondary education, and in terms of fulfilment these matched the predictions. In the case of primary school pupils benefitting from this measure, the number of girls was 3.3% lower than the number of boys.

The number of pupils who actually benefitted from the “Becas 6000” grants programme was higher than anticipated, by 51% for male and 41.5% for female pupils. This difference in terms of fulfilment is in addition to the starting differences in the number of grants for boys and girls: 7.4% more grants were budgeted for female pupils than for male. With respect to periods of study abroad, in the programme for education in schools overseas the number of female pupils who it was anticipated would benefit was greater than the number of male pupils by 32.6%, although in terms of fulfilment this was greater for boys (46%) and lower for girls (-29%).

Also in budget programme 31P, in terms of the School Day Extension Plan, the indicator which measured the number of schools taking part gave a result that was 6.6% lower than anticipated in the Budget.

Budget programme 42A, Management and General Services for Education, included an indicator for measuring the number of gender impact reports produced. This was forecast at 15 and the actual result was 20, 33.3% higher than the predictions.

Teacher Training, which is managed through programme 42B, included four gender-sensitive indicators: the number of trainee male advisors, the number of trainee female advisors, the number of head teacher training activities and the number of training activities in coeducation. It is worth pointing out that the number of female advisors initially planned for was 10.2 lower than the number of male advisors. The number of training activities in coeducation recorded a final balance which was 81.3% lower; this was due to the activities carried out in previous years, with the result that training has been directed at other areas.

Pupils in Infant and Primary Education, comprising 330,342 boys and 306,670 girls, generated six gender-sensitive indicators within budget programme 42C. On the one hand, the number of male and female pupils at publicly-funded schools in the second cycle of infant education slightly exceeded the initial estimates with 0.4% more boys and 0.5% less girls. On the other hand, primary school pupils at publicly-funded schools decreased by 1.3% in the case of male pupils and increased by 0.7% in the case of female pupils. Finally, the indicator for mixed funding infant and primary schools performed in accordance with the predictions for the 6,500 units included.

Budget programme 42D, Secondary Education and Vocational Training, presented six indicators, resulting from the breakdown by sex of three variables: secondary school pupils studying for “A” levels at publicly-funded schools, students in training programmes at publicly-funded centres and students in basic vocational qualification programmes. In the first two categories, for both male and female students the actual numbers exceeded the forecasts, especially among male students in training programmes (5.6% more) and “A” level students (6.8% more). It is worth underlining the fact that in terms of the predictions, the number of female “A” level students was 11.5% higher than the number of male students, and in vocational qualification programmes it was 42.1% lower.

In budget programme 42E, Special Needs Education, the results exceeded predictions in terms of the final number of male pupils by 5.8%, and female pupils by 4.1%, and the predicted figure for the first group was also 27.6% higher than for the second, within a total body of 57,985 pupils. In terms of the number of male and female teachers, the initial prediction was 42.7% lower for male teachers and this was only fulfilled to a level of 95.3%. A lower number of men was also forecast in relation to women amongst non-teaching staff, the predicted number being 54.6% lower, although in this case the final number of men exceeded predictions by 5.1%.

Budget programme 42F, Compensatory Education, displayed a result for the number of immigrant pupils envisaged at 110,869 individuals, which was slightly lower than envisaged - by 6.7% - for both male and female pupils. By contrast, the number of route maps planned for implementing the activities involved in this programme was 1586, and this figure was 100% fulfilled.

Budget programme 42G, Adult Education, included a gender-sensitive indicator for the student body whereby the number of women predicted was 34% higher than the number of men, and the final result was that male pupils exceeded these provisions by 29%.

In budget programme 42H, Specialist Teaching Systems, there were six indicators which are of interest on account of the greater number of women predicted in each of them. It was forecast that female students would outnumber men in the Official Language Schools by 27.7%, in academies by 5.4%, and in Higher Arts Training by 2.2%. The final outcome slightly exceeded the predictions, and the number of female students at Official Language Schools stood out at 12.7% higher than expected.

In budget programme 42I, Infant/Nursery Education, the expectations were exceeded in terms of the percentage of girls in comparison to boys by 3.7%. The fulfilment of the indicator represented by the number of state or mixed funding schools was 7.2% higher than predicted, whilst the number of places available in state or mixed funding schools fell by 11.4%, which was due to a delay in the introduction of new places in mixed funding schools.

Finally, in budget programme 54C, Innovation and Evaluation in Education, of the nine gender-sensitive indicators presented the majority of these were fulfilled in accordance with the predictions. The forecasts were exceeded in terms of centres with a teacher assigned to gender issues, which ended up amounting to 3332 centres, 8.2% more than predicted.

REGIONAL MINISTRY OF JUSTICE AND PUBLIC ADMINISTRATION

The Regional Ministry of Justice and Public Administration had sixty gender-sensitive indicators, including the eight indicators from the Andalusian Institute of Public Administration (IAAP).

All of the tasks pertaining to the selection and training of administrative staff at the Regional Government of Andalusia are part of budget programme 12B of the Andalusian Institute of Public Administration. The number of women who it was estimated would take part in training activities was 22.2% more than men, and the actual participation of women was 15% higher than expected. It was also forecast that the number of applications by women for “Blas Infante” prizes would be greater than those by men, 22 out of a total of 30. In the end there were 25 applications overall, 15 of which were submitted by men.

