

INDEX

Introduction	27
1. Apply and further develop Equal Rights legislation available.	33
OBJECTIVE 1.1. TO MAKE EQUAL RIGHTS LEGISLATION KNOWN, NAMELY RECENTLY APPROVED REGULATIONS REGARDING THE PRINCIPLE OF EQUALITY AND TO ENLIGHTEN THOSE PERSONS INVOLVED IN THE APPLICATION OF THESE LAWS.	35
Action 1.1.1. Elaborate and make recent Equal Rights regulations known.	35
Action 1.1.2. Produce reports and compilations on Equal Rights laws and jurisprudence in other European Community member States and Institutions to be distributed amongst those persons involved in the application of Laws, Judicature, Work Inspections and National Health, Civil Servants and Social Administration staff.	35
Action 1.1.3. Organise seminars and specialised conferences to study and improve the application and development of Equal Rights legislations.	35
Action 1.1.4. Introduce specific Equal Rights subjects in training programmes for those persons involved in the application of these laws.	36
Action 1.1.5. Increase supervision regarding the compliance of the principle of non-discrimination, including indirect discrimination, in the working environment, through actions taken by Labour Authorities, Labour Inspection and General Directorate of Labour.	36

- Action 1.1.6.** Study the national professions classification list and make the necessary adaptations to abide by the principle of “equal pay for equal work”. 36
- Action 1.1.7.** Undertake and publish research on collective negotiations focusing on the application of the principle of Equal Rights and non-discrimination. 36
- Action 1.1.8.** Use the Conference of Ministers of Justice of Latin-American countries to encourage the interest for, and release of information on Equal Rights laws dictated in Spain and means and mechanisms of application. 36

OBJECTIVE 1.2. TO MAKE THE NECESSARY LEGAL AMENDMENTS WHICH LEAD TO COMPLETING THE DEVELOPMENT OF THE PRINCIPLES OF EQUALITY INCLUDED IN ARTICLE 14 OF THE SPANISH CONSTITUTION

37

- Action 1.2.1.** Include “verbal and physical offences of sexual nature” in number 11 of article 8 in the Act on Infringements and Punishments of Social Orders. 37
- Action 1.2.2.** Modify the term “equal work” for “work of equal value” in article 28 of Law 8/80, dated 10th March in the Workers' Statutes. 37

OBJECTIVE 1.3. TO INTRODUCE LEGAL AMENDMENTS ALLOWING EQUAL OPPORTUNITIES FOR WOMEN.

38

- Action 1.3.1.** Determin maternity leave as a specific leave, instead of leave due to temporary incapacity. 38
- Action 1.3.2.** Modify all sexist and discriminant elements still found in forms and reports. 38
- Action 1.3.3.** Lead to the inclusion of sexual harassment at work in collective negotiations, especially those in Public Administrations, the mechanisms required to prevent this and suitable punishments. 38

2. Promote equal participation of women in processes which elaborate and transmit this information. 39

OBJECTIVE 2.1. TO DEVELOP THE ESTABLISHED CURRICULUM SO THAT IT ANSWERS TO EDUCATIONAL CONCEPT REGARDING EQUAL OPPORTUNITIES FOR WOMEN AND MEN, ELIMINATING SEXIST AND ANDROCENTRIC TRAITS IN EDUCATIONAL ACTIVITIES AND ITS CONTENTS.

41

Action 2.1.1. Promote the development and publication of curricular models and programmes in all Infant, Primary and Secondary Education areas, according to the principle of non-sexist education. 41

5

Action 2.1.2. Include those curricular or transverse aspects which favour equal educational opportunities amongst sexes in subjects studied for public examinations for entry to teaching posts at all educational levels, as contemplated by Royal Decrees establishing minimum education levels in compulsory education. 41

Action 2.1.3. Develop the contents of Royal Decrees establishing minimum education levels and curricula regarding required capabilities, so that both male and female students can develop freely in the home and in caring for their own health and that of other persons. 42

Action 2.1.4. Carry out those activities required so that sex education, included in Health Education, can be developed from a non-sexist viewpoint, based on the principal of equal opportunities and respect towards difference. 42

OBJECTIVE 2.2. TO STIMULATE THE PRODUCTION OF TEACHING MATERIAL FAVOURING EQUAL OPPORTUNITIES FOR WOMEN AND MEN.

