

Plan for Gender Justice (2016-2020)

BCN



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In recent years, the financial crisis has had a negative effect on many residents of our city, but the data shows that women suffer from precariousness and exclusion even more keenly. The greater presence of women in care roles, the higher rate of female unemployment and long-term instability in the labour market all indicate that the differences between men and women are likely to increase over time.

Despite the difficulties involved and the vulnerability suffered by women, this has not prevented the appearance of numerous solidarity initiatives, both small- and large-scale, and all with a significant impact. We have seen, for instance, how local networks have been activated to enable easier access to common goods through multiple examples of social innovation (consumer groups, time banks, urban gardens, social financing, etc.). Networks of solidarity with multiple, informal nodes in the community have been built, arising from campaigns for a shift in paradigm in the self-managed provision of common goods, such as the fight for the right to housing. These have put into practice dynamics of appropriation and distribution of resources.

Such initiatives, far from being isolated, have had an impact on politics and everyday socio-community practices in the city, and have even come to transform the social and physical urban landscape. The sense of community behind such practices must be part of the structural changes towards another model of city and society, to which we aspire. Therefore, if we want this shift in model to be genuine, it must be imbued with gender justice.

As such, from this policy and practice of that which we can call the “common” or shared, we must design local public policies together, both men and women. If cities are the first actors who must respond to situations of social urgency, it is also we who can define and build this profound change in the way politics is carried out at the local level. And this profound change, this policy of the common and the shared, must be feminist.

Ada Colau Ballano

Mayoress of Barcelona



Since the Municipal Plan for Women was passed in 1991, Barcelona City Council has drawn up various plans and policies aimed at fostering effective equality among men and women, from the five plans for women to the Plan for Equal Opportunities. The fight against gender inequality, however, remains an unresolved matter in our city, as it is worldwide. This is why Barcelona needs a new instrument adapted to current times, an instrument that focuses on gender equality in all its complexity, informed by the lessons and experiences accumulated by both local administrations and women's collectives and the feminist movement.

This Plan for Gender Justice arises from our desire to lay out the challenges of the mandate in this field, with a holistic, cross-sectional perspective of its various dimensions, involving the voice and experience of women as active, diverse protagonists in order to tackle the many inequalities. We are convinced that we cannot build a Barcelona of rights and opportunities for all if we are not able to ensure real equality and gender justice at all levels of the city.

This Plan for Gender Justice (2016–2020) is intended to become the City Council's common instrument in combating inequalities in our city and in overcoming the discrimination that still persists in our patriarchal society. In building it, we have begun with a diagnosis of gender inequality in our city, with the participation of women's collectives and organisations, and have constructed a rich fabric of commitments, partnerships, agreements and collaborations with other City Council departments. This plan also commits to a shift in institutional dynamics in order to meet the challenges of feminism: real equality in all areas affecting people's lives, and the achievement of rights traditionally reserved for men.

Gender justice should be the guide that will enable us to make Barcelona a more equal, prosperous, humane and sustainable city; in short, a welcoming city in which to develop our rights and opportunities.

Laura Pérez Castaño

Councillor for Feminisms and LGTBI



01

INTRODUCTION

Aim

The **Plan for Gender Justice (2016–2020)** is Barcelona City Council’s fundamental instrument for action towards the elimination of gender inequalities. It is a tool for the promotion of equality between women and men, and among women themselves. This Plan has been designed to be deployed over the next four years and marks the way to building a city where women have a voice and decision-making capacity; where housework and care are distributed more equitably and fairly; where poverty and insecurity, which currently predominantly affect women, disappear; where women can enjoy a life free of violence, and where our sexual, cultural, religious, functional and national diversity are recognised and valued; in short, a city where we can be the protagonists and can participate in cultural, economic, social and political life on an equal footing.

The name of this Plan aims to emphasise “gender justice”, justice understood as a set of core values such as respect, recognition, equity and freedom, and is the fruit of our conviction that the feminist politics promoted by institutions owes a debt to the fights, achievements and tools of the feminist movement. Through its affirmative nature, this movement has taught us that feminism is a journey of emancipation that seeks to transform patriarchal society, the foundations of which reject each of these core values that create a fair and equal society. Ultimately this is the underlying idea behind this Plan.

The Plan for Gender Justice was defined in a context of change in which multiple crises are occurring simultaneously: economic, sustainability in care, ecological and of representation. These all have a significant impact on inequality between men and women.

It is at the local level where we are most aware of this impact and at the same time, it is also at the local level where we have most instruments on the ground to reverse it. At the same time, we have the opportunity to improve the representative system, revitalise democracy and restore public confidence in institutions. In this task, we need wide-reaching mechanisms for decision-making and shared production of policy in which the public play a crucial role. In this process of democratising democracy, we must also establish mechanisms for men and women to participate in decision-making on an equal footing. We are still far from achieving parity in decision-making positions both in local government and in institutional and non-institutional decision-making fora, which deal with issues such as security, tourism, housing, urbanism, trade, employment and industry, to name just a few examples.

One of the goals of this Plan is to strengthen women's mechanisms of political, social and technological participation and foster recognition of their voices and feminist movements. These voices must be heard and must play a central role in collectively building a city where everyone can live. It is therefore essential that we ensure their sovereignty and ability to influence the definition of public space, infrastructure, forms of mobility, housing, business hours, social services, education, health and the cultural model we want for our city. Only in this way can we progress towards a Barcelona that is friendly, sustainable, accessible to all and truly inclusive. In short, a feminist Barcelona.

Designing an inclusive city means rethinking the economy of the city and the very concept of our economy. In recent years, the **economic and financial crisis** has destroyed many jobs and has brought about severe cuts in public spending, especially in social expenditure due to austerity policies promoted in both Catalonia and the Spanish state. These measures have resulted in a de facto decrease in the socio-economic empowerment of women: reductions in budgets and public service staff has particularly affected women due to the feminisation of the public sector and the fact that the majority of users of public services are women; the reduction in public expenditure in the field of care has heavily impacted feminised sectors and has shifted burdens to the domestic sphere (women). In the coming years, modifications to the conditions of contributory pensions will increase the gender gap in income due to more discontinuous working lives and greater bias in the employment of women. In fact, increased flexibility in working conditions, the weakening of collective bargaining, reductions in the cost of redundancies and weakened conciliation rights are already aggravating the precariousness suffered by women. In addition, the economic and financial austerity policies run parallel with state and regional actions aimed at eliminating services specific to women and cutting staff and budgetary resources, in the case of the fight against gender-based violence.

Inequalities between men and women, however, are due to a deeper, more historical crisis, **that of care**, which is the result of a system of provision of social organisation in which women have traditionally exclusively or almost exclusively borne the burden of domestic work and care, with no symbolic or economic recognition, a fact that has placed them in a worse position in the labour market and has led them to take on more work and left them defenceless in retirement and old age. Women and feminist movements have expressed their opposition to this gender-based division of labour that is deeply rooted in our society, and which also causes inequalities among women themselves, as such work has been shifted onto poorer migrant women. Given a system of unequal distribution of work in the home, we require a resounding social and political response to respect not only everyone's right to receive care, but also to defend the rights of people who do the caring. In addition, we require action from administrations for the universalisation of care services and equal distribution of housework among household members. In short, if we want an inclusive Barcelona, we must make an effort to place care at the centre of its economy, understanding economy as human activity that generates social value and not just market value.

Unfortunately, in Barcelona and other cities and places in the world, violence against women is a major issue; far from getting better, the problem persists year after year. Faced with this serious social and political issue, feminist movements and women's organisations in the city of Barcelona have fought steadily for decades to eradicate violence and assist and support women who suffer and their children. Over the last 10 years, Barcelona City Council has gradually taken on a commitment to work towards its eradication, which has translated into a gradual increase in the budget. However, in the face of the persistence of this systematic violence, the multiple ways and areas in which it occurs, the still too small number of women and families receiving support from the Administration —13% of women who have experienced violence by their partner or ex-partner sought attention from social services— and the serious violation this phenomenon represents to women's basic right to enjoy a life free of violence, we must urgently strengthen the system of detection, care, recovery and prevention of gender-based violence in the city.

However, extreme gender-based violence (such as physical and psychological aggressions and femicide) are the tip of an iceberg of violence and hidden, subtle forms of gender violence that are met with a high social tolerance and which are the basis of an innately violent system: the sex-gender system, which imposes personal and social roles based on patriarchal rules. We must take control of the public space, as well as private spaces. We must move towards a world of more open and inclusive social and personal relationships, and to break with the narrow gender categories that prefigure our surroundings and desires.

Major challenges lie ahead, and this plan aims to move towards some solutions with involvement from the whole of Barcelona: its institutions, the feminist movement and other social movements, the economic and political actors of the city and its residents. To tackle these major challenges, gender policies are essential. They are one of the motors driving us forward towards a new economic model and a more just society.

This is a Plan of the whole City Council as well as the whole city. It is a shared commitment with a strongly transversal vocation, which seeks to incorporate the gender perspective into all policy areas and districts. It provides for the integration of the principle of gender equality in the city council's workings and organisation and at the same time aims to have a positive impact on the lives of the city's residents. This Plan is complemented by the Plan for Sexual Diversity and Against LGBT-phobia. Both share some goals and together they integrate the gender perspective in its broadest sense to deal with the sexism that exists in today's society. This plan also works alongside other plans (for youth, aging, children, employment, health, security, etc.) to move towards a fairer city in gender terms in all its dimensions.

Guiding principles of the Plan: breadth and diversity

The guiding principles outlined below are all at the service of the main aim of this Plan: achieving a fair and equal city from a gender perspective.

To make progress in this direction, the Plan must firstly address **various dimensions**: the social, the economic, the cultural and the political. We must foster economic policies and structures that guarantee all people, in particular women, the resources they need to interact with others as equals. Likewise, we must end the cultural hierarchies and differences in status that lead to a lack of recognition both towards women and towards others who do not comply with the androcentric and heterosexual norm. And finally, we must foster mechanisms to deepen the democratic processes and establish the conditions for democratic debate where everyone can have a voice and share in the decision-making power and influence in public affairs.

Furthermore, the Plan builds on the **existing diversity** between women themselves. Women are plural and varied; we often suffer from gender inequality, but not always equally when it intersects with inequalities due to national or ethnic origin, age, sexual orientation and identity, disabilities or social class. Marital status or household composition, which may vary throughout life, can generate more situations of vulnerability, and this must also be taken into consideration. It is essential we analyse and explore these significant differences and similarities if we are to overcome inequality and establish the necessary conditions so we can all enjoy a good life. For example, if we wish to include the perspective and struggle of women with disabilities, we must foster policies that guarantee **universal accessibility**. Building environments and services designed for all represents a benefit to society as a whole, since all people are likely at some point in life to suffer some form of limitation or condition. Universal accessibility therefore guarantees the construction of a plural society, in which multiple functional needs are taken into consideration; the rule is interdependence and the goal is to defend rights and opportunities. Also, in order to combat the **class inequalities** that create poverty and social exclusion and have different impacts on men and women and among women themselves, we need to develop clear strategies against the feminisation of poverty and precariousness in Barcelona, strategies that will provide a resounding response to the various situations in which women enter and remain in poverty.

This Plan therefore integrates this **intersectional** perspective into certain goals and actions in order to understand the ways in which gender intersects with other axes of inequality as well as to cope with the privileges and diverse experiences of oppression and social inequality in all their complexity.

Framework of competencies, organisation and direction of gender policies in the city

The **Plan for Gender Justice (2016–2020)** falls under the framework of the functions of the local authorities. **Law 7/1985, regulating the bases of local government**, states that municipalities may undertake activities within the framework of policies to “promote women”. Furthermore, this Plan is also a response to the **Municipal Charter of Barcelona** from 1998, whose Article 112 specifies that the City Council shall promote all actions and services that facilitate the integration and participation of women in society, and avoid discrimination on grounds of sex.

In addition, Article 41 of the **Catalan Statute of Autonomy** of 2006 states that public authorities must guarantee compliance with the principle of equal opportunities between women and men, as well as mainstreaming the incorporation of a gender perspective in all public policies. This is also provided for in **Law 17/2015, of 21 July, on effective equality between men and women**, which states that “the equality plans referred to in this law that affect local authorities must be designed, approved, executed and evaluated”, and **Organic Law 3/2007 of 22 March on effective equality between women and men**, which specifies that “local authorities must integrate the right to equality in the exercise of their competencies”.

In areas affecting gender-based violence, this Plan is based on **Organic Law 1/2004, of 28 December, on Comprehensive protective measures against gender violence**, and **Law 5/2008, on the Right of women to eradicate gender-based violence**, which establish the powers of municipalities in the provision of services in the Network of care and comprehensive recovery from gender-based violence and their powers to “programme, provide and manage information and care services for women and channelling to different services”; “to provide or manage other services as part of the Network of care and comprehensive recovery” and to “collaborate in the management of the economic grants and subsidies, among others. Finally, in the area of people’s rights pertaining to LGBTI groups, this Plan is based on **Law 11/2014 of 10 October**, on Guaranteeing the rights of lesbian, gay, bisexual, transgender and intersexual people and eradicating homophobia, transphobia and biphobia.

Since the first **Municipal Plan for Women** was passed in 1991, Barcelona City Council has drawn up five more in the field of gender equality. The second was the Municipal Plan for Women (1995–1999), which was followed by a Municipal Programme for Women (2001–2005) and another proposed plan for the 2005–2009 period, which was extended to 2011. In 2012, the Municipal Plan for Real and Effective Equal Opportunities between Women and Men was passed, which expired in 2015.

A quarter of a century after gender inequality policy was initiated in Barcelona, we can therefore say the city has been a pioneer in many activities aimed at women. However, the current situation shows that we must redouble efforts to: curb gender violence, work towards the empowerment of women, bring together a plural, collective memory of feminist movements, reduce discrimination and inequality in the labour market and provide value to all the invisible jobs that underpin our lives, i.e. placing everyday life at the centre of public space and municipal political action, among other measures. This must all be done as part of a local administration committed to gender equality that integrates the search for equality and the defence of women's freedom in its workings, and which fosters parity in the organisation.

To realise these efforts, the **Plan for Gender Justice** (2016–2020) will put into action specific gender initiatives, along with a policy of mainstreaming the principle of gender equality across the whole City Council. All gender policy instruments available to us are necessary and will be used in accordance with the audience being targeted or the specific situation of inequality or discrimination to be tackled.

In terms of **the specific gender policies aimed at fostering equal treatment, opportunities and positive actions**, we will ensure compliance with the regulatory frameworks that govern formal equality and promote actions that go even further. At the same time, we will remove obstacles and disadvantages found by women in daily life through **compensatory, empowering measures** that ensure real de facto equality.

Barcelona City Council, through its **Department for Feminisms and LGBTI**, has specific services aimed at women, lesbians and transgender people in the city. Much of the activity from this perspective is now carried out through the **Department for Feminisms and LGBTI**. This Department is one of the driving forces behind management of **Plan for Gender Justice**, and its main functions include the design, implementation and coordination of policies to combat gender-based violence and to tackle sex work in the city. The Department for Feminisms and LGBTI are responsible for the Agency For An Integrated Approach To Sex Workers (ABITS) and the eleven Women's Information and Assistance Points (PIADs), which in turn are responsible for detection and support for women and offering legal and psychological counselling, among others. In this mandate, the PIADs will

be reinforced with dedicated professionals dedicated exclusively at the community level in all the districts. The fight against gender-based violence is at the heart of the gender work of this city council. The increase in the budget, staff and services will be directed at the Attention, Recovery and Shelter Service (SARA) and the Municipal Centre for Emergency Shelter from Gender Violence (CMAU-VM), the Barcelona Shelter (CMAUVM) and all the places or supervised housing for victims of gender-based violence. There is also the Men's Attention Service for the promotion of non-violent relationships (SAH) for men who have exercised or exercise violence against their partners and children and wish to leave such behaviour behind. In addition to prevention workshops, the teaching resources, awareness campaigns and training carried out by this Department also foster empowerment and political and social participation of women and LGBTI people. Among others, the Department for Feminisms and LGBTI also coordinates Barcelona's Women's Council and LGBTI Council.

