

National report

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LLP-ERASMUS  
Intensive Program

**Internet advanced promotional tools application for increasing awareness  
of social exclusions movement**

## **Sexual bias exclusion** **in *SPAIN***

Report prepared under supervision of Ana Lanero

by:

- 1) Laura Coira Fernández
- 2) Sara Rodríguez Orejas
- 3) Pablo Valero Manso

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## 1. Introduction

Sexual exclusion involves not only social but also economic and psychological isolation. This isolation, what affects mainly women, influences their social life, health, and economies. The best way to make a start on helping them live their lives in a better situation is to provide help and support to enable them to participate in society, and to help them improve their own economic and social circumstances.

Although the situation in Spain, in what sexual exclusion is referred to, has improved a lot over the years, there are still some differences between men and women, especially in the workplace.

The aim of this report is to analyse what is the current situation in Spain.

First of all, it is necessary to make a distinction between different ways of sexual exclusion. It is linked to different aspects such as gender, age, education, work and residence place.

According to gender, we can include sexism against women, commonly known as “male chauvinist”. In this case, discrimination is based on a person's sex or gender. Sexism and androcentric are some of the risk factors of gender violence in Spain. On the other hand, there is also sexism against homosexuals, that is, discrimination against those who are attracted by others who have the same sex. Secondly, according to age, in Spain there is not too much exclusion concerning this aspect. It could be a situation of discrimination against women or men in terms of applying for a job, for example.

Regarding education, in Spain we can see that some differences exist between groups with high levels of education, and those who are not qualified.

And finally, other aspects that could manifest itself in a sexist exclusion would be at work, in terms of different salaries, jobs only men can apply for...

Although sexual exclusion is declining in our country as a result of government, foundations and associations role, it remain certain sex or gender discrimination. Among the main factors is the perceived role of religion and education in this inequality situation.

We will analyze our work sources and indicators for the study of discrimination in Spain.

In our country a study / reference barometer of national scope and recurrent one that regularly press the opinion of the population and potential victims of discrimination in this area, limiting the areas in which it occurs and the more frequent situations.

The proliferation of information sources ( at different territorial levels, from diverse backgrounds and with respect to different fields ) on analysis of the situation of women and discrimination on account of sex , suggests a scenario of great fragmentation and dispersion of sources, which hampers comparability and extrapolation of data from some other contexts .

Explain the desirability of further study of the possible manifestations of discrimination on account of sex both in the field of public services , and in the public spaces (related including access to certain goods such as insurance and to bank credit ) .

Also be supplemented by information on the labor sphere with regard to sexual harassment and harassment on account of sex, as manifestations of discrimination in employment and potential discrimination (related , perhaps, to educational aspects ) in certain sectors sensitive activity for the country's economy and job generation ( system sectors Spanish Science and Technology , in particular ) where women are underrepresented .

The analyzed studies incorporate the gender approach in its methodology , in the sense that they view women and men on an equal footing and a disaggregated analysis by sex is when yields relevant results. This condition is essential in this case , for obvious reasons.

However it appears that in certain publications , the fact that the potential situations of discrimination of women are addressed not imply the adoption of a gender approach in the analysis of reality , which can deplete the study and darken certain aspects of importance. The gender variable in this sense, is not incorporated transverse to the studies would be desirable .

One of the major knowledge gaps with regard to discrimination by reason of sex is the issue of multiple discrimination. As outlined in the conceptual framework of this study, women are subject to a specific form of discrimination by the concurrence of reasons such as age , disability or ethnic origin in interaction with sex , producing a phenomenon of discrimination aggravated .

In this sense , although it has been working quite in recent years , mainly from the third sector, the fact is that there are no studies on this subject that achieve quantify , beyond occasional questions in the Euro barometer publications .

Sources and indicators for the study of discrimination in Spain also explain :

- **LACK OF MEASUREMENT OF COMPLAINTS** . As with other grounds of discrimination analyzed in this study , there is no source to collect and present homogeneous way , rigorous , comprehensive and systematic complaints , claims or suits that may arise - is to have experienced situations discrimination on account of sex.

These actions are made through the resources we have equality bodies of autonomous communities and some local authorities ( offices care , women's houses , observatories, etc. . ) , Associations and other institutions, fragmented . Consequently Accordingly, the only way to quantify such acts and to obtain consistent information about it is using these resources.

## 1. Level and structure of sexual bias exclusion

Currently in Spain, sexual exclusion is declining, however, it still remain certain sex or gender discrimination.