43

Action 2.2.1. Supervise and study text books and other curricular material to insure that the principle of equal opportunities for both sexes is respected. 43

Action 2.2.2. Encourage the elaboration and publication of non-sexist text books and course material. 43

OBJECTIVE 2.3. TO TRAIN AND ENLIGHTEN TEACHERS SO THAT ONCE SEXIST STEREOTYPES AND PREJUDICES HAVE BEEN IDENTIFIED, THEY CAN WORK TOWARDS EFFECTIVELY REALISING EQUAL OPPORTUNITIES FOR WOMEN AND MEN IN EDUCATION.

44

Action 2.3.1. Introduce an equal opportunities perspective in all stages of Education and training required to establish Educational Reform.

44

6

Action 2.3.2 Introduce a non-sexist educational viewpoint in all education and training courses organised by the General Teacher Training department at the Ministry of Education and Science.

44

Action 2.3.3. Guarantee that equal opportunities be transversally dealt for both sexes in drawing up provincial teacher training plans so these are developed considering coeducational models.

45

Action 2.3.4. Organise, seminars, workshops and training courses on equal opportunities in education for female and male teachers in all school support systems (Teachers' Centres, sector teams, guidance tutors, etc.).

45

Action 2.3.5. Organise congresses, seminars and workshops for University Lecturers.

45

OBJECTIVE 2.4. TO CONTINUE ACTIVITIES STARTED WITH DIFFERENT SERVICES SUPPORTING EDUCATIONAL CENTRES (INSPECTION, GUIDANCE, ASSESSMENT) TO PROMOTE EQUAL OPPORTUNITIES FOR BOTH SEXES AND THE BROADENING OF CAREER OPTIONS AVAILABLE.

45

Action 2.4.1. Organise courses and workshops aimed at supervising Education to insure that the principles of Equality of sexes are complied with in educational centres and to promote coeducation.

46

Action 2.4.2. Organise courses and workshops for teaching staff responsible for school tutorials and career guidance, so these tasks can be undertaken according to the principles of equal opportunities for both sexes. 46

Action 2.4.3. Present the principle of equal opportunities as an indicator of the quality of education in evaluating the Education System. 46

OBJECTIVE 2.5. TO PROMOTE STUDIES AND RESEARCH INVOLVING EQUAL OPPORTUNITIES FOR BOTH SEXES AND FAVOUR THE PUBLICATION OF THESE REPORTS.

7

Action 2.5.1. Promote University research where gender is considered a variable and debates on Feminism, and encourage activities in Seminars and Institutions involving Women's Studies and Feminist Research. 47

Action 2.5.2. Encourage the creation and consolidation of University Institutions for Women's Studies and Feminist Research. 47

Action 2.5.3. Favour the attention given, from this standpoint, to equal opportunities for both sexes in committees evaluating research and teaching at all levels, or involved in taking decisions regarding the allocation of resources and support from the Ministry of Education and Science. 48

Action 2.5.4. Include research into equal opportunities for both sexes as a priority research line in any subsidy for educational initiative and research offered by the Ministry of Education and Science at non-University levels (teams, individuals, study licenses, etc.) 48

Action 2.5.5. Establish an evenly mixed committee (General Secretary for the National Plan of Research and Development - Women's Institute) to set out the priorities to be included in the National Programme, annually evaluate this joint activity, and propose the realisation of joint studies on the situation of R+D in this regard. 48

- Action 2.5.6.** Elaborate efficient indicators to evaluate level of performance actually attained regarding equal opportunities in the education system. 49
- Action 2.5.7.** Publish and disseminate data and research on equal opportunities for both sexes in the education System. 49
- Action 2.5.8** Elaborate a White Book (1975 - 93) on gender and feminist research in Universities. 49

OBJECTIVE 2.6. TO DEVELOP TRAINING PROGRAMMES TO SUIT THE REQUIREMENTS AND INTERESTS OF ADULT WOMEN THUS REDUCING ILLITERACY AND IMPROVING THEIR CHANCES OF JOINING OR REJOINING THE WORKFORCE AND CULTURAL ACTIVITIES.

49

- Action 2.6.1.** Organise specific courses for women with no basic education in order to progressively eliminate illiteracy amongst women. 49
- Action 2.6.2.** Elaborate teaching material specifically for adult women training. 50
- Action 2.6.3.** Develop training programmes which take into account those factors which favour equal opportunities in Education for both sexes, to be broadcast via the mass media (radio and television). 50

OBJECTIVE 2.7. TO ENCOURAGE THE PARTICIPATION OF GIRLS AND WOMEN IN SPORTS, PROMOTE ALTERNATIVE, NON-DISCRIMINANT SPORTS AND INCREASE WOMEN'S PRESENCE IN EXECUTIVE POSTS IN THE WORLD OF SPORTS.

