



Convention on the Elimination
of All Forms of Discrimination
against Women

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against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY
STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION

Second Periodic Reports of States Parties

Addendum

SPAIN*

* Re-issued for technical reasons.

For the initial report submitted by the Government of Spain,
see CEDAW/C/5/Add.30 and CEDAW/C/5/Add.30/Amend.1; for its
consideration by the Committee, see CEDAW/C/SR.89 and CEDAW/C/SR.92,
and Official Records of the General Assembly, forty-second session
Supplement No. 38 (A/42/38), paras. 238-304.

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PART I

On the 25th of September 1987, and for the first time in Spain, a Council of Ministers took note of a plan drawn up in order to ensure that the whole of the female population could attain a genuine situation of equality.

This involved the Plan of Action for Equality of Opportunities for Women (1988-1990), drawn up by the Steering Council of the Institute for Women's Affairs (*), designed to ensure that, by means of a series of objectives and actions, the normative development of the principle of equality should not only be improved and supplemented but that a modification should also take place in the attitudes, life styles and social structures which hinder the free development of women's personalities and their active participation in culture, work and politics.

The said Council of Ministers laid down that the Steering Council of the Institute for Women's Affairs should carry out the functions of initiating and following up the measures contained in the Plan which, in each case, were to be adopted by the various Ministerial Departments.

The development of this Plan is to be achieved within the social context as detailed below.

1. WOMEN IN POLITICAL LIFE

Politics is a sphere of power, prestige and influence within which women have a minority participation. As in other areas of public life one can see a trend towards greater participation by women, the result of a higher level of education; however there still persists in politics a level of sexism which confines women to private life and to housework and bringing up their children.

Amongst the causes of this low level of involvement are the lack of channels leading to political representation and participation during forty years of authoritarian Government.

Percentage of women affiliated to the various political parties, according to data for 1984.

	<u>Total</u>	<u>Women</u>
- Partido Socialista Obrero Español (PSOE)	151,004	12%
- Alianza Popular (AP)	151,137	33%
- Partido Demócrata Popular (PDP)	20,298	28%
- Centro Democrático y Social (CDS)	6,730	32%
- Partido Comunista Español (PCE)	79,462	12%
- Euzkadiko Ezkerra	7,757	39%

(*) Consejo Rector del Instituto de la Mujer

THE LEGISLATURE

The level of female participation in the Congress of Deputies (*) has been maintained at around 6.5% during the last four legislatures (1977-1979, 1979-1982, 1982-1986 and 1986-1990).

Female participation in the Senate is, at 5.5%, lower than that in the Congress.

The following are the data concerning the Congress of Deputies, the Senate, the Autonomous Parliaments and the Local Corporations (**) .

CONGRESS OF DEPUTIES

	<u>TOTALS</u>	<u>WOMEN</u>
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1982-1986

- CENTRO DEMOCRATICO Y SOCIAL (CDS, formerly UCD)	12	-
- PARTIDO SOCIALISTA OBRERO ESPAÑOL (PSOE)	202	18
- COALICION POPULAR (CP, formerly AP)	106	2
- MINORIA CATALANA	12	-
- PARTIDO NACIONALISTA VASCO (PNV)	8	2
- GRUPO MIXTO	10	-

1986-1990

- PARTIDO SOCIALISTA OBRERO ESPAÑOL (PSOE)	186	13
- CENTRO DEMOCRATICO Y SOCIAL (CDS)	19	-
- COALICION POPULAR (CP)	80	6
- MINORIA CATALANA	19	1
- PARTIDO NACIONALISTA VASCO (PNV)	4	-
- GRUPO MIXTO	45	3

(*) Congreso de los Diputados

(**) Parlamentos Autonómicos, Corporaciones Locales.

SENATE

	<u>TOTALS</u>	<u>WOMEN</u>
<u>1979-1982</u>		
- UNION DE CENTRO DEMOCRATICO (UCD)	119	4
- PARTIDO SOCIALISTA OBRERO ESPAÑOL (PSOE)	70	2
- ALIANZA POPULAR (AP)	3	-
- OTHERS	16	-
<u>1982-1986</u>		
- PARTIDO SOCIALISTA OBRERO ESPAÑOL (PSOE)	157	10
- COALICION POPULAR (CP)	68	1
- OTHERS	28	-
<u>1986-1990</u>		
- PARTIDO SOCIALISTA OBRERO ESPAÑOL (PSOE)	149	12
- COALICION POPULAR (CP)	64	2
- GRUPO MIXTO	19	-
- PARTIDO NACIONALISTA VASCO (PNV)	11	-
- CONVERGENCIA I UNIO (C i U)	9	-

FEMALE PARTICIPATION IN THE AUTONOMOUS PARLIAMENTS

The percentage of women participating in the Autonomous Communities varies from 12.7% in the Madrid Assembly down to 1.4% in the Galician Parliament.

1986

	<u>TOTAL</u>	<u>WOMEN</u>
ANDALUCIA	109	5
ARAGON	66	4
ASTURIAS	45	4
BALEARIC ISLES	54	3
CANARY ISLES	60	1
CANTABRIA	35	3
CASTILLA-LEON	84	3
CASTILLA-LA MANCHA	44	1
CATALUÑA	135	12
ESTREMADURA	65	3
GALICIA	71	1
MADRID	94	12
MURCIA	43	2
NAVARRE	50	1
LA RIOJA	35	4
VALENCIAN COMMUNITY	89	6
PAIS VASCO (Basque Country)	75	9

FEMALE PARTICIPATION IN THE LOCAL CORPORATIONS

Female participation in local government is also a minority one: in the period 1983-1987 there were only 167 women mayors, none of whom were in provincial capitals. However their number rose to 256 at the June 1987 elections.

1983-1987

MAYORS	0.6%
DELAGATES	27.9%
REPRESENTATIVE COMMITTEE MEMBER	23.9%
COUNCILLORS WITHOUT PORTFOLIO	23.1%
DEPUTY MAYORS	8.1%
COMMITTEE CHARMEN	13.1%
DEPUTIES	1.4%

FEMALE PARTICIPATION IN SENIOR POSTS IN STATE ADMINISTRATIONS

(Data updated to August 1988)

<u>POSTS</u>	<u>TOTALS</u>	<u>WOMEN</u>	<u>%</u>
VICE-PRESIDENT	1	-	-
MINISTERS	17	2	11.76
SECRETARIES OF STATE	12	-	-
UNDER-SECRETARIES and SECRETARIES-GENERAL	36	1	2.77
GENERAL DIRECTORS and TECHNICAL SECRETARIES-GENERAL	196	24	12.24
GOVERNMENT DELEGATES and CIVIL GOVERNORS	68	3	4.41
<u>TOTALS</u>	<u>330</u>	<u>30</u>	<u>9.09</u>

NUMERICAL SUMMARY OF SENIOR POSTS IN STATE ADMINISTRATIONS

<u>MINISTRIES</u>	<u>SECRETARIES OF STATE</u>	<u>UNDER- SECRETARIES, SECRETARIES</u>	<u>DIRECTORS- GENERAL</u>	<u>UNDER- DIRECTORS- GENERAL</u>
FOREIGN AFFAIRS	2	3	19	57
JUSTICE	-	1	8	30
DEFENCE	2	4	16	40
ECONOMIC AFFAIRS AND FINANCE	3	4	34	181
INTERIOR	1	3	8	41
PUBLIC WORKS & URBAN AFFAIRS	-	1	12	50
EDUCATION & SCIENCE	2	1	12	40
LABOUR & SOCIAL SECURITY	-	3	13	50
INDUSTRY & ENERGY	-	2	10	34
AGRICULTURE, FOOD & FISHING	-	2	9	37
PUBLIC BODIES	2	1	11	33
TRANSPORT, TOURISM & COMMUNICATIONS	-	3	12	48
CULTURE	-	1	6	23
HEALTH & CONSUMERS	-	3	9	40
PARLIAMENTARY RELATIONS & STATE SECRETARIAT	-	1	8	25
SOCIAL AFFAIRS	-	1	5	84
PUBLIC RELATIONS	-	1	4	10
TOTALS	12	35	196	753
WOMEN	-	1	23	81
PERCENTAGE	-	2.85	11.73	10.86

NOTES:

1. The above is a summary table of the General Administration, excluding the Institutional Administration (autonomous organisations, public bodies and other organisations which may be headed by posts covering the same range as those considered above); however it does include the fields of the President and Vice-President of the Government.
2. The President of the General Sports Council, who holds the rank of Secretary of State, is allocated a Cabinet Director.
3. The President of the INAP, who holds the rank of Under-Secretary, has a Technical Cabinet.
4. The Ministers and Secretaries of State have Cabinet Directors who hold the rank of Director-General, and these are included.

2. WOMEN, JUDICIAL AUTHORITY AND THE ADMINISTRATION OF JUSTICE.

The General Council for Judicial Authority, a body within the Ministry of Justice, includes one woman, appointed by the King on a recommendation from the Senate.

No woman holds any senior post in the High Court. The Magistrates and Court Secretaries are all men.

In the Administration of Justice women account for 14% of the total strength of the Corps.

Of the 690 Public Prosecutors 147 are women.

This minority participation is due to the fact that the limitation of access by women to the offices of Magistrate, Judge and Public Prosecutor was only lifted in December 1966.

3. WOMEN IN EDUCATION

Although the educational system is based on the principle of equal opportunities, and schooling in Spain, which is compulsory from the ages of six to fourteen, is free and coeducational in public and subsidised schools, the level of education of the female population over sixteen years of age is lower than that of the male population.

However this statement is not true of the youngest generations, and the observed trend is towards equality in the levels of education of men and women.

At the present time the participation of females is practically equal to that of males at all levels in the educational system. School attendance levels for girls and boys are practically identical in Preschool and General Basic Education (E.G.B.) and are equally high for both sexes at secondary level.

Translated into proportions this means that, whilst at the Preschool and E.G.B. levels girls account for 50% of registrations they are over-represented (53.5%) for the Polyvalent Unified Baccalaureate (B.U.P.) and University Orientation Course (C.O.U.) levels, contrasting with the lower proportion of students undergoing Vocational Training (42.7%).

There is however a trend amongst the girls to choose the Arts option at the higher (3rd) level of the B.U.P. and C.O.U., as compared with the Sciences option.

NUMBERS OF PUPILS COMPLETING THEIR GENERAL BASIC EDUCATION

<u>YEARS</u>	<u>BOYS</u>	<u>GIRLS</u>
1975-1976	261,138	258,187
1980-1981	331,708	317,156
1983-1984	343,593	338,054

INTERMEDIATE EDUCATION (B.U.P. and C.O.U.) FROM 15 TO 17 YEARS OF AGE

More girls follow the B.U.P. and C.O.U. courses than boys, in both absolute and relative terms, since the total number of males between 14 and 20 years of age is in any case lower.

1985-1986

	<u>BOYS</u>	<u>GIRLS</u>
B.U.P.	47%	53%
C.O.U.	47%	53%

VOCATIONAL TRAINING (F.P.)

In this educational field the proportion of girls is clearly lower than that of the boys. To this is added the problem of the concentration of girls in those vocational streams traditionally seen as feminine.

However during the last five educational years (1980-81 to 1985-86) the percentage of girls registering for F.P. has shown a clear increase, greater than that shown in the registrations of boys. There is thus a trend towards equilibrium and to cancelling out the numerical differences between the sexes, whereas the segregation by subjects has become greater.

PERCENTAGES OF GIRLS AND BOYS ACCORDING TO COURSES

	<u>BOYS</u>	<u>GIRLS</u>
FEMININE COURSES		
Fashion and dressmaking	0.04	1
Hairdressing and beauty	0.8	9
Health	1.0	15
Domestic subjects	0.02	6
MIXED COURSES		
Administrative	21	56
Catering	1	0.7
Pharmacy	0.9	1
Audio-visual	0.6	0.2
Textiles	0.03	0.1
PREDOMINANTLY MASCULINE COURSES		
Agriculture	2	1
Graphic arts	0.5	0.2
Drawing	5	2
Leatherworking	0.2	0.09
Building	0.1	0.01
Experimental curriculum	1	0.7
MASCULINE COURSES		
Automobile engineering	14	0.2
Electrical engineering	39	1
Carpentry	1	0.1
Maritime and fishery	0.7	0.01
Metalworking	9	0.1

UNIVERSITY STUDIES

There has been a spectacular increase in the number of women in the Universities.

Over the last five years the total number of students in the University Faculties and Colleges has increased by 26.5%, whilst the number of women students has increased by some 40%.

Recently the number of students at the Technical Colleges has risen from the previous figure of 9% of all registrations to 13%. Despite this the number of women who choose these Colleges still account for only 1.7% of all university registrations.

Changes in the total number of university students (1980-81 = 100)

<u>University year</u>	<u>Men</u>	<u>Women</u>
1981-1982	100.6	100.5
1982-1983	101.3	113.4
1983-1984	106.3	125.3
1984-1985	111.8	133.3

Changes in the total number of Technical College students (1980-81 = 100)

<u>University year</u>	<u>Men</u>	<u>Women</u>
1981-1982	98.1	114
1982-1983	97.4	118.6
1983-1984	101	134.9
1984-1985	104.1	153.5

4. WOMEN AND THE LABOUR MARKET

In the third quarter of 1987 the female active population rose to the level of 4,843,700 women. This figure represents 31.9% of all women over 16 years of age and 33.5% of the total active population.

Within the total active population it is necessary to distinguish between those who follow an occupation and those who do not and who declare themselves to be unemployed. Out of the total number of active women 3,504,400 were employed (72.4%) and 1,339,300 were unemployed. This represents an unemployment rate of 27.7% as compared with the figure of 16.5% for men.

Active population aged 16 and over: classification according to activity

		<u>Men</u>	<u>Women</u>
Total employed	11,521,200 (79.8%)	(83.5%	72.4%
Total unemployed	2,918,300 (20.2%)	(16.5%	27.7%

CHANGES IN THE LEVELS OF FEMALE AND MALE ACTIVITY

The two groups show different patterns of change. Although both are affected by the reduction in the length of the working life the female population enters the labour market at a later age and leaves it earlier. However this fact is being neutralised insofar as the new generations of women are entering the labour market, to the extent that the level of female activity has risen from 27.84% in 1985 to 32.1% in 1987.

Although the levels of activity of younger women between 16 and 24 years of age is higher than the mean figure of 32.46% it continues to be comparatively low when compared with that for men, especially in the 20 to 24 years age group where a difference of some 10 percentage points can be observed. All this is reflected in the following table :

Changes in the levels of male and female activity

<u>Year</u>	<u>Women</u>	<u>Men</u>
1965	23.85%	82.51%
1970	23.30%	79.45%
1975	27.58%	76.35%
1980	27.09%	72.15%
1985	27.84%	68.71%
1987	32.1 %	67.6 %

Distribution of employed females by field of activity (as percentages of employed population)

	<u>Men</u>	<u>Women</u>
Services	44.8	69.4
Agriculture	16.9	13.6
Industry	27.7	16.4
Building	10.6	0.6

The wage-earning female population is concentrated in the Services sector and, within that sector, in the fields of personal and domestic service, education, commerce and health.

UNEMPLOYMENT

There is more unemployment in the female active population than in the male population.

The employment crisis which began in the mid-seventies was especially serious in the case of young people and, specifically, for young women since there had been considerable increases in the already mentioned levels of activity with a slight positive shift in the level of employment, the level of unemployment being around 45% of the active population.

Unemployed population and levels of unemployment for the first quarter of 1988.

	<u>Women</u>	<u>Men</u>
Unemployed population	1,402,300	1,539,000
Level of unemployment	28.22%	16.06%

5. WOMEN AND HEALTH

In the past the objectives of the health strategy for women were pregnancy, motherhood, family planning and, to a lesser extent, some aspects of industrial health. Today these objectives have been extended as a function of the involvement of the woman in society, of the recognition of maternity and of the importance of her double role as both agent and patient in the health system.