Specific initiatives, while essential in achieving gender equality, often suffer from limitations. Equal opportunities and affirmative action policies do not alter the context in which public policy is enacted or deal with the root of inequality, and **the obstacles are normally structural, making it more difficult to achieve change**. For this reason, the Plan will also foster gender mainstreaming to integrate this perspective into all aspects and dimensions of local politics. The institutional procedures in producing policies will be reviewed to ensure that they do not expressly contain any gender biases that render the needs of women invisible, and so that they do not reproduce social inequalities. The aim, therefore, is to incorporate the principle of gender equality as a structural element that comprehensively modifies policy and public administration.

In a context of increasing social complexity, loss of confidence in institutions, democratic disaffection and citizen demands, **gender mainstreaming constitutes a key element in any government philosophy aimed at citizens**. In this sense, good governance cannot merely be a function of efficiency and efficacy; good governance involves administrations being inclusive and democratic, able to produce better quality public policy, not just because they are designed, managed and evaluated, but because they bring together and meets the needs and interests of all the public in all its diversity.

To implement gender mainstreaming, this legislation has seen the creation of the **Department of Gender Mainstreaming**, with executive and technical responsibility for fostering this strategy throughout the City Council, both at the city level and in the districts. With the political co-leadership of the **Department for Feminisms and LGBTI** and the First Deputy Mayor, the Department falls under Resources Management, and this functional and strategic placing is key. It is also supported by the Centre for Equality and Resources for Women (CIRD), a pioneering technical service in the field of gender equality. In compliance with the Second Plan for Equal Opportunities between Men and Women (2015–2019) of Barcelona City Council, the appropriate structure for implementation of this internal Plan will be created for staff of the institution.

In addition, during this legislation, the City Council will take on people and places that are pioneering in various autonomous areas and bodies for the Guardia Urbana municipal police force and the Fire Prevention and Extinction and Lifesaving Service (SPEIS). The Department for Time and the Care Economy is also a new body, which is part of the Commission of Cooperative, Social and Solidarity-based Economy, works to increase visibility of and offer support to domestic and care work from one of the most fundamental aspects, the economic one. These areas in coordination with the Department for Feminisms and LGBTI and the advice and support from the **Department of Gender Mainstreaming**, will make progress in the integration of the gender perspective in all of the City Council's policy initiatives.

Process of elaboration

In the process of elaborating the 2016–2020 **Plan for Gender Justice**, we hope to achieve three major goals.

We first wanted to **create a diagnosis** of existing inequalities between men and women that would allow us to see the current situation and also set the most appropriate objectives and performance measures to reverse the inequalities and discrimination detected. Secondly, it was essential to expand this diagnosis with the **participation of women in the city and feminist organisations** as they are the ones who have first-hand knowledge as to the priority needs and objectives to pursue in today's context. We have therefore launched a number of debates and spaces for reflection and consultation with women and feminist and women's organisations in the city. The ultimate objective was to **foster a network of both strategic and operational commitments, alliances, collaborations and partnerships** with key areas and departments of the City Council in the implementation of gender mainstreaming and initiatives to promote equality in specific action areas.

The strategies and methodologies used to achieve these three goals are diverse and mutually complementary.

THE DIAGNOSIS

Firstly, information was exhaustively gathered to achieve a detailed analysis of the initial situation in each strategic area to go on to design the Plan's initiatives. The sources used were:

- *Primary sources:* use and analysis of data from municipal departments from the gender perspective, as well as other official sources. Systematic gathering of available data on the situation of women in the city of Barcelona as well as those that refer to the use, results and impacts of the various municipal initiatives and services.
- *Secondary sources:* reference works on gender mainstreaming at Barcelona City Council have been used, specifically: Government measures on gender mainstreaming and the fight against gender-based violence, presented this legislation at Barcelona City Council; 2014 and 2015 reports on the status of mainstreaming (hereafter the "reports"), drawn up by CIRDA, and the diagnosis on gender mainstreaming at Barcelona City Council, prepared by the IGOP in 2010.

Analysis of this information and all quantitative and qualitative data (focus groups and debates) has been the basis for the drafting and preparation of the diagnosis document presented in this new Plan at the beginning of each strategic area and field.

PARTICIPATION OF THE CITY'S WOMEN AND FEMINIST ORGANISATIONS

Secondly, in drawing up the Plan, the public has participated in various areas of debate and consultation promoted in the framework of the Municipal Action Plan (PAM) and District Action Plans (PAD). 35 in-person events were held in the city and 293 proposals related to gender policies were received through the Decidim Barcelona digital platform. The following table lists the events that have contributed to the content and proposals in the Plan:

CITY DEBATES

DEBATE SCOPE OF THE PLAN	SESSION TITLE	PROCESS	DATE
Culture and memory	Culture and gender	PAM	14 March
All the Plan	Municipal policies from a gender perspective	PAM-PAD	5 April
Health and sexual and reproductive rights	How to improve women's health	PAM	29 February
	Assisted reproduction for groups of sexual diversity	PAM	9 March
	Gender equality and sexual diversity	PAM	
	Working session of the LGBTI Council of Barcelona on the Plan for Sexual and Gender Diversity and the PAM	Plan for Sexual and Gender Diversity	31 March
	Women's Council of Barcelona	PAM	15 March
Economy for life and time management	PAM working session with municipal technicians Personal autonomy and recognition of care	PAM	24 February
	Community economies: the Care Economy	PAM	23 February
	PAM city conference on the Cooperative, Social and Solidarity-based Economy and the Economy of Care	PAM	17 February
	Time and people, city-wide pacts	PAM	10 March
	Labour discrimination in the LGBTI collective	PAM	10 March

CITY DEBATES (continued)

DEBATE SCOPE OF THE PLAN	SESSION TITLE	PROCESS	DATE
Intersectional Perspective	A diverse Barcelona to foster Good living	PAM	2 April
	Elderly's Advisory Council	PAM	10 February

DISTRICT DEBATES

DISTRICT	SESSION TITLE	PROCESS	DATE
Ciutat Vella	Diverse women	PAD	11 March
	Women in Ciutat Vella	PAM-PAD	15 March
	Designing the PAM-PAD with the Ciutat Vella Women's Council	PAM-Ciutat Vella	15 March
Eixample	A feminist look at the District	PAD	29 February
Sants-Montjuïc	Opportunities for migrant women	PAM-PAD	3 March
	Opportunities for migrant women	PAM-PAD	29 February
	Designing public spaces from a gender perspective	PAM-PAD	30 March
Sarrià-Sant Gervasi	Valuing housework and care	PAD	6 April
Nou Barris	Municipal policies from a gender perspective	PAM-PAD	5 April

DISTRICT DEBATES (continued)

DISTRICT	SESSION TITLE	PROCESS	DATE
Les Corts	Child-rearing, housework and education	PAM-PAD	3 March
	Bon Pastor Designing public spaces from a gender perspective	PAD	19 March
	Sant Andreu de Palomar Designing public spaces from a gender perspective	PAD	18 March
	Designing public spaces from a gender perspective	PAD	12 March
	Congrés-Indians Designing public spaces from a gender perspective	PAD	11 March
Sant Andreu	La Sagrera Designing public spaces from a gender perspective	PAD	5 March
	Trinitat Vella Designing public spaces from a gender perspective	PAD	4 March
Sant Martí	Sant Martí Women's Council	PAM-PAD	1 February
	Valuing housework and care	PAD	6 April
Gràcia	Women's Sectorial Council	PAM-PAD	3 February
	Designing public spaces from a gender perspective	PAD	30 March

In addition to these PAM and PAD debate spaces, other debates have been promoted to reflect more specifically on the objectives and initiatives of the Plan, in particular to debate the structure of the Plan and the following areas: “Employment”, “Social, political and technological participation”, “Feminisation of poverty”¹ and “Violence-free lives”:

ISSUES FOR DEBATE	STAKEHOLDERS WHO HAVE PARTICIPATED
Violence-free lives	Group for discussion and contrasting with city organisations for the definition of the government measure “Improving the system for the comprehensive approach to gender-based violence in Barcelona.”
Employment	Discussion group with the Municipal Women's Council (CMD): 15 March from 6 p.m. to 8 p.m. Participation open to social networks. Focus group with female users of City Council services and women in general. Carried out on 16 March from 10 a.m. to 1 p.m. Different group dynamics of participation were developed between different profiles ² .
Political, social and technological participation	Discussion group with the Municipal Women's Council (CMD): 15 March from 6 p.m. to 8 p.m. Participation open to social networks. Focus group with female users of City Council services and women in general. Carried out on 16 March from 10 a.m. to 1 p.m. Different group dynamics of participation were developed between different profiles ³ .

¹ In the framework of the preparation of the Strategy against the feminisation of poverty and precariousness in Barcelona, a parallel and independent participatory process has been developed. For more information, please see the methodology of said strategy.

² Women under 30, unemployed university student; single mother in informal job situation; women over 30 in long-term unemployment; women over 65 with non-contributory pensions; female members of an organisation against cancer; women who have suffered from gender-based violence.

³ The same profiles as for the previous footnote.

⁴ Upon constitution, the Board against the Feminisation of Poverty and Precariousness requested the creation of this group, though it was only deemed expedient to call one session.

ISSUES FOR DEBATE	STAKEHOLDERS WHO HAVE PARTICIPATED
Feminisation of poverty and precariousness	<p>Constitution of the Board against the Feminisation of Poverty: 19 October 2015.</p> <p>Three sessions of the working groups (Data and Information Systems; Right to Housing and Health, Labour Market; Sustaining Life and Education)⁴, which were held on 10 and 11 November, 14 and 15 December 2015 and 17 March 2016. To share the diagnosis and define objectives, actions and management model of the Strategy. 20 departments and directorates of the City Council, 5 municipal political groups and 30 organisations in Barcelona and experts have all participated.</p> <p>An intergroup session to share the status of each of the working groups' progress and to work on the criteria of intersectionality and the empowerment of women: 27 January 2016.</p> <p>Two focus groups and four interviews with women at risk of poverty: 10, 18 and 22 February 2016.</p>

It was also decided to offer women and feminist organisations the option to participate in the preparation of the Plan through **social networks in the areas of Employment and Political, Social and Technological Participation**. Specifically, the **Barcelona Dones Facebook page** and the **@BCN_Dones Twitter account** were used to launch 7 questions, between 30 March and 7 April, with the aim of collecting contributions, reflections and proposals from women and entities using these networks. This strategy has been accompanied by the publication of a specific news website, <http://www.bcn.cat/dones>, and a welcome message thanking users on both the Facebook page and Twitter account.

COMMITMENTS, ALLIANCES AND COLLABORATIONS WITH THE MUNICIPAL ORGANISATION

Thirdly and finally, in parallel to the process of public participation, work has been carried out with various elected officials, commissioners, management teams and technical professionals from the City Council to define and share the most urgent objectives that must be worked on in the coming years and to specify the possible initiatives that need to be developed. Bilateral meetings of the Council for Feminisms and LGBTI were set up with other councillors, commissioners from the municipal government in order to share and debate the political priorities that shape the content of the Plan. Presentations on the government measure on gender mainstreaming and the Plan were also carried out for functional and territorial management teams, as well as in management sessions. Various technical working boards were carried out with the aim of collecting contributions for the diagnosis and prognosis of the Plan. In total four technical boards were called: one each for strategic points 2, 3 and 4, which involved 22 municipal departments and institutes as well as the 10 districts. Below is a description of the stakeholders who have participated in these technical boards:

WORKING BOARDS	STAKEHOLDERS WHO HAVE PARTICIPATED	
Working board: City of Rights	Department of Barcelona Educating City	Department of Health
	Public Health Agency	Directorate of Feminism and LGBTI Services
	Directorate of Citizenship Rights and Immigration Services	Barcelona Sports Institute (IBE)
	Department for Feminisms and LGBTI	Barcelona Culture Institute (ICUB)
	Directorate of Social Intervention Services	Department of Planning and Processes
	Directorate of Social Justice and Cooperation Services	Barcelona Education Institute. Department for Young People
Working board: Economy for Life	Department for Care Time and Economy and Programmes	Barcelona Activa
	Directorate of Social Action	Municipal Institute for People with Disabilities
	Department for Feminisms and LGBTI	Directorate of Social Action
Working board: Liveable, Inclusive Neighbourhoods	Commissioner of Cooperative, Social and Solidarity-based Economy	Barcelona FP Foundation
	Directorate of Feminisms and LGBTI Services	Department for Feminisms and LGBTI
	Management of Resources and Control of Strategy Management and Sustainability Culture Services	Directorate of Infrastructure and Urban Space Services
	Municipal Institute of Parks and Gardens	Directorate of Prevention Services
Working board: Districts	All the key strategic pillars	All the districts

Structure of the Plan for Gender Justice

The Plan is divided into **four strategic axes**, each with its own corresponding **fields**. The first axis, **Institutional Change**, is aimed at promoting a change in the practices and culture of Barcelona City Council to ensure the incorporation of the gender perspective. It is, therefore, an axis that is internal to the institution. The other three, **Economy for Life and Time Management**, **City of Rights** and **Liveable and Inclusive Neighbourhoods**, are aimed at promoting public policies to end inequalities between men and women in the city of Barcelona. Specifically, the **Economy for Life and Time Management** axis is aimed at guaranteeing good living conditions for all. In order to achieve this goal, it must be based on the recognition and valuation of all work needed for survival, reproduction and well-being of the population. The **City of Rights** axis aims to promote the defence of women's rights, focusing on social, economic, cultural aspects and issues concerning representation. Finally, the **Inclusive and Liveable Neighbourhoods** axis focuses on building neighbourhoods oriented by the common good, to ensure sustainable spaces that foster balanced use among everyone who lives there.

In the next section there is an analysis of the strategic axes that make up the Plan and their respective fields of activity. For each of the **four axes** there is an introduction with a generic explanation. Each **area** is then presented, offering a diagnosis of the situation for the Plan for Gender Justice, and detailing the objectives the model of governance presents, and which will be set for this Plan, as well as management, monitoring and evaluation. The indicators that will be used to measure results are then laid out in a diagram for each of the four goals. Finally, the Plan for Gender Justice presents its model of governance, management, monitoring and evaluation. Below is a diagram of the four axes with their corresponding fields.

<p>INSTITUTIONAL CHANGE</p>	<p>Information and evaluation systems Gender equality goals in key regulation, plans and programmes Institutional structures fostering gender equality Gender training Gender budgeting Gender clauses in procurement, grants and concessions Labour policy instruments</p>	<p><i>Barcelona City Council 2015–2019 Plan for Equal Opportunities between Men and Women</i></p>
	<p>Awards and honours Inclusive Communication Participation of women, feminist movements and organisations working towards gender equality</p>	<p><i>Government measure: “Improving the system for the comprehensive approach to gender-based violence in Barcelona.” (November 2015)</i></p>
	<p>Employment Domestic and care work Board against the feminisation of poverty</p>	<p><i>Strategy against the feminisation of poverty and precariousness in Barcelona (2016–2024)</i></p>
	<p>Political, social and technological participation Health and sexual and reproductive rights Co-education Culture and collective memory Citizenship, multiculturalism and migration Housing Violence-free lives</p>	<p><i>Government measure: “Improving the system for the comprehensive approach to gender-based violence in Barcelona” (November 2015)</i></p>
<p>LIVEABLE, INCLUSIVE NEIGHBOURHOODS</p>	<p>Global justice and international cooperation Ecology and urban space Mobility Prevention and safety</p>	

INTERSECTIONALITY:
 LIFE CYCLE + CLASS + ORIGINS + LGBTI + FUNCTIONAL DIVERSITY...



02



STRATEGICS AXES OF THE PLAN



INSTITUCIONAL CHANGE

Fostering a more inclusive, democratic institution that is able to produce quality public policies that bring together the needs and interests of a diverse public and meet them, entails an ambitious process of institutional change and a transformation in practices and the culture of public organisation. Specifically it entails: reviewing processes and routines to incorporate equality as a requirement (for example in budgets, procurement and grants); training the political and technical staff of the Administration; preparation of methodologies to review policy goals; generating analytical and informational tools; ensuring that working conditions in the public sector are equal for all; incorporating the feminist movement, civil society, and experts to organise the design and monitoring of public policies; and expressing leadership and public commitment to equality, among other initiatives.