50

- Action 2.7.1.** Continue to incorporate criteria which protect an equally balanced participation of both sexes in the regulations drawn out by the High Committee of Sports. 51

Action 2.7.2.	Progressively increase the resources allocated to female physical Education and sport activities in order to balance the participation of women in this field.	51
Action 2.7.3.	Promote research on the situation of women in Sports.	51
Action 2.7.4.	Promote seminars to analyse cultural barriers which obstacle equal participation of women in the world of Sports.	52
	OBJECTIVE 2.8. TO DEVELOP POSITIVE ACTIONS FAVOURING A BALANCED PARTICIPATION OF WOMEN AND MEN IN EDUCATION.	52
Action 2.8.1.	Undertake positive actions aimed at levelling out the positions of female teachers in the education system in those fields and grades in which they are not sufficiently represented.	52
Action 2.8.2.	Promote a programme of positive actions in all grades of education to level out the presence of men and women in posts bearing responsibility, in teaching, administration and services.	52
	OBJECTIVE 2.9. TO MAINTAIN AND REINFORCE THE MECHANISMS WHICH COORDINATE INSTITUTIONS AND NON-GOVERNMENT ORGANISATIONS IN PROMOTING COEDUCATION.	53
Action 2.9.1.	Annually renew the Basic Agreement concerning collaboration between the Ministry of Social Affairs and the Ministry of Education and Science.	53
Action 2.9.2.	Include a perspective which protects equal opportunities for both sexes in the development of current legislation regarding the education system (this includes Primary, Compulsory and non-Compulsory Secondary Education and University Education, as well as other education).	53

Action 2.9.3. Collaborate with those departments responsible for equal opportunities for women in Autonomous Communities, in order to promote coeducation. The coordination of policies from Central and Autonomous Administrations. 54

Action 2.9.4. Cooperate with non-governmental organisations involved in promoting coeducation (Women's associations, Parents' associations, Unions and other organisations). 54

3. Balance out the quality and quantity of women's participation in Labour. 55

OBJECTIVE 3.1. TO INFORM WOMEN IN ORDER TO FACILITATE JOB-HUNTING AND TO WIDEN PROFESSIONAL OPTIONS AVAILABLE.

 57

Action 3.1.1. Develop skills-orientated training programmes to provide unemployed women with basic knowledge on theoretical and practical skills required in certain professions and which will contribute to bringing them closer to the world of business in their area. 58

Action 3.1.2. Carry out campaigns regarding the incorporation of women to new or traditionally non-female occupations. 58

Action 3.1.3. Train skilled staff at the INEM (National Institute for Employment) in subjects regarding equal opportunities and in the application of specific methods and means to inform and guide women as to the variety of job options available. 58

Action 3.1.4. Identify, through job appliers classification procedures, those women registered under new or traditionally male occupations. 58

Action 3.1.5. Design and start up programmes offering information and career guidance, for women who are unemployed for a long period of time and who are rejoining the labour force, with the intention of making it easier to define or put into action a professional project according to their abilities and interests. 59

OBJECTIVE 3.2. TO ADAPT TO AND INNOVATE TRAINING FOR WOMEN.

60

- Action 3.2.1.** Develop experimental programmes to stimulate women's participation in new or non-traditional fields of professions. 61
- Action 3.2.2.** Carry out career transfer and specialisation programmes aimed at post-graduates in Literature and Arts who are unemployed. 61
- Action 3.2.3.** Set up retraining and specialisation programmes for unemployed women in administrative fields. 61
- Action 3.2.4.** Create support and follow-up units for students in FIP Plan courses or Workshop and Craftwork Schools enrolled in specialisations where female participation is scarce. 62
- Action 3.2.5.** Adapt the organization of training programmes to requirements of women with family responsibilities. 62
- Action 3.2.6.** Encourage women's training in the company. 62

11

OBJECTIVE 3.3. TO ACCOMPANY WOMEN THROUGHOUT THE PROCESS OF FINDING EMPLOYMENT.