In our country, our Constitution recognizes that it must be the same opportunities for all of our citizens, males or females. Furthermore, it involves the government in order to create the optimum conditions for getting a real and effective equality.

Additionally, regional and local scope, they have been creating action plans to promote equal opportunities, and also appropriate agencies for this: Women's Institutes, Women's General Leaderships...

Despite the fact that many advances in equality policy in Spain, it must wonder oneself whether the real situation of women compared with men, has actually changed. Indeed, the ideal of equality is far from being realized, that is probably, due to a historical discrimination. Keeping in mind that in our country, where the majority of the working population were male, the female participation rate has increased significantly. Unfortunately, it still remains one of the lowest rates in the European Union.

Comparing male rate versus female rate employability, it can give us an idea about the gender discrimination in Spain. Moreover, we will compare this rate with European Union ones.

Table 1.

EUROSTAT	EMPLOYMENT RATE: FEMALES (%)								
COUNTRY/YEAR	2004	2005	2006	2007	2008	2009	2010	2011	2012
EU	59.4	60.0	61.1	62.1	62.8	62.3	62.1	62.3	62.4
SPAIN	51.5	54.4	56.4	58.0	58.3	56.3	55.8	55.5	54.0

Table 2.

EUROSTAT		EMPLOYMENT RATE: MALES (%)							
COUNTRY/YEAR	2004	2005	2006	2007	2008	2009	2010	2011	2012
EU	75.6	76.0	76.9	77.8	77.9	75.8	75.0	75.0	74.6
SPAIN	78.7	79.9	80.7	80.7	78.1	71.0	69.1	67.6	64.5

Comparing these rates in Spain over the time (from 2004 to 2012), we can remark that it has been increasing steadily for 4 years (until 2008) where there was a recession, which caused this dramatically decrease. If we compared it with the European Union, we can realised that as in Spain, there was also a small recession in 2008, however they recovered themselves so, their activity rate has been rising.

But what does it happen if we compare it with the male activity rate?

Analysing the table, we noticed that although the rate of male employability of both Spain and the EU, remains significantly higher than female (11% more), the female women's employment developments has been really high in compared to the male.

As a result, we can deduce that as time passed, sexist exclusion is decreasing. Because Spanish society was formerly very male chauvinist; only men could work, while women stayed at home taking care of children. But nowadays, there is almost the same percentage of male than female employability.

- *Structure of sexual bias exclusion in Spain*

The structure of gender exclusion in Spain is linked to different aspects such as gender, age, education, work and residence place.

Firstly, according to gender, we can include sexism against women, commonly known as "male chauvinist". This term is part of the action in defence of the women rights that

promotes feminism. Sexism and androcentric are some of the risk factors of gender violence in Spain.

On the other hand, there is also sexism against homosexuals, that is, discrimination against those who are attracted by others who have the same sex.

Besides concerning gender, we should also mention sexism against men that means, actions taken against the male gender.

Secondly, according to age, in Spain there is not too much exclusion concerning this aspect. It could be a situation of discrimination against women or men; for example, applying for a job in which if you are too young could cause some exclusion.

Regarding education, in Spain we can see some differences between groups with high levels of education, and those who have low levels, causing an exclusion by the better trained and educated people, to those who are not.

Finally, other aspects that could manifest itself in a sexist exclusion would be at work, or depending on where you reside. For example, in some jobs, if you're not a woman you will not be hired, especially in kindergarden, babysitter... Although there are others, where if you are not a man it is very difficult to get the job, or others, that if a woman is pregnant, she will get fired.

- *Forecasting of level and structure of sexual bias exclusion in Spain in next years*

As years passed, Spanish community is advancing more and more which means that people begin to be open-minded. Issues like gay marriage, which was recently unthinkable in Spain, begins to look like something completely normal.

Of course, we have to bear in mind that Spanish mentality has been quite "narrow" regarding this aspects of sexism, so there will be always people who still thinking with a sexist and discriminatory mentality.

Regarding Spanish history, during the Industrial Revolution, women showed they were fully trained for work in factories. This supposed conquest of the women right to work, only represented the right to the paid-work (because women have always worked), although with a lower salary than men, in order to prevent an autonomic women economy status. So, considering all effort that women have done in order to get their rights and equalities, it is clear that in the next future, sexist exclusion towards women will be almost eradicated. However, it is possible that instead of exist “machismo” mostly, it will turn on the tables and there will be a feminist society, where the discrimination will be against men.