It is an ambitious project of change in the framework of various pieces of legislation that need to be taken into consideration. At the state level, Law 30/2003 of 13 October, incorporates the obligation to consider a gender impact assessment in all regulations made by Government. More recently, Law 3/2007 of 22 March, on effective equality between men and women requires incorporating equality as an acting principle for all public authorities (Art. 15); defines the criteria for gender equality initiatives for public administrations within their competencies and public employment (Art. 51), and establishes that administrations must define and implement internal equality plans.

In Catalonia, a law was passed in 2001, the first of its kind in Spain, which established the requirement to assess the gender impact of all regulations. The 2006 Statute of Autonomy also includes the obligation for public authorities to ensure the mainstreaming of the gender and women perspective in all public policies.

In 2015 this was further specified with Law 17/2015, on effective equality between men and women, which states that local authorities must pass a plan for equality between men and women and that the gender perspective must be incorporated in policies relating to public service.

In the city of Barcelona, implementation of gender mainstreaming in all municipal policies is still in an early phase. While it has been a constant concern since 1995 and different plans for women have incorporated it, their effective implementation has been slow and limited. Not until 2012, with the Municipal Plan for Real and Effective Equal Opportunities between Men and Women (2012–2015) was a strategic focus placed on mainstreaming and reorienting the CIRDA in order for it to carry out technical functions to make mainstreaming effective. During this mandate, Barcelona City Council has chosen to define a **government measure on gender mainstreaming at Barcelona City Council** in order to bring about systematic institutional change towards good governance in terms of gender equality, ensuring that staff at the City Council have all the resources needed to implement this perspective to make sure gender equality is a priority across all municipal policies. The Institutional Change axis of the Plan aims to develop this government measure and establish lines of work in all areas of this proposal in order to move towards a process of real transformation of the practices and culture of public organisation.

A1 Information and evaluation systems

DIAGNOSIS

Currently there is a regulatory framework that aims to ensure the incorporation of a gender perspective in the collection of information by public administrations⁵. This process refers to the collection of data with a breakdown by gender, meaning they must have indicators that allow comparisons between men and women in order to identify gaps and imbalances in each specific area. In some cases, this may result in the need for specific data to be created as well as requiring the expertise necessary to interpret and analyse the possible differential impacts on men and women. Only in this way can policies that may be contributing to increasing or maintaining inequality be identified and rectified.

⁵ Statutory Law 3/2007 for effective equality between men and women, the Government agreement of 14 March 2006 and the recently passed Catalan equality law all affect this issue.

The diagnosis made in this field with reports on the status of gender mainstreaming in Barcelona City Council (2014 and 2015)⁶ emphasises the detection of **two basic shortcomings: the lack of diagnostic studies carried out with a gender perspective and the lack of gender impact reports**, as well as **insufficient use of the gender-segregated data collected in achieving this gender perspective**. Although most departments collect data incorporating the “gender” variable, this is not then used.

Likewise, in monitoring and evaluation, **a complete absence of specific, clear and well-defined gender indicators in all strategic plans has been detected**. In addition, reports have highlighted a significant lack of knowledge as to methodological tools for incorporating the gender perspective in the processes of monitoring and evaluating public policies.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
To ensure all the City Council's information systems break down data by gender and use this data for gender analysis.	Percentage of departments/areas that systematically break down data by gender. Percentage of surveys with gender perspective.
To encourage the incorporation of a gender perspective in municipal evaluation systems.	Number of evaluations with gender perspective.

⁶ Reports prepared by the Centre for Equality and Resources for Women (CIRD). Hereafter, “the reports”.

A2 Incorporation of gender goals into legislation, plans and programmes

DIAGNOSIS

One of the most important aspects for gender mainstreaming is incorporating gender equality as one of the main objectives into both legislation and key plans and programmes passed by local government. In this context, in May 2015, the Government Commission passed the Guidelines for drawing up municipal regulations, which establish the use of non-sexist language in regulations and the creation of a gender impact analysis report for any regulations to be passed. In addition, Article 140 of the “Guidelines for drawing up municipal regulations” (2015) indicates that all the City Council’s legislations must be accompanied by a gender impact report.

In any case, “the reports” have shown that the **incorporation of the gender perspective into key regulations, plans and programmes was far from being a reality**. Various difficulties were detected in achieving this.

The first difficulty is the **absence of a definition of gender equality** that is shared and serves as a reference throughout the organisation. It was found that equality is still seen as an issue that only affects women and not as an issue of power relationships between men and women, and these attitudes around the concept of equality limited structural approaches to achieve gender equality. It was also found that although gender equality was taken on board in theory, in practice, often it was not introduced as one of the main goals of all municipal policies.

Likewise, it was also found that **political discourse on gender equality is still not shared at all levels of municipal organisation**. Both among the technical staff and directors, there were perceptions based on the fact that equality is “not a priority” and that “there are other more important issues to deal with”, or that equality is already “naturally” incorporated into municipal policy. Often, **excessive specialisation and segmentation of issues** at the city council does not favour gender mainstreaming or seeing gender inequality as a shared concern. Finally, and touching on issues already discussed above, **as a structural analysis of the differential situation between men and women in different areas is not often carried out, there is no perceived need to carry out specific actions** aimed at palliating gender-based inequalities.

OBJETIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
To guarantee that regulations incorporate the gender perspective.	Percentage of regulations that feature the gender perspective.
To encourage all strategic plans and programmes to take into account gender equality.	Percentage of strategic plans and programmes that incorporate the gender perspective.

A3 Institutional structures fostering gender equality

DIAGNOSIS

Effective implementation of gender mainstreaming requires the strategy **to be promoted from all structures of government, both political and technical**. Article 9 of Law 7/2015, on effective equality between women and men⁷ states that: “Public administrations must progressively hire gender equality professionals with the required qualification [...] to implement equality measures in the work of the Administration and they must participate in particular in the diagnosis, implementation, evaluation and monitoring of all public policies and, in particular, in specific policies and projects aimed at achieving equality”. The various departments, management teams, districts, institutes and autonomous organisms should aim to gradually **create spaces and hire people to lead the way** in order to achieve the gender equality goals identified, and the appropriate support and coordination mechanisms should be adopted.

⁷ Law 17/2015, of 21 July, on Effective Equality Between Women and Men, DOGC 6919, of 23 July 2015.

To this end, as highlighted in the “reports”, the **transformation of the CIR** as a technical body of reference for Barcelona City Council in gender mainstreaming was deemed a good first step by the organisation. However, the need was detected to give it a more central role in municipal organisation, as well as for its tasks to be accompanied by more political leadership and for it to relate more closely with the organisational structure in a more transversal way.

As such, at the beginning of the current legislation, the **Department of Gender Mainstreaming** was created, encompassing the CIR, with executive and technical responsibility for promoting this strategy throughout the City Council, both at the city level and in the districts. Its position in the organisation should increase permeability with other departments in order to influence the entire municipal structure. This will make it more efficient as it will have greater knowledge and more direct access to the whole of the municipal organisation.

However, the need was identified to create **gender references or spaces** in different departments, reinforce the technical gender skills at various points in the organisation and **make use of various pre-existing spaces for coordination** between departments and commissions. Therefore, throughout the duration of this Plan, and in future plans, we must progress towards the gradual creation of new spaces and work dynamics, as well as establishing go-to roles in issues affecting gender equality in the various departments and districts.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
To generate spaces and hire experts responsible for promoting gender equality in the various areas, departments and districts.	<p>Increased spaces.</p> <p>Increased structures.</p> <p>Increased number of experts to foster equality within different areas of the municipal organisation.</p>

A4 Gender training

DIAGNOSIS

Gender mainstreaming **inevitably requires an understanding within the organisation of the gender dimension across all areas of action**. City Council staff should be able to access basic knowledge for their daily tasks involving management, planning or public service.

However, the diagnosis shows us that until now there has been insufficient gender training in the City Council, and that whatever training there has been was tightly focused on the use of non-sexist language. There is a lack of technical knowledge on the gender factors to be taken into account in various areas of municipal public policy. In fact, the “reports” indicate that most areas, departments and services have not offered any gender training, and that it has been much less integrated into the training offered by the Department of Human Resources and Organisation. Only the IBE (Barcelona Sports Institute) and the Department for Young People have carried out specific gender training; other departments have also offered training in gender-based violence. Such training, however, has closely focused on a specific problem or situation with a specific purpose, and, as such, has in general covered little ground in terms of the gender perspective and gender mainstreaming.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
To provide training on gender issues to both municipal staff and for those who work in companies or entities that perform tasks exclusively for the City Council.	Number of people who have received gender training. Level of student satisfaction and usefulness.
To guarantee that all municipal training incorporates the gender perspective.	Number of training sessions on gender issues and/or with gender perspective carried out

A5 Gender Budgeting

DIAGNOSIS

The distribution of **financial resources** between men and women is one of the fundamental criteria that indicate the extent to which a society is fair or not in terms of gender. The City Council, as a body responsible for redistribution of resources, has a great responsibility and a privileged position when it comes to advancing gender equality through these practices. In order to guarantee that budgets foster equality, public spending and the budgetary process must be reviewed from a gender perspective.

It is in this context that the 2015 report detected a widespread lack of knowledge as to how to draw up municipal budgets with a gender perspective. In fact, the only existing experience in this field was a study by the Department for Women and Civil Rights in the previous legislation, whose objective was to analyse the budget of the Horta-Guinardó District from the gender perspective

Given this scenario, a specific working group was created this term, led by the Directorate of Budget Management of the Department of Presidency and Economy, whose task is to effectively **implement budgets with a gender perspective**. This should lead to an analysis of the differential impact on men and women of Barcelona City Council's budgetary commitments and priorities. The implementation of a budget with a gender perspective will involve analysing the allocation and distribution of resources, as well as their redistribution, to advance gender equality.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
To progressively implement a gender perspective in the municipal budget.	<p>Current spending on programmes highly sensitive to gender equality / Total current spending.</p> <p>Percentage of budgetary programmes analysed from a gender perspective / Total programmes</p>

A6 Gender clauses in public tenders, grants and concessions

DIAGNOSIS

Insofar as the City Council is a large contractor in the city, we must work to include **gender clauses in public tenders, concessions and grants** in order to consolidate gender mainstreaming in an aspect of administrative work that has a great economic and social impact. In fact, the contracts and grants awarded are central issues in the local administration's activity, both from the perspective of the resources redistributed through these formulas and the impact they have on the behaviour of the social, community and business sectors.

Barcelona City Council has a general set of conditions for contracts with social and environmental criteria; the Council also passed the mayoral decree "Responsible public procurement with social and environmental criteria", which came into force on 15 December 2013, yet it did not incorporate gender clauses.

Apart from these regulations, since the beginning of the current legislation, work has been carried out so that grants in 2015 as well as some particularly sensitive services tenders incorporate gender clauses. Also, in March 2016, the **Commission for Socially Responsible Public Procurement** was created, which aims to promote social and environmental considerations in tenders by the City Council and municipal companies and bodies. The Department of Gender Mainstreaming is a member. The Commission will draw up guidelines for the application of socially responsible public procurement depending on the contract type and nature, in which gender clauses will feature heavily.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
To encourage City Council procurement and concessions to provide social benefits and promote gender equality through the systematic inclusion of gender clauses.	Percentage of tenders including clauses with a gender perspective. Improving gender equality in public procurement
To encourage the incorporation of a gender perspective in municipal grants.	Growth in the average score incorporating the gender perspective in the projects funded.

A7 Labour policy instruments

DIAGNOSIS

The implementation of gender mainstreaming also requires **a review of and improvements to the internal labour policy of Barcelona City Council**. This is done through internal plans on equality and prevention, detection and protection from situations of sexual and gender-based harassment.

The **2nd Barcelona City Council Plan for Equal Opportunities between Men and Women (2015–2019)** is currently in force, and will implement seven objectives over the next three years, including, among others, balanced representation of men and women in decision-making positions, a fair pay policy in terms of gender, work/family life conciliation and guaranteeing a safe and healthy working environments for men and women.

It should be noted that the City Council is an organisation that integrates complex and autonomous organisations and various municipal companies. While most of the former are signed up to the 2nd Barcelona City Council Plan for Equal Opportunities between Men and Women, it has been found that not all companies legally independent from the City Council have their own equality plan. **It is therefore necessary we ensure that all such companies have equality plans in force and equality commissions or heads.**

As for **specific measures for the prevention, detection and protection from situations of sexual and gender-based harassment**, the City Council and various autonomous bodies⁸ have followed a protocol since 2007 for the prevention, detection and action in cases that affect dignity and discrimination in the workplace. This protocol was revised on and is currently being reviewed again. However, diagnosis of the 2nd Plan has detected some shortcomings which need to be remedied urgently:

- Widespread ignorance of the existence or operation of the protocol among staff.
- Until the end of 2015, a complete absence of complaints and registered cases. As a point of reference, in Spain, approximately 14.9% of working women have suffered a situation of sexual harassment at work in the last year (Gil Ruiz, 2013).

⁸ Barcelona City Council, as a Prevention Service, on the basis of its protocol, covers the following districts, sectors and municipal institutes: Municipal Institute for Housing, Municipal Institute of Barcelona markets, Municipal Institute for people with disabilities, Barcelona Municipal Institute for Culture, Municipal Institute for urban landscapes and quality of life, Barcelona Sports Institute and Municipal Institute for Urban Planning.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
To ensure implementation of the gender perspective in labour policy throughout the City Council through internal equality plans.	Specific indicators for monitoring and evaluation for II PIODH (2 nd Barcelona City Council Plan for Equal Opportunities between Men and Women). Percentage of equality plans in municipal companies and autonomous bodies (registered by Barcelona City Council).
To provide tools for prevention, detection and protection from situations of sexual and gender-based harassment.	Percentage of prevention of harassment plans in municipal companies and autonomous bodies (registered by Barcelona City Council). Level of satisfaction of persons that have suffered harassment with the protocol having been activated

A8 Equality in awards and honours

DIAGNOSIS

Public awards and honours are mechanisms of **recognition** and also often involve the distribution of financial resources. It is essential that both the definition of the purpose of the award or honour (conditions) and the award criteria and decision process — including the composition of the jury — take into account **gender criteria**.

Currently, the City Council awards 39 prizes and 3 types of honours: the Gold Medal of the City, the Gold Medal for specific merits and the Medals of Honour. In the case of the honours, there is a significant absence of women. Neither the Gold Medal of the City or the Gold Medal for cultural, scientific, civic or sports merits have been awarded to a woman in the last three years. Only in the case of the Medal of Honour is there a scarce presence of women, which can be attributed to the fact that these honours, awarded at district level, recognise contributions to the neighbourhood and everyday life in the city.

As for the awards, diversity is very high, be it by field or due to the municipal authority promoting them, and a review of their general conditions is still pending, as well as creation of a proposal so that both the content and working processes behind the awarding of prizes incorporate the gender perspective.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
<p>To promote the prizes and public honours that take into account the criteria of gender equality, as mechanisms of recognition and distribution of financial resources.</p>	<ul style="list-style-type: none"> Percentage of prizes with criteria that take gender equality into account. Percentage of women who receive awards. Percentage of women on the jury for prizes awarded by the City Council. Percentage of public honours with criteria that take gender equality into account. Percentage of women who receive public honours. Percentage of women on the jury for honours awarded by the City Council.

A9 Inclusive communication

DIAGNOSIS

The development of gender mainstreaming implies, as a prerequisite, **incorporating communications that visualise and recognise men and women equally, inside and outside the City Council**. To achieve this, it is necessary to promote and ensure the use of inclusive language, images and content with a gender perspective in both internal and external communications. The external communications strategy of the City Council — the publications, digital communication, advertising and communication through social networks and the internet — is also a significant instrument for cultural change.

In this field, the “reports” show that, in general, **the agreement for the use of non-sexist language is quite widespread** throughout the whole of the municipal organisation. However, this is not automatically passed on to the content of the documents, which often contain **sexist or exclusionary forms** from a gender perspective. It was observed that in internal communications, language use was a matter that depended heavily on personal sensibilities. Differences were also identified across the communication channels. For example, on those channels where a more informative discourse could be followed as content was more extensive and elaborated, it was easier to introduce a gender perspective. By contrast, other channels (such as advertising, headlines, social networks, etc.), where the focus was on effective communication, it was more difficult to do so.