Her function as health agent is reflected in her role in the transmission and dissemination of information on health and also as professional within the health system.

MORTALITY BY SEX

More boys than girls are born in Spain but in the first years of their lives mortality is higher amongst the boys. According to the data for 1983 recorded deaths from birth to four years of age were 6019 for boys and 4400 for girls.

INFANTILE MORTALITY RATES BY SEX (per 1000 births)

<u>YEAR</u>	<u>BOYS</u>	<u>GIRLS</u>
1900	213.3	194.7
1930	124.1	109.5
1940	133.3	118.0
1970	29.5	22.9
1975	20.9	16.8
1979	15.9	12.5
1981	13.93	10.86
1982	12.35	10.13
1983	11.88	9.82

MORTALITY BY SEX AND FROM SELECTED CAUSES

	<u>WOMEN</u>	<u>MEN</u>
Total malignant tumours	23,802	33,282
Malignant breast tumour	3,361	40
Malignant tumour of the trachea, bronchae and lung	1,139	7,505
Malignant tumour of the neck of the uterus	288	
Ischaemial heart disease	11,973	17,538
Cerebro-vascular disease	28,305	21,148
Diseases of the circulatory system	10,278	8,249
Traffic and car accidents	1,715	4,877
Suicide and self-inflicted wounds	66	329

CONTRACEPTION AND VOLUNTARY TERMINATION OF PREGNANCY

In regard to the knowledge and use of contraceptive methods it was found that 98.6% of all Spanish women between the ages of 18 and 49 knew of at least one effective method of contraception.

However there is no direct relationship between knowledge of the methods and the use of them; according to surveys carried out it was observed that :

- 33.46% had not used any method of contraception,
- 14.03% had used some inefficient method,
- 52.51% had occasionally used some efficient method.

The reform of Article 417 of the Penal Code decriminalised abortion in Spain in 1985 for specific reasons: risk to the life or health of the mother, that the pregnancy was the consequence of a crime of rape, or that it was to be presumed that the foetus would be born with serious physical or mental defects.

From that date and up until 31 December 1987 the Subdirectorate for Epidemiology and Health Information of the Ministry of Health and Consumer Affairs had received 17,325 notifications of the voluntary termination of a pregnancy.

6. CIVIL STATUS

According to the population census of 1981 Spanish women may be divided up as follows in terms of their civil status :

- single	44.2%
- married	45.5%
- widowed	9.5%
- separated or divorced	0.86%

The marriage rate in Spain has fallen steadily, accentuated in that segment of the population aged between 25 and 35. This is explained by the extension of cohabitation outside marriage.

It may be observed that age at marriage has risen for all, but women continue to marry at a younger age than men.

MARRIAGES: ABSOLUTE FIGURES

<u>YEAR</u>	<u>MARRIAGES</u>	<u>SYNTHETIC MARRIAGE RATE</u>	
		<u>MEN</u>	<u>WOMEN</u>
1975	271,347	1.050	1.015
1976	260,974	0.995	0.970
1977	262,015	0.965	0.955
1978	258,070	0.935	0.915
1979	245,977	0.875	0.860
1980	220,674	-	-
1981	199,057	-	-
1982	188,597	-	-
1983	183,068	-	-
1984	192,406	-	-

DISSOLUTION OF MATRIMONY

The new matrimonial regulations which are provided for in the Spanish Constitution of 1978 and which gave rise to the reform of the Civil Code, considers the possibility of dissolving matrimony by way of divorce and legal separation.

CIVIL DECREES OF SEPARATION

<u>YEAR</u>	<u>TOTALS</u>	<u>By mutual consent</u>	<u>For legal reasons</u>
1981	16,511	18.8%	81.2%
1982	17,436	33.3%	66.6%
1983	19,651	35.3%	64.6%
1984	22,224	38.7%	61.3%
1985	25,046	39.56%	60.43%
1986	28,053	41.72%	58.27%

DECREES OF DIVORCE

<u>YEAR</u>	<u>TOTALS</u>	<u>By mutual consent</u>	<u>For legal reasons</u>
1981	9,483	38.49%	61.51%
1982	21,463	39.22%	60.78%
1983	19,306	39.05%	60.94%
1984	17,656	40.52%	59.48%
1985	18,291	40.62%	59.37%
1986	19,487	41.72%	58.27%

THE MALTREATED WOMAN

TOTAL COMPLAINTS RECORDED DURING 1985, 1986 AND 1987

<u>Year</u>	<u>Mental cruelty</u>	<u>Physical cruelty</u>	<u>Mental and physical cruelty</u>
1985	3,156	5,911	4,638
1986	3,516	6,335	5,830
1987	3,733	5,667	5,830

DEVELOPMENT OF THE "PLAN FOR EQUALITY OF OPPORTUNITIES FOR WOMEN"

The actions put into effect up until last June to achieve the objectives established in the various areas of the Plan for Equality of Opportunities (appended as Annex II : Other documentation) are as follows :

1. Equality in legal, family and social protection legislation.

Within this area some of the actions established in the Plan and which affect various Ministerial Departments, have been implemented with the following results :

- Ensuring that the objectives established in regard to civil matters are included in the Preliminary Draft Law for reform of the Civil Code and the Civil Registration Law.
- In respect of the reforms relating to the Administration of Justice approval has recently been given to Law 38/88 of 28 December concerning Judicial Demarcation and Planning, which provides for an increase in the present number of Judges, resulting in a better distribution of their responsibilities and hence facilitating their work. Furthermore the approval by the Plenary Meeting of the General Council on Judicial Authority on 23 March 1988 implied the possibility of specialist Family Judges and the extension of their competence in the direction proposed for action.
- Provision is also made for a study on the possibility of creating a Guarantee Fund for accommodation and food, with the object that the Ministry of Justice adopts the appropriate decision, together with whatever is required to establish it.
- An Interministerial Commission has been created to study and encourage all measures to be developed in respect of the problem of prostitution. The meetings so far held have resulted in the collection of considerable documentation on the subject and on the design of a pilot project which could have a positive effect on the problem of prostitution, both in regard to the aspects of defending the rights of those persons who are engaged in it and also in regard to social assistance for these persons and their children and the ways in which they could, if they so desire, abandon this activity.
- The departments for the care of women in Police Stations (*) should be expanded so that a Police officer is available at them to deal with women who have been the victims of violence.
- On 23 December 1987 a Royal Decree 1609/87 was published which made the scale of percentages applicable to retirement pensions in the Special Scheme of Social Security for those Employed in the Home equal to those of the General Scheme
- The Order of 11 May 1988, published in the Official State Bulletin, modified the scale for permanent non-disabling injuries, eliminating from it those aspects which contained any evidence of unequal treatment for reasons of sex.

2. Education and culture.

Various actions have been completed within this area. Within the framework of an agreement signed between the Ministry of Education and Science and the Institute for Women's Affairs a publication has been produced under the title "Recommendations for the non-sexist usage of languages", and recently creating the national "Emilia Pardo Bazán" prizes for non-sexist teaching material.

(*) Inspecciones de Guardia

With the object of encouraging changes in the attitudes of the teaching profession by improving understanding and by through initial and subsequent training a number of seminars have been arranged with University Teacher Training Colleges; the first of the Non-Sexist Education Day Courses were held in Madrid in May 1987, together with the First European Congress "For a better non-sexist coalition".

In order to disseminate information on the Plan for Equality an offprint of the Plan was sent to all Education Centres, together with a copy of the "Manual for action : how to put equality into practice", a document from the European Community, translated and published by the Institute for Women's Affairs (*) to be used to provide guidelines for action in the Education Centres.

The Ministry for Education and Science has given assistance to innovative projects, establishing equality of opportunity for girls and boys as one of the priority subjects.

The Institute for Women's Affairs, by way of the Order which regulates its system of subsidies, promotes projects for activities directed towards achieving greater awareness in all who participate in educational processes, producing non-sexist teaching materials and investigation-action experiments in this field. Similarly it periodically gives economic assistance to promote research on subjects linked with the study of the situation of women.

Various courses have been organised within this area, some on single subjects ("Women and Education") and others on vocational training within the framework of the FIP Plan, intended for women in difficult situations, together with courses, containing a module on non-discriminatory guidance, for training 150 educational advisers of both sexes.

In addition to these there have been the First Educational Workshops for Adults, with the aim of studying the specific problems in this sector and of drawing up a general framework to serve as a reference for programming the education of women.

3. Employment and Labour Relations

During 1987 the Institute for Women's Affairs carried out a statistical study on women in business, together with a report on the results of the 1985 Fertility Survey in order to analyse fertility in relation to the involvement of women in the labour market.

Furthermore an agreement has been signed for collaboration with the Centre for Sociological Investigation (**) in carrying out a survey on the labour market in relation to the behavioural and work situations of women.

Various agreements have been signed between the Ministries for Labour and Social Security and the Institute for Women's Affairs. The object of one of these is to direct, coordinate, evaluate and, where necessary, reanalyse all the investigations completed by the Public Administration, taking the sex variable into account.

(*) Instituto de la Mujer

(**) Centro de Investigaciones Sociológicas

Another collaboration Agreement, with the object of promoting vocational training and the employment of women, will carry out various projects within the field of vocational guidance and the promotion of employment.

Other activities carried out in this field have included :

- The establishment of Work Promotion Teams in various provinces of Spain to carry out work of guidance and providing information, offering courses for women on the techniques for seeking employment and also of carrying out studies on the prospects for the labour market in the area.
- Courses for training women by creating a centre for advice on informatics for the small and medium sized company.
- A course for the FIP Plan, entitled "Advisors on Equal Opportunities".
- A course directed towards women, financed by the European Social Fund, has been organised on training in the techniques of business management.
- The adaptation for use in Spain of the French "Retravailler" method by training two instructors in France for putting the techniques of this method into practice in Spain.

In order to promote an equal presence of women at the various levels of the Public Administration corps, and especially in posts of greater responsibility, the Ministry for Public Administrations and the Institute for Women's Affairs form part of the Directing Committee on "Women in Higher Public Office". Amongst the agreements which have been adopted is that designed to promote action for the access of women to the highest levels of responsibility in Public Office in the E.E.C. countries.

Furthermore the Department for Public Administrations will include Directive 76/207 CEE, on the application of the principle of equality of treatment to men and women in regard to access to employment, training, and professional advancement and in respect of working conditions, in its advertisements for filling vacancies.

Various legislative advances have been granted recently which affect women in this area, and details of these are given in the second part of this report.

4. Health

In this area it is a matter of developing the rules specified for the exercise of the right of the woman to health in its specific manifestations, promoting health education programmes on subjects which specifically affect women in their double role as subjects and agents in relation to health, by producing videos on pregnancy, birth, the puerperium and the first years of life, together with the production, by the Ministry of Health and Consumer Affairs and the Institute for Women's Affairs, of three brochures or guides on health matters, covering maternity, abortion and sexually transmitted diseases.

A programme for the young and on contraception has been initiated in various towns, with the Ministry for Health carrying out, in conjunction with the National Health Institute (INSALUD) (*), a study on adolescent pregnancies, using data supplied by the hospitals in the public sector.

On the subject of providing Family Planning services forty new teams have been formed in the INSALUD public health system, together with the expansion of the antenatal obstetrics units (**).

On the subject of abortion the High Court has entered judgement against the precautionary suspension of the Royal Decree 2409/86, so facilitating the application of the Law.

The Minister for Health has approved a Plan for the specific prevention of cancer of the breast and of the neck of the womb, in accordance with the European Programme on the same subject, together with drawing up a National Plan for chronic illnesses which examines the specific problems of women.

The Institute for Women's Affairs is to carry out a study on this subject and will be subsidising research and studies in this field.

In order to ensure adequate training and to facilitate the retraining of personnel in all the health fields with regard to the health of women programmes have been initiated for the retraining of personnel in the fields of Family Planning and for care during pregnancy and childbirth.

(*) Instituto Nacional de la Salud (INSALUD).

(**) Unidades de psicoprofilaxis obstétrica.

PART II

Since the submission of our previous report several changes of some importance in respect of the content of the Agreement have taken place.

1. For the first time the entry of women into the Armed Forces has been regulated by the Royal Decree 1/1988, dated 22 February.

This establishes that women may be admitted to all forms of military employment with the Law guaranteeing advancement in their careers under the same conditions of equality as men, without any differences existing other than those derived from their physiological conditions, in the provision and discharge of specific functions.

Similarly women have access to selection boards for entry as ancillary Civil Guards.

To date a total of 36 women have applied for entry into the Armed Forces and 195 for the Civil Guard.

2. The tariff of compensations for injuries, amputations and deformities of a definitive and non-disabling character resulting from accidents at work and vocational diseases differed according to whether the person concerned was a man or a woman. With the object of eliminating the existing distinction on the basis of sex the Order of 11 May 1988 was enacted whereby, as from the date of entry into force of the same, the compensation would be the same irrespective of the sex of the worker suffering the injury or deformity.
3. The passing of the General Law of Publicity, in which it is established under Heading II, Article 3 a), that "publicity is illegal when it assails the dignity of persons or harms those values and rights recognised in the Constitution, especially those which refer to infants, the young and women".
4. The Law on Techniques for Assisted Reproduction recognises the right possessed by the woman to procreate and to establish the form of family which she desires, freely and responsibly, establishing in Article 6 that "every woman may be the recipient or user of the techniques regulated by the present Law, always on the basis of having given her consent to the utilisation of these in a free and conscious manner, expressly and in writing. She must be 18 years of age and with full capability to act.
5. As a result of the approval of the Law on Offences and Punishments of a Social Order the following are regarded as very serious offences: sexual harassment at work; unilateral decisions by the employer which involve favourable or adverse discrimination in regard to wages, working hours, training, promotion and other working conditions for reasons of sex; the failure to comply with the rules in force and relating to the protection of periods of pregnancy and nursing periods; together with establishing conditions by means of publicity, the dissemination of offers of work or by any other means which constitute favourable or adverse discriminations in regard to access to employment for reasons of sex.

6. Ends the preference given to men over women in regard to the succession to titles of nobility, due to the High Court having entered various judgements by which it is established that "preference of the man over the woman has been considered to be discriminatory at the present time and, as a consequence, is abrogated for reasons of unconstitutionality".
7. It should also be pointed out that another Judgement of the same Court has ruled that the woman only has to demonstrate that she has shown resistance in cases of rape. The Judgement is based on the fact that to ask of the woman that she adopts heroic attitudes in defence of her modesty and sexual liberty would signify applying discriminatory treatment to her as compared with the victims of other crimes.
8. At the present time the Spanish parliament is debating various Draft Laws, amongst which should be mentioned, by reason of its progressive character, the "Draft Law for extending maternity leave to sixteen weeks".

As pointed out in previous reports, and despite the advances made from the point of view of real equality and the fact that barriers to access have disappeared, young women continue to be faced by a series of mechanisms which impede their incorporation into occupational training and into employment.

Therefore, despite the positive evolution in the level of female activity, which has shown an increase of some four percentage points since 1984, this level still remains lower than that of Europe, so that in Spain it accounted for 32.46% of the active population of 16 or over in the second quarter of 1988.

In the Autonomous Communities the care services for women have been enlarged so that, at the present time, there are 111 Advisory Centres for Women and also 30 Refuges for maltreated women which operate by way of subsidies from various Institutions including the Institute for Women's Affairs.

Furthermore, and as a result of some development policies on the subject of women, Institutes for Women's Affairs have been created in the Basque Country, Valencia and Andalucía.

All these are Public Bodies, responsible to the Government of the Autonomous Community, and their object is to promote the conditions for equality between the sexes and the participation of women in political, cultural, economic and social life.