## 2. Causes and consequences of sexual bias exclusion

- *Short description of causes of sexual bias exclusion in your country*

Sexism is based on the discrimination of people according to gender, however, despite the existence of such discriminations, there is no biological reason to determine that one breed is better or clever than other. Similarly, men and women have the same intellectual performance.

The cause of sexism is not the existence of two different genders, as racism is not caused because of the variety of races. There is racism and there is sexism due to economic reasons mainly.

In Spain, as in most countries of the world, the main reasons that create inequalities between people are economic. We could say that this is a possible cause of gender exclusion in my country. Currently, there is still being social classes, which are becoming increasingly marked over the years due to the on going recession that we are suffering nowadays in Spain. For that reason, we can find discrimination of upper classes towards those who are a lower one.

Moreover, this source of exclusion and discrimination can also been marked by religious beliefs and / or cultural ones. In Spain, we can cite Gypsy community as an example.

Despite the years that have passed since Gypsy arrived in Spain, integration into our culture has never been very consistent with them; in fact, the presence of this community in our country is not very well considered.

Discrimination against Gypsies had begun in the twentieth century, where the rules of the Civil Guard specified that they must to be watched over in a special way. To avoid this discrimination, the Catholic Church launched initiatives such as the Gypsy Secretariat in Barcelona, which later became the Gypsy Associations movement.

Furthermore, if we look inside this community, we can see certain acts with sexist connotation towards women that means, it is based basically on “machismo” culture, where women are considered lower than men. Therefore, many feminists partnerships are aim to eradicate this degrading idea, which has been integrated in their culture for centuries.

Another cause of sexism is education. In Spain we can find all kinds of families, rich, poor, small, large ... and each one has offered a particular type of education. So, according to the education received, we may find situations where women always have an inferior position than men. We can also observe some religious families, where, according to the Holy Bible, the woman must always be submissive to the man, and also, she must obey and be faithful. Fortunately, as years passed, this patriarchal society, which has been dominated by men, has less and less strength in our country.

As a final cause of sexism in Spain, is our history, which has meant that exclusion has an androcentric vision; focused on men.

The existence of private property created violent conflicts between humans, which finished creating a society with enormous economic and social differences. The birth of private property was a great defeat especially for women.

The fact of owning animals and material goods as property, created awareness of the concept of private property, and hence it raised awareness of heritage, which made that men think about leading their property to his sons.

For this, each man will own his woman or women in order to transmit the inheritance to their true heritor.

Woman was turned into the instrument of men reproduction that means, in their other private property, therefore, his slave and his servant, and the man seized the wealth produced by their work and obviously, they also wanted the children.

Even today in Spain (although you have the possibility of changing) the children still having father surname as first surname, and as the second, mother ones. In Anglo-Saxon societies, supposedly the most advanced ones, children only receive the paternal surname, without mention of the mother's family, and some women change their surname by husband's surname when they married.

- *Short description of consequences of sexual bias exclusion in Spain for people, local society, country and Europe*

Currently, examples of sexism are still many, and women continue to have the lowest paid rate. Some years ago, women were considered as unable to attend to the University. In fact, the first Spanish woman who attended college, Concepción Arenal, had to dress as a man, as their presence was considered as offensive.

Another consequence of sexism in Spain is reflected when people are looking for a job. There are certain jobs supposedly associated with femininity. For example, teachers and librarians are the “workforce” of the college professor, nurses are the workforces of the great doctor... Nowadays, economic differences depending on the gender, still palpable. Women are often paid less than men and widows are the main social group suffering from poverty and social exclusion.

### 3. Government role in preventing sexual bias exclusion

In spite of the obvious advances achieved in Spain, there are still pockets of exclusion that must be eradicated by applying solutions; obviously, solutions have to be comprehensive. Education performs an important role with regard to this phenomenon.

Regarding actions taken by Spanish government and local authorities against sexual bias exclusion, we are going to mention some of them in terms of employment, salary or remuneration.

The right to equal pay and non-pay discrimination between women and men is a right expressly recognized in the Spanish Constitution (Article 35), the Organic Law 3/2007, and the Workers' Statute, (Article 28) provides: "The employer is obliged to pay for the provision of equal work equal pay, directly or indirectly satisfied, and whatever the nature of it, or extra-wage salary, which may occur without any discrimination based on sex in any of the elements or conditions thereof".

To raise awareness of citizenship at national level, holding specific dates promotes aimed to show that women and men do not earn the same for the same work or work of equal value , or said otherwise , that women have to work much longer to earn the same as men. The national day has been fixed on February 22.