63

- Action 3.3.1.** Elaborate a job-hunting Agenda for women. 63
- Action 3.3.2.** Create a unit to accompany women in their search for employment. 63

OBJECTIVE 3.4. TO ENABLE WOMEN TO OBTAIN PROFESSIONAL EXPERIENCE MORE READILY.

64

- Action 3.4.1.** Continue to increase women's participation in programmes financed by the INEM to create direct public employment. 65

**OBJECTIVE 3.5. TO SUPPORT STABLE
CONTRACTS FOR WOMEN.**

- Action 3.5.1.** Develop specific grant programmes for permanent employment contracts for women. 65
- Action 3.5.2.** Carry out periodic monitoring and evaluation of the effects on the employment of women of employment creation measures, with special reference to specific programmes and new promotion measures for juvenile employment. 65
- Action 3.5.3.** Inform of the incentive measures available to encourage the employment of women and, more generally, make the employer and persons involved in human resources aware of the advantages in employing women. 66

**OBJECTIVE 3.6. ENCOURAGE WOMEN
ENTREPRENEURS.**

- Action 3.6.1.** Create a unit network to back women who wish to become self-employed. 66

**OBJECTIVE 3.7. TO BROADEN THE
PROFESSIONAL AVAILABILITY AND LIVING
STANDARDS OF WOMEN THROUGH
EMPLOYMENT.**

- Action 3.7.1.** Carry out a public employment programme aimed at identifying and proposing new solutions to social demands in social welfare and living standards. 68
- Action 3.7.2.** Promote parliamentary debates on the relationship between employment, local development and living standards. 69

**OBJECTIVE 3.8. TO PROMOTE POSITIVE
ACTIONS INSIDE COMPANIES.**

- Action 3.8.1.** Promote the concept of positive action. 71

- Action 3.8.2.** Provide skilled support to set up initiatives in this regard. 72
- Action 3.8.3.** Spur cultural change and the final break away from sexual stereotypes in companies. 73
- Action 3.8.4.** Foment women's capacity in executive fields. 73

OBJECTIVE 3.9. TO PROMOTE INSTITUTIONAL COORDINATION AND COLLABORATION.

74

- Action 3.9.1.** Subscribe collaboration agreements with other Public Administrations as well as with social officers and companies. 76
- Action 3.9.2.** Coordinate Spain with the EC initiative on Human Resources, NOW (New Opportunities for Women). 76
- Action 3.9.3.** Encourage the establishment of cooperation networks between Public Employment Services and National Equal Opportunities Bodies in other EC countries. 77
- Action 3.9.4.** Coordinate Spain with European Network programmes for skilled training for women "IRIS". 77

4. Broadcast an up-dated image of women in society 79

OBJECTIVE 4.1. TO ELIMINATE IMAGES DISCRIMINATING AGAINST WOMEN.

81

- Action 4.1.1.** Carry out a study with the intention of proposing the Royal Language Academy to modify sexist terminology. 81
- Action 4.1.2.** Elaborate recommendations and a style manual to adjust the treatment received by women in media and publishers to the present social reality. 81
- Action 4.1.3.** Continue campaigns, using advertisements, publicity campaigns, leaflets, training programmes and seminars, to make public opinion aware of the need to eliminate sexist images in the media. 81

- Action 4.1.4.** Establish channels with a basic agreement, for the collaboration between RTVE, a public radio and television company, and the Women's Institute, as well as with private radio and television stations, to consolidate an up-dated image of women. 82

OBJECTIVE 4.2. TO PROMOTE THE PRESENCE OF WOMEN IN THE MEDIA AND PUBLIC LIFE IN SPAIN.

- Action 4.2.1.** Extend and maintain a database "women curricula". 82
- Action 4.2.2.** Relate the media, namely those persons involved in debate shows on television, radio and press, with women specialists in all those subjects on which the reports are about. 83
- Action 4.2.3.** Hold workshops and debates on "women and the media" to evaluate any changes taking place because of these action programmes. 83

OBJECTIVE 4.3. TO PREVENT PUBLICITY ON TELEVISION AND RADIO, PANELS, NEWSPAPERS, ETC., FROM USING TRADITIONAL WOMEN'S IMAGES OR ADDRESSING WOMEN FROM THESE ROLES.