In budget programme 14B, Administration of Justice, it is worth highlighting the prediction that 10,284 women would be seen in SAVA facilities (support services for crime victims in Andalusia), which was much higher than the predicted figure of 1402 for men. The actual figure observed was 15.4% lower than predicted for women. The number of speakers at training courses for male and female judges was also significant on account of the result for women being much higher, 106% higher than expected, although the initial predicted figures were for parity.

The Young Offenders programme provided indicators for the number of male and female professionals and the number of male and female minors involved in the programme. The number of male minors who it was predicted would be held in the three detention regimes – semi-open, semi-closed and therapeutic – was far greater than the number of female minors. In terms of fulfilling these predictions, the results were lower than estimated both for young men and women in semi-open and in closed detention centres, and the very low number of women – only three – who it was anticipated would be held in the latter form of detention regime should be highlighted. In therapeutic centres, there was a rise between the predicted figures and the actual results of 37.7% for men, and of 350% compared to the predicted figure for women, although for the latter the absolute starting values were very low, at an estimate of just 2 women.

In terms of the staff working to provide these types of measures, data was provided on the one hand on the total number of professionals working in youth education centres, and on the other hand on training activities. Men employed in training centres amounted to 265.7% more than the predicted figures, in contrast to women, for whom the results were 84.4% lower than expected. The number of professionals who attended training activities aimed at reforming young people fell with respect to the predictions by 71.5% for men and 94% for women. It is also worth highlighting a decrease of 27.6% in the number of professional men involved in providing this type of training. Finally, in terms of the number of young people helped through the programme, it was estimated that 10,200 young people would take part, 88.2% of which would be young men; however, the figures achieved were 24.2% lower than anticipated for men and 8% lower for women.

REGIONAL MINISTRY OF INNOVATION AND SCIENCE

The Regional Ministry of Innovation and Science recorded sixty-one gender-sensitive indicators, including those from the Andalusian Agency for University Assessment and Accreditation.

Responsibilities in terms of universities are managed under budget programme 42J, which reflects, through seventeen indicators, information on the presence of men and women in the student body, among lecturers and among other staff, as well as representation on governing bodies and Royal Academies. The figures achieved varied slightly in comparison to the predictions for the majority of indicators. Some exceptions were the number of female students on work placements, which was 35.3% higher than the 900 women initially predicted; female students enrolled in

postgraduate studies, with a 26% increase between the predictions and the results; and a decrease in the representation of women in executive bodies, with 5% less among professors, 29% less in Royal Academies and 22.8% less in social councils. Looking at the initially predicted figures, it is also worth highlighting the greater number of men than women anticipated among civil-service research staff, 116.1% more, and of women among administrative and support staff, 75% more than men. For new student enrolments, the predictions pointed towards a higher number of women by 40%, with an actual result of 23.6% more.

The predictions in relation to the activities of the Andalusian Agency for University Assessment and Accreditation within budget programme 42K, show as regards research projects a majority of men in the predictions for several of its indicators. This was the case for the number of male head researchers in the research projects assessed, and the number of improvement and innovation projects led by men; in both of these, the number of men was 162.4% higher than women. It was also estimated that the number of incentives for technical and scientific fields obtained by men would be 58.2% more than those obtained by women. In the indicator for the assessed groups forming part of the Andalusian Plan for Research, Development and Innovation (PAIDI groups), this male majority was also reflected in the forecasts, research groups with male directors being 286.2% more common. In comparing the predicted figures with the result, it is worth highlighting the fact that assessed research projects with female directors exceeded the predicted values by 30.4%.

In terms of fulfilling its gender-sensitive indicators, budget programme 54A Scientific Research and Innovation, showed that the number of male trainee researchers was 23.7% lower than anticipated, and the number of female trainee researchers was 30.1% lower. The number of individuals involved in research groups, by contrast, recorded a result which was 38.7% higher than predicted in the case of women and 13.5% higher for men. In the indicator which measures the number of contract staff in research projects, the result for women was 67.9% higher than the predicted figure, and for men it was 32.5% lower. In terms of the post of head researcher by sex, the result recorded for men increased by 17.8% compared to the forecast, and there was a decrease of 5.4% among women. This worsened the initial imbalance, whereby it was predicted that male researchers would be 199.6% more numerous than female researchers, making it even more pronounced. This imbalance due to a majority of men was also recorded in the indicators for staff involved in research groups and among contract staff working on projects, for both of which indicators the predicted figure for men was 103% higher than that of women.

In budget programme 54B, General Services in Telecommunications and Information Society, the fulfilment data is higher than the initial figures in the six indicators presented, particularly in terms of the number of men and women who undertook ICT training, where the outcome was 474% higher than predicted. In addition, there were more volunteer tutors to men and women in the observed figures than in the predicted ones, representing an increase of 36.1% for women and 25% for men. In this indicator, furthermore, the prognosis was 50% higher for women volunteering as tutors. For both men and women using public Internet centres, the figures were higher than initially predicted, by 24.2% and 22.9% respectively.