It should be pointed out that, with the object of increasing the participation of women in public life the Socialist Party (*) has approved a quota of 25% for their participation in posts of responsibility; the result of this has been the appointment, in the Central Administration, of two Ministers and one Under-Secretary, and in an increase in the number of Director-Generals to 23 and of Sub-Directors to 81. In this way the effective incorporation of women into posts of responsibility is starting to take place.

In order to achieve the objectives established in the Plan for Equality of Opportunities, as referred to above, meetings have been held in order to obtain the collaboration of the Autonomous Governments, together with the creation of a Commission for Advancing the Plan formulated by the Women's Associations.

This has resulted in the development of a policy of equal opportunities for women (who in any case represent the majority of the population) and, more particularly, for those in the more disadvantaged situations.

Finally it should be mentioned that the "Convention on the Elimination of All Forms of Discrimination Against Women" has been domestic Spanish Law since its publication in the Official State Bulletin of 21 March 1984, and as the norm of our legislation its implementation is compulsory and thus capable of being invoked in the Courts of Justice.

Furthermore, and given its juridical status, no rule enacted by the Spanish public authorities can overturn the provisions contained in the Convention, to the extent that, should such a rule exist, it would be null and void in law.

ANNEX I

Annex I contains the legislative documents and is available in Spanish at the Centre for Social Development and Humanitarian Affairs at the United Nations Secretariat in Vienna, and may be consulted in the Office for the Advancement of Women.

ANNEX II
OTHER DOCUMENTATION

PLAN FOR EQUALITY OF
OPPORTUNITIES
FOR WOMEN
1988-1990



MINISTRY FOR CULTURE

Institute for Women's Affairs

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**RESOLUTION OF THE
COUNCIL OF MINISTERS**

A resolution whereby the Council of Ministers takes note of the Plan of Action for Equality of Opportunities for Women (1988-1990), drawn up by the Steering Council of the Institute for Women's Affairs.

1. The Council of Ministers takes note of the Plan of Action for Equality of Opportunities for Women, as drawn up by the Steering Council of the Institute for Women's Affairs, which forms the Annex to the present Resolution.
2. The Council of Ministers lays down that the Steering Council of the Institute for Women's Affairs, by reason of the functions of coordination and oversight attributed to it by virtue of the Regulating Law of 24 October 1983, is to carry out the functions on initiating and following up those measures contained in the Plan and which are, in each case, to be adopted by the various Ministerial Departments.

**At the Meeting of the Council of Ministers held on
25 September 1987.**

I N T R O D U C T I O N

Recognition of the fact that women should have the same rights and opportunities as men in regard to education, work, forming a family and participating in political decisions, is a recent social phenomenon which has developed throughout the twentieth century as a result of the extension of the democratic principles of justice, liberty and equality and also of the struggles of women themselves. It is one of the features which differentiate developed societies from those which are underdeveloped or backward, and it always goes hand-in-hand with the onward march of progressive and democratic forces.

Spain, as a country with a limited tradition of democracy, has made enormous efforts since 1977 to adapt its legal system to the principle of non-discrimination on the grounds of sex, as is recognised in various articles of the 1978 Constitution. However the modifications made up to the present time are insufficient nor is it enough to change the laws if the female population is to achieve a real situation of equality. As was shown in the Report on the Social Situation of Women, produced in December 1986 by this Institute, and despite the advances made in recent years in the field of education in particular, women still encounter many material and cultural obstacles. These prevent their working and political life becoming compatible with their family life, or their being accepted in work which is skilled or traditionally seen as forming part of a male preserve, or of being able to hold posts of political responsibility.

If women are to achieve equality of opportunity it will be necessary not only to supplement and bring to its conclusion the normative development of the principle of equality but also to modify those attitudes, behavioural patterns, life styles and social structures which prevent the free development of a woman's personality and her active participation in culture, work and politics.

It was to this end that the Spanish Government committed itself when it subscribed and ratified the Agreement on the Elimination of All Forms of Discrimination Against Women and the Nairobi Forward-Looking Strategies for the Advancement of Women of the United Nations; the European Communities, by their acceptance of this, accepted the various directives relating to the principle of equality in work or in regard to Social Security, and approved the Medium-Term Plan of Action (1986-1990) for equal opportunities for women. Furthermore the public authorities were obliged, by Article 9.2 of the Constitution, to promote conditions so that the freedom and the equality of the individual and of the groups into which they are integrated should be real and effective, to remove those obstacles which impede or make difficult their realisation and to facilitate the participation of all citizens in political, economic, cultural and social life.

The creation by Law in October 1983 of the Institute for Women's Affairs, on a proposal by the first socialist Government, marked the start in our country of a policy for equality of opportunities between men and women. The Steering Council of the Institute, formed from representatives of twelve of the fifteen existing Ministerial Departments and by six members nominated from amongst persons distinguished on account of their work on behalf of the rights of women, became the instrument which made it possible to initiate an interministerial policy in favour of women.

If this policy is to be really effective it is necessary to set out some objectives which have to be achieved by a given date, to define the actions necessary to achieve these objectives and to determine which bodies should develop them. This forms the Three-Year Plan of Action (1988-1990) for Equality of Opportunities for Women, as set out in the following pages, and which includes measures related to the legal system, the family, health, education, culture, vocational training, employment, social protection, international cooperation and associationism. The actions related to education, training, employment and social security correspond to the content of the Plan of Action (1986-1990) of the European Communities for Equality of Opportunities for Women.

A Plan of Action of the Government of the Nation only places an obligation on the State Administration, but to achieve the intended objectives it would be very advisable to obtain the collaboration of the Autonomous Governments, the Local Corporations and the political, trade union and urban organisations and, especially, the women's associations.

The actions which are included in the Plan of Action involve, in addition to the Ministry for Culture, the Ministries of Justice, Public Administrations, Education and Science, Employment and Social Security, Health and Consumer Affairs, Agriculture, Fish and Food, Economic Affairs and Finance, Industry and Energy, Interior, Relations with the Cortes and the Government Secretariat, Defence and Foreign Affairs.

A considerable proportion of these measures were set out in the electoral programme of June 1986 and, as a consequence, in the Government programme corresponding to each of the Ministries involved (such as, for example, extending maternity leave by a further two weeks). In that respect part of the actions have already been initiated (vocational training by the Ministry for Education and Science, programmes for mother and child care and, in general, everything affecting education, training and health) and have in these cases been made more concrete, set out in detail and, in many cases, amplified.

The Plan incorporates some new measures, inserted into more extensive actions which were already in operation or for which provision has been made during this legislature; this is the case with the compulsory leave (with retention of employment) in cases of maternity or paternity leave.

In some cases the action has been developed in a single act by the approving of a rule or the modification of an existing rule; in others the measure has been introduced by way of a process of actions which have been developed over the whole of the period covered by the Plan. Other proposals are limited to a period of study and analysis in order to determine, probably beyond the period of this legislature, the possibility of the adoption of future concrete measures.

The result is a large number of measures that will need to be developed in order to make concrete and to set out, as far as is possible, the details of those actions which are considered necessary for the development of a coordinated, coherent and effective policy in favour of women during the next three years. These have been grouped into areas and, within each area, by objectives which can be summarised under the following twelve headings :

1. To improve the normative development of the constitutional principle of equality, without discrimination for reasons of sex, and to achieve the better application of the prevailing legislation in favour of women.
2. To achieve access for all women to higher levels of information, training and culture.
3. To create the conditions necessary for developing a more balanced distribution of responsibilities between men and women, within both the public and private spheres.
4. To make possible the free and responsible exercise of maternity/paternity, not solely as an individual right but as a social function which must take into account a sufficient level of protection to make it compatible with the right of the persons concerned (women and men) to the free development of their personality.
5. To improve the protection of the health of the whole of the female population and, especially, of those groups of women exposed to greater risks.

6. To diversify the scholastic and vocational options open to young persons and to broaden their participation in cultural activities.
7. To reduce the level of female unemployment and employment segregation for reasons of sex and to improve the working conditions of employed women.
8. To improve and extend the social protection of groups of women, especially those needing aid.
9. To encourage programmes for international cooperation designed to benefit specific groups of women.
10. To improve and supplement the understanding of the social situation of Spanish women and of the incidence, within this situation, of measures of political, social and economic policy, by improving the statistics, by carrying out surveys and investigations, by analysing the sex variable in any studies which are carried out, and by the design of appropriate social indicators.

The development of a policy for equality of opportunities for women, who form the majority of the population, will not only favour the deepening and consolidation of democracy but will also contribute towards a more rational utilisation of human resources. Socialist Governments, for whom the correcting of all social inequalities is a priority objective, always devote a major part of their actions and programmes to achieving greater equality of opportunity for women, and especially those in the more disadvantaged situations.

Madrid, September 1987

AREAS OF ACTION

1

EQUALITY WITHIN THE LEGAL SYSTEM, THE FAMILY AND SOCIAL PROTECTION

Articles 14, 32 and 35 of our Constitution make it compulsory to effect substantial changes in the legislation previously in force, with the objective of adapting it to the constitutional mandate.

The modifications which have been made have, undoubtedly, been of positive effect, but legal practice has demonstrated that these have not been sufficient: hence the need to make the changes, and all the current rules, more fundamental in their scope.

To this end the actions which are set out here do not only affect the private legal system in order to achieve full equality between man and woman, with special reference to their matrimonial situation, but also the tax system, so that those persons with family responsibilities receive adequate social, economic and legal protection, as established in the Constitution.

Additional reforms are also specified in other normative sectors, with the object of providing adequate social protection for those persons who, for health reasons, by their situation as the victims of others' violence or because they belong to the more marginalised sectors of society, require special measures which, in such cases, also have an incidence on the current legal system and especially in regard to penal legislation.

It follows that the measures which are proposed need to conform to eleven basic objectives :

- 1) reforming the private legal system in regard to those provisions which still discriminate against women;
- 2) modifying the substantive and procedural rules relating to family law and to matrimonial separation and divorce, with a view to giving them the desired efficacy;
- 3) facilitating the effective fulfilment of obligations and the adequate collection of the due payments fixed by juridical resolutions during actions for matrimonial separation or divorce;
- 4) modifying the present imposition of cumulative income when both spouses receive payment for work;
- 5) reforming the current penal mechanisms to combat maltreatment between spouses;
- 6) adapting the current regulations in force to social change and strengthen the mechanisms for prosecuting and punishing offences against the sexual freedom of persons;
- 7) designing a programme of actions for the prevention of prostitution and for care for the persons who exercise the profession;
- 8) facilitating the granting of police protection and help to women who come to Police Stations to report offences;
- 9) developing the necessary rules to protect the right to health for women;
- 10) improving the living conditions of women in detention and facilitating their social rehabilitation;
- 11) improving the present system of Social Security services in regard to women.

OBJECTIVE 1.1.

To reform the civil law ordinances in respect of those provisions discriminating against women.

The Laws of 13 May 1981, 7 July 1981 and 13 July 1982, reforming the Civil Code, assume in certain of their precepts the material suppression of rules discriminating against women within the framework of Private Law, in accordance with what is set out in Article 32 of our Constitution.

However these reforms, whilst profoundly modifying the regulations in force until then, do not succeed in totally eliminating from the precepts of the said Code that discrimination which it claims to correct. It follows that it is essential to supplement the reform achieved by the above-cited laws. To do this it is necessary to reform the Civil Code and the concordant provisions, with the following objects :

ACTION 1.1.1.

To permit changes in the order of surnames.

And consequently modifying Article 109 of the Civil Code in such a way that the name of the mother can come first, if this is so desired, expressly introducing the possibility of the parents electing to do so at the time of registering the birth. However in such a case it must be made clear that the election so made will be valid for all the children, in such a way that there is a single family name, but obviously without prejudice to retaining the facility for the child to invert the order of the names on reaching their majority.

A marginal note to the system of election specifies that an alternative be introduced in those cases where there is no agreement between the parents on establishing the order, outlining a subsidiary legal order and studying the possibility of devising a compound family name.

ACTION 1.1.2.

To eliminate the priority of the man in respect of the woman, which still subsists in Article 9 of the Civil Code.

In this way eliminating :

The preference conceded to the husband by the Law to determine the Law applicable under International private Law to the personal relations of the spouses (section 2).

The same preference in determining the Law applicable to property arrangements between the spouses (section 3)

In both cases the following criteria arise :

In regard to the rule governing a conflict when determining the Law applicable to personal and inheritance relationships, the most objective subsidiary criterion is that of domicile or of habitual residence. As a consequence the personal relationship between the spouses is in the last resort governed by the common national law of the spouses at the time of contracting matrimony; in default thereof the law of the place of habitual common residence immediately after celebration of the marriage or, in default thereof, of the place of celebrating it.

ACTION 1.1.3.

To make it possible for Law 5/82 of 13 July relating to the nationality of the children of a Spanish mother and a foreign father to be applied retroactively.

Conceding, as a consequence, a right of option, for a predetermined time, for those children of a Spanish mother who were not Spanish as from their birth.

ACTION 1.1.4.

To eliminate the preference given to the man to receive in one partition the original title of acquisition or ownership which comprises property awarded to various coheirs (Article 1066 of the Civil Code).

In such a manner that other subsidiary criteria, such as age or quality, may have preference.

ACTION 1.1.5.

To delete the requirement, as established in Article 1267, to take note of the sex of a person claiming intimidation.

OBJECTIVE 1.2.

To modify the substantive rules and procedures relating to Family Law and to matrimonial separation and divorce with the aim of endowing them with the desired efficacy.

The Law of 7 July 1981, cited above, which regulated 'de novo' matrimony, nullity, separation and divorce, introduced divorce into the Spanish legal system as from that date - with the exception of the interim period of the Second Republic - based on the causes contemplated by the Civil Code in its Article 86.

Nevertheless experience since the promulgation of the said Law has made it desirable to extend the modifications which have been introduced with the object of ensuring the total implementation of Articles 32 and 39 of our Constitution so that the malfunctions which had been observed in Family Law, and which had caused difficulties in many cases to the full realisation of the fundamental rights of the person in fields as essential as those of cohabitation and civil status, might be definitively overcome.

To do this it is necessary to reform the legislation with the object of introducing the following modifications :

ACTION 1.2.1.

Substantial reforms :

- a) To modify the existing regulation of Article 400 of the Civil Code, incorporating a new paragraph to indicate that the Judge in the proceedings relating to matrimonial separation, nullity or divorce may also decree the joint ownership of the family home during a period of ten years, prolongable for a further ten; in the same way studying the possibility of formulae which would permit a system of compensation between the obligations to provide maintenance and alimony and the awarding of housing to the spouse having custody of the children.

- b) To establish, with the aim of ensuring the payment of maintenance and alimony, that the Judge may fix in the process of liquidating the joint ownership of the property of the marriage, and at the request of one party, that goods remain allocated to the fulfilment of such obligations, distinguishing between debts prior to the separation - which may be imputable to the joint ownership, and which are to be met from it - and future payments to be met from that half of the joint ownership which is attributed to the debtor.
- c) To reform Article 93 of the Civil Code in such a way that maintenance continues after the age of majority of the beneficiary child if the same has not concluded his or her education, provided that he or she lacks his or her own resources for reasons which are not imputable to him or her nor which can be imputable to the lack of education; both points which should be proven.

ACTION 1.2.2

Reforms relating to the Administration of Justice

The Ministry for Justice will urge the General Council of the Judicial Authority(*), in application of Article 98 of the Organic Law of Judicial Authority(#), towards the specialisation of Family Judges and will study the bounds of their competence in regard to the subjects of filiation, maintenance between relatives, guardianship and whatever arises in relation to the children in situations of non-matrimonial cohabitation, in the Procedural and/or Planning and Demarcation Laws.

OBJECTIVE 1.3.

To facilitate the effective fulfilment of obligations and the adequate payment of the maintenance fixed by the judicial judgements handed down in processes for matrimonial separation or divorce.