The challenge, then, is to **establish and disseminate** criteria, rules of use and resources for inclusive communication, **to increase information and awareness of inclusive communication** both among management and leadership positions and among technical and administrative positions within the organisation **and continue to offer training** in all areas and departments of the City Council.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
To include the gender perspective in internal and external communication by Barcelona City Council.	Number of departments/areas that are familiar with and use criteria for inclusive communication.

A10 Participation of women, feminist movements and organisations working towards gender equality

DIAGNOSIS

Gender mainstreaming, like other public policy instruments, runs the risk of becoming a technocratic tool designed in back offices away from the needs of citizens. We must not promote gender mainstreaming without women. As such, Article 18.1 of Law 17/2015, of 15 July, on effective equality between women and men, states that the policies and actions of public authorities should recognise groups and organisations defending women's rights and make them visible, support them and encourage their participation in the design, preparation, development and evaluation of public policies.

“The reports” have found, however, that **current forms of participation do not respond to the needs of all women’s collectives**. While **women’s councils**, as they are currently conceived and organised, have made efforts to incorporate women in all their diversity by adding new voices and new ways to engage, and expanding their reach to young women particularly from diverse backgrounds, they are still not currently representative of all women in Barcelona. We must also take into consideration the fact that women’s advice can apply multiple perspectives in understanding gender equality, with initiatives aimed at promoting positive action for women, to promote equality between men and women or to rethink gender roles. As such, on the one hand, part of the population has pointed out the need for different participatory structures adapted to the new realities and needs. On the other hand, it has been observed that the **participation of gender experts in the process of defining public policies** depends largely on the area they are carried out in and the knowledge of the people promoting them.

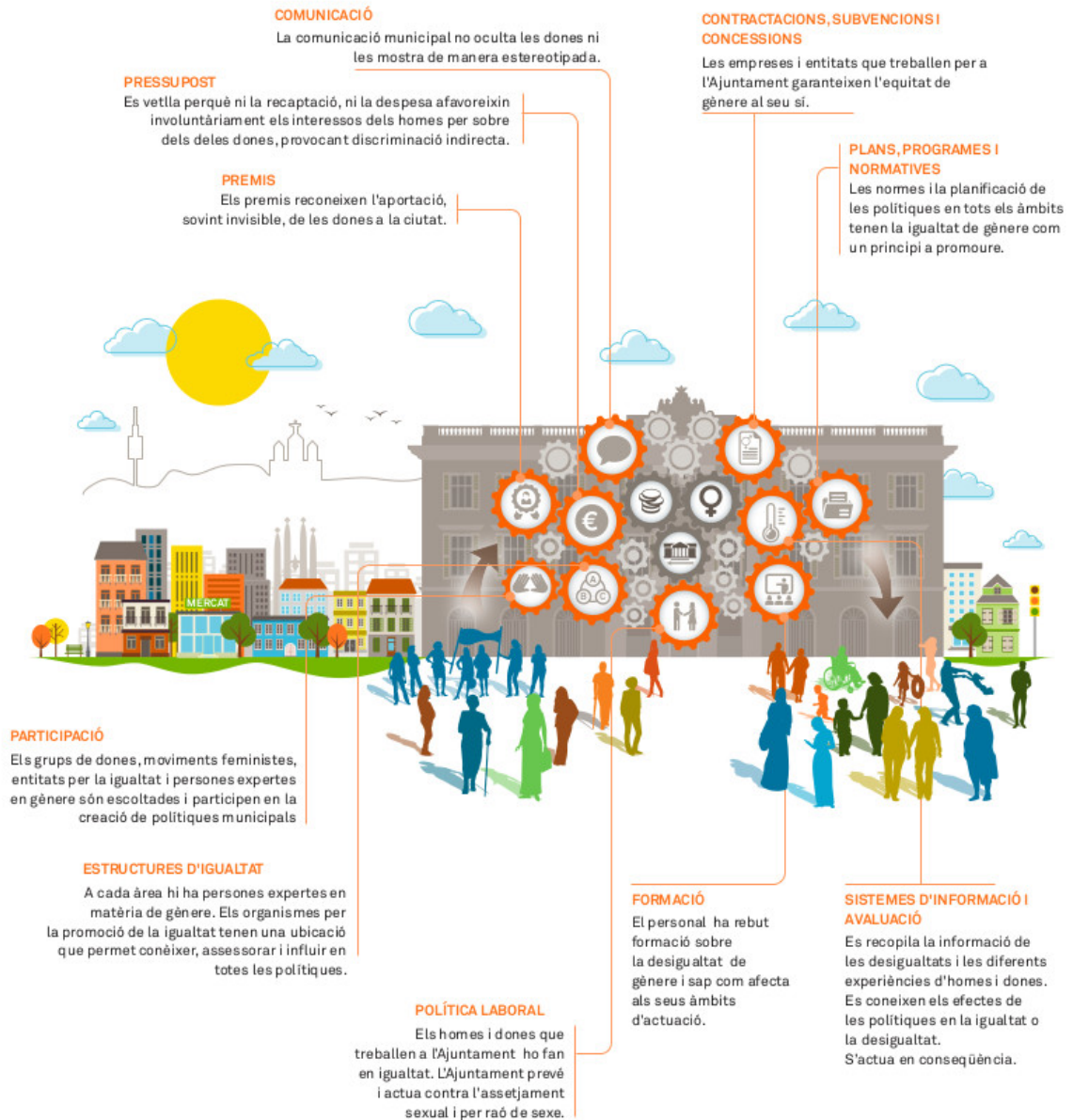
Therefore, starting on the premise that **the feminist and women’s movements and other groups in Barcelona are co-producers of policies in the city, it is absolutely necessary to include them in the strategy of institutional change**. In this sense, the local level, given the proximity to the public, is the most appropriate forum to promote public participation in policy making and, therefore, to promote the presence and involvement of women. The voice of women, their demands and proposals must all be heard and reach the institutional decision-making positions. A discourse of gender equality that ultimately seeks a more just society through involvement in local public action is arising from the street and homes, and it must take its place.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
To include the voice, needs and proposals of women in institutional spaces to make room in the production of local public actions for the discourse of gender equality coming from citizens.	Percentage of participatory bodies of Barcelona City Council in which women participate in equal numbers. Percentage of co-production processes involving participation from feminist or women's organisations.

L'equitat per al bon govern

Canvi institucional a l'Ajuntament de Barcelona per la transversalitat de gènere.





ECONOMY FOR LIFE AND TIME MANAGEMENT

The economy for life is aimed at **ensuring suitable living conditions for all**. To achieve this, it is based on: satisfying these needs, the recognition of all the work necessary for the survival, reproduction and welfare of the population, and a life free of exploitation and marginalisation, all while balancing people's use of time.

Therefore, this economy for life **integrates work in the formal market and domestic work and care**, and it should be noted that there is no static border between these jobs, but rather the limits between them are porous and changing (Carrasco, 2011): they are interdependent economic areas, which have been valued unequally and in a hierarchical fashion.

Unfortunately, there remains much work to be done in order to achieve an economy that is truly at the service of life and which has people at its heart. In fact, today's society has been built on the sexual division of labour in an economy divided between employment and other work, with the latter subordinated to the former. At the same time, there is no social responsibility on the part of the state or men towards sustaining life. This responsibility has been transferred to households, which is to say it has been feminised and made invisible. This means women have contributed a great deal of life-sustaining work to society for free. It is self-evident this work is offered at a cost much lower than it would be if all this work had to be purchased through markets. Households have also often shifted housework and care on to the jobs market, but it has not enjoyed the same regulation as other jobs and has been carried out mostly by women, often immigrants.

In parallel to care work, women have always worked on the labour market, be it formally or informally. However, the need to reconcile all these jobs has caused over-burdening, with double and triple shifts and a formal market position that is far worse than their male counterparts. As such, sexist neoliberal policies have favoured an increase in the deregulation of the labour market, increasing the precariousness of working conditions which has worsened all existing indicators on women's situation: employment and unemployment rates, vertical and horizontal segregation, the wage gap, sexual and gender-based harassment, inequalities in all types of work with over-representation in part-time and temporary jobs, and under-representation in positions of responsibility and decision making.

All of this has an impact on the material living conditions and survival of women, and is directly translated into a very significant imbalance between men and women's use of time. People's time is governed by the economic space to which value has been given: the employment market. Surveys on time use show that the gender gap mainly arises with regards to responsibilities derived from domestic tasks, but this is also related to having the option to enjoy personal time, leisure or political or social participation. While women dedicate 3 h 54 min a day to household and family tasks, men dedicate just 2 h 02 min. If we then add the time spent doing paid work, and household and family work, we find that men work a total of 5 h 05 min a day on average and women 5 h 55 min. This means that the total daily workload for women is 50 minutes greater than for men.

Furthermore, this lack of co-responsibility for household tasks is strengthened from the moment the couple have children. Likewise, **a larger proportion of women than men continue to opt for** balancing measures such as leave of absence or reduced working hours due to family reasons. **In 2011, 38,357 men took paternity leave and 42,468 women took maternity leave in the province of Barcelona.** With regards to maternity leave, 754 women shared it with the fathers of their children (1.74%).

Faced with all this, we need to achieve an economy that serves the people, make progress towards another way of organising time use, strive for an employment market that is free from inequalities, exploitation and discrimination, and put a stop to the feminisation of poverty. With this horizon in mind, we define seven specific objectives that are distributed into three main areas: **Employment, Domestic and care work, and the Fight against the feminisation of poverty.** The third area focuses on one sole objective, set out in the **Strategy against the feminisation of poverty and precariousness**, a document that covers a set of comprehensive and ongoing public policies, intended to directly impact all of the structural factors that make women more vulnerable to suffering poverty than men and which was presented on 1 June 2016.

B 1 Employment

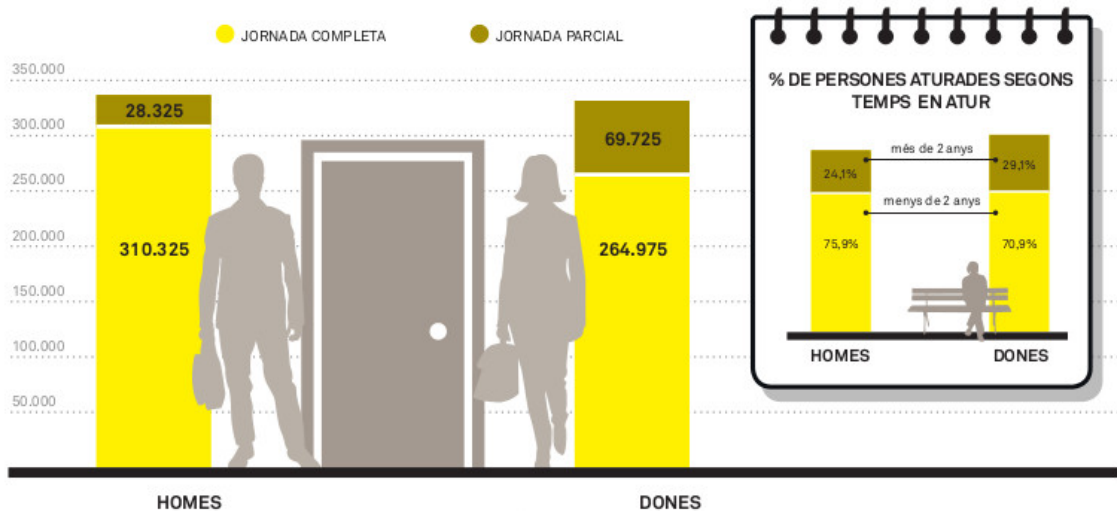
DIAGNOSIS

Quality employment is a key factor to accessing citizen's rights. Thanks to their presence in the employment market, people can gain access to a certain financial independence, as well as the rights derived from paid employment (unemployment and retirement benefit, among others). For this reason, one of the game-changing areas for achieving gender equality is the situation of women in the workplace.

Unfortunately, today there are still many obstacles to achieving this equality. Many women opt for part-time or reduced working hours due to the lack of co-responsibility for domestic and care work. In Barcelona, as shown in the info-graph, part-time work continues to be mainly female.

Desigualtat en l'ocupació i l'atur a la ciutat

Persones ocupades segons tipus de jornada i atur registrat segons duració a Barcelona.



Regardless of the levels and qualifications of men and women, there is both **horizontal and vertical segregation**. In the services sector, female representation in Catalonia is 65 %⁹ and the average salary per hour is € 7.9, which is very low when compared to other economic activities. The average total salary in all sectors is € 10.6.¹⁰ Likewise, the lack of equality in decision making and positions of responsibility is a reality in all sectors.

Furthermore, women are subject to **more precarious working contracts**. Proportionally, in Barcelona¹¹ there are more men with permanent contracts (84.3 %) than women (67.1 %). However, the percentage of women working on a temporary contract (28.6 %) is twice that of men (14.7 %). There are also more women than men working without a contract (3.6 % women and 0.7 % men). Likewise, it can be seen in the info-graph how the number of women finding themselves in a situation of long term unemployment is proportionally greater than that for men.

As a result of this segregation, precariousness and other factors, there is a great **wage gap**¹² between men and women. Women earn 20 % less than men for the same role¹³ and the wage gap increases with both age and responsibility.

Sexual and gender-based harassment is still kept in the dark and situations involving abuse of power towards women in the workplace continue to occur. Both forms have very negative effects on victims, as they affect both their psychological and physical health, and activity and working relationships in the workplace.

Lastly, women with functional diversity are faced with higher unemployment rates, as the State's unemployment rate for these women was 35.2 %, while it was 26.6 % for everyone else.¹⁴

⁹ Currently, there is no specific data available for the city of Barcelona. Work is being done to achieve this data. The data corresponding to the whole of Catalonia comes from the active population survey of the National Statistics Institute (INE 2013).

¹⁰ INE (2013). Annual salary structure survey.

¹¹ Statistics Institute of Catalonia (Idescat) and Metropolitan and Regional Studies Institute of Barcelona (IERMB) (2011). Survey on living conditions and habits of the population of Catalonia

¹² According to the State's Institute for Women and Equal Opportunities there is direct and indirect wage discrimination. Direct wage discrimination is the average wage discrimination to which women are subject. Indirect wage discrimination is based on personal, working and company related characteristics that generate wage discrimination against women. For further information, please visit: <http://www.inmujer.gob.es/areasTematicas/estudios/serieEstudios/docs/diferenciaYDiscriminacion.pdf>

¹³ Statistics Institute of Catalonia (Idescat 2013) Wage gap between men and women

¹⁴ Data from the State Disabilities Observatory (Observari Estatal de la Discapacitat) for 2014.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Promote employment without gender inequality.	<p>Increasing job insertions and 1 year of job stability for women who have participated in the employment programmes at Barcelona Activa.</p> <p>Improve employment characteristics for women in the city of Barcelona.</p> <p>Reduction in the wage gap between men and women in the city.</p>
Provide entrepreneurial support, and training and work opportunities for women.	<p>Evolution of the number of female-run start-up companies in the city.</p> <p>2-year survival for female-run start-ups.</p> <p>Employment rate for women in Barcelona.</p>
Promote responsible companies with gender equality and co-responsibility.	<p>Creation of a quality seal for companies offering dignified, equal opportunities and quality employment.</p> <p>Number of companies to which the seal is awarded each year.</p>
Provide visibility to and strengthen the role of business women and their networks.	<p>Increase in the participation in women's business networks in the city.</p> <p>Survival of female-run companies which have received support from Barcelona City Council for two years.</p> <p>Reduction in the gender wage gap in decision making positions of companies contracted by the City Council.</p>

B 2 Domestic and care work

DIAGNOSIS

When we talk about **domestic and care work** we are referring to the activities which are essential for the sustainment, well being and reproduction of life, as well as the production of elements that are essential for maintaining life (meals, cloths, utensils, etc.). This is the daily work, without which life could not exist. **This set of tasks is traditionally carried out by women**, mostly without support, and is not socially or financially valued. Nowadays, although men are increasingly participating in household tasks, for now they do so to a much lower extent than women. To be precise, they dedicate almost two hours less than women to household and care work.