In budget programme 54H, a fall was observed both in male and female pupils, of 40% and 36.7% respectively, in the indicator for the number of pupils on training and advanced training courses. Finally, in budget programme 72A, Entrepreneurs and Business Development, there was a notable increase from the predicted numbers to the actual outcome in the indicator for employment created, of 62% among men and 81% among women. Employment consolidated, on the other hand, recorded an effective figure which was lower than predicted by 44.9% in the case of men and 37.9% in the case of women. The number of people informed and with increased awareness rose by more than 400% for both men and women. Lastly, the indicator for the number of female pupils trained achieved a level of 34.6% higher than the predicted figure.

REGIONAL MINISTRY OF PUBLIC WORKS AND TRANSPORT

In this Regional Ministry, there were ten gender-sensitive indicators corresponding to two budget programmes: Management and General Services for Public Works and Transport, and Transport Infrastructure and Services.

Within the scope of budget programme 51A, Management and General Services, a breakdown by sex was applied both to staff taking part in training activities and to male and female teachers, and to the number of grants for archivists awarded to men and women. The creation of the Regional Ministry of Public Works and Housing through merging the former Regional Ministries of Public Works and Transport and Housing and Land Use Planning led to some of the courses which were initially considered as part of budget programme 51A to be covered within the planning of budget programme 43C, Housing and Land Use Planning, instead. This meant that the number of attendees and also the number of people responsible for the training were both lower, as some of the planned courses did not take place. Training activities experienced a decrease in terms of figures fulfilled as compared to the figures predicted of 40% among attendees and teachers, both men and women, whereas the number of women who were awarded grants for archivists was 25% higher than predicted.

In the second of the two budget programmes, 51B, Transport Infrastructure and Services, it is worth highlighting the decrease between the projected and the actual figures in the indicator for direct jobs created in activities linked to the scope of the programme, which was down by 17.7% for women and by 23.7% for men.

REGIONAL MINISTRY OF EMPLOYMENT

The Regional Ministry of Employment presented seventy-six gender-sensitive indicators, forty-five of which were from the Andalusian Employment Service, and one of which was from the Andalusian Institute for the Prevention of Occupational Hazards.

The indicators linked to budget programme 11F, Advice on Economic and Social Matters, recorded increased values in terms of meeting their predictions. On the one hand, the number of people attending seminars organised by the Economic and Social Council increased by 43.3% for men and 128.6% for women. On the other hand, there was an increase in the number of people receiving publications, which in the case of men was 122.9% higher than anticipated due to the on-going restructuring and adaptation of the mailing list database.

In the budget programme for Coordination of Migratory Policies, an analysis was made of the performance of indicators pertaining to various subsidies for projects concerning immigration and training activities. Considering the main differences between predictions and fulfilment, it is of note that the number of women attending training activities was 45.3% higher than anticipated. In the indicators relating to the production of publications with a gender perspective, activities aimed at raising awareness in combatting inequality and studies on the subject of immigration with a gender perspective, the rate of fulfilment was 33% lower than predicted levels. The fulfilment of indicators linked to projects was in line with predictions, except in the case of grants for university projects headed by women, where the outcome was 21% lower than expected, and subsidies for university projects on gender impact for which the result was 70% lower than predictions.

The Administration of Labour Relations, which is part of budget programme 31L, presented four gender-sensitive indicators. Funding for businesses performed as expected, whether the beneficiaries were men or women. However, the number of men and women benefitting from applications for assistance prior to retirement, as regulated by the Order of the Ministry of Employment and Social Security of 5 October 1994, was much lower than anticipated: these were 90.7% lower in the case of men, and there were none among women.

There were no differences between the predictions and the results for the gender-sensitive programmes under budget programme 310 of the Andalusian Institute for the Prevention of Occupational Hazards.

Of the six gender-sensitive indicators relating to budget programme 32A, General Services and Integrated Employment Actions, three of these exceeded starting figures and the other three fell short in terms of fulfilment. The first group included the number of female pupils on training courses, which was 54.7% higher; the number of men who were awarded a grant at 330.8% higher; and the number of women in the same grants programme, showing an increase of 177%. In the second group, the fulfilment for the number of staff records for both men and women was 40%.

In budget programme 32B Promotion of Equality in Employment, there were seventeen gender-sensitive indicators which performed below expectations. Of the 8000 stable jobs which it was hoped would be created, 5000 of which were intended for women, the number effectively created corresponded to 42.9% of those forecast for men and 46.4% for women. Attendance at official employment training schools and workshops was 40% lower for men and 44% lower for women than predicted; the starting figures were higher for women, with 400 expected to take part as opposed to 250 men. Participation in social interest projects was 43.4% for both men and women. The forecast in terms of the number of posts held by people with disabilities was higher for men than for women, and this gap was reinforced in terms of results as this indicator was fulfilled at a level of 80% for men and 56.5% for women. In this programme, it is also worth noting that unemployed men and women who became self-employed was 18.3% lower than anticipated for men and 38% lower for women.

All of the gender-sensitive indicators included in budget programme 32D, Training for Employment, also failed to meet predicted figures. The result for students on training for trainers courses was just 14% of the predicted number of male students and 15% of female students. Among the student body in training plans for employed people, the final student numbers were 71.3% lower than expected for men and 76.2% lower for women. Although the remaining indicators were fulfilled almost as expected, the results were nonetheless lower than predicted: pupils in training activities for unemployed people, distance-learning students and students on school-consortium network courses, all displayed outcomes which were just above 60% of the predicted figures.