In the event of separation or divorce one of the major problems which confronts the less favoured spouse or the one having custody of the children - both being situations which, in the majority of cases, affect women - is the difficulty of collecting the maintenance fixed by the judicial resolution; this can create serious situations of cohabitation for this spouse and the children in his or her custody. Hence there arises the necessity both to establish appropriate mechanisms to meet these situations and also to arbitrate on the precise measures for duly punishing the failure to comply with the said resolutions.

(*) Consejo General del Poder Judicial

(#) Ley Orgánica del Poder Judicial

ACTION 1.3.1.

To study the possibility of creating a Guarantee Fund for maintenance and alimony.

So that the same could advance payment for these purposes in the form and amounts which are determined, and with subrogation of the rights and obligations of the creditor in regard to the debtor.

ACTION 1.3.2.

To modify Article 487 of the Penal Code.

Introducing as a specific item the offence of abandonment of the family and the non-payment of the maintenance and alimony fixed by judicial resolution, when the said non-payment conforms to certain circumstances.

OBJECTIVE 1.4.

To correct the possible discriminatory treatment suffered by persons by reason of their matrimonial bond in respect of current tax regulations on personal incomes.

This is a matter of palliating the effects of progressive taxation in cases where both spouses receive payment for work, by reason of the cumulation of incomes.

In Spain, since the entry into force of Law 48/1985, it is necessary to confront this possible discrimination by means of a variable deduction for families with more than one recipient of payment for work, the limit having been fixed at 315,000 Pesetas for 1988. It is necessary to advance along this line, correcting the discrimination which can still be produced.

Furthermore, and as a consequence of judicial resolutions handed down in processes for matrimonial separation or divorce, the maintenance for the children is a source of taxation in the declaration of the spouse who receives it and a cause of tax reduction on the part of the spouse who pays it, implying unequal treatment, placing the obligation to pay tax on the person who generally has a smaller income.

ACTION 1.4.1.

Looking to the future the various methods which are adopted in relation to Income Tax must take into account the discrimination which may be caused by the cumulation of incomes when both spouses receive payment for work.

More direct solutions than those so far adopted must not be dismissed, such as separate declarations by the spouses, the calculation of the tax with techniques of division or by improving the present polynomial formula.

ACTION 1.4.2.

To study the possibility of modifying the treatment of maintenance for the children as a source of taxation for the spouse who receives it.

OBJECTIVE 1.5.

To modify the penal mechanisms in force so as to combat maltreatment between spouses.

Complaints of maltreatment between spouses have risen to a figure of 15,000 a year.

If a complaint is to succeed it implicitly results in a judgement of a misdemeanour, but the usual penalty handed down in sentencing is limited to an economic penalty which, as is well known, can have negative repercussions on the financial position of the woman, given that the most frequent matrimonial economic system is that of joint ownership, so that the paradoxical situation arises that the wife herself - generally the victim - pays half the fine imposed on her aggressor.

This is even more peculiar when it is observed that, in relation solely to misdemeanours and not to speak of crimes, Article 583 of the Penal Code alludes to penalties of detention but not to pecuniary penalties; when judges apply the latter it is apparently because they consider that the penalty of detention would deprive the husband of the income necessary for the family.

ACTION 1.5.1.

To modify the existing mechanisms for punishment in order to prevent and to combat the problem of maltreatment between spouses.

Reforming the Penal Code with the aim of introducing mechanisms for punishment which do not have repercussions on the deterioration of the economic possibilities and condition of the wife who is the sufferer from the aggressive conduct.

OBJECTIVE 1.6.

To adapt the regulations now in force to social change and strengthen the mechanisms for prosecutions and punishments for offences against the sexual liberty of individuals.

Laws 46/1978 of 7 October and 8/1983 of 25 June introduce important reforms in Chapter IX of Volume II of the Penal Code ("Of offences against decency"[*]). However it is necessary to follow up in depth the configuration given to these offences in such a way that the current classification becomes adapted to the new social behavioural patterns and attitudes in respect of sexual relationships; to the frequency of aggression; to the fact that the victims can be persons of both sexes and, finally, to the lamentable reality that this type of offence equally involves minors. For this reason it is necessary to reform Chapter IX of Volume II of the Penal Code with the aim of giving a treatment more in accordance with the present social reality to what are termed "offences against decency", studying in particular the following extreme cases :

[*] "De los delitos contra la honestidad"

ACTION 1.6.1.

To replace the present rubric for those offences recognised under Chapter IX of Book II of the Penal Code by another which groups together with greater rigour the reality which underlies this type of offence.

This could involve including a reference to the sexual freedom of the individual.

ACTION 1.6.2.

Reform the present classification of the offence of sexual assault (*) (Article 429 of the Penal Code).

Essentially to take into account the possibilities that such conduct has for the subject victims of one or other sex and which therefore amplifies the modality which constitutes the fact of violation.

ACTION 1.6.3.

In congruity with the above to reform the present regulations concerning the offence of indecent assault (#) (Article 430 of the Penal Code).

ACTION 1.6.4.

Also, and in coherence with the above, to proceed to a reform of the offence of rape (§) (Articles 434-436 of the Penal Code), giving special treatment to acts of rape carried out within the family unit.

ACTION 1.6.5.

Penalties must also be increased in offences differing from rape when these are committed by members of the family, as happens with this offence.

ACTION 1.6.6.

To study the possible modification of the procedural treatment of those offences which affect the legal right to sexual freedom.

(*) violación

(#) abusos deshonestos

(§) estupro

OBJECTIVE 1.7.

To design a programme of action for the prevention of prostitution and for the care of persons carrying out this activity.

The ratification by Spain on 18 July 1952 of the "International Agreement of the United Nations to Combat White Slavery and the Exploitation of the Prostitution of Others" obliged the Spanish State to apply measures to solve a problem which involved on the one hand unemployment - especially in the case of vocationally unskilled women - and on the other the consumption of drugs by the young.

Much has been said in international and national meetings regarding prostitution (the last meeting under the auspices of UNESCO was held in Madrid on 18-20 March 1986), but no clear agreement exists on the advantages of the various systems - prohibitionist, regulatory or abolitionist - and the consequences of their implementation, whilst it must be pointed out that by signing the above Agreement Spain has placed itself in the last group.

Nevertheless one must emphasize the general agreement that various psychological, social, economic and cultural factors are involved in prostitution and that, in general terms, it is not a freely chosen life-style but one that is conducive, in those who exercise it, to a marginalised situation of exploitation at the psychological, social and economic levels.

The studies which have been carried out demonstrate the lack of attention which is frequently shown to those involved in the health, social and legal fields, since they have to live under conditions which are in no way in accordance with the rights recognised by the Constitution for all citizens and, which is even more serious, make it difficult for them to quit a situation which could, in principle, be considered as temporary but which the play of the forces to which they are subjected prevents them from quitting. Hence the need to implement some mechanisms which would facilitate :

- 1) A clear fight against procuring and against the prostitution of minors;
- 2) Determined care in favour of those who exercise prostitution, with the object of ensuring that these individuals can enjoy normal living conditions and that, above all, it is possible for them to abandon freely their situation.

From all the above it may be deduced that, in order to deal with the problem of prostitution, various distinct levels of action are necessary, with normative, caring and policing actions: it is therefore advisable that the following actions be taken in order to achieve a duly coordinated and unitary action :

ACTION 1.7.1.

Creation of an Interministerial Commission to study and promote the measures to be developed.

This is to be formed from representatives of the Ministries of Home and Foreign Affairs, Justice, Labour and Social Security, Health and Consumer Affairs and for Culture (Institute for Women's Affairs).

ACTION 1.7.2

Increase the penalisation for prostituting others.

The Spanish Penal Code does not penalize the exercise of prostitution nor yet of procuring. However the fact that the Law on Social Rehabilitation and Danger (*) remains in force, even if obviously disused, means that it is possible to regard as in an "endangered state" not only those who favour or exploit the prostitution of others but also the seriousness of those acting in such a manner as to give rise to prostitution and those who exercise it.

Furthermore it should be pointed out that the treatment given by our Penal Code to those offences related to prostitution do not have any relationship with the principles established in the Constitution. Procuring is, paradoxically, classified in the antiquated heading of Chapter IX of Volume II "Of offences against decency" whereas it should be treated as what it really is: an offence against the dignity of individuals, a basic principle of the social order according to Article 10 of our supreme rule.

Finally it is necessary to draw attention to the prostituting of others in relation to minors which must be regarded as an activity of extreme gravity.

It is therefore necessary to proceed towards :

- a) A reform of the Penal Code which accentuates the criminality of conduct exploiting the prostitution of those under eighteen years of age;
- b) Express derogation of the Law on Social Rehabilitation and Danger as far as it concerns the exercise of prostitution.

OBJECTIVE 1.8.

To facilitate the giving of police protection and assistance to women who come to report offences at Police Stations.

At the Information Centres on the Rights of Women, which are responsible to the Institute for Women, an ostensible improvement has been detected in the treatment which women receive at Police Stations when they come to report ill-treatment, sexual and indecent assaults and similar offences.

The need to improve the standard of this attention has led the Home Secretary to establish a new department, with those who are to staff it receiving a specialised course, in collaboration with the Institute for Women. The object of the department and its officials is to ensure that complainants can, if they so wish, be seen by women. This department will operate in the capitals where the major demand exists.

If this department is to be really effective it must be extended to all Police Stations, at the same time incorporating in the Plan of Studies of the State Security Forces the precise and specific training in relation to the rights of women.

(*) Ley de Peligrosidad y Rehabilitación Social

ACTION 1.8.1.

Extending the reception services for women at Police Stations.

Reception services for women are to be created at as many Police Stations as the number of women police officers allows. In this way all women who so request can count on the specific support of these services.

ACTION 1.8.2.

Training the State Security Forces in regard to the rights of women and the offences of which they are the victims.

The study plans of the State Security Forces are to incorporate specific training which will allow its members to understand the situation of women who are the victims of the misdemeanours and offences classified in the Penal Code and the way in which they are to act in the face of the necessities created by their specific cases.

OBJECTIVE 1.9.

To develop the necessary standards for protecting the right to health of women.

The Constitution recognises, in its Article 43, the right to the protection of health and establishes that, in addition to the necessary preventive measures, services and departments which the public authorities are to organise and supervise, the law regulates the rights and duties of all in this respect. To this end, and to make the legal framework more effective, the following actions, related to the voluntary termination of pregnancy and the sterilisation of the unfit, need to be carried out.

ACTION 1.9.1

With the adoption of the judicial decision of the Supreme Court, corresponding to the appeal now pending against the Royal Decree 2409/86 of 21 November, those measures of a legal and administrative order as are considered to be necessary for adequately protecting the health rights of women seeking the voluntary termination of pregnancy will be adopted.

The Organic Law 9/1985 of 5 July removes the penalties for the voluntary termination of pregnancy under the three conditions now recognised by Article 417a of the Penal Code.

The difficulties which have been shown up in its application made necessary the Royal Decree 2409/1986 of 21 November which represented an undoubted advance in the application of the Law and which facilitated compliance with the precise formalities for women who sought refuge under the conditions of the said law.

ACTION 1.9.2.

To reform Article 428 of the Penal Code in such a way that the operation for sterilising the unfit could be carried out once all the requirements and guarantees had been complied with.

The right of the unfit to enjoy an emotional and sexual life within their own life-styles assumes high risk situations of pregnancy which can give rise to the birth of the future children of parents who have no possibility of caring for them. Furthermore the same situation of unfitness means that many of the contraceptive methods known today are not adequate to prevent the consequences of their sexual relationships and this is the reason why, on occasions, the parents of the unfit, as the guardians and as legally responsible for them, judge it advisable to have them sterilised.

At the present time, and given the drafting of Article 428 of the Penal Code, it is impossible for the wishes of these legal representatives to be given any effect since, according to its terms, this would not be valid as the express consent of the persons involved is necessary, whilst in the majority of cases they lack sufficient reasoning power to manifest this. For all these reasons it is necessary to reform Article 428 in the sense that, subject to judicial authorisation, the consent of the legal representatives of the unfit person is valid where their degree of incapacity prevents them from themselves manifesting the said consent.

OBJECTIVE 1.10.

To improve the conditions of life for women in detention and to facilitate their social rehabilitation.

A double problem arises in prisons for the female population in relation to their situation as women and also in relation to a group deprived of freedom. To these have to be added the problems raised by maternity, both in regard to the risk of pregnancy and also in regard to the care of the children. For this reason there is a need to analyse the present situation regarding the conditions of life for women in prisons and to develop the programmes and investments necessary for improving them.

ACTION 1.10.1.

Health education campaigns for women in Penal Centres.

The continuation of the health activities undertaken, in collaboration with the Autonomous Communities and Municipal Councils, especially in Madrid and Valencia, directed towards these groups of women.

ACTION 1.10.2

Vocational training courses, in collaboration with the INEM and within the framework of the European Social Fund, in Penal Centres for women.

Also directed towards this group of women.

ACTION 1.10.3.

Remodelling the network of Penal Centres for women.

The General Directorate for Penal Institutions has a plan for the years 1988 to 1994 which includes in addition to the remodelling of the existing Centres the creation of new Centres for women in Madrid and Valencia and a new module in Seville.

ACTION 1.10.4.

The introduction of open Sections, outside the prison environment, for women with under-age children who live in their company.

ACTION 1.10.5.

Measures for care for the children of women in extra-penitentiary nurseries.

ACTION 1.10.6.

Training of prison educators in the present problems of the woman in society.

OBJECTIVE 1.11.

To improve the existing system of Social Security services, in relation to women.

The Statute of Workers guarantees application of the principle of equality of rights for workers and of the equality of payment between workers, whether men or women, who do the same work.

By payment is to be understood the ordinary basic or minimum wages or salary and all the remaining rewards paid by the employer to the worker by reason of the employment of the latter.

Directive 86/378/EEC of 24 July 1986 of the Council of the European Communities, relating to the application of the principle of equality of treatment between men and women in the vocational systems of Social Security, recognises that "the application of the principle of equality of payments requires detailed supplementary measures in regard to its scope".

The Community Programme for Equality of Opportunities for Women (1986-1990), in the section relating to Social Protection and Social Security, includes the objective of ensuring the progressive individualisation of rights, with the object of eliminating indirect discriminations. Effectively the Social Security systems in the majority of countries are still marked by their traditional conception according to which the man is the sole person responsible for the subsistence of the family, and this does not correspond to the real situation of many women whose work generates a considerable, even if not decisive, part of the family income.

Furthermore it is necessary to reconsider the scope of widows' pensions so as to adapt them to real needs and to modify some of the provisions which, although of minor importance, correspond to unjustified discriminatory or overprotective criteria.

ACTION 1.11.1.

To study the possible modification of Article 7.2 of the Social Security Law to admit the possibility of affiliation of the spouse who proves her salaried status in relation to the other spouse.

Article 7.2 of the General Social Security Law (Revised text of 30 May 1974) expressly excludes from consideration those working for their spouses, without admitting in this case any proof to the contrary as applies to the other relatives of the title holder. This exclusion, although no discrimination by sex exists in the law since it makes no differentiation in practice and in fact it is in general women who are excluded from such consideration since in the majority of cases the title holder is the husband; to convert the wife into a person working on behalf of another without the right of Social Security affiliation is to disenfranchise her in an indirect form.

This regulation could result in contradictions with that established in Article 1.3,e) of the Statute of Workers which, whilst it excludes in principle the salaried status of the spouse, admits this in the case of a relative - unlike the Social Security case - unless proved to the contrary.

The Directive of the Council of the European Communities of 11 December 1986, relating to the application of the principle of equality of treatment between men and women who exercise an autonomous activity, including agricultural activities, and also on the protection of maternity, considers that "in regard to those persons who exercise an autonomous activity, together with their spouses who participate in this activity, it is advisable to ensure the application of the principle of equality of treatment by way of concrete provisions intended to meet the specific situation of such persons.