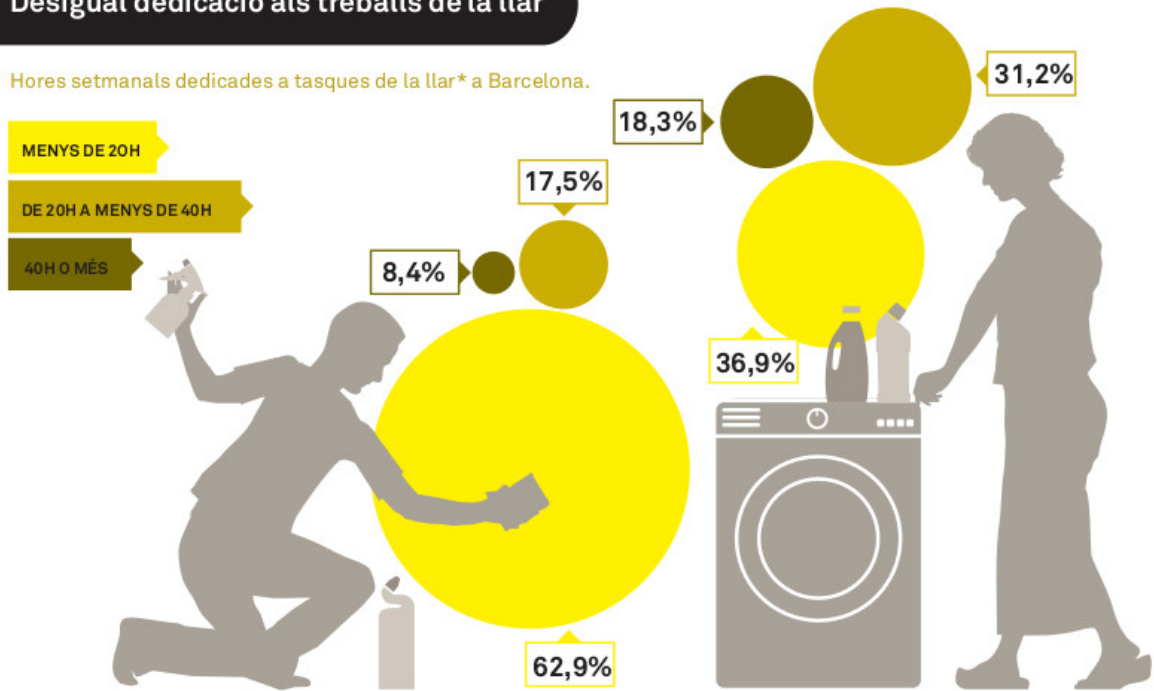
Despite the important role women play in these tasks in their own homes, these are outsourced by many homes, which has led to the creation of global care chains in recent decades. Outsourced domestic and care work **is mainly carried out by women, usually immigrants**, and very often in precarious conditions. Meanwhile, these immigrant women have left behind their own dependent family members in their home country, who are also often cared for by other women.

Faced with this reality, administrations have hardly taken charge of providing care services, even during financial boom periods. And currently, with the cut backs in health, education and dependency or assistance for vulnerability, part of this scarce amount of assumed services are now returned once again to households.

To reverse this trend, public policies are required, aimed at **socialising and democratising the responsibility for care, to eliminate the disproportionate assumption of this work by women under the family framework**. It is essential that these policies are then assumed by *many social and financial players*: families and their respective members (co-responsibility between men and women), communities, public administrations and companies. Likewise, **it is necessary to promote social recognition of the central role it plays in collective life**.

Desigual dedicació als treballs de la llar

Hores setmanals dedicades a tasques de la llar* a Barcelona.



Font: Idescat i IERMB, Enquesta de condicions de vida i hàbits de la població, 2011.

*Població de 16 anys o més

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Promote a new attitude towards the importance of the provision of more equal care.	Ensure that citizens increase the value they place on the importance of care.
Promote the reorganisation and redistribution of time to make it more equal.	Improve the division of time between men and women.
Increase public resources for providing care and promote the co-responsibility of the different agents involved (households, community, public and private organisations and public administration).	Percentage and amount of municipal resources destined for care services.

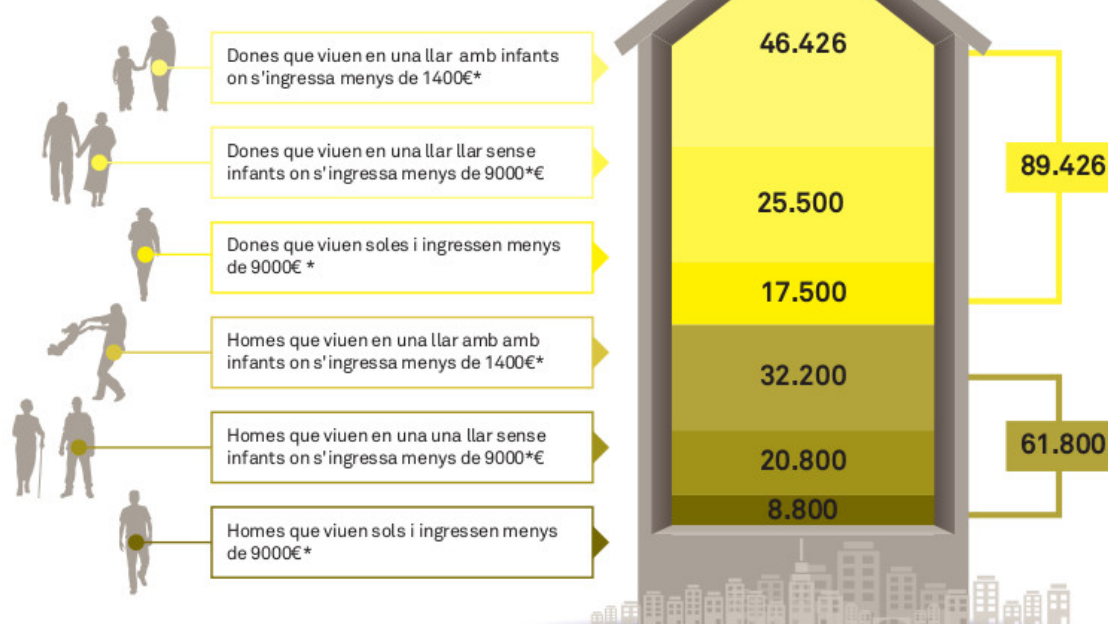
B 3 Fight against the feminisation of poverty and precariousness

DIAGNOSIS

Barcelona city is not free from poverty: over one quarter of the population, 28% to be precise, is at risk of poverty. Of the total population in this situation in the city, 55 % are women and 45 % men. If we look at men and women separately, we can see that women are at a higher risk of poverty than men: the AROPE rate¹⁵ on people in a situation of being at risk of poverty in Barcelona is 28.4 % among women and 27 % among men. **Situations of exclusion and material deprivation do not affect men and women equally**, and as a result, policies for fighting against poverty and precariousness must provide different responses.

Feminització de la pobresa

Persones que viuen en llars amb baixos recursos a Barcelona



Font: Idescat, Enquesta de condicions de vida i hàbits de la població a Catalunya, 2011.

15 The AROPE rate is a European indicator for the proportion of the population at risk of poverty, in a situation of serious material deprivation, or living in households with scarce employment..

Half of women's working income is 18 % lower than that of men. Unemployment seriously affects women, especially when it is long term. It should also be taken into consideration that employed women have a higher risk of poverty than men (14 % against 11.6 %). That is, access to the employment market is part of the solution for tackling elements of the feminisation of poverty, although, at the same time, it does not guarantee an exit from poverty, as better working conditions are needed in order for it to be an effective remedy.

As well as the employment market, the social welfare or transfer system is another large source of income. Social transfers represent the main income for 27 % of women and 26 % of men. However, we find 21 % of women with no income, compared to 16 % of men.

Furthermore, **the usual axes of inequality** —age, origin, class, identity and sexual orientation, etc.— **generate particular experiences of poverty risk**. Hence, the lack of a work permits and study certificates, and transsexuality exclude women from the formal employment market. Elderly women, for their part, resulting from a sporadic working history or one focused on the home, receive contributive pensions in 38 % less cases than men, and single-parent families headed by women run an extremely high risk of poverty at 40 %.¹⁶

All of these situations affect basic social rights, like health and housing. 26 % of women see their state of health as regular, bad or really bad, compared to 16 % of men. Likewise, the deterioration of health could be a direct consequence of having no income. However, housing is one of the main expenses for the most part of the population. Before giving up their home, people will have faced other situations of poverty, such as energy or food poverty, and the precariousness of cohabiting conditions. In 2015, 61 % of emergency social housing was assigned to women.

16 CIRDA (Women's Equality and Resources Centre) (Barcelona City Council) (2014). Report on Women's living conditions in Barcelona 2013. Audit on gender inequalities in the city.

Lastly, the diagnosis carried out under the framework of the creation of the *Strategy against the feminisation of poverty and precariousness*, shows that the response provided by social services to situations of greater vulnerability is insufficient, due to the system's saturation, fragmentation of support, difficulty of access to resources and, also, because many women won't resort to it due to its surrounding stigma. Therefore, urgent changes are required in the social services support system, and policies need to be promoted to face the possible causes of poverty, focusing on ways in which concessions are created.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Reduce the feminisation of poverty and precariousness in the medium and long term.	Level of compliance with the Strategy against the feminisation of poverty and precariousness in Barcelona (2016-2024). Own indicators of the Strategy against the feminisation of poverty and precariousness in Barcelona (2016-2024).



CITY OF RIGHTS

Cities have become international players in promoting human rights. As explained by the Human Rights Institute of Catalonia (IDHC), the city has the ability to mobilise resources and influence the system, while at the same time preserving the independence needed to exercise its power. Meanwhile, however, the city is inevitably conditioned by transnational financial forces which often create problematic phenomenon, like financial and cultural inequality or social exclusion. **Local public action can challenge the neoliberal financial system and its patriarchal structures, by means of promoting peace and reclaiming the city as a space for rights -cultural, participatory, health or housing- and hence, as a promoter of human rights.**

In fact, since 1998, Barcelona is adhered to the **European Charter for Human Rights in the City, part of Barcelona's Commitment**, a political document aimed at promoting respect, protection and guaranteeing human rights in the local area. What is considered human rights, is the product of a consensus which as such, is subject to a process of constant reconstruction. The same concept of "human rights" was blind to gender until the **Vienna Declaration and Programme of Action of the World Conference on Human Rights** (1993) finally and unequivocally included the rights of women within this category¹⁷. This does not mean that women were formally discriminated against until then, but that their real situations, constraints and specific needs had been overshadowed by the view of a world focused on male experiences.

¹⁷ Article 18 recognises the human rights of women and girls as an inherent, integral and inseparable part of universal human rights; and establishes, as priority objectives of the international community, the full participation of women under equal conditions in political, civil, financial, social and cultural life, as well as the eradication of all kinds of gender based discrimination.

Likewise, these rights have evolved from a conception based on the confrontation between civil and political rights, on one hand, and between financial, social and cultural rights, on the other, towards a vision that integrates these two spheres into a relationship of indivisibility and mutual interdependence. **Achieving true gender equality requires governments to simultaneously promote policies for redistribution, and the representation and recognition of women.**

From this perspective, defending women's rights appears to be a much more complex task than initiating market redistribution policies, simple formal recognition or conventional social participation. To ensure these rights, policies must affect each and every financial, social and cultural aspect in which inequality occurs, and work must be carried out from the perspective of gender equality. To do so, this plan lays out the strategic axis of the **City of Rights** into the following eight areas: **Political, social and technological participation**, aimed at reverting the over-representation of the voice and needs of men, so that the living conditions and specific requirements of women play a central role on the political agenda. **Health, sexual and reproductive rights**, focused on prevention and the improvement of women's living standards and having an affect on the gender roles that condition health. **Coeducation**, in which proposals are made for making progress towards a coeducational model in the city of Barcelona. **Collective memory and culture**, focusing on building non-sexist models that promote a balanced representation of men and women in all cultural areas, and also foster a collective memory from a gender perspective, in order to recuperate and shine a light on the leading role played by women throughout history. The area of **Citizenship, interculturalism and immigration**, in which we propose measures to incorporate an inter-sectional perspective, in order to include the principle of gender equality in cultural diversity and municipal immigration policies. The area of **Housing**, that delves into the inclusion of a gender perspective in access criteria, that enables gender equality to be guaranteed regarding access to housing, as well as social housing design. The area of **Lives free from violence**, aimed at combating, preventing and tackling violence against women in the city of Barcelona. All of this area, is based on the actions derived from the government measure of "System improvement for a comprehensive approach to violence" in November 2015. The last area involved is **Global justice and international cooperation**, aimed at reinforcing the incorporation of a gender equality perspective in all international projects in which Barcelona City Council collaborates, in order to ensure that the needs of women are included in all steps taken towards global justice and international collaboration.

C 1 Political, social and technological participation

DIAGNOSIS

Both institutional and non-institutional participation is a space that is generally occupied and dominated by men. Supported by the privilege derived from the sexual division of work, men have a much more marked public dimension. This situation contributes to the over-representation of their voice and specific needs. Derived from this uneven playing field, a masculine culture of participation has been generated that blocks out the voice of women, who are already under-represented in participatory spaces. Therefore, the living conditions and specific needs of women do not play a central role on the political agenda, but have to be inferred or specifically sought after.

When we talk about social and political participation, we must consider the possibility of having **free time** to dedicate to this activity and affect the decision making of organisations. As aforementioned, the sexual division of work clearly affects the possibility of women participating in social and public activity. As well as the structural and operational obstacles of political and social spaces, when discussing the participation of women, we must also consider their financial position, as well as aspects such as culture and empowerment.

Despite these obstacles, it is essential to keep in mind -as was brought to light in the First and Second Women's Congress in Barcelona- that throughout history women have participated in building and maintaining society. Their contributions have not always been given visibility nor has there been any will to view their ways of participating, which were very specific to women, as political contributions.

Hence, the data¹⁸ confirms a **difference in the participation levels of men and women.** After the elections in 2015, the municipal council consists of 20 women and 21 men and has its very first mayoress, although this level of equality has not been mirrored at managerial level.

¹⁸ CIRD (Women's Equality and Resources Centre) (Barcelona City Council) (2014). Report on Women's living conditions in Barcelona 2013. Audit on gender inequalities in the city.

With regards to **belonging to associations, we find higher affiliation levels with men than women**. The sectors in which the participation of men and women levels out is in NGOs, environmental associations and solidarity committees. In the remaining participatory sectors there are much more men than women. **Political and trade union participation** continues to be very male-biased: the participation of men in trade unions, professional associations and neighbourhood associations is twice that of women.¹⁹ Apart from this formal participation -that requires affiliation with the entity or organisation- that is very male-biased, there are other forms of participation in which women play a much more important role. In fact, as shown on the following info-graph, women show higher participation rates than men with regards to their involvement in participatory activities -in general- and in helping other households.

Regarding the use of ICT, **there is a digital gender gap**.²⁰ There is no data available corresponding to Barcelona, but in the state area, there was a digital gender gap in 2014 of 4.1 in computer use, 3.4 in internet use, 4.4 in frequent internet use and 5.1 in online purchasing.²¹ This digital gender gap is detrimental to other women's rights as it limits access to information and in turn, social and political participation. For this reason tools for women's empowerment are necessary to guarantee full participation in ICT and on a level footing.

¹⁹ CIRDA (Women's Equality and Resources Centre) (Barcelona City Council) (2014). Op. Cit.

²⁰ The digital gender gap, according to the National Statistics Institute, is defined as "the difference between the percentage of women and men using ICT (computer, internet, frequent internet use, online purchasing) expressed in percentage points".