- Action 4.3.1.** Create a file to register the appearance of women in publicity and on programmes in the media. 84
- Action 4.3.2.** Carry out research into the image of women in the mass-media. 84
- Action 4.3.3.** In view of Article 3 in the General Act on Publicity, the Women's Institute will take legal action against those advertisements which offend women's dignity and transmit a discriminatory image of women. 84
- Action 4.3.4.** The Women's Institute will periodically inform on the publicity and programmes which include equal values and on those giving discriminatory images. 84
- Action 4.3.5.** Stimulate the production of publicity with equal standards images and contents. 85

5. Promote equal distribution of household duties 87

OBJECTIVE 5.1. TO OBTAIN A MORE EVEN ALLOCATION OF FAMILY RESPONSIBILITIES BETWEEN MEN AND WOMEN.

89

Action 5.1.1. Increase the availability of infant schools and school dining-rooms, with longer and more flexible opening-hours, for children aged 0 to 3 years. 89

15

Action 5.1.2. Study an improved time-table to harmonize working hours with school and nursery hours so that a more rational situation is established. Study the consequences on women of caring for the elderly. 90

Action 5.1.3. Encourage alternatives for those families requiring special assistance, comprising single-parent families, or where both parents work: extend home-help services, local mid-wife and nursing assistance, day-centres, etc. 90

Action 5.1.4. Subsidise and promote the foundation of homes in general, and particularly infant schools, in order to increase the availability of these services. 90

Action 5.1.5. Carry out campaigns to change attitudes, through open publicity and written material, on the everyday allocation of roles and duties thus inspiring two forms of awareness: firstly on Equal Opportunities and secondly, on the positive effects on children who are looked after by both mother and father. 90

Action 5.1.6. Inform on and encourage parental leave so both parents can enjoy this right. 90

Action 5.1.7. Carry out workshops and debates in Colleges of Architecture to study new habitat models which consider elderly relatives, as well as the convenience of providing multi-functional and individualized areas. 90

OBJECTIVE 5.2. TO INVESTIGATE THE PROCEDURES BY WHICH CHILDREN LEARN AND SOCIALIZE INSIDE THE FAMILY UNIT.

91

- Action 5.2.1.** Carry out comparative research according to different types of family and habitat, interrelating both these factors with other economic conditions, in order to study the qualitative aspects in the procedures of learning and in the transmission of the cultural roles played by parents.

91

6. Increase the participation of women in Society and Politics.

93

OBJECTIVE 6.1. TO PROMOTE WOMEN'S ASSOCIATIONSHIP.

95

- Action 6.1.1.** Protect the association of women and organisations working in favour of equal opportunities for both sexes, by means of grants and subsidies.

95

- Action 6.1.2.** Encourage the organization of workshops, conferences and debates organised by associated women movements.

95

- Action 6.1.3.** Inform women by means of publicity campaigns, mass media, leaflets, publications, etc., on the importance of women associating and committing themselves in Society and Politics to promote Equal Rights conditions.

95

- Action 6.1.4.** Encourage the creation of debate forums to exchange information and analyse the situation of women and their participation in Politics.

96

- Action 6.1.5.** Make publications known amongst women associations (e.g. Association, Resources Guides) and provide the necessary advice to carry out their activities.

96

Action 6.1.6. Encourage the production of programmes organised by women organisations and aimed at providing assistance for those women requiring special help. 96

Action 6.1.7. Carry out training programmes aimed at women members of Associations. 96

OBJECTIVE 6.2. TO CARRY OUT EXPERIMENTAL EXPERIENCES ON A MUNICIPAL SCALE WHICH INCORPORATE PEOPLES' REQUIREMENTS IN THE DESIGN OF HABITATS, NAMELY WITH REFERENCE TO THE ACCESSIBILITY TO SERVICES AND THE APPROPRIATE USE OF TIME.

17

Action 6.2.1. Carry out workshops and debates with the FEMP (Spanish Federation of Councils and Provinces), together with the representative bodies of local organisations, to study the results which could come about from making the opening hours of shops and services more flexible. 97

Action 6.2.2. Elaborate proposals to decentralise public offices into smaller district or local agencies and unite the administrative efforts of all social services at one sole centre (e.g. District Council, Social Services Centre or other). 97

Action 6.2.3. Endeavour in extending the opening-hours of basic city services into the afternoons, or offer other alternatives. 97

Action 6.2.4. Promote the substitution of traditional basic services for others with computerized automatic technology or telephone services. 97

Action 6.2.5. Study, with the corresponding agents the elimination of physical barriers which obstacle peoples movements and the access to public or private buildings as well as to different means of transport. 98

OBJECTIVE 6.3. TO INCREASE THE ACTIVE PARTICIPATION OF WOMEN IN POLITICS.