Article 7 of this Directive establishes the obligation of the member States to examine what conditions could favour the recognition of the work carried out by non-salaried and non-associated spouses, who participate in a habitual manner in the activity of the autonomous worker by carrying out either the same tasks or complementary tasks.

ACTION 1.11.2.

To reconsider the meaning and scope of the existing regulations on widows' and widowers' pensions.

At the present time this is a benefit to which both men and women have a right, whatever their age and whether they possess other means of living, provided that the deceased male or female complied with the requirements of the legislative payments.

Its generalised application and the small sum involved means that the resultant benefit is ineffective in solving the economic problems which can arise on the death of a spouse if the surviving spouse has no means or is not able to work for any reason whatsoever (age, training etc.).

Any proposal from the representative social interlocutors will be studied to modify the juridical régime covering benefits for death and for survivors and, in particular, for widows.

Work will be intensified to look at the economic possibilities for a re-evaluation of pensions for widows of advanced age and with the lowest pensions.

ACTION 1.11.3.

To analyse the possibility of putting the General System on the same basis as the Special Social Security System for those Employed in the Home in regard to the scale of percentages applicable to the retirement pension, determining the incidence of this measure on the present form of payments.

The Regulatory Decree of Labour Relations in the Domestic Service solely regulates the labour relations in this sector and does not contemplate any modification within the scope of Social Security. It is thus necessary to tackle and update the rules in force, analysing the possibility of putting the General System on the same basis as the Special Social Security System for those Employed in the Home in regard to the scale of percentages applicable to the retirement pension, determining the incidence of this measure on the present form of payments.

ACTION 1.11.4.

To modify the tariff for permanent non-invalidating injuries (O.M. of 5 April 1974 and the concordant provisions) in respect of those aspects which could involve any manifestation of unequal treatment by reason of sex.

The tariff cited above still contains concepts which are over-protective of the woman, contrary to constitutional principles, as is implied in the Judgement of the Constitutional Tribunal number 81/1982 of 21 December, which evaluates in a discriminatory manner the injuries produced in some organs of the woman as compared with those produced in the same organs of the man.

E D U C A T I O N A N D C U L T U R E

The educational system must be one of the fundamental instruments for correcting social inequalities, including those which arise by reason of sex, and in this way contributing towards realising the constitutional principles.

Coeducational education of girls and boys itself constitutes an important element for correcting inequalities by reason of sex, since it contributes towards developing a better understanding and interaction between children and adolescents of both sexes and thus, as a consequence of this, favours equality. Part of the problem of the still unequal treatment of girls and boys and of infants in the educational system has its roots in the fact that all the educational consequences of mixed education, and the opportunities it offers, have still not been extracted from it and that in many cases the educational system confirms the stereotypes of sexual discrimination in society and hence, far from contributing towards eliminating them, actually consolidates them.

Educational policy for equality between the sexes must have as its central objective the development of co-education, encouraging a change in attitudes within school practice and allowing the pupils of both sexes to assume responsibilities in both public and private life and allowing both sexes to enter their working and domestic lives in a less conflictual manner.

The educational system seems to pressure men and women in different ways towards different vocational choices, so that a much smaller proportion of female students choose scientific and technological careers as compared with males. But, in addition to this differentiation, there is, within the educational processes themselves, frequently an implicit or explicit confirmation of the traditional rôles of men and women, with the resultant discrimination which is prejudicial to women.

However not all the inequalities which are produced within the educational system find an explanation within the system itself. Many of them originate in the social system in general and, specifically, in the means of communication. Although achieving equality in education is necessary it is also necessary at the same time to work out those measures of cultural character which will encourage a change in the image of women which is transmitted by way of publicity and the means of communication in general.

This policy in favour of equality in education and culture is structured around five basic objectives :

- 1) to combat sexist stereotypes in the teaching material and in the curricula;
- 2) to encourage a change in attitudes amongst the teaching staff by way of their initial and subsequent training;
- 3) to guarantee equality of opportunity for girls and boys in regard to their access to all forms of education and to all forms of training, with the aim of ensuring that all have an opportunity for the full development of their aptitudes;
- 4) to continue to adapt education to the specific needs of women;
- 5) to develop within the means of communication an image of women which is neither discriminatory nor stereotyped.

OBJECTIVE 2.1.

To combat sexist stereotypes in teaching materials and in the curricula.

Textbooks and teaching materials in general are often the means of transmitting the stereotypes in force in society regarding the differentiated sexual rôles which are discriminatory where women are concerned. The stereotypes can appear not only in the form of texts and verbally expressed ideologies but also in the form of pictures and images. Frequently they are more implicit than explicit, and then their presence may pass by unobserved, but they may still be effective. An example of this can be the way in which problems are posed in mathematics textbooks, from which it appears that men solve technological questions whilst women deal with buying goods in the market.

The stereotypes are also transmitted by the same materials as are the objects of teaching and apprenticeship, principally in workshops and optional activities, where boys choose activities with a technological orientation whilst girls apply themselves to tasks of embroidery. Educational practices in general frequently deprive girls of the option of having experience of the wide range of materials with which the boys work; the inverse also applies in that boys are excluded from gaining experience of those activities which are considered to be typical of their peer group girls.

Furthermore the contents of the various areas of the curricula view the man as the centre and yardstick for everything, preventing an overall understanding of the past and present reality for women and making it difficult to identify girls and young women with non-traditional models.

Starting from the considerations relating to this first objective the following actions are to be developed :

ACTION 2.1.1.

Recommendations on the non-discriminatory content of textbooks and teaching materials.

The Ministry for Education and Science will draw up a collection of clear and specific criteria to ensure that textbooks and other didactic materials do not incorporate contents which are discriminatory by sex. Even in the event that the Ministry liberalises the production of textbooks and didactic materials, removing the requirement for prior authorisation, the reference criteria may be the subject of recommendations to publishing and printing houses so that the latter may take them into account and can incorporate them in what they produce. The practical recommendations derived from these criteria are to be as concrete as possible, reaching down to particular illustrations which exemplify the method for establishing non-discriminatory didactics in the various fields and disciplines: not only in the Social Sciences, History and Literature but also in the Physical Sciences, Mathematics and Art.

ACTION 2.1.2.

Considerations relating to textbooks and teaching materials for educational equality between the sexes.

In addition to the general recommendations for publishing and printing houses producing didactic materials the Ministry for Education and Science will contribute towards favouring equality of education between the sexes by way of the combined or optional establishment of :

- a) A prize for the textbook or collection of didactic materials which have been specially distinguished by their contribution towards the non-sexist interpretation of society and/or history and the didactic transmission of this interpretation.
- b) Official recognition of those textbooks and collections of didactic materials which not only satisfy the minimum requirements regarding discrimination between the sexes but which have also, in the opinion of the Ministry, dealt with special success with the problems inherent in the non-sexist presentation of their contents. Proof of the recognition granted in this way will be shown in print in the actual book or didactic material.

ACTION 2.1.3.

To establish courses, within compulsory schooling, for practical training in all the skills and attitudes necessary for domestic life.

The changes which have taken place in the rôles of men and women make it necessary to prepare both sexes for assuming the responsibilities of private and domestic life. To do this it is necessary to develop understandings, aptitudes and skills relating to health, to looking after and caring for persons and, in general, all those aspects linked with the traditional rôle of women, which must be considered to be equally important in the integral education of all.

Such contents must be included in the future organisation of the educational system. The technical aspects and the skills could include the technological field and those which are concerned with attitudes and looking after and caring for persons in the field of health education.

ACTION 2.1.4.

To promote the physical and sporting activities of girls.

Systematic observations which have been carried out in schools show that the only segregation which still persists in a formal manner occurs in those activities related to the body, and especially in physical and sporting activities.

Studies which have been carried out in other countries are beginning to relate the lower levels of physical and sporting activities of girls with the difficulties and the lower level of interest which they show in Science subjects (especially Geometry, Physics, etc.).

Those men and women who have carried out research on the subject of sports in relation to women confirm that the only level at which differences are produced, due to the different physical constitutions of men and women, is in high level competitive sports.

Within this action it is necessary for Physical Education classes to be mixed, by means of appropriate rules. The physical activity of girls needs to be strengthened by way of training in mixed teams, and by promoting sporting activities which facilitate the participation of boys and girls. Similarly a video campaign is to be carried out to interest girls and women in sporting activities.

ACTION 2.1.5.

The introduction of sex education within health education and in non-university teaching.

In order to provide an integral and egalitarian education which will develop all a person's possibilities it is necessary for boys and girls to receive training which is sufficient to allow the overall development of their personality and which facilitates non-conflictual emotional and sexual relationships.

This action has acquired an urgent character in the face of the data on undesired pregnancies in young women and induced abortions.

For this reason it is necessary to include in the curricula, and with a multi-disciplinary character, all those aspects which are related to sexual education (biological, sociological and psychological). This objective must be accepted within the Central School Councils(*) in order to ensure the participation of mothers and fathers and of teachers and pupils, and to provide further training for teachers in this field, especially for those tutors of both sexes who will have the responsibility for coordinating and extending all the aspects to be taken into account.

ACTION 2.1.6.

The introduction into the various areas of the curriculum of all the contributions which women have made and will make to the development of culture throughout history.

The proposed curricula for the future organisation of the educational system will include all those aspects of the history of women which are known and which have already been investigated. Similarly those investigations needed to advance to a better and more complete understanding of the past and present reality of women will be promoted and financed. They will take into account the importance of the feminist movement and the necessity for pupils of both sexes to understand their history.

(*) Consejos Escolares de Centro.

OBJECTIVE 2.2.

To promote a change in attitudes in the teaching profession by way of increasing their sensitivity and by their initial and further training.

The co-education of girls and boys forms the general framework which facilitates experience and the process of interaction between the two sexes. However the physical fact of co-education is not always accompanied by the pedagogic and social processes which would be capable of giving it its full development and effectiveness. The result is that the teaching profession frequently groups pupils into predetermined work or activities, using criteria based on their sex, so that major activities take place in a manner similar to that which occurs within the framework of sex-segregated education.

This situation has led the Ministry for Education to guide teachers as to the manner in which they can intervene in the processes of interaction between their pupils so that, acting counter to the dominant social stereotypes, mixed education can be oriented towards a real co-education which will develop equality between the sexes. To this end the following actions are proposed :

ACTION 2.2.1.

Incorporation of the concept of educational equality between the sexes in the initial and further training of teachers.

Studies carried out on the attitudes of the teaching profession and the interaction which is produced in the classroom has made it possible to state that teachers of both sexes contribute to the transmission of sexist stereotypes in an unconscious manner and that, in general, they lack knowledge on the discrimination of girls and women in the educational system. This failure in training may be seen as a fundamental obstacle at the present time to implementing a policy for equality between the sexes in education.

There is therefore a need to promote the integration of the concept of the equality of opportunity between the sexes into the initial training of teachers in the various Universities. Once its follow-up and evaluation has been carried out there will be a need to expand and reinforce the programme on ongoing training of the teaching profession directed towards eliminating, in the practice of teaching, any discrimination by reason of sex as was initiated in the 1986/87 academic year as a result of the agreement between the Ministry for Education and Science and the Institute for Women's Affairs. This training programme should, over the next three years, reach at least 30% of active teachers.

ACTION 2.2.2.

Ministerial instruction on educational practices for equality.

The Ministry for Education and Science will draw up a circular or instruction with concrete guidelines, directed to those in charge of Centres and, through them, to the entire teaching profession, recommending educational practices which ensure equality and communication between boys and girls, both in the classroom and specifically academic activities and also in out-of-school activities.

The main contents of this instruction refer to subjects such as those already pointed out: non-sexist criteria in grouping pupils for specific activities or specific objectives; the impartial allocation of tasks in or out of the classroom to boys or to girls; the not only equitable but fairly shared distribution of all the space available in the centre; the provision of opportunities making it possible for boys and girls to work together in the classroom and their mutual interaction as a factor in the enriching and development of the personality for both sexes.

ACTION 2.2.3.

Drawing up a guide for teachers for educational equality between the sexes.

As complement to the above measure and for its development the Institute for Women will cooperate with the Ministry for Education and Science in the preparation of a teachers' guide for educational equality which will, primarily, contain the principles and criteria which have been the object of express recommendations in the official instruction. This guide will illustrate these principles with concrete practices which are within the reach of teachers at the various educational levels and, in addition, will incorporate further suggestions for the free adoption of teachers and with regard to complementary activities. Amongst the latter may be noted the preparation of posters and wall charts in the classroom on the subject of the equality of the sexes and relationships between them; help in writing on the same subject; dramatisations and games on rôles in which boys and girls systematically play those rôles which are traditionally attributed to the other sex.

ACTION 2.2.4.

Encouraging the activities of teaching renewal groups working towards equality between the sexes in the educational system.

Any changes which need to be made in the educational field will be impossible, or at the very least will become more difficult, if they cannot count on the active participation of the teaching profession.

At the present time there are groups working in this field and these are a necessary element if the policy promoted by the Ministry is to be extended to cover the whole teaching profession.

This activity will be carried out by way of help in the activities of investigation in the classroom, the production of teaching materials, the dissemination of experiences, etc.

ACTION 2.2.5.

Carrying out a pilot-scale trial on the application and follow-up of the constitutional principle of equality.

This trial will be carried out in some education centres with the object of observing and analysing the discriminations which take place in school.

This will involve the presence of equality of opportunity assessors of both sexes who will not only carry out the first phase of detection of the problems but will also be responsible for providing information and advice and for initiating all the activities needed for correcting the inequalities which are detected.

OBJECTIVE 2.3.

To guarantee equality of opportunity to girls and boys in regard to their access to all forms of teaching and all types of training, with the object of ensuring that all of them can fully develop their aptitudes.

It is a fact that girls, once their compulsory education has been completed, turn principally towards studies of a general type and then, later, to higher studies on the arts side with only a minority going on to higher technical studies. However it is certain that after compulsory schooling the proportion of those leaving school is slightly higher for girls than for boys. Nevertheless the academic success of girls, at both Primary and Secondary level, is slightly higher than that of their colleagues, and in general they achieve higher qualifications and repeat fewer examinations.

The contradictory nature of these data show that the scholastic and vocational choices of girls and women are more characterised by their generic condition as women than by their level of capability or scholastic achievement.

Thus the following actions are proposed with a view to guaranteeing not merely a theoretical but also a real equality of access :

ACTION 2.3.1..

Non-discriminatory scholastic and vocational orientation to promote a diversification of scholastic and vocational options for both sexes.

Experience in other countries demonstrates that non-discriminatory scholastic orientation is an efficacious element in correcting these inequalities and provides the diversification which is necessary to suit the education of women to the labour market.

It is advisable for this action to draw up information and vocational guidance texts and documents which will make it easier for women to choose non-traditional careers and vocations, providing information as soon as possible on the relationship between pupils' choices and future vocational openings and delaying as far as possible the moment of decision, on the basis that early choices favour traditional studies and so maintain segregation.

Similarly it is necessary to establish efficient cooperation between the advisory services, the teachers and the parents as well as between these and the careers services in employment offices. Those who are entrusted with the design and development of the guidance programmes must have an understanding of the labour market and of the specific problems raised by giving guidance to the young.

From the pilot-scale trial on guidance to be carried out in the first cycle of the reform of Middle Schools, which forms the initial step in this direction, the possibility of generalising the guidance of pupils in secondary education and designing a specific training module for both male and female advisors can be examined and evaluated.

In the other areas of compulsory schooling the ongoing training of the teaching profession in the problems of equality between the sexes could be an instrument which, in a general manner, cooperates in the extension and diversification of the scholastic and vocational options of girls and women.

ACTION 2.3.2.

To promote the necessary investigations which will make it possible to understand better the mechanisms which impede real equality of opportunity.