The Ministry of Social Services and Equality, through the Directorate General for Equal Opportunities, to support the recognition of February 22 as Equal Pay Day , promoted by the European Parliament, the Senate Committee on Equality and the Council of Ministers (26/2/2010 Agreement) has been conducting various awareness campaigns in favour of pay equity. The aim of these campaigns is to raise public awareness about the existence of a clear inequality in pay received by women and men to achieve the same work or work of equal value, as well as the need to address these differences.

In 2010, he created and recorded the institutional logo February 22 as " Equal Pay Day" which has been used in different campaigns since.

Specific awareness campaigns that are cited below, are followed by the implementation of other measures that performs this Directorate General, seminars and discussion forums related

materials, collaboration with the Directorate General Inspectorate of Labour and Social Security, in the exercise of its monitoring, case studies, proposals for recommendations affirmative action in companies, etc.

In 2011 a campaign with the State Lottery, with the launch of a lottery ticket to promote the awareness of this issue.

Also in 2012, 2013, and 2014 have been promoted emissions ONCE tickets with the logo of Equal Pay Day.

Similarly, it has presented the commemorative stamp issue of February 22 the "Equal Pay Day". The presentation ceremony took place on 25 of February, chaired by the Secretary of State for Social Services, the President of the Assistant Secretary.

On the other hand, regarding employment, in Article 45 of the Organic Law 3/2007 of 22 March for effective equality between women and men is established that companies are obliged to respect the equality of treatment and opportunity in the workplace and to this end they shall take measures to avoid any kind of employment discrimination between women and men, measures should be negotiated, and if agreed, the legal representatives of the workers in the form determined by labour legislation.

Recently, the Council of Ministers approved the Strategic Plan for Equal Opportunities 2014-2016, in response to the government's commitment to equality between men and women, which will act as an instrument to integrate all the policies on this matter for the next three years.

Minister for Health, Social Services and Equality, Ana Mato, asserted that the aim "is to attain true equality and eliminate any form of discrimination on grounds of gender that may persist in our society".

Ana Mato pointed out that "it is time to move from legal equality to true equality", and commented that the most effective way to achieve this is through employment. That is why, for the first time, one of the main cornerstones of the plan is equal opportunities in the workplace and the fight against wage discrimination; the other two cornerstones being reconciliation and the eradication of gender-based violence.

At regional level, many actions have been taken against sexual exclusion. For this reason, it has created the Spanish Federation of Municipalities and Provinces (FEMP) and the

Directorate General for Equal Opportunities, Ministry of Health, Social Services and Equality. The Spanish Federation of Municipalities and Provinces Department of Equality was created in order to achieve the Equal Treatment and Non-discrimination should be at the core of public policies adopted by local governments.

This joint project has allowed us to have a diagnosis on the situations and more common reasons for sexual exclusion. From the FEMP, they consider the Equal Treatment and Non-discrimination must be at the core of public policy impressed by the Local Governments.

The actions of fight against the exclusion from the local authorities will materialize in a set of strategies. Strategies represent a set of coordinated and coherent actions in order to achieve the objectives set before.

The strategic proposals for combating exclusion at the local level are the following:

- Awareness campaigns: is the coordination of different actions to convey a message with a specific objective, to a certain audience and certain means and budget.
- Assistance to victims: local authorities assess the situation and the lack of information and responds to situations of exclusion for any reason and in any area that occur
- Promoting the social organization: in terms of formative experience, awareness sessions, specific training, etc.

#### - 4. Institutions and their actions

The gender perspective looks at the impact of gender on people's opportunities, social roles and interactions. In order to fight with this sexual exclusion, there are some institutions, organizations and foundations in Spain that are trying to eradicate this kind of differences between women and men.

Below, we will discuss what we have considered most important both at a national and regional level:

##### 1. Association called "Simone de Beauvoir".

The " Simone de Beauvoir " Association is a feminist organization from Leon (Spain) that was founded in the year 1987 with the primary objective of managing a shelter for battered women, then " House of Refuge". It emerges as a pioneering resource in the Community of Castilla y León.

Another key objective is to develop their work in the field of awareness and prevention of violence faced by women and minors.

According to the bylaws of the Association, the Board is responsible for the management of the entity and the management of resources. All work it develops is voluntary and all their services are free.