98

- Action 6.3.1.** Carry out sociological reports on the attitude and behaviour of Spanish women in Politics. 99
- Action 6.3.2.** Carry out prospective studies based on examples from expert men and women, which would allow the obstacles for participation to be identified, the strategies to bring about changes to be evaluated and future scenarios to be foreseen. 99
- Action 6.3.3.** Arrange conferences on “the participation of women in Politics”, to elaborate a complete, theoretical base showing a perfect outline of the obstacles with which women are faced in a career in Politics and the strategies to take against these barriers. 99
- Action 6.3.4.** Stimulate the creation of workshops and ad hoc commissions comprising women and men involved in Politics, namely, establish communication channels with political parties represented in the mixed commission of women’s rights and with the corresponding units in Unions. 99
- Action 6.3.5.** Establish mechanisms to coordinate with women in the Inter-parliamentary Union, body which realises comparative studies between countries, on the Participation in Politics. 100
- Action 6.3.6.** Design and undertake campaigns of awareness in favour of the increase of women’s participation in Politics. 100
- Action 6.3.7.** Systematically inform the media, executive political bodies, equal opportunities departments and those public and private institutions involved, on the progress made in the participation of women in politics, as well as on the results of investigations and on seminars being undertaken by the Women’s Institute. 100

7. Motivate the access of women to executive posts. 101

OBJECTIVE 7.1. TO MOTIVATE THE ACCESS OF WOMEN TO CORPS IN WHICH THERE IS SCARCE FEMALE PARTICIPATION.

Action 7.1.1. Collaborate in campaigns undertaken by the General Directorate of Public Services to inform young graduated women or women in the last year of their career, of the job opportunities offered in Spanish Administration. 103

Action 7.1.2. Elaborate a list of recommendations so that the number of women taking part in selection boards is evened out in the public examination process required for entry to any civil service. 103

OBJECTIVE 7.2. TO INCREASE THE NUMBER OF WOMEN IN HIGHER LEVELS OF THE ADMINISTRATION CAREERS.

Action 7.2.1. Carry out studies on the development of administrative careers of civil servants in Higher Public Service. 104

Action 7.2.2. Elaborate training programmes for executive staff and officers in Administration on Equal Opportunity policies. 104

Action 7.2.3. Motivate women's training and balance out their participation in training courses offered by the Administration. 104

Action 7.2.4. Elaborate a list of those civil servants on special one-year leave due to child-care, recommended as candidates to apply for training courses offered by INAP. 105

Action 7.2.5. Carry out an annual assessment of the presence of women in management and senior positions in all Ministry departments. 105

Action 7.2.6. Carry out studies on real working hours in European and Spanish Administrations and, should the case be, elaborate a proposal to adapt the latter to European standards. 105

- Action 7.2.7.** Subscribe an agreement between the General Directorate of Public Services and the Women's Institute to exchange information and build up a data bank of curricula of women managers and assistant managers. 105

OBJECTIVE 7.3. TO INCREASE THE NUMBER OF FEMALE MANAGERS IN PUBLIC COMPANIES.

- Action 7.3.1.** Subscribe an agreement with the National Institute of Industry to promote the development of a Plan for Equal Opportunities in companies belonging to the INI Group. 106
- Action 7.3.2.** Subscribe an agreement with the National Institute of Hydrocarbons to promote the development of a Plan for Equal Opportunities in companies belonging to the INH Group. 106
- Action 7.3.3.** Subscribe an agreement with the General Directorate of National Heritage to promote the development of a Plan for Equal Opportunities. 107

OBJECTIVE 7.4. TO INCREASE THE NUMBER OF WOMEN IN MANAGERIAL POSTS IN PRIVATE COMPANIES.

- Action 7.4.1.** Make the companies aware of the convenience of including women on Directors' and Committee Boards. 108
- Action 7.4.2.** Carry out campaigns and communication programmes between companies. 108
- Action 7.4.3.** Subscribe agreements with companies to adopt measures by which women are incorporated to posts of responsibility. 108
- Action 7.4.4.** Widen the database of curricula of women working in business. 108

8. Improve social hygiene aspects which specifically affect women. 109

OBJECTIVE 8.1. TO FOCUS THE ATTENTION OF THE INTERTERRITORIAL COMMITTEE OF THE NATIONAL HEALTH SYSTEM ON SETTING UP ACTIONS TO PROVIDE COLLABORATION VIA THE WOMEN'S INSTITUTE WITH SUBJECTS RELATED TO WOMEN'S HEALTH.