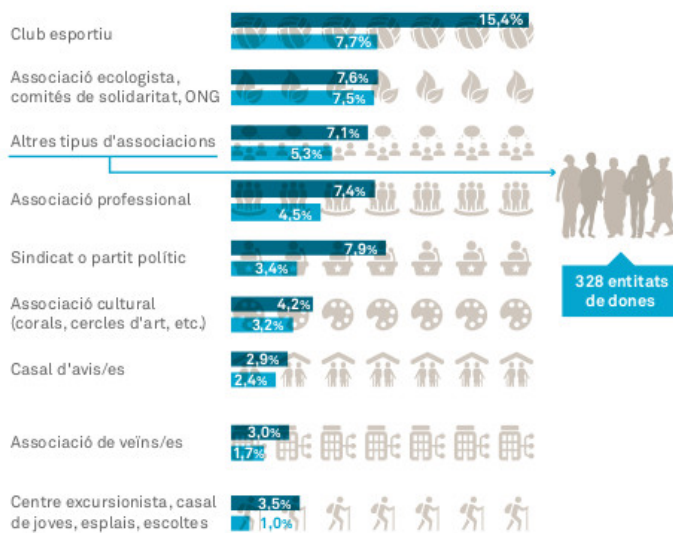
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²¹ INE (2014). Survey on the equipment and use of information and communication technology in households.

Diferents maneres de viures la participació

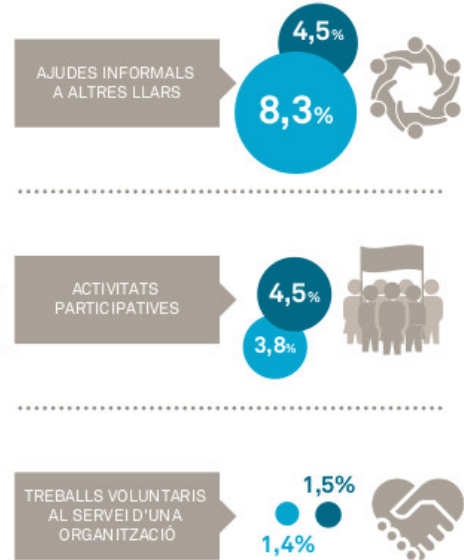
● DONES ● HOMES

Membres d'associacions a Barcelona



Font: Ajuntament de Barcelona, Enquesta de condicions de vida de les dones a Barcelona, 2011.

Realització d'activitats voluntàries i participatives a Catalunya



Font: Idescat, Enquesta de l'ús del temps, 2010-2011.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Be aware of and recognise the real situation of women's political, social and technological participation in Barcelona.	Improve awareness of the real situation regarding women's political, social and technological participation in Barcelona.
Ensure social, political and technological participation while catering for diversity.	Percentage of women, feminist movements or entities that participate in institutional, social and technological spaces.
Guarantee access and the quality of women's participation in local institutions.	Percentage of participatory bodies of Barcelona City Council in which women participate in an equal manner. Percentage of municipal councils on which representatives from the Women's Council of Barcelona participate. Number of resources activated for reconciliation, and the removal of elements and processes that push women away from participating.

C 2 Health, and sexual and reproductive rights

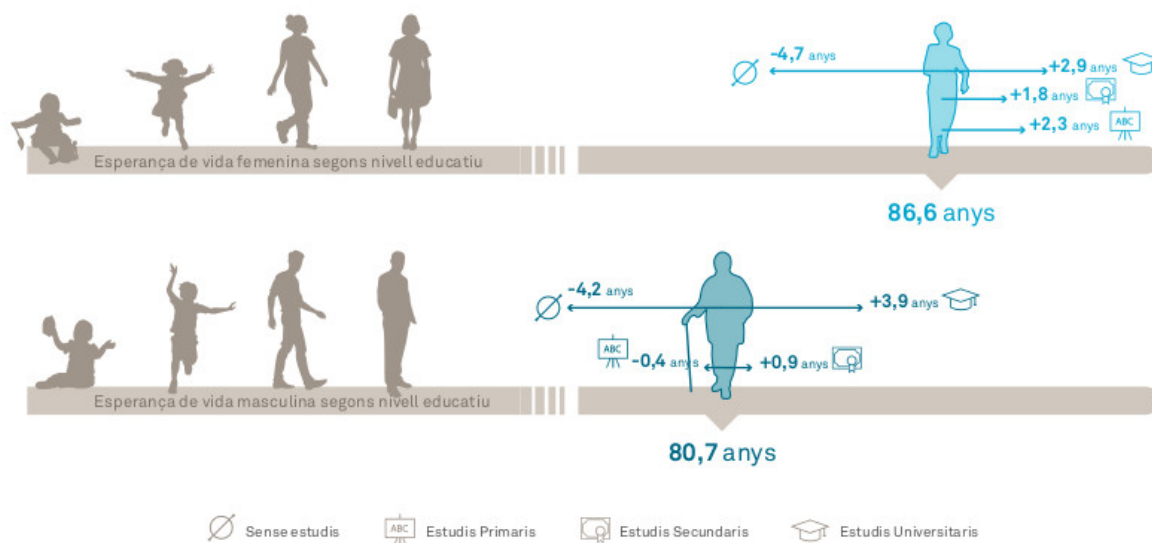
DIAGNOSIS

In Barcelona women have a greater life expectancy than men. There is also a relationship between the level of disposable income and life expectancy, and even, although more slightly so, between the level of disposable income and the difference, when it comes to the life expectancy between men and women. There is also a very clear relationship between people's level of education and their life expectancy.

Esperança de vida, gènere i desigualtats

● DONES ● HOMES

Esperança de vida segons sexe i diferència de l'esperança de vida mitjana segons nivell educatiu a Barcelona



Font: Agència de Salut Pública de Barcelona, La salut a Barcelona, 2014 (dades de 2013)

The mortality rate of women is lower than that of men. The main cause of premature mortality is breast cancer, followed by lung and colon cancer. With regards to morbidity (frequency of becoming ill), women show a higher rate and are more prone to suffering from chronic or long-term illnesses, that are usually strongly conditioned by environmental aspects. That is, these involve illnesses like exhaustion or depression, which are very often triggered or aggravated by a component associated with their social role.

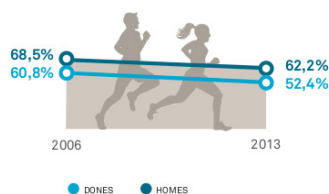
Social class is a determining factor for the perception of one's own health. *The health survey of Barcelona (2011)*²² reveals two key points of information: the first is that **people from underprivileged classes give a worse rating to their health**. The second is that, systematically **in all social classes, women rate their health worse than the men**.

In recent years, the number of people attending mental health centres has increased, an area where differentiating aspects can also be observed from a gender perspective. **Women run a much higher risk of psychological suffering than men**, a difference that is accentuated as they age.

With regards to **sexual and reproductive rights**, there is a noticeable upturn in the number of abortions practised in 2013, after a continuous descent since 2009. The age at which women opt to undergo this intervention has progressively increased, and for the first time since 2012 is situated in an age range between 30 and 34 years. Nowadays, we must keep in mind that the last abortion reform in the Spanish State, does not allow women between 16 and 18 to abort without the permission of their legal guardians, which could place some of these young girls in situations of risk.

Menys pràctica esportiva i més diferència de gènere

Evolució del percentatge de persones de 15 a 74 anys que practiquen activitats físico esportives



Font: Enquesta d'hàbits esportius a Barcelona, 2013.

Men represent the majority of people infected by sexually transmitted diseases, and the homosexual collective is the most affected. This could be related to differential gender socialisation, as women are frequently educated in fear and prudence, while men are educated in dares and risk.

The school sports habits study in Barcelona 2013, of Barcelona's Sports Institute (IBE), shows that **practising sports continues to be more frequent among boys**. This difference is accentuated regarding participation in school sports, where girls represent slightly more than a third of participants. This greater sports practice in men can be extended to all ages. On the info-graph, we can see how men continue to display higher participation rates than women regarding physical-sports activities.

Outside of the school environment there is a very clear **segregation** between exclusively male and other exclusively female activities. However, there are more women participating in traditionally male activities, than men participating in traditionally female sports. All of this, in addition to a male-predominant offer of activities, means that men mostly participate in spaces with standards, behaviours, relationships and values that are socially associated with masculinity, whereas women, in the majority of cases, participate in gender-equal environments.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Improve the quality of life and health of women.	Self-perceived health of women. Number of women attended by the specialised health services.
Promote sexual and reproductive health.	Percentage of youths who have received education on sexual health and reproduction. Number of women attended by the sexual and reproductive health services. User satisfaction level with the reproduction services. Reduction in the demand for gender identity disorder in public health centres, by people taking part in gender transition processes. Number of objectives reached of the Sexual and Reproductive Health Measure
Combat gender roles that condition women's health.	Self-perceived health status of women depending on them having a co-responsible network.
Promote the participation and visibility of women in sports.	Percentage of boys and girls that consider all sports as neutral. Number of boys who participate in feminised sports.

C 3 Co-education

DIAGNOSIS

There is currently no data on the implementation of coeducation in educational centres, which continues to depend on the individual will and motivation of teachers and schools. Some pilot tests on infant and primary education have been carried out in the municipal area.

Cap a la coeducació



Font: elaboració pròpia

With regards to **educational levels**, we see an increase in the educational achievement level of the city, as the population with no education has decreased and that with higher education has increased. **Women are the largest group at both educational extremes** (uneducated population and those with higher education).

Even still, the highest level of university education among women does not correspond with their position in the employment market. **Women display higher unemployment rates than men in higher educational ranges**, whereas men display more unemployment than women in the lower educational levels.

On the other hand, absenteeism, dropping out and failing school, are real situations related to the values arising from male dominance. In Barcelona, the early school drop out rate is 22 %. This especially occurs on entrance to the ESO (Compulsory Secondary Education), which loses around 25,000 students every year (almost a third) and during the ESO, when around 900 are lost. If we look at gender inequalities we find that:

- There are around 2,000 less girls than boys each year at the ESO
- There are around 1,000 more girls than boys each year at the Spanish Baccalaureate (non-compulsory secondary education).
- With regards to higher education, a higher proportion of girls than boys complete their studies (52.4 % compared to 41.7 %).

Lastly, we must consider that in order to promote education based on equality and non-discrimination, the values transmitted by formal education are so important, just like the values and models promoted by other educational agents, among which the family is of utmost importance. Hence, **it is essential to work on coeducation hand-in-hand with co-responsibility and conciliation**. The lack of co-responsibility when accompanying children's education overloads women (compared to men), perpetuates male-oriented operational models, and hinders the establishment of more equal real-life situations.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Make progress towards the implementation of a coeducational model in the city's schools	Number of collaborations carried out with educational centres / percentage compared to all educational centres in the city.
Reduce school drop out, failure and absenteeism rates for boys and girls from an intersectional perspective.	Evolution of school drop out and absenteeism rates considering different intersectional variables.
Fight against school bullying and abusive relationships in the community educational area.	Evolution of the number of programmes, campaigns and training courses carried out for the prevention of school bullying and abusive relationships. Reduction in the number of experiences of school bullying and abusive relationships.

C 4 Collective memory and culture

DIAGNOSIS

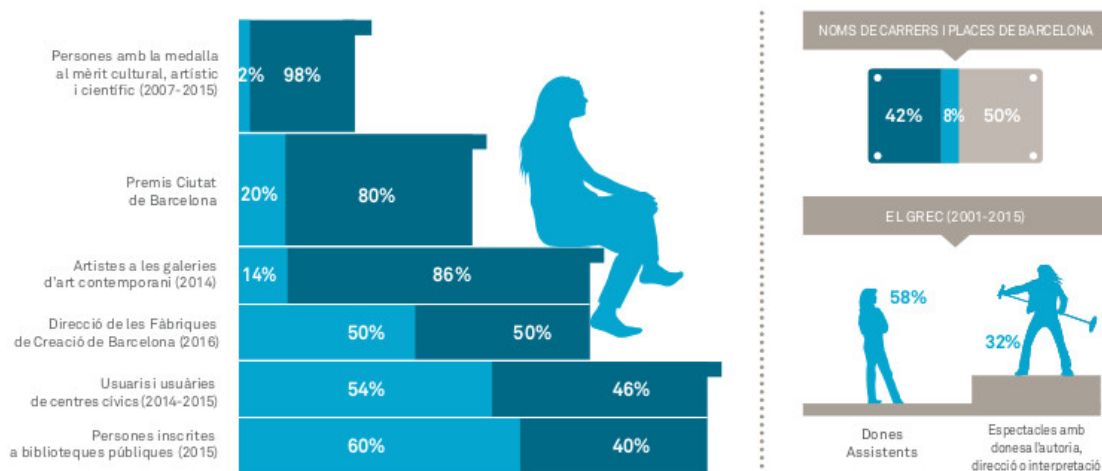
Culture is the mechanism by means of which society depicts visions of reality in diverse forms (with artistic expressions, via ICT or the media), and in this manner helps to transform or on the other hand, reinforce, collective imaginations.

Despite this fact, public administrations **have not always developed cultural policies that promote equal values**. Often, cultural programming has responded more to a market logic than that of the common good. Hence, culture has been conceptualised based on neoliberal economic parameters, both in the production, and the distribution and consumption of cultural goods and services. In the same way, on many occasions, culture has responded to male-biased parameters. In this sense, the images conveyed by this cultural model have tended more towards strengthening stereotypes than questioning them. As shown on the following info-graph, despite the lack of recognition of women in the area of culture, the majority participating in cultural consumption is female:

Dones en la cultura: més involucrades, menys reconegudes

● DONES ● HOMES

Percentatge de dones i homes en diversos rols culturals a Barcelona.



Fonts: Institut de Cultura de Barcelona i www.iqobservatori.org

Another space for action within this area is **collective memory**. In order to build the present and not repeat the errors of the past, we must know our history. In the case of women, the recovery of historical memory is especially important, as just like in the other areas shown, **the role played by women has been kept in the dark**: great women remain unknown; and their role in maintaining life throughout the centuries, has been disregarded and their contributions have always been considered secondary. A light must be shone on them in the city of Barcelona and their contributions valued.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Carry out a deep-delving diagnosis into gender inequality in the cultural area of the city.	Improve the awareness of gender inequality in the city's cultural area.
Strengthen women's creations and from a gender perspective.	Increase the presence of women and their creations on the city's cultural agenda.
Visualise and recognise the work and contributions of women throughout history.	Percentage of women's names incorporated into city naming. Number of commemorations, days, exhibitions, awards and other cultural events in the city, dedicated to recognising the contributions of women throughout history.

C 5 Citizenship, migration and interculturality

DIAGNOSIS

The foreign population in Barcelona represents 16.3 % of people registered as living in the city. However, since 2011, this figure has shown a general decrease which has been higher for men (8 %) than women (3 %).²³ The situation of women immigrated to Barcelona brings together a diversity of personal circumstances, although many have the experience of multiple discrimination in common, as a result of their circumstances as female immigrants, workers, or as members of minority cultures or religions.

Dones cap a la ciutadania plena



There are structural discrimination factors that must be considered. **In first instance, the legislative framework awards citizenship and its rights based on the needs of the employment market, and not on people's freedom to develop their own life projects.**

In virtue of this legislative framework, a significant proportion of these women don't have the documentation required to work in the formal market, and they are obliged to work informally, many of whom carry out paid domestic and care work. The difficulties they face in validating their studies also reduces their options for entering better qualified jobs.

Despite the significant obstacles and structural inequality surrounding immigration, this is an entrepreneurial experience that requires initiative, emotional and conflict management skills, etc. Women's immigration projects can also involve a **process of sexual emancipation and transformation of gender roles** lead by the women themselves (affecting both the individual, and national and transnational networks), as they acquire new roles (financial provider), and interact under new social contexts. In this sense, immigrant women play an invisible key role in the world economy, that goes unrecognised, an important piece of the puzzle without which global capitalism could not be sustained. Along with their essential role in global care chains, the finances transferred by them to their country of origin, significantly contributes to national economies and sustains their own transnational families.

Beyond the immigration process, many women suffer social prejudice and stereotyping, and the absence of an intercultural perspective in operating society, based on origin, culture, social class and religion, which hinders the establishment of real and integrating relationships between all. In this sense, the systematic and historical exclusion and discrimination of the gypsy population is paradigmatic. Currently, **gypsy women** are playing leading roles in a deep-rooted revolution, in which they are reclaiming their rights as women and as people. There is strong recognition and support for their fight as part of Barcelona's culture and history. And we must provide this recognition by making supportive and equal relationships through spaces for relating, building together and supporting their processes.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Include gender perspective in the design and planning of intercultural and citizenship policies	Percentage of plans and services including gender perspective. Mechanisms for coordination between departments and services that must work from an intersectional viewpoint.
Promote social, work and cultural programmes that consider the diversity of women according to their national and cultural origin.	Number of promoted programmes and projects.