For the majority of indicators in this budget programme, the predictions for women exceeded those for men, in some cases by as much as 50%.

Budget programme 32I, Employability and Employment Mediation, had sixteen gender-sensitive indicators which measured different events relating to people signing up to or leaving the public service for employment mediation. The expectations were much higher for women than for men, especially in the indicators for participation in other programmes for integration into the labour market, which was forecast to involve 220.5% more women; participation in personalised employment integration plans at 103.5% more; and people leaving the service due to being offered a job. Fulfilment was better than expected for most of the indicators. In the case of the indicator for personalised integration plans, 162.2% more men took part than predicted and 30.4% more women. The number of men helped by Local Development and Employment Agents was 495% more than anticipated, exceeding the outcome for women, 334% more of whom were helped than predicted. Finally, the result for men taking part in other programmes for integration into the labour market far outstripped expectations, at 318% higher than the predicted figure. The indicator for permanent innovation and employment posts (innovative projects leading to the creation of employment) was the only one for which the opposite case was true: the figures achieved were 49.3% lower for posts held by men, and 63.5% lower for women.

One of the other programmes run by the Regional Ministry of Employment is responsible for Leisure Time Management Services for staff of the Regional Government of Andalusia, which mainly relates to stays in the Regional Government of Andalusia's public facilities. This experienced a drop in comparison to the predictions, particularly in the indicator of stays by employees and relatives, with an outcome of 51% of the predicted figure for men and of 55.7% for women.

REGIONAL MINISTRY OF HEALTH

The areas of responsibility of the Regional Ministry of Health and the Andalusian Health Service (Spanish acronym SAS) are carried out through eleven budget programmes and one hundred and twenty-four gender-sensitive indicators, of which sixty-eight are within the remit of SAS and fifty-six within that of the Regional Ministry.

Budget programme 31P, Family Support Service, which is shared by SAS and the Regional Ministry, included twenty-six gender-sensitive indicators. Out of these, those which measured variables involving Dependency Services displayed a significant difference in terms of the predicted numbers for men and women, these being much higher for women: 32.3% more women likely to require home care; 130% more female patients assessed at home; 522% more in terms of female carers of

family members assessed at home and 553.3% more women caring for a person with a serious disability requiring assessment. It is worth drawing attention to the results: an outcome of 108.9% above the planned value in the indicator for male carers looking after a person with a serious disability requiring assessment, and the actual value regarding children seen in the early childhood care plan, which exceeded the predictions by 61%. Falling considerably short of the predictions was the number of boys and girls seen under mental healthcare programmes for children and adolescents: 33% for girls and 22.5% for boys. This was due to the fact that during 2010, in the Community Mental Health Units, there was a gradual transfer from the Andalusian Mental Health Information System (SISMA) to SAS system DIRAYA, which led to a subregistry.

The seven indicators in budget programme 41A Management and General Services for Health were fulfilled according to plan, except for the time dedicated to training for men and women, which was 28% lower for women and 16.7% lower for men.

Healthcare Training is organised through budget programme 41B, which presented twelve gender-sensitive indicators relating to training in the Andalusian School of Public Health, the lavante Foundation, and SAS itself. The number of female and male trainee midwives stands out on account of its prediction for considerably more women than men - 433.3% more – and this difference was even more pronounced in terms of the actual figures, which were 52.5% higher for women and 26.7% lower for men. This difference was also observed in the rest of the indicators, with the biggest gaps found among those attending internal training activities and resident healthcare professionals in training, in which women outnumbered men by 79% more than predicted for the indicator.

Budget programme 41C, which is split between SAS and the Regional Ministry, analysed its gender-sensitive activities through forty-two indicators in the field of healthcare: hospital admissions, surgery, medical consultations, emergency treatment, and delays to surgery and diagnostic procedures, among others. The analysis based on these actions was carried out in public sector companies, in mixed funding hospitals and in SAS centres. As a general rule, fulfilment matched predictions, except in some indicators, such as the number of emergencies treated, which were 53.2% lower than anticipated for men and 58.7% lower for women; female patients treated in mixed funding hospitals ended up being 30.4% lower than expected; and the number of outpatients discharged following major surgery was 15.5% higher for women and 22.1% higher for men. Finally, it is worth noting that estimated waiting times, or average delays, were reduced for diagnostic procedures from 25 to 21 days for both men and women.

In budget programme 41D Public Health and Participation which presented four gender-sensitive indicators, there was a striking increase in the number of pupils who took part in the programme “Me? I won’t smoke”, of 163.5% and 165.5% for male and female pupils respectively.

Organ Transplants – budget programme 41F - developed in different ways in terms of fulfilment. As a starting point, in general the number of male donors was 49.3% higher than female donors. Actual donations by women for different types of transplant was below predicted values: 55.6% lower for liver transplants, 72.7% lower for heart transplants, 53.8% lower for lung transplants and 42.9% lower for pancreas transplants.

The indicator for prescriptions written and dispensed, which was the only gender-sensitive indicator within budget programme 41G Pharmacy and Health Product Prescription Services, reflected actual figures 11.6% higher than predicted figures in prescriptions for both men and women.