111

Action 8.1.1. Submit the objectives and procedures comprising the Plan to be approved and established by the interterritorial committee of National Health. 111

21

Action 8.1.2. Promote activities aimed at developing a programme for women in primary health care centres nationwide. 111

Action 8.1.3. The Women's Institute shall inform on the formalities regarding health care services included in the Women's Programme. 111

OBJECTIVE 8.2. TO SET UP PROGRAMMES TO PREVENT ADOLESCENT PREGNANCY.

111

Action 8.2.1. Develop sex education and information programmes for school children, as well as elaborating others aimed at adolescents of both sexes no longer at school. 112

Action 8.2.2. Develop sex information and education programmes aimed at all those sectors involved such as: health specialists, social welfare specialists and teachers, to advise fathers and mothers as well as teenagers on those aspects regarding sexuality. 112

OBJECTIVE 8.3. TO LAUNCH PROGRAMMES TO FIGHT AGAINST CANCER AMONGST THE FEMALE POPULATION.

112

Action 8.3.1. Analyse the current situation and evaluate the activities and programmes undertaken in Spain related to the fight against cancer. 112

Action 8.3.2. Stimulate the coordination of efforts being made by different organisations in the fields of investigation, prevention and treatment of cancer. 112

- Action 8.3.3.** Make it easier for primary health care teams to obtain the necessary know-how for the early detection of cancer. 113

OBJECTIVE 8.4. TO PREVENT INFECTION BY THE HIV (HUMAN IMMUNO-DEFICIENCY VIRUS) AMONGST WOMEN.

113

- Action 8.4.1.** Support and collaborate with activities undertaken by the National Plans regarding Drugs and AIDS, emphasising those features concerning women. 113

- Action 8.4.2.** Publicise information and education programmes aimed at preventing HIV transmission with the intention of avoiding additional risks involved in certain practices. 113

- Action 8.4.3.** Organise courses and training modules for health and social services staff, with the objective of changing attitudes and acquiring skills in areas related to communication and relationship between staff and beneficiaries. 113

OBJECTIVE 8.5. TO INTRODUCE THE GENERAL PUBLIC, HEALTH SPECIALISTS AND ESPECIALLY SOCIAL SERVICE STAFF, TO A NEW WAY OF UNDERSTANDING MENOPAUSE.

114

- Action 8.5.1.** Elaborate and carry out sanitary education campaigns for women in the menopause age group. 114

- Action 8.5.2.** Encourage programmes of continued education in menopause, aimed at health and social services staff, in order to improve their knowledge and give rise to changes in attitudes regarding menopause. 114

- Action 8.5.3.** Support investigation on the impact that current hormone treatment has on women in this stage of life. 115

OBJECTIVE 8.6. TO REVEAL THE HEALTH PROBLEMS RELATED TO WOMEN'S WORKING ACTIVITIES.

115

Action 8.6.1. Establish cooperation terms with the National Institute of Safety and Hygiene at Work. 115

Action 8.6.2. Elaborate a map of health risks in women, considering variables, not only those related to the type of job but also environmental and psychological factors and living conditions of women. 115

Action 8.6.3. Take part in network exchanges and research into work health affecting women. 116

23

Action 8.6.4. Encourage conferences to study problems derived from work activity in women, where women's associations and unions take part to propose new prevention programmes. 116

Action 8.6.5. Carry out experimental experience programmes based on alternative preventive measures regarding health and social environments at work, taking part in projects sponsored by the NOW initiative, considering the recommendations set out by the EC regarding improvements in the quality of work for women. 116

OBJECTIVE 8.7. TO DEVELOP PROGRAMMES AIMED AT WOMEN WHO HAVE BEEN ILL-TREATED, BATTERED OR SEXUALLY HARASSED.