They take part since their creation of the NETWORK OF ASSISTANCE TO WOMEN OF CASTILLA Y LEON, according order of April 3<sup>rd</sup>, 2000 of the Ministry of Health and Welfare. And they have become as a volunteer entity, having Registration No. A- 0056, according to Volunteer Law 8/ 2006 of October 10<sup>th</sup>, of Castilla y León.

Regarding its main objectives, they are the following:

- Awareness and eradication of gender violence.
- Resource management in order to prevent and deal with the exclusion against women from a gender perspective.

And finally, services provided by this entity are those such as: accommodation and meals, support and social intervention, social health support, advice and legal support, individual and

group psychological support, orientation, training, labour insertion and continuous monitoring of cases.

## 2. Association called “Flora Tristan”.

Flora Tristan is a feminist institution that was created in 1979 as a private non-profit association.

Its mission is to fight the structural causes that restrict women's citizenship and / or affect its exercise.

Consequently, it is proposed to influence the expansion of women's citizenship and political and development processes to achieve results of equity and gender justice.

The organization's work is aimed at:

- Strengthening participation, political action and expression of women.
- The formulation and negotiation of public policy and law reform initiatives.
- The management and monitoring of programs aimed at obtaining strategic achievements for women.
- The key to training oriented implementation of women empowerment, equity and gender justice.
- Production expertise that support the proposals and enrich the political vision of women.
- And finally, information, education and communication oriented on public opinion.

## 3. Federation of Feminist Organizations of Spain called “ Coordinadora Feminista”.

It is a network of women's groups that work in assemblies and exchange experiences, discussions and activities on various topics related to gender issues.

The date of its creation is by 1978. The aim of it was to unite and coordinate effort, disseminating feminist ideas among women and society as a whole and to achieve their claims are situated on an equal footing in both political and social terms.

Among the activities carried out over the years, are campaigning for the right to divorce, free abortion, against gender violence, sexual exclusion, fight for the rights of lesbians, for access to employment and equitable distribution of housework.

The Coordinator promulgated divorce and abortion law and although much time has passed much of what was said still applies. Also, a proposal was presented for the urgent reform of the Penal Code relating to sexual violence and it was reached.

The coordinator has organized periodically discussion sessions. Some have been monographs such as those made about: abortion (1981), sexuality (1983), lesbianism (1988), male violence (1988). Recently, others have had general in the capital of the country with the slogan "Together go for all".

The main objectives of this collective are:

- Getting a world where gender differences do not involve discrimination or subordination.
- Achieve a country where women live with autonomy and freedom.

Their practices as a collective are based on a critical and feminist protest, covering various activities such as the study and analysis of topics that interest women, spreading their ideas and proposals through lectures, discussions, roundtables, and published documents. They also promote campaigns in collaboration and coordination with other groups of women in Spain.

#### 4. The Women's Institute (Ministry of Health, Social Services and Equality of Spain).

The Women's Institute under the Ministry of Health, Social Services and Equality is responsible for promoting and fostering the conditions that enable the social equality of the sexes and women 's participation in political life, cultural, economic and social.

It was created in October, 1983 by the first socialist government of democracy. Its policies gather under successive Equality Plans have always been designed to eliminate differences based on sex and encourage that women were not discriminated against in society.

The Institute was under the Ministry of Culture until 1988. In this year, it became part of the Ministry of Social Affairs and it joined to the Ministry of Labour later. It joined to the Ministry of Equality (created by the government) since March 2008.

In November 2010, the General Secretary of Equality Policies was suppressed and the Institute is attached to the Ministry of Health, Social Policy and Equality.

In December 2011, the ministerial departments were restructured. The Ministry of Health, Social Policy and Equality was abolished and the State Secretary for Equality that was

attached to the Institute and the Ministry of Health, Social Services and Equality assumes those responsibilities.

Likewise, the General Executive for Equal Opportunities assumes the management of the Institute for Women allowing the development of comprehensive policies in the field of equality.

Throughout its history, it has been renowned for its initiatives and actions to support the advancement of the Spanish women towards equal rights sanctioned by Article 14 of the Spanish Constitution.

Regarding its mission, it promotes equality of women and men in all areas of society, through programs efficiently executed, services and cooperation of others.