Falling short of the predictions was the number of hours dedicated to training activities within the training programme of the Andalusian School of Public Health, which were measured as part of budget programme 41H Planning and Financing. The number of hours of training received only amounted to 43.7% of the total for women and 29.2% for men.

In budget programme 41J Health Inspection and Services, different aspects of monitoring people with insurance and the staff of the Andalusian Public Health Service (Spanish acronym SSPA) itself, as well as what are termed “other monitoring”, were analysed and broken down by sex. Other monitoring activities recorded an increase of 104.7% for insured men and a decrease of 27% for insured women. Monitoring of SSPA staff was lower than anticipated, by 23.5% both for insured men and women.

Finally, budget programme 41K Quality and Modernisation Policies recorded seven gender-sensitive indicators. These provided information on professionals registered in the innovative practices database, for whom the actual numbers far exceeded initial predictions: the number of men registered was 244% higher this year, and the number of women was 337% higher. For the “Andalucía 24H” telephone helpline, the number of calls from women exceeded predictions by 42.2%. In addition, use of tele-translation services exceeded predictions by 100.7%.

REGIONAL MINISTRY OF AGRICULTURE AND FISHERIES

The Regional Ministry of Agriculture and Fisheries and IAIFAPAPE included sixty gender-sensitive indicators, ten of them in the Institute and fifty in the Regional Ministry itself, in the framework of seven budget programmes.

Budget programme 54D, for which IAIFAPAPE (the Andalusian Institute of Research and Training in Farming, Fishing, Food and Organic Production) is responsible, presented ten gender-sensitive indicators which provided information on the personnel involved in the different projects, and on the student population of various training courses. In establishing the initial values of some indicators, these reflected an imbalanced distribution by sex: for example, it was predicted that the number of male pupils taking online courses would be higher than the number of female pupils by 50%; that male pupils on training courses would be 150% more numerous than female pupils; and that the number of women receiving grants for R&D projects would be 83.3% higher than the number of men. In terms of indicator fulfilment, the number of jobs for women created in the schedule of posts in R&D projects was 62.9% lower than expected, and the number of grants awarded to both men and women for the same category of projects proved to be 80% lower than anticipated. However, the number of women contracted in R&D projects exceeded predicted values by 43.3%.

The boost to organic farming, which is included in budget programme 71C Bases for the Sustainable Development of the Agricultural Sector, gave rise to various gender-sensitive indicators, six in total, concerning grants for this type of production. The number of men receiving assistance for organic farms was initially set at 138% more than the number of female beneficiaries. Furthermore, the end data showed that the final number of recipients of aid within the context of a given organic production programme was 200% higher in the case of men, in contrast to 15% for women, even though the starting predictions had been balanced.

In relation to staff working in the agricultural and fishing sector, there was one indicator broken down by sex which was included in budget programme 71E Incentivisation of the Agro-industrial Sector, on people recruited to the post of manager/administrator. It was forecast that 25 men and 26 women would be recruited, with the end results showing 13 contracts for men and 8 for women, representing a decrease of 48% and 69.2% respectively.

Budget programme 71F, Support for the Agricultural Production and Livestock Farming Sector, covers the provision of grants to certain types of apiculture, forestry, agro-environmental and mountain farming, among others. All of the indicators showed a predicted majority of men rather than women, which was particularly

high in the indicators of early cease (+344%), male and female recipients of top-up allowances for mountain farming (184.6% more men), male and female beneficiaries of top-up allowances for farming in other difficult areas (+169%), and male and female farmers benefitting from assistance for farm modernisation (+465.8%).

The fulfilment of the indicators in budget programme 71H Rural Development was characterised by the divergence between the predicted and actual figures, which mostly involved a decrease. Of the fourteen gender-sensitive indicators presented by the budget programme, those which performed better than expected were projects involving a gender perspective (262.9% better than forecast), and requests for aid in rural development projects, with requests for assistance submitted by men being 648.7% higher than anticipated, and 254.5% higher for women. The indicators of jobs for young people created and maintained through rural development and employment programmes presented lower values than hoped for, by around 60% for posts held by both men and women, except in the case of jobs held by young men (42.5% lower) and employment maintained by young women (down by 80%).

Finally, in budget programme 71P Sustainable Fishing there was just one gender-sensitive indicator on employment created in industries. It was hoped that 50 posts would be created for women and 15 for men. The end results were 24 new jobs for men and 52 jobs created for women.

REGIONAL MINISTRY OF HOUSING AND LAND USE PLANNING

In this Regional Ministry twenty gender-sensitive indicators were identified, spread across the five budget programmes of its organisational structure.

In the Family Support Service, budget programme 31P, the number of applications for basic functional adaptation of housing was measured, and the initial prediction was that applications by women would be 50% higher than those made by men. In fulfilment, the number of applications by men proved to be 15.3% higher.

Budget programme 43A Architecture and Housing presented indicators which related to support for obtaining subsidised housing, refurbishment, and rental accommodation for men and women. Assistance in obtaining housing fell by 58.4% for men and by 66.1% for women as regards the predicted figures. The level of assistance for renting, however, recorded an increase of more than 100% in the figure allocated in the budget for both sexes. The individual refurbishment of dwellings fell by 80% in terms of fulfilment.