116

Action 8.7.1. Encourage the creation of a work team comprising representatives from the Home Office, Ministry of Justice, Ministry of Health and Consumer Services, the Ministry of Social Affairs and Women's associations, to elaborate a record of abuse, battering and sexual harassing suffered by women. 117

Action 8.7.2. Urge recognition of common criteria for actions to be undertaken in homes for ill-treated women and mechanisms to supervise each case once measures have been taken. 117

Action 8.7.3. Elaborate training and awareness programmes for each of the groups working with women who have suffered some form of violence. 117

- Action 8.7.4.** Promote measures of awareness regarding the situation of women suffering violence. 117
- Action 8.7.5.** Further active participation in the Agreements Plan of the Ministry of Social Affairs. 118
- Action 8.7.6.** Elaborate a training standard to teach professionals working on the Agreements Plan about the situation and specific services required by women suffering abuse and violence. 118

9. Socially integrate women groups affected by social discrimination. 119

OBJECTIVE 9.1. TO PROMOTE MEASURES BY WHICH ACCESS TO EMPLOYMENT, HEALTH, EDUCATION AND CULTURE FOR SOCIALLY UNFAVOURED GROUPS OF WOMEN IS FACILITATED BY RESEARCHING INTO THE SITUATION AND PARTICIPATING IN FORUMS WHERE DEBATES ARE HELD ON POLITICAL STRATEGIES TO BE UNDERTAKEN REGARDING SOCIALLY DISCRIMINATED GROUPS.

123

- Action 9.1.1.** Undertake studies on women in social risk groups or discriminated minorities. 123
- Action 9.1.2.** Organise Framework Agreements for the collaboration between the Women's Institute and the Administration bodies working with unfavoured groups. 123
- Action 9.1.3.** Include an indicator of single-parent families to obtain government allowances, access to grants and or tax benefits for women with children and low incomes. 123
- Action 9.1.4.** Participate in the network of most unfavoured women, foreseen in the Third Action Plan Programme of Equality for Women in the EEC. 124

OBJECTIVE 9.2. TO ENLIGHTEN AND TRAIN EXPERT MEN AND WOMEN IN SOCIAL SERVICES ON THE PROBLEMS SURROUNDING WOMEN IN DIFFICULT CIRCUMSTANCES, SO THAT THE PARTICULAR NEEDS OF THESE WOMEN ARE CONSIDERED AND PROMOTIONAL PROGRAMMES MAY BE UNDERTAKEN.

124

Action 9.2.1. Establish collaboration agreements with Social Science Colleges, especially with social work Training Colleges to include seminars on sexuality in their courses. 124

Action 9.2.2. Organise refresher and awareness courses for experts. 124

OBJECTIVE 9.3. TO ENCOURAGE PROMOTION PROGRAMMES IN ORDER TO FACILITATE SOCIAL INTEGRATION OF WOMEN AFFECTED BY DISCRIMINATORY PROCEDURES.

25

125

Action 9.3.1. Collaborate in planning programmes for minority women groups with the autonomous and central administration departments concerned. 125

Action 9.3.2. Collaborate with women's associations and non-profit geared firms working with women, to develop programmes for minority women groups. 125

OBJECTIVE 9.4. MAKE PUBLIC OPINION AWARE THAT SOCIETY, AS A WHOLE, IS RESPONSIBLE FOR THE SOCIAL EXCLUSION PHENOMENON.

126

Action 9.4.1. Promote social awareness campaigns jointly with corresponding departments to consider sex as a factor in activities aimed at avoiding xenophobic or racist attitudes. 126

Action 9.4.2. Promote awareness campaigns either jointly with competent departments or the Women's Institute alone, which tend towards avoiding those behaviour patterns which would imply social risks and affect mostly women. 126

10. Integrate Equal Rights policies on an international scale. 127

OBJECTIVE 10.1. TO PROMOTE THE PARTICIPATION OF SPAIN IN SUPRANATIONAL AS WELL AS INTERNATIONAL GOVERNMENT BODIES, AS ALSO BILATERAL AND MULTILATERAL CONNECTIONS AND RELATIONSHIPS WITH OTHER COUNTRIES.

129

Action 10.1.1. Participate in supranational and international organizations. 129

26

Action 10.1.2. Establish bilateral and unilateral connections and relationships with other countries. 129

OBJECTIVE 10.2. TO STRENGTHEN AND WIDEN THE BONDS OF COOPERATION BETWEEN LATIN-AMERICAN COUNTRIES AND ESTABLISH TIES OF COOPERATION WITH OTHER DEVELOPING COUNTRIES NAMELY IN NORTH AFRICA.

130

Action 10.2.1. Strengthen and widen the bonds of cooperation with Latin-American countries. 130

Action 10.2.2. Open a line of cooperation and exchange with other developing countries, especially Magreb countries. 131

Implementation, coordination and monitoring of the Plan. 133

Actions corresponding to each Ministry. 134