C 6 Housing

DIAGNOSIS

According to the *Survey on living conditions and habits of the population of Catalonia 2011*, with regards to the housing tenancy framework, there is a slightly higher percentage of women with their property fully paid off, whereas there is a slightly higher percentage of men with their property under deferred payments. A possible explanation for this fact, would be that banks have facilitated men with higher mortgages than women, while men have a greater tendency for taking risks; therefore, on the same wage, it is possible that men have taken out slightly higher mortgages than women.

There are negligible differences between men and women in both the **monthly housing expense** and **years staying in the house** (although the rate of people always living in the same house, or living there since before 1961, is higher for women), and **reasons for moving house**. In this last aspect, however, what stands out is that twice the number of men than women **plan to change house** to become independent or form part of a couple, whereas the majority of women do so to improve the home, environment or tenancy framework.

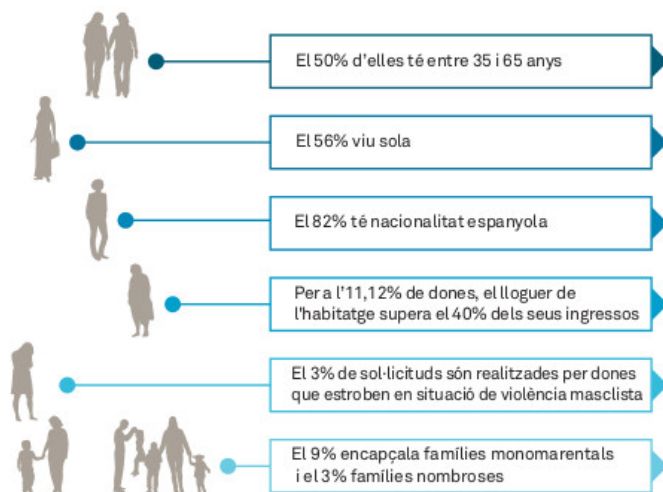
In terms of **social housing**, data from the Barcelona Housing Consortium indicates that, regarding all women applicants, 90.13 % have an income of less than 2.5 IPREM (Public Income Indicator of Multiple Effects). In fact, of the total applicants situated under this threshold, 56 % are women compared to 44 % of men. Of these women:

- 50 % are between 35 and 65 years.
- 54 % are alone. That is, we are dealing with housing units with one sole member. Then, 24 % belong to housing units with two members.
- 82% are of Spanish nationality.
- 95 % have no real estate property.
- 79.23 % do not fall under any specific scenario for requesting social housing. Nevertheless, 11.2 % pay a rent that exceeds 40 % of their income and 2.58 % have an unaffordable home.
- By district, Sant Martí is the area from which the highest number of applicants come (16 %), followed by Nou Barris (14 %) and l'Eixample (13 %). Sants-Montjuïc, Horta-Guinardó and Sant Andreu are situated at 11 %.
- 3 % of applicants are women in a situation of gender-based violence.
- 15 % of applicants have a disability that does not involve reduced mobility.
- 9 % are single-parent families and 3 % are large families.

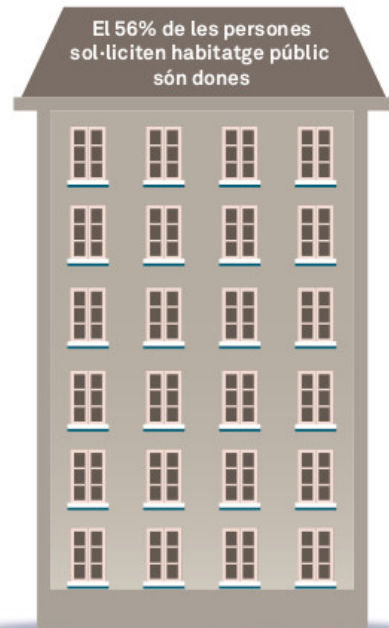
Likewise, gender perspective has begun to be incorporated into the design of the social housing promotions in which Barcelona City Council participates. This is implemented by extending the spacial design to consider a new form of cohabitation units, by introducing the criteria of flexibility and removing hierarchies, while at the same time generating communal areas in the buildings. It is hoped that these incipient actions carried out in the social housing area, serve as best practices for private initiatives.

Les sol·licitants d'habitatge públic

Característiques principals de les dones demandants d'habitatge públic que ingressen 2,5 vegades l'IPREM* o menys



El 56% de les persones sol·liciten habitatge públic són dones



* Barem oficial per a tenir dret a accedir a habitatge públic. Aquesta quantitat són 1331,27 euros mensuals.

Font: Registre de sol·licitants d'habitatge amb protecció oficial a Barcelona, 2016.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Delve deeper into the criteria that enables us to guarantee gender equality when accessing social housing.	<p>Percentage of scaling systems for access to social housing that include gender-based criteria or clauses.</p> <p>Evolution of the percentage of women receiving benefits for rented public housing.</p>
Promote the improvement of access to private housing by exploring new ways of accessing, where applicable.	<p>Evolution of the percentage of women receiving benefits for rented social housing and housing under a cooperative regime.</p> <p>Number of studies on situations of substandard housing from a gender perspective.</p>
Improve the incorporation of gender perspective into the design of social housing.	<p>Increase in the number of indicators available to measure the incorporation of gender perspective into the design of public housing.</p> <p>Incorporation of gender perspective into the criteria for new buildings and renovations of public housing.</p>

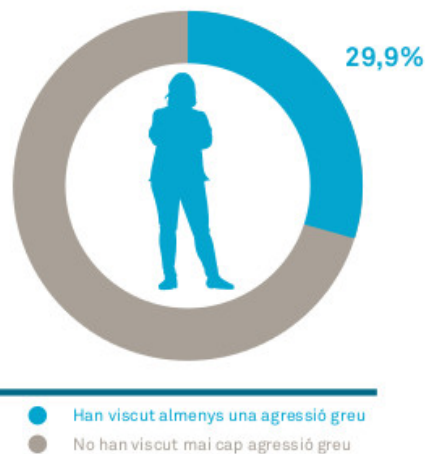
C 7 Violence-free lives

DIAGNOSIS

Gender based violence against women is a serious social and public issue, which we must tackle strongly and quickly. The facts are terrifying. Seven women were murdered in the province of Barcelona in 2012, one in 2013, nine in 2014 and five in 2015.²⁴ In Barcelona city, nine women were murdered in 2014, and a total of 4,706 injury reports were lodged with the tribunals for violence against women, to which we can add another three reports on crimes against freedom, for breaching protective orders or against moral integrity. In 2015, 3,774 reports were lodged in relation to this issue.

Les barcelonines, lluny de ser lliures de la violència masclista

Barcelonines que han viscut una agressió masclista greu al llarg de la seva vida



VIOLENCIA MASCLISTA GREU: violacions, intents de violació, tocaments sexuals amb violència física o amenaces, agressions físiques, amenaces greus (de mort o amb objectes perillosos) i altres agressions d'especial gravetat com l'assetjament psicològic sever.

Font: Enquesta de violència masclista a Barcelona, 2010.

²⁴ According to data from the Government Office for Gender Violence: data from the Statistics Department of Barcelona City Council. Source: Senior Judge of Barcelona. Report 2013.

Furthermore, from the '*Survey on violence against women*'²⁵ (2010), we know that 29.9 % of female Barcelona citizens have suffered a serious assault by a man in their lifetime. 16.3 % of women have experienced gender assaults on the street, of which 9.3 % carry defence objects (e.g. a spray), 24.9 % are more afraid of going out and 29 % try to never go out alone, while only 4 % of the victims had reported the event. Likewise, 10.1 % of female Barcelona citizens have lost their job directly due to gender assaults in their lifetime, and with regards to violence experienced in the workplace, one in every two women has experienced psychological abuse in the workplace, 4.8 % states having suffered sexual harassment and 5.3 % having suffered a sexist dismissal.

Faced with this panorama, we need a strong and stable information system, and more support and recovery resources to attend the constant increase of women, sons, daughters and men, who attend the services due to issues related to violence against women. For example, the assistance and information points for women (PIAD) have gone from registering 1,814 women in 2012 to 2,943 in 2014. Just from January to April 2016, the PIAD have already attended a total of 1,365 women, carried out 3,118 interviews with women, and had 5,527 women participating in their workshops. Regarding infants attended directly by the SARA (Care, Recovery and Shelter Service), the figure has increased from 104 under 1 year in 2012 to 217. From January to April 2016, 576 infants were directly or indirectly attended by the SARA. In this same period, 732 women were attended in person. Resources are also needed to provide accompaniment to women in legal processes, especially facing the drop in protective orders arising in 2014 (84.66 % were denied),²⁶ and to consolidate Barcelona's circuit against violence against women.

It is also necessary to strengthen the entire prevention system, to modify perceptions, and believed myths and prejudices that still exist among young people, that violence against women occurs at certain income levels, at low educational levels or among the foreign population. Likewise, even today 37 % find controlling a partner to be acceptable.

²⁵ Barcelona City Council (2011). Gender violence survey.

²⁶ Data of the General Council of the Judiciary.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Create a data collection system to recognise the phenomenon in the city, both periodically and systematically.	Increase the data available on violence against women in Barcelona.
Evaluate, review and improve the entire detection, care and recovery service for women, infants and adolescents affected by violence.	<p>Increase in financial, human and material resources intended for gender violence support.</p> <p>Specific improvements of the working conditions of staff of municipal support services.</p> <p>Satisfaction of staff of the coordination mechanisms between gender violence support services.</p> <p>Increase in cases handled.</p> <p>Level of user satisfaction with the services.</p> <p>Increase in the number of long-term shelter places for women and children who are victims of gender violence.</p> <p>Number of women who have suffered gender violence who benefit from occupational training and job insertion projects.</p>
Promote the gender violence prevention policy in the city.	<p>Number of stable actions being implemented in public and State-funded schools, from kindergardens to secondary school, in the field of co-education.</p> <p>Percentage of schools with programmes and training on the subject of gender violence prevention.</p> <p>Number of campaigns carried out against gender violence.</p>

C 8 Global justice and international cooperation

DIAGNOSIS

It's been 20 years since the *Beijing Declaration and Platform for Action* report, recently published by the Women's UN, which shows progressive advances in the majority of countries regarding the elimination of elements discriminating against women in legal frameworks, although serious discrimination still persists in legal texts such as the family code. However, effective progress is very slow and displays lapses and setbacks in some contexts. In many places, serious issues persist with girls' access to education or ICT and culture, such as extremely high female poverty figures, unacceptably high maternal mortality rates, and lack of access to sexual and reproductive health services in many regions, as well as scarce representation in political and economic decision spaces, and unequal access to land, water and other resources, all of which is aggravated by limited mobility and lack of power, among others.

Likewise, the report indicates the limited transformation capacity of some institutional mechanisms in promoting equality, which although have become widespread, often lack sufficient financial resources, technical capacity or political will, to prioritise the incorporation of gender perspective into all governmental policies

Faced with this reality, the objective is to have a strong presence in the networks of the world's cities that promote the fight against inequality, in order to defend a diverse, equal and just society not only for Barcelona, but for all cities. Gender equality cannot be attained behind closed doors; it is essential to act globally and in collaboration.

Cooperant per a ciutats menys desiguals

Principals projectes de cooperació amb perspectiva de gènere de l'Ajuntament de Barcelona



Font: Ajuntament de Barcelona.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIUS	INDICATORS
Promote women's leadership and gender equality in international networks and bilateral collaboration.	Increase the number of women participating in international networks and bilateral collaboration Improve the exchange of knowledge on the subject of gender, under the framework of international networks and bilateral collaboration.
Make progress with the objectives of sustainable development.	Number of actions carried out online to achieve the objectives of the millennium.
Reinforce gender perspective in funded projects and projects with local entities.	Evolution of the average rating for the incorporation of gender perspective in funded international collaboration projects.



LIVEABLE AND INCLUSIVE NEIGHBOURHOODS

Cities are not gender neutral. **Urban spaces have a strong gender bias** with regards to their use and associated rights and liberties. If we want to build neighbourhoods oriented towards the common good, and that guarantee to satisfy the needs of all citizens, we must build environments and contexts that promote a balanced use between all people living there.

The problem at the base of it all, is that the right to the city and the priorities used to define it, has been built using the public world and participation in the formal employment market as a reference, in such a way that other needs and experiences that are essential for building inclusive neighbourhoods throughout the city have not been considered. More specifically, it has often been forgotten that in our daily lives, part of the activities and experiences are carried out in the public space. In view of this, **it is necessary to socialise and visualise all of the tasks carried out by men and women on a daily basis, and adapt spaces to the activities of the city.**

Tackling the diverse needs and experiences of citizens, is not only limited to the design and promotion of spaces that boost the recognition of carrying out daily life: it is also important to redesign the city, enhancing initiatives aimed at favouring the presence of women in all public spaces as a form of empowerment. Hence, it is necessary to rethink strategies for suitable spaces and activities, and facilitate the use of the public space for daily activities, socialising and living together.

Lastly, one of the traits that more clearly differentiates the socialisation of women from that of men, regarding use of the public space and personal relationships, is the learning of numerous exclusively female self-protection strategies. These begin to be internalised from the very first stages of life, and are essential for limiting exposure to the risks proposed by the public space: avoid going out at night, going down badly lit or lonely streets, or dressing or acting in a determined manner, etc. However, these strategies are not harmless, and generate a greater sense of insecurity in women, seriously limit their freedom of movement, and constrain their possibilities for personal independence. Therefore, **another key factor when adapting the city to be more inclusive, is to promote the perception of women's safety.**²⁷ To achieve this, we must value making elements in the urban environment more suitable for the use and needs of women, and promote elements that contribute to female empowerment in the public space.

For all of these reasons, the plan includes a last strategic axis, known as Liveable and Inclusive Neighbourhoods. This is aimed at **reversing the gender inequalities of the public spaces of Barcelona** via three areas: **Environment and urban space**, which is aimed at making elements of the urban environment suitable for people's daily needs and use, guaranteeing non-discriminatory use, and working towards a sustainable city aimed at enabling life to continue with humanity and nature at harmony. **Mobility**, which focuses on striving to promote mobility, that considers the different specific demands of women compared to those of men, on the subject of accessibility, type of transport used, connections and movement around the city. And lastly, the area of **Safety and prevention**, understood in the broadest of senses as including elements that contribute to making the space suitable for women and facilitate the perception of being a fully-fledged citizen.

²⁷ For further information segregated by sex about security perception in public space, see "Victimisation in Barcelona: analysis from a gender perspective. Victimisation Survey 2013 (Barcelona City Council, 2013).

