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THE WOMEN INSTITUTE OF ANDALUSIA AND IT'S ROLE IN GENDER MAINSTREAMING

O. Luna* and C. Seisdedos Alonso**

Women Andalusian Institute – Andalusian Governing Board (IAM-JA), Seville, Spain

* Email: olivia.luna.ext@juntadeandalucia.es

** Email: mariac.seisdedos@juntadeandalucia.es

ENTITY DESCRIPTION

Women Institute of Andalusia is an organism of the Andalusian Governing Board called *Junta de Andalusia*, that fosters equal rights and opportunities for both women and men, with the objective of advancing toward a model society that incorporates new forms of co-existence that are more democratic and equal.

It consists on:

- A central service at Seville,
- 8 provincial offices (Jaén, Granada, Almería, Córdoba, Málaga, Huelva, Sevilla and Cádiz),
- A centre for feminist training called *Carmen de Burgos* (Baeza, Jaén),
- A documentation centre called María Zambrano (Sevilla),
- Taracea centre: social participation and feminist centre (Sevilla), and
- Municipal information centres for women: local administration; municipal consortium; county council municipalities, which is co-financed by WIA.

They offer specific services at local field for women's right such as:

- Unpaid pensions and unfulfilled visitation right.
- Sexual aggression and battering.
- Marriage crisis.
- Sexuality, pregnancy in adolescents, contraception, voluntary interruption of pregnancy.
- Labour discrimination and sexual harassment.
- Women's association, services, programmes and activities of the WIA women's right

The central services is composed by 4 heads of services, three of them carried out several women's programmes.

Coordination Service

The programmes carried out by the coordination service are the following:

- MERIDIAM prizes: in the modalities: Defence of equality, social mass media, education and culture, and women's companies.
- Postgraduate course on gender and equal opportunities.
- Women's art prizes, for promoting the presence of women in the field of arts.
- Women's associations: annual aid grant to promote the implementation of activities fostering equal opportunities in Andalusia.

Research and Programmes Service

The research and programmes services carried out these activities:

- Preparation of equality plans to eradicate violence against women.
- Free hotline for women: 900.200.999.
- Management of shelters for battered women: the service is active 24h and during the whole year; shelters in case of emergency, shelters for long time.
- ELIGE Programme for occupational orientation.

- Emotional and sexual education programme.
- Health notebook.

Employment and Cooperation Service

The programmes carried out by this service are the following:

- OPEM programme: orientation and pre-training in employment for women, in cooperation with the local corporations.
- UNIVERTECNA programme: orientation units for female university students in technical careers, in cooperation with the University of Andalusia.
- Women in rural area programme: offering occupational training for women living in rural areas.
- CUALIFICA programme for facilitating the insertion and permanence of battered women in the labour market.
- VIVEM Programme: personalised service for businesswomen and women entrepreneurs.
- 1st, 2nd and the next 3rd International Fair for Women Companies (from 28th to 1st of October in Seville): the aim of this International Fair is to encourage business activities between women.
- ÓPTIMA programme: it promotes the optimisation of human resources management into the companies proposing measures for reducing horizontal and vertical segregation and proposing reconciliation between familiar and work life.
- Legal defence office for women in labour discrimination cases.
- Equal community initiative: 2001-2004/2004-2007: "Building future: a chance of employment for women": promoting women insertion in building sector, as well as SIOCA (Sustainability and Equal Opportunities in Building sector) in the labour sector; both of them with the aim of overcoming gender segregation.
- Equality and gender unit: Gender mainstreaming programme for the administration of the Regional Ministry of Andalusia.
- INTERREG community initiative called ESTRECHAR: to promote social and economical collaboration between southern of Spain and Northern Morocco where women are mainly involved.

Within this service, GEWAMED project will be developed.