The management of works and projects in public places by men and women, which is one of the indicators included in budget programme 43B Land Use Planning and Town Planning, reflected male domination of the sector, with thirteen male managers, seven more than predicted, and just one female manager.

Budget programme 43C General Services for Housing provided data broken down by sex on training activities. The number of women who attended training activities exceeded predictions by 73.3%, and men by 35%. The forecast in terms of the number of male trainers was also noteworthy, 13, compared to a final result of 43 (230.8% more), as were the data for female trainers, with predicted and actual figures of 7 and 17 respectively.

REGIONAL MINISTRY OF TOURISM, TRADE AND SPORT

The number of gender-sensitive indicators presented by the Regional Ministry of Tourism, Trade and Sport was thirty-six, and the majority of these were concentrated within budget programmes 46B Sports Planning and Promotion, and 75A Management and General Services for Tourism, Trade and Sport.

The first of these programmes, 46B, included fourteen gender-sensitive indicators relating to the participation of men and women in sporting activities. In the initial figures forecast for the indicators, a greater participation of men can be observed as a general rule in the practice of sports. In terms of participation in university championships in Andalusia, the predictions were that the level of participation by men would be 58% higher than that of women, a difference which was further accentuated in fulfilment: 49.8% more female and 64.3% more male participants. The number of licences held by men in affiliated sports was expected to be 400% higher than licences held by women, with a total of 482,040, and for women the outcome was 36.9% higher than the predicted figure. Grants awarded to women in elite programmes in high-performance sports were 53.3% lower than planned. Lastly in high-performance sports, "Salto" grants were fulfilled to a level of 60% of the predicted value for men and 53% for women, with the total number of this type of grant being 167% lower for women than the number anticipated for men.

Finally, in the indicator of men and women in the Andalusian Training Programme, the initial forecast was for 75% more men, a number which increased in fulfilment by 41% more than the prediction.

Budget programme 46C Sports Centres included indicators on the number of grants awarded to men and women and on the number of staff enrolled in sports coaching courses. It is worth highlighting the decrease in the figures reached in the latter indicator, for which there were 92.2% fewer female and 95.3% fewer male students.

Management and General Services for Tourism, Trade and Sport – budget programme 75A - developed training activities which presented various indicators broken down by sex. In fulfilment these matched the forecasts, except in the case of the percentage of people accessing documentation services in person: the result for men was down by 33.6% and for women was 36.4% higher.

The performance of the indicator of subsidies to SMEs, in budget programme 75C Tourism Promotion and Marketing, showed a development which was far above the anticipated numbers for grants to SMEs with a majority shareholding by women, the result being 797.5% higher than the 40 initially predicted. Grants awarded to SMEs with a majority shareholding by men also outperformed expectations, with a result that was 124.4% higher than the 160 anticipated.

Budget programme 75D Quality, Innovation and Market Research in Tourism contributed data on male and female students involved in the Hotel and Catering Trades Training Programme. The starting figures were 19% higher for male than for female students, and the end results were 21% lower than expected for male and 16.7% higher for female students.

Finally, budget programme 76A managed a grants programme for training in foreign trade, in which the number of grants established for women was 213% higher than the number of grants available to men (47 in comparison to 15). For both sexes the initial figures were exceeded, with 54 grants being awarded to women and 19 to men.

REGIONAL MINISTRY FOR EQUALITY AND SOCIAL WELFARE

The number of gender-sensitive indicators presented by the Regional Ministry for Equality and Social Welfare was one hundred and thirty-eight, the highest number of all regional ministries. This situation is the result of the breadth of the sector-based sphere of activities relating to equality which are developed by this Regional Ministry, the Andalusian Institute for Young People, and the Andalusian Institute for Women's Affairs.

Professional training and advanced training courses covered within budget programme 31A Management and General Services for Equality and Social Welfare, targeted at a student population of 3000, with places distributed equally between men and women. In terms of fulfilment, the results were lower by 28.4% for female students and 75.7% lower for male students, out of a total student body of 1438 individuals.

The fulfilment of the fourteen gender-sensitive indicators included within budget programme 31B Drug Dependency Plan was marked by its tendency to fit the predictions. The only significant differences were found in the number of calls to the information helpline, which were 51.4% lower in terms of calls by women and 38.4% lower for calls by men; the number of female patients accepted into methadone maintenance programmes was 48% lower than expected; and the number of women employed through the Archimedes programme for the incorporation of individuals into the labour market was 60% lower. It was also noteworthy that the initial figures established in the indicators reflected the greater incidence of drug addiction among the male population, for whom much higher predictions were made.

Budget programme 31E Child Welfare, which included sixteen gender-sensitive indicators, presented forecasts for indicators on adoption, minors in foster care programmes, and care for at-risk children, among others. As with the previous budget programme, the differences in determining the male and female budget allocations revealed the actual gap which divides the two sexes. The number of girls who were seen by family care teams was predicted to be 32% higher than the number of boys, and it was also anticipated that a higher number of girls would be cared for by teams from social problem programmes – 50% more girls than boys. It was predicted that the number of boys/young men would be higher in the indicators for unaccompanied foreign minors seen (3150% more) and young people formerly in care seen (by 100%). Finally, the predicted number of international adoptions processed for girls was 56% higher than for boys. In terms of fulfilment, the most noteworthy divergences with respect to the predicted values arose in the following indicators, some of which were also those which displayed the greatest gender gap in the predicted values: the result for unaccompanied foreign minors seen was 52.6% lower than expected for boys and 54% lower for girls; the number of young people formerly in care seen was 64% higher than anticipated; and lastly, the number of international adoptions processed gave a result well below expectations: 66.5% lower for girls and 55% lower for boys.