Some of the data concerning inequalities between men and women in regard to their access to various higher studies and to the various professions are sufficiently clear and well known. However information on the distribution by sex in such studies and professions is not sufficient for understanding the determinant mechanisms which result in such distributions. It is in this field that there are fewer studies which go beyond a description of a real situation of inequality of opportunity and which aim to clarify the processes by way of which inequality is progressively consolidated, in particular identifying those crucial points and moments at which the educational equality of both sexes in the eyes of the Law turns, in fact, into an effective inequality in regard to the opportunities for access to higher educational levels and/or subsequent vocational choices.

There is a need therefore to carry out and/or promote investigations to identify these selective mechanisms within the educational system. Individual or group projects on the educational reality of inequality between the sexes, and the possibilities of overcoming these inequalities, need to be financed.

It is necessary to collect all the data which will enable us to understand the posts occupied by women in the education system, with a view to taking steps to correct the inequality. It is also necessary to study the level of female participation in Compensatory Education and in Sandwich Vocational Courses(*) etc., and to divide up the grants given up to the present time for studies and investigations according to sex.

ACTION 2.3.3.

To draw up specific measures to ensure equal access for girls to the new technologies in the non-university educational system.

Girls and women enjoy greatly reduced vocational options and have special difficulties in achieving access to technical and scientific studies. To reinforce the interest shown by girls in the new technologies is a mechanism for giving them a greater diversification in their vocational options and, therefore, to ensure better adaptation of the education of women to their employment.

In order to carry out this action it will be necessary to evaluate and to generalise the investigation-action trials, and to encourage the interest of the girls in the new information technologies, as has been proposed by the working group of the European Communities on equality of opportunity for girls in education. It will also be necessary to design training programmes for the teachers within the framework of the Athene and Mercury Projects(**)

OBJECTIVE 2.4.

To adapt ongoing education to the specific needs of women.

A policy of equal opportunities for women in the educational field has to respond to the situation and needs of two different groups. Firstly it is necessary to develop a plan of action for girls and young women, and the objectives and actions set out above correspond to this: secondly it has to meet the needs of those women who, for historical or other reasons, did not have access to education or who left it without completing their training. This therefore demands a double compensatory policy which responds both to the inequalities which the educational system still generates and also to those produced by the former system which strongly discriminated against women.

(*) Educación Compensatoria, Formación Profesional en alternancia.

(**) Proyectos Atenea y Mercurio

We must not forget that the figures for illiteracy show that for every illiterate man there are 2.6 women who can neither read nor write. And in general, in the older age groups, the level of training of women is much lower than that of men. Furthermore the ongoing education of women is a very effective mechanism for strengthening their participation in the development of the community.

In order to achieve this objective it will be necessary to develop the activities described in the following section :

ACTION 2.4.1.

To study the difficulties experienced by women in ongoing education and to formulate suitable programmes which will meet their needs.

Ongoing education is, in general, directed towards those women who do not work outside the home and who, because they carry out their activities within a domestic environment, do not participate in social, cultural or political life. These women are marginalised and it is therefore necessary to carry out programmes which will encourage their participation in the life of the community and which will train them for their incorporation into active social life.

To do this it is necessary to adapt the timetables of the courses to the family responsibilities of this group and to take account of the diversity of situations. The needs of illiterate women are not the same as those of women with a low level of education; nor are the situations in urban and rural areas the same; it is also necessary to consider the situation of those women who need updating of their basic knowledge so that they can re-integrate themselves into the labour market, etc.

ACTION 2.4.2.

To promote the sporting activities of women.

A campaign will be carried out under the generic title of "Women in Sport", its aim being that all women should consider sporting activities as a normal activity in their daily lives. This campaign will use as its supports both the communication media (Radio, TV and Press) and also a series of publications (pamphlets, posters and stickers, etc.).

OBJECTIVE 2.5.

To promote a non-discriminatory image of women in the communication media.

A traditional image of women is frequently disseminated by the communication media, differentiating the behaviour patterns of men and women according to stereotyped criteria which do not reflect social reality.

Given that the female population is less inclined to read, especially the printed news, information reaches them primarily through radio and television. The transmission of programmes to inform and train women through these media may be seen as a step forward in overcoming the traditional stereotypes and contributing towards making public opinion aware of the need to adapt social structures and behaviour patterns to the transformation of the rôle of women in society.

In order to achieve the stated objective the following actions are proposed :

ACTION 2.5.1.

To establish mechanisms for collaboration between the RTVE (Spanish Radio and Television public organisation) and the Institute for Women's Affairs.

It is proposed that an Outline Agreement be signed between the two bodies to cover the following subjects on radio and on television :

- a) To avoid in programmes those stereotyped images or models which imply either the superiority or inferiority of men or women.
- b) To increase the number of programmes which deal with women's problems and reflect changes in mental attitudes regarding the social rôle of women.
- c) Always to include the woman's point of view in programmes on which general matters are discussed by increasing the numerical participation of women in them.
- d) To ensure that boys and girls are presented in situations of equality in children's programmes.
- e) To use morning transmission time, when the audience is largely female, for basic training and information programmes intended for women.

ACTION 2.5.2.

To achieve the elimination from publicity of sexist stereotypes and any humiliating utilisation of the male or female body, especially in publicity transmitted by Spanish Television.

Analysis of the image of women used for publicity, as carried out in recent years in many countries including Spain, show that this is stereotyped and thus contributes towards maintaining and favouring sexist prejudices concerning the rôle which women should fulfil in society. Some countries have adopted legal or monitoring mechanisms to prevent this to ensure that publicity reflects an image of woman which is consistent with the social changes which have taken place.

For its part the Administration will adopt an exemplary attitude in regard to the content of those publicity campaigns and messages which it sponsors, ensuring that the image of the woman will be positive and non-discriminatory.

An appropriate dialogue will be established with the Radio and Television Council to ensure that the standards for the acceptance of publicity material by the RTVE comply with what is set out in Article 5 of the United Nations Convention on the Elimination of all Forms of Discrimination against Women.

Special attention will be given to ensure that the acceptance standards for publicity directed towards girls and boys (e.g. for toys) avoids disseminating stereotyped ideas of the superiority or inferiority of one or other of the sexes.

The Preliminary Draft of the Law on Publicity will include the necessary provisions for the adequate treatment of the image of women in publicity, declaring, therefore, that any publicity is illegal which offends against the dignity of the person and against constitutional values and rights, establishing in a similar manner the mechanisms for taking action against discriminatory advertisements.

EMPLOYMENT AND LABOUR RELATIONS

Analysis of the social reality makes it possible to predict that, in the short and medium term, the level of employment activity of women will increase since :

- * The level of activity of Spanish women is one of the lowest in the OECD countries.
- * Although the level of male activity has decreased during recent years the level of female activity has increased.
- * The economic crisis has put a brake on the employment activity of some women, but has obliged others to work, being the only person able to bring a wage into the home.
- * The increase in the number of divorces, the reduction in the size of families and changing values in society are all factors which favour the employment of women.

On the other hand, although women have reached equality with men in regard to their access to the educational system and on the educational levels they have reached, they have not succeeded to the same extent in regard to work :

- * Women form the majority in only five of the thirty-six fields of activity recognised by the Survey on the Active Population.
- * Occupations and professions are still segregated into male and female.
- * Women occupy those categories with lower skills, lower remuneration and little social prestige.
- * Few women occupy posts of responsibility, in both the public and private sectors.
- * Unemployment bears more heavily on women, especially younger women.

Amongst the causes which contribute to the maintenance of this situation the following may be cited :

- * The almost exclusive responsibility of women in looking after the family and the children.
- * The fact that they leave the labour market in the crucial years for acquiring skills and professional promotion.
- * The lack of confidence and security which women often feel in regard to their capabilities.
- * The prejudices which still exist in regard to the inability of women to do certain kinds of work.

This situation makes it necessary to implement a policy directed not to giving women special privileges but simply to give adequate and differentiated attention to each one of the various and distinct problems presented by female labour.

The plan of actions set out in the following pages seeks firstly to supplement the understanding of female employment activity. Secondly it will increase the diversification and occupational options of women by way of guidance and training activities directed towards those women who are entering or re-entering the labour market and similarly to the categories of women in marginal situations.

Finally the actions for providing support for female employment seek to ensure that women should benefit to a considerable extent from the general measures for developing and supporting employment, in this way stimulating both the quantity and the quality of female managerial employment.

Likewise labour legislation will be improved and inspection intensified, with the aim of complying with the constitutional principle of non-discrimination by reason of sex in regard to access to work and during employment. To this end programmes of positive actions will be developed and encouraged in the public and private sectors.

OBJECTIVE 3.1.

To improve the understanding of the social situation of women, especially in relation to work.

The official statistics and the investigations and studies carried out up to the present time have not been sufficiently adapted to the changes produced in the situation of women, especially in regard to female work activity.

For example the information collected on the working conditions of those persons who work as family helps and in personal service, on part-time work and on work in the home, is very limited.

Nor is there sufficient information on the activity of middle-aged women or on the influence of their civil status and the number of their children on their working life; these are fundamental variables which are needed, *inter alia*, in order to understand the evolution of female labour.

As a consequence of this it is necessary to move forward in the investigation and develop of social indicators on the situation of women and on the incidence on these of the social and economic policy measures which will be adopted.

ACTION 3.1.1.

The creation of a committee consisting of representatives of the Ministry of Economics, the Ministry of Labour and Social Security, the Ministry for Culture (Institute for Women's Affairs) and the Ministry for Relations with the Cortes (Centre for Sociological Investigations).

This committee will be responsible for initiating and outlining not only those actions concerned with statistics and the investigations which are contemplated in this field but all those which are considered to be necessary for improving the available knowledge concerning the situation of women in regard to the work and social protection.

ACTION 3.1.2.

To generate new indicators making it possible to analyse the specific characteristics of the work activity of women and the working conditions of female labour.

The variables which influence the entry of women into the labour market, the resultant working conditions and their participation in the twilight economy, require qualitative analysis and opinion surveys in order to understand the specificity of such employment and the so-called "precarious" forms of it. Furthermore entry into the EEC makes it necessary to have information on certain categories of work so that they can be compared with the situations in other countries.

Periodical surveys and qualitative analyses will be carried out by the Institute for Women's Affairs and experts in the subject with the object of studying the various modalities developed in the employment of women in the labour market.

ACTION 3.1.3.

An agreement between the Ministry for Relations with the Cortes (Centre for Sociological Investigations) and the Ministry for Culture (Institute for Women's Affairs).

The Centre for Sociological Investigations will advise the Institute for Women's Affairs on drawing up indicators for the evaluation of the influence of economic policies and of employment on the working situation of women. A single-subject study will also be carried out on the female employment situation.

Various questions on the incidence of economic measures on the work of men and women will be included in an aleatoric manner in the barometers of public opinion.

ACTION 3.1.4.

To introduce the sex variable in the statistics on wages with a view to understanding wage differentials between men and women.

It is difficult at the present time to study wage differentials between men and women as the principal source of information, the Survey of Wages produced by the National Statistics Institute stopped utilising the sex variable from 1977 onwards.

This indicator is utilised in all the OECD countries, and the information is constantly being requested in the questionnaires sent by the EEC and other international bodies when investigating the labour market in Spain.

The questionnaire sent to companies - the instrument of the INE's Survey of Wages - will be revised to introduce the sex variable in the various occupational categories, in the various fields of economic activity and in the various areas covered by this questionnaire, so that the results broken down by sex can be analysed and published.

ACTION 3.1.5.

To study the situation of women in the rural areas.

An in-depth study will be carried out on a sectorial basis to provide an adequate diagnosis of the situation of rural women and to follow-up the variations in this situation and the impact of the actions to be taken in this matter.

Data by sex and type of activity will be obtained in the evaluations of cooperative activity.

ACTION 3.1.6.

To study the situation of those women engaged in the twilight economy.

The presence of women in irregular employment is estimated to be in the region of 36% according to the data provided by the Survey on Conditions of Life and Work in Spain, whereas the corresponding figure for men is 16%. In absolute figures some 1,093,000 women are employed in this way, as compared with 1,164,000 men; that is to say about the same number of individuals of each sex. By contrast the figures for declared occupations, in regularised situations, are 1,943,000 women and 6,116,000 men. The level of irregularity is greatest in home work, in work which requires less training and in the marginal activities.

It will be studied by way of surveys and enquiries on the conditions and characteristics of home work and the income received by the female workers in this sector, with the aim of putting forward new forms of protection and regulation of this mode of working.

ACTION 3.1.7.

To evaluate the effect of the Royal Decree 1424/85, regulating employment in the Family Home Service, in regard to the working conditions, wage levels and the unemployment of home employees.

Labour relations in the Family Home Service are considered, in the Statute for Workers, to be a labour relation of special character. Law 32/84 of 2 August, which modifies the above Statute, established the necessity for regulating this relationship and, to this end, the Royal Decree 1424/85 of 1 August, set out the configuration of the legal framework for this relationship. Given the short period of time which has passed since the publication of this Decree it would seem to be an appropriate time to evaluate its evolution and its effects before making any new modifications.

To this end the necessary studies will be initiated to approach the problem posed by the unemployment situation of such workers.

ACTION 3.1.8.

To carry out studies on female managerial activity.

Up to the present time there have been practically no studies on female managerial activity in our country. A recent report from the Institute for Women's Affairs has provided a statistical approximation of this world, but the limited quality and quantity of the data make it advisable to develop investigations which will go in depth into the socio-professional profiles of women managers and directors and into an analysis of their professional careers. In addition such investigations should make it possible to show the profitability of female managerial activity in the creation of employment, as has occurred in other countries.

ACTION 3.1.9.

To design suitable statistical instruments and to initiate studies which will make it possible to analyse the behaviour of the Spanish population in regard to fecundity and to forecast the changes in the indicators for marriage and birth rates.

To utilise, publish and make available to investigators the "Survey of Fecundity" of 1985.

To make provision for carrying out a new Fecundity Survey within two years, revising the questionnaire with the aim of achieving greater refinement in the data obtained.

To carry out qualitative and quantitative studies in order to analyse the causes of the fall in marriage rates, the fall in legitimate fecundity, the evolution of illegitimate fecundity, prenuptial pregnancies, late maternities, expectations in regard to reproduction, etc. in order to make provision for short and medium term demographic trends.

OBJECTIVE 3.2.

To develop the occupational training and the employment of women.

Even though the available data imply that the participation of women in occupational training courses is higher than the percentage which they represent in the active population (34.3% against 30.4% in 1985) it is necessary to intensify the information activities directed towards ensuring better access for women to these courses, diversifying their options for training and encouraging their participation in training specialities related to new technologies and the new requirements of the productive system.

It is also necessary to look to the specific needs for skills in various groups of workers (rural environment, family home service, home workers, etc.) and for further training for those who wish to re-enter the world of work after having left it for family reasons.

The National Employment Institute will improve and intensify the occupational information and guidance services, to meet the needs of every worker, male or female, and in more concrete terms of those groups of women who find themselves in a "most precarious" situation.

The level of women's unemployment is five points higher than that of men. In the case of young persons the difference is even greater, being eight points. For this reason it is necessary to continue to apply and disseminate the positive measures for encouraging employment of a general character, together with others of which the object is to allow more flexible labour engagements, such as those directed towards encouraging the hiring of specific groups of workers and those which have a special incidence on female employment. The fundamental objective, in line with the guidelines of the European Social Fund, will be centred on young persons and the long-term unemployed of both sexes.

Coupled with this will be the maintenance of the programme directed towards the engagement of women in those occupations and posts in which they are under-represented, with the object of encouraging the access of women to a larger number of occupational possibilities.

Programmes for providing support to the managerial and cooperative activity of women will also be developed.

ACTION 3.2.1.

Agreement between the National Employment Institute and the Institute for Women's Affairs.