And finally, its main actions in the Spanish society are:

- Study the situation of Spanish women in the legal, social, economic, educational, cultural and health fields.
- Collect information and documentation related to women.
- Carry out initiatives to raise awareness of gender equality.
- Be active agents in training on equality between women and men.
- Manage statistical data on the situation of Spanish women. These data are obtained according to the State System of Gender Indicators designed by the Women's Institute.
- Prepare reports and urge measures to help eliminate existing discrimination against women in society.
- Follow current legislation and its application in the matter that is the responsibility of the Institute.
- Promote the provision of services for women and in particular, aimed at those who have a special vulnerability.
- Manage complains by women in cases of discrimination based on sex.
- Promote the full participation of women in society.
- We contribute to restore and preserve the historical memory of women.
- And last, advising against sex exclusion.

## **5. Other activities against sexual bias exclusion**

### **Special actions taken against sexual exclusion in Spain:**

Thanks to the information provided by 703 informers which have Spanish nationality, which is slightly more than 92%, 13 any member of the European Union (1.71%) state, and the rest, numbering 46, are of other nationalities I (6'04);

We will analyze the cases of discrimination and actions taken regarding homosexual, bisexual and transsexual people in the following cases:

#### **1. Discrimination when renting a house, going to a restaurant ,going to a public place such as bar / shop / bank**

Question1: Have you ever felt discriminated against by his / her sexual orientation or gender identity in any of the following conditions or circumstances : When trying to rent a housing gives , in a restaurant , bar or the like , in a tent on a bank or other financial institution , in some other type of private property open to the public ?

Almost 45 % of the participant population has felt discriminated. That in a country like Spain almost half of the LGBT population survey participant feels discriminated against on occasion in the development of their daily lives gives an idea of how widespread this is still.

Some discrimination is explicit ( "I went with my partner to rent an apartment and the owner to tell him we were two married women told us he will never rent queers and lesbians. Since I always think of the added difficulties that will have our children if we had them, and that is the main reason I still do not have children ").

Those people which have been discriminated have taken some *measures* such as:

The 65.74 % of the people who elected adopted some extent at least , the complaint site. The Directors attend an Association or any LGBT - ron was action taken by 18.52% .

Significantly, it is the same percentage that goes to one place and another , when the Administration which has the means to solve a situation of discrimination.

It also should give pause to those administrations on the importance of acquiring associations as intermediaries and mediators organisms against a stigmatized and hard to make themselves

visible population . Also, indicates the need for more information and easier access to means of repair , it follows also that the existence of a high distrust of the effectiveness thereof. Indeed , administrations and institutions do not seem to be perceived by the population as LGBT as a guarantee and inclusive enough to have them in case of need . It should be a process of reflexion and self-criticism in them to understand and mitigate this lack of confidence by a sector of the citizenry .

## **2.Discrimination at work.**

Have you ever felt discriminated against by his / her sexual orientation or gender identity in the workplace?

Nearly a third of the sample felt discriminated against.

Yes: 31.23%

No: 68,77%

### In which grade?

Jokes at work : 72,73%

Discriminatory treatment by their peers / as 47,52%

workplace Harassment 23,97%

Obstacles to professional promotion 20,25%

Barriers in access to work 19,83

Difficulties to offer services to customers 5,79%

### Actions taken by people which have been discriminated:

Complaint to some superior of the company 30,92%

Some went to Union 9,24%

Attended some association LGBT 8,84%

Make a complaint to public administration 3,61%

Go to court 2,81%

Complaints to the Ombudsman 0,80%

## **3.Discrimination in schools,university and other educational institutions.**

Question: Have you ever felt discriminated against by his / her sexual orientation or gender identity in study centres?

Yes: 76.38%

No: 23.62%

In a school and / or public school: 49,83%

In a school or private school: 21,13%

In a University published: 12,71%

In other settings (academia, language school, etc..) : 7,90%

In a vocational training: 4,98%

In a Private University: 3,44%

From classmates / as: 92,76%

Teacher: 26,87%

In charge of the centre: 11,45%

Fathers and / or mothers of students: 10,98 %

Question: Have you taken any action against this kind of discrimination?

Yes: 16,01%

No: 83,99%

Actions taken (in case affirmative):

Complaint with the school itself: 86,97%

Attended some association LGBT: 17,21%

Complaint with AMPA (Parents association) and / or School Board: 7,38%

Complaint in a Public Administration: 4,10%

Went to court: 0,82%

Complaint to the Ombudsman: 0%

4.Discrimination in public administration and public institutions.

Question: Have you ever felt discriminated against by his / her sexual orientation or gender identity in their dealings with public authorities?

Slightly more than 18% answered affirmatively.

When?