Budget programme 31G Social Welfare brings together the measures relating to community social services and groups at high risk of exclusion.

Its gender-sensitive indicators, thirteen in total, relate to the number of users of these types of services, the amount of financial assistance for associations and bodies which provide them, and the number of actions concerning reintegration into the employment market, among other things. With respect to fulfilment, the amount of assistance available to entities providing services to immigrant people was 43.8% lower than initially predicted; aid for returning emigrants was 52.5% lower in the case of women and 25% lower for men; and lastly, the number of actions concerning the social and professional integration of men, which was predicted to amount to 38% of the total, was achieved with an increase of 38.7% on the anticipated figure.

The Family Support Service under budget programme 31P consists of actions aimed at encouraging wellbeing and stability in families residing in the Autonomous Community, and promoting the work/family life balance, on the basis of equality between the sexes. The scope of these measures is mainly focused on older people and/or people with a disability, and on families which have experienced multiple births or the birth of their third child or above. The twenty gender-sensitive indicators presented by this programme were fulfilled in line with the predictions. Two exceptions were the number of places available to men in family respite programmes, which was 25.8% higher than expected, and support for the birth of the third child or above, which was 18.6% higher for both boys and girls.

In budget programme 31R Services for Dependency, Active Ageing and Disability, twenty-two gender-sensitive indicators were identified which measured different situations relating to this sphere of action, including the number of residential and day-care places available in public and mixed funding centres, the number of male and female users of home help services, the number of new users of the “Andalucía 65” card, and the number of people using active ageing programmes (social tourism, university programmes, etc.). The number of mixed funding residential places for women, which was estimated at 13,581 places, ended up being 18.5% lower at 11,072 places, and those predicted for men, 8419 places, were 24.7% lower. The indicators for male and female users of home help services displayed contrasting trends in terms of fulfilment, as the number of male users was 35.9% less than the 22,237 expected and the number of female users was 38.5% higher than anticipated, out of a total of 24,162. The number of people seen in assessment and guidance centres was initially estimated at 65,500, split equally between men and women, and in fulfilment the figure was 44% higher in the case of women and 47.6% higher in the case of men. To round off the indicators in this budget programme, the number of day-care places resulted in a figure that was lower than expected for both sexes: out of a total of 9685 places there were 33.1% fewer places for women and 57% fewer places for men.

Actions aimed at combatting gender violence in budget programme 31T, Prevention and Comprehensive Protection from Gender Violence, were measured through three indicators, all of which had results which were higher than forecast. There were 16.3% more protection orders.

The number of applications to receive Minimum Solidarity Wage for Families was estimated at 26,967, 78.5% of which were expected to be made by women. In fulfilment a decrease was observed in the latter, as there was a fulfilment rate of just 33% in terms of the expected number of applications by women, whereas requests made by men rose by 20.1%. Both of these gender-sensitive indicators are included in budget programme 32E Social Inclusion.

Budget programme 32F Youth Development and Services, which belongs to the Andalusian Institute for Young People, included sixteen gender-sensitive indicators which provided information on the numbers of members of youth organisations and of male and female recipients of grants for these, of young people calling helplines for information about sex, young people attending training in values or taking part in the Languages and Youth programme, and Young Persons card holders. In the indicator which measured the number of people receiving grants for youth organisations, there was a significant difference between the initial prediction (5600 beneficiaries) and the results, with 693.6% more men and 889.5% more women receiving these grants. In addition, the Desencaja programme, which is aimed at young artists, displayed some interesting characteristics: on the one hand, it was predicted that the number of young men involved would be 160% more than young women, and on the other hand, the outcome exceeded predicted values with 51.7% more boys and 39.2% more girls taking part.

Budget programme 32G, Actions for Women's Equality and Development, belonging to the Andalusian Institute for Women's Affairs, comprises various services for promoting equality between men and women: information programmes, support for immigrant women, equality in education and employment, work/family life balance and co-responsibility, promoting women's health and social welfare, and social, political and cultural involvement. The programme presented twenty-four gender-sensitive indicators. The number of women using support services for businesses run by women, with an initial forecast of 724, increased by 121.4% to 1594 users in terms of actual outcome. The number of companies advised on creating equality plans also increased, from 20 to 119 (an increase of 495%), and the number of visitors to the travelling information service bus was much higher than predicted (700 visits) with an actual figure of 7983. The number of women seen in appointments for psychological issues, however, was lower than the prediction by 43%.

REGIONAL MINISTRY OF CULTURE

The Regional Ministry of Culture had thirty-eight gender-sensitive indicators, which, added to the six for the Alhambra and Generalife Gardens Trust and the single gender-sensitive indicator from the Andalusian Centre for Contemporary Art, gives a total of 45 gender-sensitive indicators, spread across 9 budget programmes.