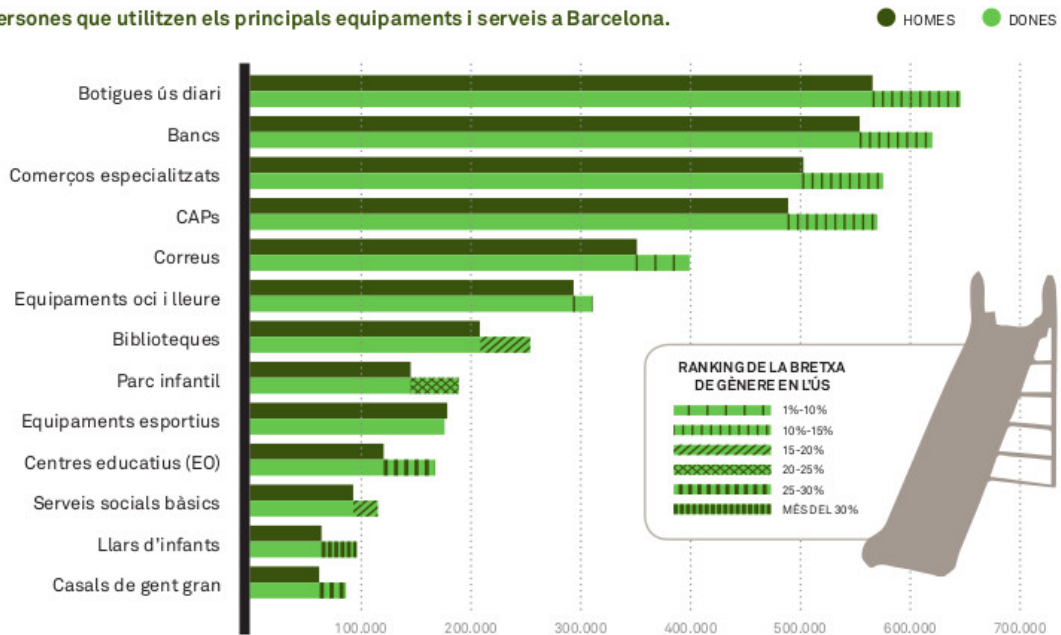
D 1 Ecology and urban space

DIAGNOSIS

Men and women see the city differently. For example, regarding **the use of municipal facilities and services**, women make more use (over 75 %) of neighbourhood shops for daily consumption and specialised establishments, as well as banks and primary healthcare centres (CAP). The most notable differences with regards to men are found in the use of facilities and services linked to childcare and sports. **While the compulsory educational centres, crèches, and playgrounds are more used by women, while sports, leisure and recreational facilities are more used by men.** This fits in perfectly with the traditional gender roles assigned to women, which at the same time, leave men with free time for leisure. When rating facilities, no significant differences between men and women were observed; both groups, in general, rated them as easily accessible.

L'ús feminitzat dels equipaments i espais municipals

Persones que utilitzen els principals equipaments i serveis a Barcelona.



Font: Idescat i IERMB, Enquesta de condicions de vida i hàbits de la població de Catalunya, 2011.

Likewise, according to the *Survey on living conditions and habits of the population of Catalonia, 2011*, the rating for elements of the public space in Barcelona (lighting, paving, street cleaning, rubbish collection, green areas, public transport, etc.) is practically identical between men and women: 6.8 on a scale of 0 to 10. What women rate the most about the urban environment is peace and quiet, and good location, whereas the most negatively rated element is contamination.

Beyond the use of facilities and equipment, the role that men and women may play in environmental waste management policies or ways of responsible consumption should be considered, in order to redirect these policies, based on the different behaviour associated with the types of activities carried out in the city and our homes. Furthermore, in this section we also deal with the issue of gentrification. Currently, several neighbourhoods of the city suffer from these processes, and the people who are usually displaced are mainly non-white, elderly, poor, large families, elderly women, single-parent families and immigrant women, among others.

OBJECTIVES AND INDICATORS

SPECIFIC OBJECTIVES	INDICATORS
Promote sustainability from a gender perspective.	The percentage of plans or projects with a gender perspective. Increase in indicators available to measure equality in consumption and waste management. Increase of equality in consumption and waste management.
Promote a city model that responds to the needs and experiences of daily life.	The satisfaction percentage of women using the public space.
Take action against gentrification from a gender perspective.	Increase in indicators available to measure gentrification from a gender perspective.

D 2 Mobility

DIAGNOSIS

The analysis of mobility from a gender perspective enables the differences in habits and needs between men and women to be seen. As shown by the *Analysis from a gender perspective of the Survey of mobility on a working day* (EMEF) (2013),²⁸ there are several notable differences between male and female citizens when moving around the city.

Firstly, **women mainly travel for family reasons** and secondly for job related reasons (15.1 %), whereas men move above all for job related reasons (19.5 %). Another differentiating point on mobility, is that **women travel more internally, i.e. inside the city of Barcelona**. Also, they travel less externally -outside of the city- than men. More specifically, over half of Barcelona dwellers (51.8 %) do most of their travelling inside the district. Then, we find women who move between districts (39.9 %). Only a minority of women travel to the outer belts (7.9 %). And the number of women who travel externally is practically non-existent (0.4%). On the other hand, men dedicate more time to long-distance travelling, at a more steady pace. Definitely, **women carry out more trips, more often and closer by**.

Secondly, as indicated by the EMEF (Survey of mobility on a working day), **women use public transport services more**, and hence are more dependent on the facilities of the public transport network. Therefore, from a gender perspective, it is very important to incorporate proximity into the public transport services. Furthermore, there **is a significant difference between men and women in the use of private transport, of which men are the main users**. While the use of the “car as a driver” is 13.3 % in men, in the case of women this use is 5.3 %. Likewise, the male population driving a motorbike is twice the female population; 9.6 % and 4.8 %, respectively.

²⁸ CIRD (Women's Equality and Resources Centre) (Barcelona City Council) (2014). Analysis from a gender perspective of the Survey of mobility on a working day (2013).

The data also shows that there is a higher percentage of men than women with a driving license (60 % of men compared to 40 % of women), as women have less access to the private vehicle than men.

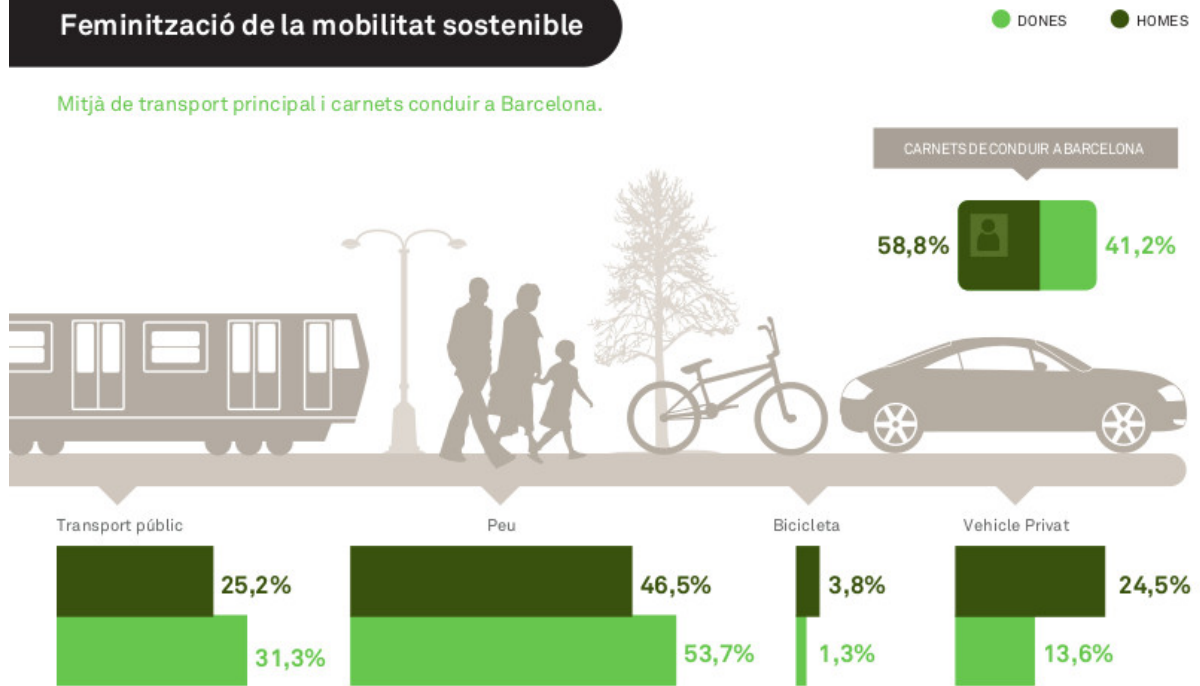
In third place, the **time distribution of travel** is analysed, according to the EMEF 2013, we can see that on a working day in Barcelona there is **a higher volume of trips made by the female population throughout the entire day**, especially between 11 h and 14 h, and 16 h and 20 h. In the case of men, they concentrate their trips between 17 h and 20 h. This information, once again, could be linked to the time use of men and women. Men designate the most part of their time to paid work, and this translates into the fact that their peak times for trips coincide with going to and from work. Women, on the other hand, combine the responsibilities of the employment market with care and reproduction tasks, and this means that during the day they show a higher volume of trips than men.

A **gender-based accessibility issue** is also detected, as the majority of women are loaded with lots of weight (shopping trolleys, push-chairs, bags, etc.), or there is a great number of women **with functional diversity affected by motor-type disabilities (40 %)**. We must also consider that according to the Ministry of Social Welfare and Family of the Government of Catalonia, within an equivalent distribution between men and women, elderly groups include more women with physical kinds of disabilities.

Lastly, a final factor that should be considered in the analysis of mobility from a gender perspective is the question of safety: **women have a higher perception of insecurity; this affects their mobility and could even lead to its limitation**, as well as constrain the right to enjoy the public space and a social life.

Feminització de la mobilitat sostenible

Mitjà de transport principal i carnets conduir a Barcelona.



Font: Idescat i IERMB, Enquesta de mobilitat en dia feiner, 2013 i Direcció General de Trànsit, 2012.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
Incorporate gender perspective into the reporting tools of the city's mobility policies.	The percentage of surveys with gender perspective.
Incorporate gender perspective into planning tools of the city's mobility policies.	The percentage of plans with gender perspective.
	The percentage of key projects with gender perspective.
	Percentage increase of proximity networks.

D 3 Prevention and safety

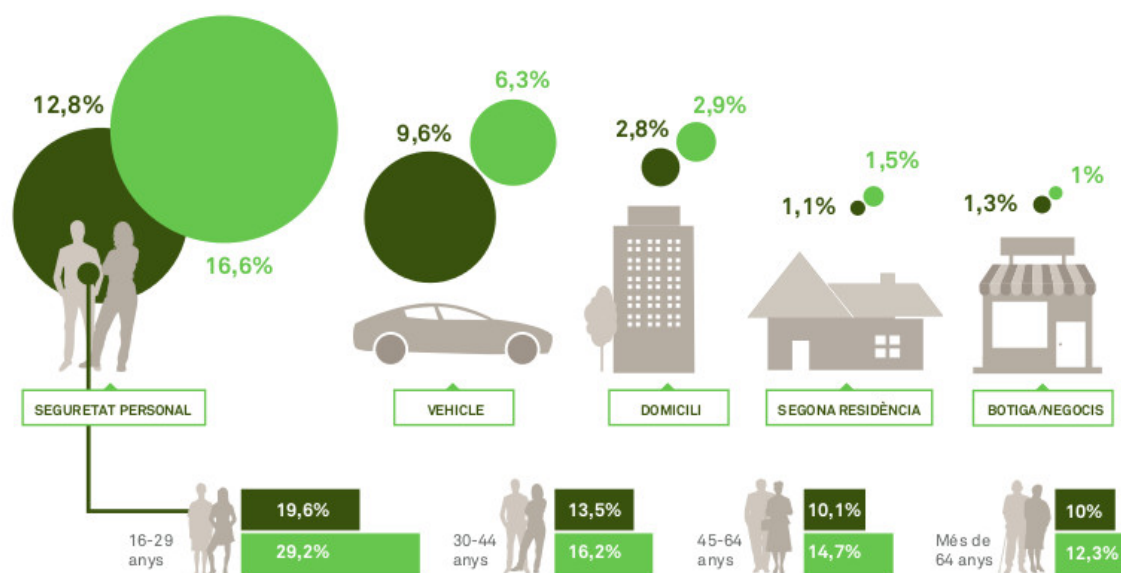
DIAGNOSIS

Traditionally, citizens perceive safety as a clear objective in a homogeneous manner. However, this objective was established according to androcentric and ethnocentric parameters, and so we find ourselves faced with a scenario in which the construction of the concept of safety is not neutral from the perspective of gender and cultural diversity. In view of this, it is essential to understand that men and women follow differentiated socialisation processes, and that this neutrality puts the specific safety needs of women in the dark. So, starting with the fact that safety is not only the absence of conflict or crime, this must also be approached from the subjective point of view of people who live, move, work and coexist in the city.

La seguretat personal, clau per a la llibertat de les dones

● DONES ● HOMES

Percentatge de barcelonins i barcelonines que han estat víctimes de fets delictius segons àmbit.



Font: Ajuntament de Barcelona, Enquesta de victimització, 2015.

Precisely, one of the traits that more clearly differentiates the socialisation of women from that of men regarding use of the public space, is the learning of numerous female self-protection strategies: avoid going out at night, or going down badly lit or lonely streets, dressing or acting in a determined manner, etc. However, these strategies generate consequences for the quality of life of women: involve a greater sense of insecurity, seriously limit their freedom of movement and constrain their options for personal independence.

In light of all this, we must consider gender differences in the subject of victimisation. In fact, in the city of Barcelona, according to the victimisation report of 2013:

- **The impact of crimes against personal safety**, as well as in the area of victimisation at a second residence, **is greater for women.**
- Whereas **men suffer more crimes against safety that involve a certain level of violence**, like muggings.
- As **people get older the level of victimisation decreases.** However, women are the most affected in both extremes, that is, both young and old.
- **The most victimised group is young women.**
In the case of women, the psychological cost of victimisation in the personal area is greater the older the woman gets. However, the psychological cost is always greater for women.

In conclusion, **while a greater proportion of men than women are victims of violent assaults, women suffer offensive and intimidating attitudes on the street more frequently.** The majority of this behaviour is not typified as a crime, which hinders its identification, and little importance tends to be given to these kinds of attitudes. However, the normalisation of harassment in the public space, is yet another form of exercising social control on women, which must be reverted.

OBJECTIVES AND INDICATORS

SPECIFICS OBJECTIVES	INDICATORS
Improve the response to gender violence from the safety policies and the City Council police force (Guardia Urbana) of Barcelona.	Percentage of plans or projects that link safety policies to issues of gender violence.
Improve the perception of safety and empowerment of women in the public space.	The percentage of safety perception of women when using the public space.



03

GOVERNANCE

OF THE PLAN

The governance of the **Plan for Gender Justice** (2016-2020) incorporates management mechanisms both for the implementation of the plan and its monitoring and evaluation.

Implementation

During the plan's implementation, work will be carried out to establish coordination between all agents of the council responsible for implementing the actions agreed to achieve the plan's objectives. During this entire period, the Department of Gender Mainstreaming and the Women's Equality and Resources Centre (CIRD), will boost the existing interdepartmental dialogue and coordination spaces, departments and organisms involved in the plan, in all that is necessary to successfully implement the actions set out.

With regards to specifying the actions to be carried out during the four-and-a-half-year duration of the plan, the actions to be carried out in the work plan for 2016 and 2017 have first been defined. The actions to be carried out in the following period will be defined and agreed at the end of 2017.

Monitoring and assessment

The plan will have a **continuous monitoring system** that will enable its execution level to be assessed each year. More specifically, **the Department of Gender Mainstreaming** will be responsible for these tasks, and will monitor them using an action validation file that is part of a computer application specifically designed for the **Plan for Gender Justice**. The person responsible for each action will provide the information, which will include a set of managing indicators and results. Data from monitoring these actions will be gathered once a year and a report will be created. Furthermore, a session of the **Technical Monitoring and Return Board** will be held, with the areas involved in the plan's implementation, on a yearly basis. The ten districts of the city will be invited to attend these sessions.

Apart from the Technical Board, **political monitoring** of the plan will be carried out with all of the councils, holdings and districts. Likewise, the **Council for Feminisms and LGTBI** will promote constant dialogue with feminist movements and entities and women involved in the implementation of this plan, and will provide feedback on the progress made at the Women's City Council and the pertinent commissions. Furthermore, the **Women's Council of Barcelona** has created a permanent work group for gender mainstreaming that, among other things, will work on the involvement of the city's feminist groups in the management and monitoring of the plan.

The evaluation system will use the indicators established for each of the plan's specific objectives. The majority of these indicators are based on impact, as we want to measure the achievement of the objectives set out in the plan, and highlight the social and gender-related changes we hope to achieve. Furthermore, management indicators and results of actions will also be used.

Apart from the plan monitoring carried out by the Department of Gender Mainstreaming, a mixed evaluation will be carried out -both internal and external. Likewise, the plan's evaluation will not only consider the quantitative elements provided by reading the indicator system for objectives and actions, but it will also be based on qualitative information from interviews, focus groups, etc., which will be used to assess the general achievements of the plan.



04

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