When requesting any information or service at counter: 51,43%

Other: 51,43%

When you go to a job: 13,57%

When you go to a job competition to enter the public administration: 2,56%

Coming from:

Local administration: 37,50%

Central administration: 27,84%

Regional administration 34,66%

**Question: Have you ever felt discriminated against by his / her sexual orientation or gender identity when filling out forms of the Administration?**

20% have felt discriminated against / as. In addition to the discrimination that may come from the civil service, some informants also complain about the impossibility of sexual or family show diversity in official documents and forms:

-Forms by reason of marriage: 42,21%

-Forms for childbirth: 16,88%

-Forms of adoption and / or fostering: 13,64%

Objectives and actions taken by spanish associations regarding sexual discrimination:

-Sensitize policy makers on Public Safety and the police of the need to promote policies of management of sexual discrimination.

-Promote the improvement of police training on management of sexual discrimination.

-Getting the specific statistical recording of hate crimes or discrimination and establish protocols for police performance in this area by the competent institutions .

-Promote the improvement of police attention to persons belonging to minority communities or sexually discriminated.

-Recognize and disseminate good practices and positive actions that implement the equality.

As an action taken from the court of Spain we have selected this article:

*"First sentence in Spain for transsexuals who had been denied the entry to a pub"*

*A Barcelona court has sanctioned the doorman at a nightclub with a one year disqualification and 300 euros compensation to each of the two transgender discrimination*

A court in Barcelona has been sentenced to one year of ineligibility to a nightclub doorman refused entry to two transsexuals in the first judgment in Españaque punishes the denial of a business service on grounds of discrimination in this group.

In its judgment, the criminal court number 6 Barcelona condemns the controller accesses the Get Back nightclub in the Catalan capital a year disqualification of his office and 300 euros compensation to each of the two transsexuals discriminated . The ruling, the first conviction of its kind , as reported by the Office of hate crimes and discrimination Barcelona provides the vicarious liability of the owners of the nightclub in the payment of such compensation on the ground that the defendant committed the acts in the exercise of their duties, by those responsible for the property.

This discrimination case went to trial following the complaint lodged by two transsexuals, one man and one woman , to the Catalan police on October 30, 2011 , when they were denied access to a club trying to enter the with a group of friends. The condemned , alongside another goalkeeper who was also charged but was finally acquitted , prevented passage transsexuals alleging , first, that the capacity was full .

Realizing that , despite this, the porters were allowing access to other people, one of the complainants requested explanations from the porters . The condemned man then replied that he could not let them go because " your boss does not want to mix environments ", in a " clear reference " to their transgender status , according to the judge keeps in his sentence. A consequence of these facts, the judge added , transsexuals suffered " panic attacks , anxiety and helplessness " by forcing the driver to compensate them for hits such moral damage.

The judge has given credibility to complainants and also considers it proven that apart from the two defendants , in denying access intervened a third person "who acted aggressively " against transsexuals , but that could not be identified. This was explained at trial one of the two complainants, holding that a member of the security team "very aggressive" hit him in the chest while warning him that he could not enter , while he and other guards they went degrading expressions as " travelos ' or ' fagots.

## 6. Characteristic of (name of organization)

**Organization:** Simone de Beauvoir

**Name:** Simone de Beauvoir

**Logo:**



**Website:** <http://www.asociacionsimonebeauvoir.org/>

**Description:**

The " Simone de Beauvoir " León Association is a feminist organization that was founded in the year 1987 with the primary objective of managing a shelter for battered women, then " House of Refuge" as a pioneer Surge application in the Community of Castilla y León.

Another key objective is to develop their work in the field of awareness , awareness and prevention of violence faced by women and / minors.

According to the bylaws of the Association, the Board is responsible for the management of the entity and the management of resources . All work develops this patronage is voluntary .

All our services are free.

We are part since creation NETWORK OF ASSISTANCE TO WOMEN OF CASTILE AND LEON, according ORDER OF APRIL 3, 2000 of the Ministry of Health and Welfare.

And we have become Volunteer Bank , having Registration No. A- 0056 . , According to Law 8/ 2006 of 10 October Volunteer of Castile and León.

**Historical background:**

The ASSOCIATION LEONESA Simone de Beauvoir was born in León, in 1987 , within the Feminist Association Leon Flora Tristan , an association created in 1975 and began his career in an even vindictive post- Franco society.

Both associations have as a priority to contribute to their work in the development of a free and equal society where there is the least gender discrimination target. This aspiration was a succession of transformations and changes in the network to support women in our city.