PREVIOUS EXPERIENCES ON GENDER ISSUES

WIA has a vast experience on the development of equal opportunity plans for women, thus, we can summarise the following services addressed to women:

- OPEM services: services for orientation and pre-training in employment for women;
- UNIVERTECNA service: orientation units for female university students in technical careers;
- Women in rural areas: occupational training for women living in rural areas;
- CUALIFICA programme: training for battered women to facilitate their insertion and permanence in the labour market;
- VIVEM centres: personalised service for businesswomen and women entrepreneurs who choose self-employment as a kind of work;
- OPTIMA programme: measures for reducing horizontal and vertical segregation and for reconciling professional and family life in the private companies;
- Legal defence service for women in labour discrimination cases;
- Equality and gender unit to provide the Andalusian administration a support structure to implement and consolidate gender mainstreaming in the decision and activities made by the staff responsible for planning public policies.

Concerning the trans-national projects and programmes, the previous experiences can be summarized as follow:

- The 1st, 2nd, 3rd and next 4th International Fair for Women Companies with the aim of encouraging business activities between women;
- The European Initiative for Women NOW: from this European Initiative came the following structural programmes: Optima; Vivem and Opem services;

- the leadership in the 1st round EQUAL Initiative called “Building Future: an opportunity of job for women”; and the participation in the following EQUAL projects: “Itaca: Employment in a local key”, Colabora-con and Arena.

the WIA is the leadership of a project in the frame of INTERREG Initiative called “Estrechar”: Improving economical and social conditions for women in developing countries as Morocco, and the leadership of a project in the frame of DAPHNE Initiative 2000 about the consequences of domestic violence against women at the workplace.

WORK PLAN FOR GEWAMED PROJECT

- a) The WIA shall hire technical assistance which will be involved in carrying out research on the issue of gender and water at regional level with respect to:

- Legislation,
- Research,
- Manuals, and
- Projects, which include the gender approach and its implementation.

This search shall result in the establishment of a manual-guide outlining the state of this issue, the short comings and the proposed interventions.

- b) The WIA in Andalusia, as a focal point, shall establish contacts with the competent entities in the field of water management, in order to inform them about the realised activities of the project as well as to raise awareness and encourage them to include the gender approach within their policies and programs. The cooperation shall be established with:

- Regional Ministry for Presidency, and in particular,
 - ❖ Agencia Andaluza De Cooperación Internacional (AACI – The Andalusian Agency for International Cooperation), in charge of the organisation, implementation, monitoring and control of the development contribution in Andalusia.
 - ❖ Fundación Las Tres Culturas Del Mediterráneo (The Three Cultures of the Mediterranean Foundation), having the aim of promoting dialogue, peace and tolerance among people and cultures in the Mediterranean Region.
- Regional Ministry for Innovation, Science and Business, particularly the IFAPA (Andalusian Institute for Research and Training in Agriculture, Fishing, Food and Production), with the aim of promoting innovative business culture in Andalusia in the field of agriculture and fisheries.
- Regional Ministry for Agriculture and Fisheries, and in particular the General Directorate of Land Development.
- Regional Ministry for Environment, and in particular:
 - ❖ General Directorate of Environmental Education, with which the MAI is currently developing the GEODA project.
 - ❖ Agencia Andaluza del Agua (Andalusian Agency for Water (AAA): : It is an autonomous organism newly created, in 2005, belonging to the Environmental Regional Ministry having the aim of coordinating water policies within the Andalusian Governing Board. The AAA will implement water policies in its territory based on effective and sustainable use of water for present and future generations.

- c) The WIA has not assigned a web page to GEWAMED project; however, a space allocated to the project should be created on the WIA web site including:

- description of the project and its aims,
- description of the participating members,
- search for gender and water by the WIA,
- analysis of the information and knowledge generation.

- d) The WIA may eventually organise training in gender and equal opportunities for the managerial and technical members of the abovementioned Councils, in order to outline ways to implement a management policy for the water resources from a gender point of view.