Fulfilling the objectives of the Plan of Action in regard to professional and vocational training and the development of employment requires the use of practical instruments to ensure coordination and collaboration between the National Employment Institute and the Institute for Women's Affairs. An appropriate form for achieving this is the signing of an agreement which establishes the concrete conditions for the application of such proposals, together with the necessary actions to achieve them.

ACTION 3.2.2.

To diversify the vocational options for women.

The following will be developed :

- * Actions for arousing awareness in young and adult women (seminars, videos, visits to companies, etc.), guidance services, training bodies, etc., to strengthen the presence of women in the non-traditional activities.
- * Measures to make available skilled personnel, who are aware of the problems of equal opportunities between men and women, in the vocational guidance and information services, and in the system for training the vocational training staff.

- * Publicity and information actions, directed towards women, on the entrance requirements for training courses in fields which are not traditional for women but which hold out prospects for employment.
- * Support and encouragement for women who follow non-traditional studies, with the object of helping them to overcome the obstacles which they may encounter when exercising their choice of vocation.

ACTION 3.2.3.

To adapt the programmes of traditionally female courses with limited occupational possibilities to meet the needs of the market.

The following actions will, amongst others, be carried out :

- * Adapting training courses in the administrative field to the new technologies (some 56% of all women pupils following Professional Training studies are concentrated in such courses), particularly in regard to office automation and informatics.
- * Modification of dressmaking courses so that they can be expanded to cover the fields of design, marketing, etc.

ACTION 3.2.4.

To encourage the training of women in the specialities of new technologies or technical disciplines in general (electronics, informatics, etc.) and in those linked with new fields in the services sector.

To be carried out by way of specific courses and by guaranteeing a higher level of female participation in the general courses which are programmed.

ACTION 3.2.5.

To facilitate the introduction of further vocational training directed towards women's groups occupied in lowly-skilled sectors or involved in transforming or reconvert ing processes.

- * Courses to be designed to meet these specific needs. For example, correspondence courses in new technologies directed to home workers, the vocational training of women employed as home workers, the further training of women administrative workers and workers in the textiles and clothing industries, family helps, etc.
- * Actions directed towards companies to make them aware of the need to include women in their training programmes. To this end the Administration and Public Companies should play an exemplary rôle.

ACTION 3.2.6.

To develop pre-training activities to allow women in a "precarious" situation to enjoy better access to existing training facilities.

There are groups of particularly marginalised women who, because of their lack of general training, experience considerable difficulties in profiting from the occupational training courses.

To this end the following will be developed :

- * Discussion groups to encourage women and to increase their confidence in their own capabilities.
- * Initiating information sessions on the labour market situation and the best ways of achieving access to it.
- * Facilitating the access of women to courses, both of Compensatory Education to supplement their uncompleted studies and those courses which would allow them to complete their studies.
- * Courses with computers to familiarise these women with the new technologies.
- * A study of work possibilities arising from the skills acquired within the domestic environment (marketing of needlepoint articles, manual activities, practical help, etc.).
- * The training of instructors who will be needed to put these activities into effect.

ACTION 3.2.7.

To define and create professional male and female Advisors on Equality of Opportunities for Women.

The development of positive means of action and of promoting the employment of women requires the existence of bodies to initiate and coordinate these proposals, together with the creation of a network of male and female experts to guarantee that it can find concrete expression. It is this which has led the European Centre for the Development of Vocational Training (CEDEFOP) to define the occupational profile of Equal Opportunity Advisors.

Experience in other countries has shown that, in order to encourage and promote the diversification of the scholastic and vocational options of young women, indiscriminate school and occupational guidance is not sufficient. It is necessary to have a policy of guidance specifically for young women to guide them towards scientific and technical studies and at the same time to provide support and a follow-up service to young women who choose non-traditional options.

To this end the following will be carried out within the Agreement between INEM and the Ministry for Culture :

- * Analysing of the various experiences and studies in this occupational sector.
- * Designing training courses in this field.
- * Initiating pilot-scale training trials.

ACTION 3.2.8.

To intensify the dissemination of information on measures for developing employment, with special reference to the engagement of women in professions and posts in which they are under-represented.

The dissemination of information on the following measures will be intensified :

- * Encouraging the employment of the young.
- * Engagement in training and practical courses.
- * Part-time engagements.
- * The engagement of women in professions and posts in which they are under-represented.

ACTION 3.2.9.

To stimulate and improve female managerial activity.

Female managerial activity in recent years makes it possible to hope for its expansion in the short term, which will contribute towards the relaunching of all economic activity.

Studies carried out in the United States and in Europe provide data showing that a large part of all new companies are due to the initiative of women.

A study carried out in Spain indicates that, despite the growth in female managerial activity, women managers lack professional status, are poorly organised and excessively concentrated in certain sectors.

For all these reasons it is necessary to :

- * Encourage the public and private banking sector to implement a credit policy to support women managers.
- * Support and develop initiatives for the creation of agencies facilitating provision of information, training and consultancy and to promote the managerial activity of women.

ACTION 3.2.10.

To facilitate the return to work of women who wish to re-enter the labour market.

A considerable number of women with limited work experience are seeking employment.

Their lack of confidence in themselves, their isolation and lack of vocational skills, make it necessary to give special attention to these groups who encounter major difficulties at the time of approaching the labour market.

They have special needs in regard to employment and skills, for which reason it is necessary to implement suitable programmes directed towards :

- * Facilitating their access to occupational training courses, both by designing specific offers and also by their integration into the general courses which have been programmed.
- * Designing pilot trials to permit contact between this sector of women with the managerial world.

ACTION 3.2.11.

To promote the access of women to cooperative concepts, so that they can turn to alternative and non-marginal employment.

According to the studies carried out those cooperatives which are composed mainly of women have the following characteristics :

- * They are limited almost exclusively to the textiles-clothing sector.
- * They are of the first level, without any control over the phases of production or over the marketing of the product.
- * Wages are very much below the minimum inter-industrial standard whereas the working days are much longer.
- * The workers have little or no participation in the management and life of the cooperative.

What is involved here is, in the majority of cases, the form of work encountered within the "submerged" economy. It therefore requires the intervention of the public authorities with the object of improving their limited competitiveness and encouraging the participation of the women in the control and organisation of these cooperatives.

- * Encouraging the coordination and association of cooperatives at national, autonomous and local level.
- * Intensifying actions for providing information and support in forming cooperatives directed towards sectors with future employment possibilities.
- * Training in sales, financial management and new technologies, with the object of improving the skills of these workers.
- * Subsidies specifically for the reconversion of cooperatives and for initiating projects promoted for the disadvantaged categories of women.

OBJECTIVE 3.3.

To improve the situation of women in the rural areas in relation to work.

The economic and technological changes of recent years have not only affected agriculture as a productive sector but have reached all the rural population, modifying their traditional life style to conform to the patterns of the urban world.

The first of the factors which had had an influence in these transformations consists in the technological innovations introduced into agriculture: mechanisation in the fields, changes in productive orientations, marketing, etc.

The second, no less influential than the first, is of a political order and above all affects the autonomous process: the possibility of reorientation of an agrarian policy applied in a specific form to each territorial body.

The third factor, the entry of Spain into the EEC, is perhaps the one with the most important consequences because it will produce - in the very short term - an adaptation and modification of the sector in regard to its structures as well as its productive orientations, markets, etc.

Some 15% of active women work in agriculture. In Galicia 81% of women habitually work on farms; other figures are 78% in the Cornisa Cantábrica, 35% in the Douro, 44% in the Levante and 25% in Andalucía.

Their participation is little recognised and poorly remunerated, given that their presence is particularly important in family farming work and in work of a seasonal character. The fact that farms are widely scattered and the persistence of traditional cultural models make it difficult to obtain access to information and the acquisition of skills and prevent her work activity contributing to some level of social independence.

As a result it is imperative to implement an action programme which will strengthen the active and non-discriminatory presence of women in all aspects of rural life.

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As a result it is imperative to implement an action programme which will strengthen the active and non-discriminatory presence of women in all aspects of rural life.

ACTION 3.3.1.

The vocational training of women in agriculture and the rural areas.

In the light of the prospects opened up by modern agriculture this training must be orientated towards better preparation in regard to managerial and marketing techniques and also in regard to new productive activities, so it will be necessary to :

- * Develop the possibilities for women to have access to agricultural training courses with the object of achieving higher levels of participation.
- * Implementing a programme of specific courses, particularly directed towards women over 25 years of age, and depending on the areas involved.

ACTION 3.3.2.

Information and orientation programmes and campaigns in the rural areas.

The following are to be carried out :

- * A campaign to change attitudes amongst the male and female agricultural population.
- * Training agricultural teaching staff in regard to equality of opportunities.
- * A specific information campaign directed to the female population and covering :
 - a) Training courses.
 - b) The repercussions on agriculture of the entry of Spain into the EEC.
 - c) Existing aid (credits, subsidies, etc.).
 - d) Cooperatives and other forms of associational working.
 - e) General plans of action to influence the development of new activities.
 - f) Programmes in favour of young agricultural workers.

ACTION 3.3.3.

Support for female employment in rural areas.

- * Financial support for the managerial initiatives of women (autonomous and associational work, etc.) for modernisation, the purchase of land and the establishment of new activities (lines of credit and investment subsidies), with special reference to the initiatives of young women.

- * Strengthening various activities, including the following, by means of vocational training, financial support and managerial consultancy :
 - a) Farming rabbits, bees, snails, etc.
 - b) Growing aromatic, culinary and medicinal plants: nurseries, osiers, esparto, mushrooms, flowers, etc.
 - c) The converting of raw materials : small industries for cheeses, cottage cheeses, meat products, sweets and liqueurs and drying and preparing flowers, etc.
 - d) Tourist resorts; using housing for country holidays; furnishing premises for leisure activities, clubs, sports, family restaurants, camping sites, etc.
 - e) Developing the traditional cultural activities (local cookery, artesan crafts, etc.) and making them profitable.

Studies will also be carried out which will make it possible to evaluate the viability of projects and the most suitable alternatives for supplementing the phases of producing and marketing products.

ACTION 3.3.4.

To promote the formation of associations to encourage production and participation.

In order to promote the formation of associations as a route to the production of goods and the provision of services and for the participation of women in social life support will be given to associations in general and for economic associations by way of :

- a) Information campaigns (on the new law on cooperatives and the various types of cooperatives: housing, services, educational, communal farming of land, productive farms, existing forms of aid, etc.).
- b) Technical consultancy.
- c) Training in business management.
- d) Facilitating the access of women as associates in social working cooperatives and making it possible for them to benefit from the corresponding aid from established subsidies.

OBJECTIVE 3.4.

To promote an equal presence of women in the various bodies and at various levels of the Public Administration, especially in posts of greater responsibility.

The Community Programme for Equality of Opportunity for Women, 1986-1990, recommended to member States that the Public Sector, as an employer and as an example, should adopt overall and specific measures of support for female employment and for mixed recruitment to all positions of employment.

In Spain women are over-represented in the assistant and administrative bodies of the Public Administration and under-represented in the higher and technical bodies. They account for some 18% of the higher posts in the Administration but hold only 7% of the highest posts in the professional ranks. The number of women in the higher ranks varies considerably between the various ministries (52% in the Ministry of Culture, 0.73% in the Ministry of Defence).

In public companies the total number of women on the payrolls is approximately 3%.

The EEC countries have wide experience of Positive Actions for equality in the Public Sector which could be adapted and utilised within the Spanish context.

ACTION 3.4.1.

To identify and eliminate discrimination in regard to access to and promotion within the Public Administration.

By means of the study of the breakdown of payrolls and their characteristics in various public bodies plans for Positive Action can be implemented which would guarantee the presence of women in traditionally masculine levels and positions of employment, which would promote the vocational development and the careers of women, thus facilitating a more effective management of human resources.

To this end the following are specified :

- * To form working groups to plan and oversee the development of the programmes for Positive Action.
- * To mobilise public opinion, by way of meetings, debates, etc., so that the Positive Actions are not perceived as programmes which would place male occupations in danger.
- * Verify the results of each of the phases, establishing parameters which would make it possible to evaluate periodically the achievement of the objectives.

ACTION 3.4.2.

To prevent discrimination in respect of access to employment, eliminating any specifying of sex and civil status.

A follow-up will be initiated on the notices for competitive examinations for entry into the State Administration and, in particular, of those involving working positions, so that no discrimination by sex is operated in them. Within these lines of action special care will be taken to see that the titles of the working positions comply with these requirements.

ACTION 3.4.3.

Revision of the legislative texts, and especially of circulars, with the aim of eliminating sexist stereotypes and discrimination in their language.

Language does not only reflect attitudes; it also defines them. It is the fundamental vehicle by means of which thought is transmitted and exercises a decisive influence on mental attitudes and on social conduct and behaviour patterns. For this reason it is necessary to use words and expressions which do not reinforce attitudes which are offensive to, or discriminatory against, women.

For this reason there will be included, in the process which will be carried out to revise administrative language, the control and elimination, as necessary, of this type of discrimination in the circulars, forms and other printed documents utilised by the Administration.

Similarly the proposed Manual of Administrative Style will contain, *inter alia*, directives on avoiding sexist stereotypes.

ACTION 3.4.4.

To give attention to the case of single women with family responsibilities who need to have access to Public Assistance.

The helplessness and marginalisation of such women prevents them from entering the labour market on equal terms whilst at the same time they have a special need for income and other resources.

The Public Administration will study the possibilities of establishing a programme of grants directed towards group such as single women with family responsibilities, with the aim of ensuring that all applicants are able to obtain access to Public Assistance under conditions of equality.

OBJECTIVE 3.5.

To encourage companies in the public and private sectors to promote equality of access for women to employment and promotion to posts of responsibility, especially in the traditionally male sectors and those related to the new technologies.

The index of segregation of occupations in Spain is estimated to be about 60%. Five branches of activity, commerce, agriculture, personal and domestic services, education and health account for 63.5% of all employed women.

The work of women is characterised by a low level of skills, low wages and little social prestige.

ACTION 3.5.1.

To provide information to companies through debates and seminars on the advantages which they can obtain if they decide to embark on Positive Action programmes.

These advantages are :

- a) A more efficient management of human resources as a result of better utilisation of vocational capabilities and of the female workforce.
- b) Institutional publicity which improves the image of the companies by showing that they are aware of social transformations.

ACTION 3.5.2.

To facilitate the dissemination and the design of projects for Positive Action to those companies which decide to implement them on the basis of the model approved by the EEC.

To offer resources for the study and analysis of the female payroll, following-up and evaluating the project, together with making contact with companies in other EEC countries which have implemented similar projects.

To provide information on subsidies from the European Social Fund and to obtain increases in the amounts of these subsidies for engaging women in occupations in which they are seen to be under-represented.

ACTION 3.5.3.

Outline Agreement signed between the companies in the INH group (National Hydrocarbons Institute) and the UGT union for equal opportunities for men and women.

This Outline Agreement establishes the development of measures for Positive Action tending towards equality of opportunities in employment, training, promotion and advancement in one's professional career, together with equal wages for work of equal value and equal conditions of employment. To this end a Joint Committee for Equality will be created to encourage the following up of a Programme of Positive Action, to include :

- * The analysis, identification and elimination of all possible forms of discrimination in regard to access, wages, training and promotion of women in the INH companies. These will facilitate obtaining the necessary resources for completing the investigations which are required.
- * To create the conditions which will make possible an increase in the female presence in all the INH companies, especially in the traditionally male occupations.
- * To dedicate more resources for training, developing programmes especially in the areas of informatics for administrative tasks and for promoting to executive posts those women who are middle or higher rank technicians.

- * Sabbatical leave for maternity or paternity for one year with automatic re-entry and retention of seniority.
- * Extension of maternity leave from fourteen to sixteen weeks.

ACTION 3.5.4.