Since its inception the Association has been called Flora Tristan , and counting , with free legal advice, through the existence of many abused women , who did not dare to report their partner was detected and if they did, they had nowhere to go . We are in the mid 80s and abuse is something invisible and absolutely private . There are few resources for women victims of violence . After arduous negotiations with various government , inaugurated in 1987 , the House - Shelter for Battered Women of the AL Simone de Beauvoir, with 3 seats. The professional team , intervening and then from the perspective of gender and women's empowerment , which form a principal and an attorney . Later, a social worker, a degree in Business Administration and a housekeeper is incorporated. In 2000 , the House , which already offers sleeps 15-17, is integrated into the Service Network for Women of Castile and León.

According to the bylaws of the Association, the Board is responsible for the management of the entity and the management of resources . All work develops this patronage is voluntary .

**Description of activity against sexual bias exclusion of this institution:**

**OBJECTIVES WITH THAT SURGE**

- . Awareness and eradication of gender violence
- . Resource management to prevent and address violence against women from a gender perspective

Downtown Host's main purpose is to provide comprehensive support to women who have experienced violence and / or social withdrawal, and their sons and daughters to these households to achieve their autonomy and independence.

Services provided:

- Accommodation, meals.
- Support and social intervention
- Support social health
- Advice and legal support
- Individual and group psychological support.

1 Day and Intervention Centre for Women Victims of Violence was created in the year 2001 in order to provide comprehensive and continuous support for women who experience violence but do not need a resource host.

Services provided:

- Support and social intervention
- Legal Advice
- Support social health
- Individualized psychological support, through the agreement created by the Service Network Women of the Junta de Castilla y León the Professional Association of Psychologists / as Leon and Therapies direct association with psychologist own group.
- Continuous monitoring of cases.
- Orientation and training and labour insertion.
- Conducting Participatory workshops, information targeting women attending different types of claims that are made in the centre itself based themed women equal opportunities.

#### DAY CENTRE FOR CHILDREN

This resource is created in the year 2006 and is aimed at children and family. This program involved from two aspects , providing care space and time for children and children of women

facilitating the incorporation of these into the labour market and training and on the other hand, speaking from the social sphere , preventing risk situations, marginalization and / or neglect through a comprehensive project to cover basic needs , education and training aspects , stimulation , revitalization while providing a fun and alternative leisure space.

This centre is directed to / the sons and daughters of women in situations of social disadvantage , with no shared family responsibilities , prioritizing those women who suffer violence

Services provided :

- Support and social intervention
- Care, support and care for / as children .
- Snack service .
- Activities of school support .
- Leisure and free time.
- Activities relating to the ( organic garden ) environment.
- Other supporting activities

## Conclusions

### *Contents:*

As we have presented in our project, we consider that Spain is now working to avoid sexual discrimination and taking legal actions against the bad procedures unfortunately we find these days.

In Spain, our Constitution recognizes that it must be the same opportunities for all of our citizens, males or females. Furthermore, it involves the government in order to create the optimum conditions for getting a real and effective equality.

The strategic proposals for combating exclusion at the local level are the following: awareness campaigns, assistance to victims, promoting the social organization: in terms of formative experience, awareness sessions and specific training.

People who have felt discriminated sometimes they haven't dared to ask for help or advice to the associations and organizations mentioned above, due to pressure by their stalkers.

Although we consider Spain as an open-minded country, sometimes we still see sexual discrimination at work, schools, or even in restaurants or pubs and it is on the citizens' hands the aim to fight for the equality and the same treat in both genders.

As a conclusion we encourage people who think they may be discriminated to sue this kind of offenses and go to court or associations specialized such as LGTB, public associations between others.

Some of these associations try to give advice and legal support but also individual and group psychological support. Sometimes the victims are really affected psychologically.

Some other actions we have found are:

- Manage complains by women in cases of discrimination based on sex.
- Promote the full participation of women in society.
- We contribute to restore and preserve the historical memory of women.
- And last, advising against sex exclusion.

In Europe, we can find association such as :

Gender Equality and Violence against Women, Council of Europe, European Institute for Gender Equality, Eurofound, Inspiring Wo-Men, Board Pool, which will try to help people who

had been discriminated for its gender or whatever reason related with sexual exclusion. These associations are supported by the European union and try to fight with any kind of discrimination regarding sexual discrimination.

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## **TABLES**

### **Table 1.** - *Employment rate (%) females*

Source: Eurostat

### **Table 1.** - *Employment rate (%) males*

Source: Eurostat