Budget programme 45A Management and General Services for Culture supplies information, through four gender-sensitive indicators, on registrations in the Intellectual Property Register by men and women, which performed in accordance with the predictions.

Budget programme 45B Cultural Assets included four gender-sensitive indicators on the number of visitors to museums and exhibitions. The results were below the predicted levels, particularly in terms of visitor numbers at exhibitions, for both men and women, which were 89% lower than expected for both sexes.

In terms of Cultural Promotion and the Performing Arts, budget programme 45C, a substantial rise was observed in fulfilment data for the number of male and female students enrolled in courses and workshops, especially among girls, who were 229.9% more numerous, while the number of boys enrolled was 78.5% higher than expected. This programme also provided information on grants for the creation of associations (59 in total, seven of which were awarded to women) and theatre subscribers, 300 in total, half of which were men and half women; in the end results, there was a decrease of 17.3% in the number of women compared to men.

In budget programme 45D Museums and Emerging Art, various activities relating to training, increased knowledge and museums were developed and measured through gender-sensitive indicators, as well as funding for male and female artists. For the latter, the figures fulfilled were lower than the forecasts, showing a drop of 92% in the case of women and of 74.3% in the case of men receiving funding.

In budget programme 45E Cultural Cooperation, the number of people using information and documentation services underwent a decrease of 87% for both male and female users.

Budget programme 45F, the Alhambra and Generalife Gardens Trust, presented six gender-sensitive indicators, which basically measured the number of visitors to its facilities and monuments. The fulfilment figure was 204,892 people, 58.4% of whom were women. This outcome was in line with the forecast, although the number of schoolchildren exceeded predictions with an increase of 19.2% for male pupils and of 17.1% for female pupils.

Budget programme 45G Sponsorship and Development of Contemporary Art, which is the responsibility of the Andalusian Centre for Contemporary Art (Spanish acronym CAAC), presented a single gender-sensitive indicator, relating to the number of exhibitions organised for female artists. The predicted figure was 2, and the effective outcome showed an increase of 50%.

The gender-sensitive indicators included in budget programme 45H, Literature and Bibliographic and Documentary Heritage, provided data on the number of people using the library network, 1,235,000 in total, with a reasonably balanced distribution by sex (53.4% women and 46.6% men). Users of music documentation centres in Andalusia, on the other hand, showed a certain lack of balance in terms of the predictions based on sex, as it was anticipated that the number of men would exceed women by 108.3%. The fulfilment of this indicator was 59.6% lower than expected in the case of male users and 21.5% lower among women. Finally, the number of loans across the library network amounted to an actual figure of 3,723,404, which represented an increase of 22.5% on the predicted figure for loans to men and of 36% for loans to women.

Budget programme 45I Cultural Planning provided information on the numbers of participants in competitions for new authors organised by the Regional Ministry, which were forecast at 114 women and 82 men; the actual figures achieved were 45 women and 24 men.

REGIONAL MINISTRY OF THE ENVIRONMENT

The Regional Ministry of the Environment and the Andalusian Water Board brought together twenty-six gender-sensitive indicators associated with six budget programmes: Management and General Services for the Environment; Climate Change, Environmental Quality and Planning; Sustainability in the Network of Natural Areas and Environmental Services; Management of Natural Habitats; Sustainable Development and Environmental Information; and Water Actions.

Budget programme 44A, Management and General Services for the Environment, presented two gender-sensitive indicators which measured the number of people attending training courses. It was predicted that the number of women attending these courses would be 87% higher than men, accounting for a total of 65% of the student body. In practice, women ended up accounting for 39% of course attendees.

Training activities were also undertaken in budget programme 44B, Climate Change, Environmental Quality and Planning. In this case, especially in the area of environmental training, 160 people were expected to attend, with equal numbers of men and women. In fulfilment, this indicator performed in line with predictions.

The staff employed in running budget programme 44D, Sustainability in the Network of Natural Areas and Environmental Services, was analysed according to a breakdown by sex in the programme's gender-sensitive indicators. Out of a total of 395 people, the predicted breakdown was 58% men and 42% women. In terms of fulfilment, there was a moderate increase among both female and male employees, with the increase for men being slightly greater than for women, 13.9% higher than predicted.

In budget programme 44E, Management of Natural Habitats, the gender-sensitive indicators provided information on the number of men and women practising hunting and fishing, the staff employed by INFOCA, the number of game wardens and the number of subsidies and aids, and these reflected the imbalance between men and women in the sector, with a significantly higher number of men than women in all of the predictions: in terms of INFOCA employees there were 2444% more men than women; male hunters were 6316% more numerous than female hunters; and the number of male game wardens was 2826% higher than the number of women in this job.

Budget programme 44F, Sustainable Development and Environmental Information, had four gender-sensitive indicators linked to environmental volunteers and people benefitting from environmental training. A total of 3200 people were involved in environmental volunteering with a balanced distribution by sex, whereas in training on environmental matters it was forecast that women benefitting from this would be more numerous, accounting for 62% of the total (650). In fulfilment, this indicator performed in line with predictions.

The budget programme for which the Andalusian Water Board was responsible, 51D Water Actions, presented six gender-sensitive indicators concerning actions for improvements to supply and management, and for personnel records. In fulfilling these, it is worth highlighting the decrease in the personnel records area as regards women, 28.26% less than predicted.

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