Agreement between the Public Companies Foundation (National Institute for Industry) (*) and the Ministry for Culture (Institute for Women's Affairs).

For joint investigations into the work of women in the company, and in this way to disseminate information on positive actions in the public sector.

OBJECTIVE 3.6.

To prevent discrimination by reason of sex in regard to access to employment and in labour relations.

The principle of non-discrimination by reason of sex is recognised in the Statute of Workers (**) and in the Basic Law on Employment (§)

This principle is protected by the Constitutional Recourse to Protection (§§) and also by the process of juridical protection of fundamental rights, which includes the protection of social rights.

Article 57 of the Statute of Workers establishes the sanctioning power of the Administration in regard to labour offences by companies and, amongst these, violations of the principles of equality of treatment and non-discrimination.

However the assignation of traditionally male or female posts and occupations is reflected in press and radio notices which specify the sex of the required candidate, and also in the unnamed requests for workers sent to employment offices and which frequently include indications regarding sex and civil status.

This same discrimination extends, in many cases, into the labour relationships of women workers within the companies themselves where, on occasions and by reason of their sex, they do not receive the same treatment as men in regard to training, promotion, etc.

(*) Fundación Empresa Pública (Instituto Nacional de Industria).

(**) Estatuto de los Trabajadores.

(§) Ley Básica de Empleo.

(§§) Recurso Constitucional de Amparo.

ACTION 3.6.1.

Revision of the protective rules which establish the limitations and prohibitions regarding access to specified work.

The provisions necessary for adequate protection of maternity and of minors will be maintained or established, and those with any discriminatory content will be abrogated, in such a way that women can be incorporated into all types of work. Sex is not to be a condition of access to specified types of especially hard work but only the physical qualities of those individuals who wish to have access to it: hence the need to clarify fully the existing legal regulations, expressly derogating the above-cited protective rules, whether of a national or international character.

To this end a revision will be carried out on domestic and international rules with the object of initiating the necessary formalities for reporting the concrete precepts of certain international legal instruments ratified by Spain, such as the European Social Charter, the I.L.O. Conventions, etc.

ACTION 3.6.2.

To set out measures which will permit more effective action to be taken in regard to the principle of non-discrimination in access to employment.

INEM will carry out a revision of all the forms used in the management of employment which may make reference to any conditions the content of which may be utilised in a discriminatory form (offer of employment, etc.) and which, in any case, do not take into account in the selection processes those requirements which, with such a discriminatory character, could have been introduced in the offer of employment.

The INEM employment offices will reject offers of employment with a discriminatory content.

ACTION 3.6.3.

The regulation of infractions and sanctions in labour matters.

Expressly classified as such are discriminatory acts both in regard to access to employment and in relation to work relationships, and also in publicity concerning offers of employment, proceeding to classify these as infractions of a very serious character.

ACTION 3.6.4.

Creation of a Mixed Ministerial Committee between the Ministry of Defence and the Ministry for Culture (Institute for Women's Affairs) to study and carry out the necessary legal reforms to make the incorporation of women into the Armed Forces possible.

According to the Organic Law 6/80 of 1 July, covering Defence and Military Organisation (Article 36), reformed also by Organic Law 1/84 of 5 January and Law 19/84 of 8 June, concerning the regulatory rules for military service (Article 41), the participation of women in the National Defence is to be determined by Law.

To this end, and in accordance with the constitutional principles, it is essential to modify the current rules so as to make it possible for women to have access to the Armed Forces.

ACTION 3.6.5.

To encourage the gradual incorporation of women into the Civil Guard, carrying out studies of a preliminary character on the selection systems, the model of professional career and the mode of commissioning, the functions to be covered and the services to be carried out.

In the fulfilment of the constitutional principles which guarantee equality of opportunity between the sexes in regard to access to the labour market and to public office it appears logical to facilitate the progressive incorporation of women into the Civil Guard Corps (*), fundamentally for carrying out those functions which are not pre-eminently operational, such as those involving information and those of a fiscal or bureaucratic nature.

ACTION 3.6.6.

To intensify the activities of the Inspectorate of Work and Social Security.

With regard to the control of offers of employment and of the publicity given to the same, of surveillance of the prohibition on private employment agencies and of controls on the activity of selection agencies with respect to equality of opportunities for the access of women to employment.

ACTION 3.6.7.

To intensify the control and surveillance of collective agreements.

Collective agreements are the key instruments in avoiding discrimination against women in working positions, both in terms of their skills and promotion and also in terms of their wage levels.

To this end it is necessary to maintain and strengthen the existing controls on legality operated by the labour authority by way of what is laid down in Article 90.5 of the Statute of Workers, for which authority sufficient manpower must be provided in the various fields.

(*) Cuerpo de la Guardia Civil.

In addition the following will be carried out :

- * A study to analyse and quantify the agreements which discriminate and the forms which this discrimination acquires.
- * Providing the social interlocutors with the supporting instruments necessary for articulating collective negotiations on non-discriminatory bases.
- * Promoting the establishment of equality clauses in the outline agreements for collective negotiation.

ACTION 3.6.8.

To study the possibility of reversing the burden of proof in specific cases of discrimination at work by reason of sex.

Workers frequently encounter considerable difficulty in demonstrating that their employer has not complied with the rights recognised in Articles 14 and 35 of the Constitution and developed in the Statute of Workers, since it is normally the employer who has the probative means when faced with the demands of the workers.

The EEC Commission, in Article 19 c) of its Community Programme for Equality of Opportunities, 1986-1990 committed itself to putting forward a community juridical instrument on the principle of the reversal of the burden of proof in respect of all provisions relating to equality.

To this end it is proceeding to study the possibility and desirability of establishing predetermined presumptions for specific hypotheses of discrimination.

ACTION 3.6.9

To study and prevent situations of sexual harassment at work.

Studies carried out in European countries demonstrate that women are exposed to sexual harassment and pressure at work from their colleagues and superiors.

For this reason it is necessary not only to work out adequate channels for complaint within companies but also to typify this act as liable to disciplinary sanctions, in the private as well as the public sphere.

With this objective it will be necessary to :

- a) Carry out a sociological study which analyses the levels and forms which sexual aggression of women takes at work, with the aim of making it possible to apply the corresponding sanction by way of an effective complaint and demonstration of these acts.
- b) Analyse the incidence of these offences in the civil service, instigating a modification of the disciplinary regulations if their incidence makes this advisable.

OBJECTIVE 3.7.

To make working compatible with the exercise of maternity and paternity.

In order to satisfy fully this right it is necessary to regulate the leave for maternity/paternity which figures in labour legislation, in the Social Security provisions and in the civil service regulations.

ACTION 3.7.1.

Modification of the Statute of Workers and the rules for Public Administrations so as to proceed to a two weeks' extension of the period of maternity leave.

Such an extension has become necessary, in accordance with the WHO directives, both for the adequate health care of the mother and also for a better relationship between her and her child. Nevertheless this does not a priori establish any obligation to enjoy a predetermined period of maternity leave prior to the birth but it is to be understood that this must be the subject of collective negotiation, given the peculiarities of each work sector.

ACTION 3.7.2.

Persons on leave for the purposes of caring for children may maintain their "stable career" uninterruptedly, availing themselves of a "situation comparable to the performance of a special agreement".

This situation makes it possible to continue to improve the right to Social Security and provide the services of the same, against the counterpart of continuing to pay the appropriate contributions.

A modification to the rules will apply the same institution of a special agreement in order to maintain the bases for the contributions to the reduced day for child care, by granting the corresponding difference between the contributions.

ACTION 3.7.3.

Modification of the Statute of Workers in regard to the present regulations for child care leave.

To proceed to the necessary reform so that, within the present child care leave, the effects of reserving the work post will be regulated to compute the seniority for such leave so that it will not exceed a predetermined level (one year), without prejudice to such effects being extended by way of collective negotiation up to the present maximum duration (three years). Such a possibility may be extended to the father as well as the mother, but only to one of them when both work.

This would consequently make it possible for companies to establish temporary contracts to cover work posts reserved up to the time of the reincorporation of the workers on leave.

ACTION 3.7.4.

To modify the regulations in force in the Civil Service rules with the object of recognising the unrestricted right to free and responsible maternity/paternity and its recognition as a social function.

A study will be carried out which will make it possible to evaluate the incidence of voluntary child care leave within the Civil Service. On this basis the existing regulations for this type of leave can if necessary be modified with the aim of making it possible to reserve the work post.

ACTION 3.7.5.

To facilitate the working activity within the Public Administration of persons with children, offering services providing care and attention for the children.

The care and education of children from birth to three years of age are not covered by the school system. Working days do not coincide with school days and holidays. The almost exclusive dependence of children on their mothers for care obliges them to abandon their jobs during the first years of infancy, to reduce their working days or to request leave which may prejudice their work activity.

A study will be carried out which will make it possible to ascertain, in an initial phase, the need for child care services for the existing children within the context of the Civil Service and the concrete possibilities of implementing these services in the light of the economic cost of the typical services and their financial impact on the General Budget of the State.

HEALTH

Women have their own and specific biology and require specific health care. For this they have a right to special health programmes and actions and, at the same time, require information and education to a greater degree than any other group of the population in order to improve their own health and that of all those who depend biologically or socially on them.

Women are not only the transmitters of life, so that their state of health conditions that of the following generations, but they have an extremely important rôle as health agents within the function that they almost always fulfil as health educators in the nuclear family.

Given the level of socio-economic development reached in Spain the minimal health level is assured. However in order to ensure adequate attention to the health of women it is necessary to achieve further development of preventive medicine and health education. In effect women form the only sector of the population who, without themselves being ill, necessarily maintain contact with the health services: maternity and/or the need for contraceptives require non-curative health services. Hence the importance to women of a reform of the health structure which will make it possible to advance from some fundamentally curative and care services to others which are more orientated towards health education.

The Eighth General Working Programme of the World Health Organisation, covering the period 1990-1995, has as its principal objective to promote, coordinate and support the individual and collective efforts of the member states in applying the World Health Strategy for All in the year 2000. This principal objective is divided into 15 sub-objectives of which the ninth states "To provide support for the constant adaptation and evaluation of the technologies and procedures directed towards protecting and promoting the health of certain groups of the population, in particular women of child-bearing age, children, adolescents, workers and the elderly".

Thus the objective of the World Health Organisation, to which our country belongs, is to achieve the health of all persons and especially for those groups who, for various reasons, require some special actions to be taken to supplement the basic health system of the population, as is the case with specific health care for women.

The application of these recommendations guarantee the right of women to services such as education in motherhood, access to contraceptive methods, sex education for both sexes, etc., which are basic objectives of this programme.

To this end the Action Plan for Equality of Opportunities for Women follows two major lines of action in the field of health :

- * To improve the health of women affecting some biological aspects which are specific to them and for which the health care shared with the male population is not sufficient.

To increase their level of health education and information in order to improve their own health and that of all those individuals who depend biologically and socially on them.

These lines of action find concrete expression in the following objectives :

1. To develop precise rules for women to exercise their right to health in its specific manifestations.
2. To promote health education programmes on questions which specifically affect women in their double rôle as health subjects and agents.
3. To develop and to improve within the health system the particular forms of care needed by women.
4. To promote investigations into subjects specific to the health of women.
5. To train adequately the personnel in all health areas related to women's health, and to facilitate their subsequent training.

OBJECTIVE 4.1.

To develop the precise rules for the exercise of the right of women to health in its specific manifestations.

The demands made by the female population in recent years make it necessary, in a general manner and in the light of the number of women of child-bearing age and in each one of the fields of health as laid down in the General Health Law, to guarantee the provision of those services to which reference is made in Article 18.7 of the Law, in particular those making reference to : 1) information and education relating to Family Planning for all the population of child-bearing age; 2) the dispensing and employment of all the contraceptive methods, including sterilization; 3) genetic counselling and consultancy and the treatment of infertility problems; 4) mother and child education; 5) the follow-up of pregnancies, especially of those in groups at risk, which will be detected in the health study carried out in the area; 6) preparation for childbirth and post-natal care.

This requires legislative extensions made concrete in the following actions :

ACTION 4.1.1.

Extension of the General Health Law.

The articles in this Law which involve the equality of women in regard to health will be extended, starting from Chapter 2 which states in Article 18 that :

"The Public Administrations will develop the following actions, through their Health Services and the competent bodies involved :

Care programmes for groups of the population at increased risk and specific protective programmes in regard to risk factors, together with programmes for the prevention of deficiencies, whether congenital or acquired

Guidance programmes in the field of family planning and the provision of the corresponding services.

The dissemination of general and specific epidemiological information in order to encourage a detailed knowledge of health problems.

Improving and meeting the training needs for personnel in the service of the health organisation..

Encouraging scientific investigation in the specific field of health problems.

Monitoring and improving the quality of health care at all its levels."

It will equally be necessary to develop the Final Provisions of the above-cited Law, as quoted below :

"Second Final Provision, Point 1: Health care of the Social Security System in maternity cases..."

"Fifth Final Provision: In order to achieve the objectives of the present Law and having regard to the existing distribution of competences the Government will, within a maximum period of eighteen months as from the date of publication of the same, adapt, regularise, clarify and harmonise the following provisions, in accordance with the existing state of epidemiological, technical and scientific knowledge and in the light of the social and health needs of the population and the requirements of the health system :

- * Law 13/1982 of 7 April, in Articles 9 and concordant articles, on family planning and guidance, genetic advice, pre-natal and peri-natal care and the detection and early diagnosis of subnormalities and deficiencies.
- * Law of 12 July 1941 on maternal and infant health."

OBJECTIVE 4.2.

To promote health education programmes on questions which specifically affect women in their double rôle as health agents and subjects.

The rôle of the woman in the promotion of health and in the prevention, early diagnosis and treatments of illnesses, is of decisive importance. The woman is usually the primary health agent, but frequently she does not have access to sufficient information and education, lacks resources and/or is overloaded with work.

Health personnel are mainly responsible for transmitting the basic knowledge relating to health and, for this reason, it is necessary to achieve a good and direct relationship between these professionals and women so that they can adopt decisions relating to health matters. The woman must understand the basic processes of reproduction, pregnancy, childbirth, the spacing between pregnancies, nutrition, the prevention of sexually transmitted diseases and infections, sexuality and contraception. The higher the level of education of women the lower the level of infant mortality.

Maternal mortality is one of the principal causes of death in women of child-bearing age. In a woman who has not yet reached full maturity childbirth can cause irreparable damage to her health, and maternal mortality in this group is three times higher than in adult women. Precocious sexual relationships, increasing pregnancies amongst adolescents, abortion and sexually transmitted diseases result in problems of sterility and affect the health of the woman. At the other extreme women over thirty-five years of age suffer from higher risks of neonatal and maternal mortality and morbidity and of congenital malformations.

The number of abortions carried out in Spain indicate insufficient coverage of the Family Planning Services. But the problem is not one of opening more family planning centres but rather one of influencing social attitudes and those of men so that the latter can decide to share in the responsibility for family planning, contraception and the care of the children; in this way the wife would have fewer difficulties in making opportune use of the Planning Services.

On the basis of this exposition the following series of actions should be initiated :

ACTION 4.2.1.

To develop programmes which improve the level of knowledge concerning pregnancy, childbirth and the post-natal period.

For the purposes of this action the Ministry of Health will:

- a) Produce a video on the processes of pregnancy and childbirth. This video will be distributed in all the INSALUD and Family Planning centres.
- b) Distribute to all Public Maternity Hospitals the brochure produced by the General Directorate for Health Planning on "Advice for the period after the birth".
- c) Increase the number of courses on preparation for childbirth ("PPO") in the INSALUD public network, expanding the present coverage (15-25%) of this service. For this purpose it will provide the necessary resources for 200 psychoprophylaxis units for the year 1988, with the object of achieving 100% coverage in the coming years.

d) Organise a programme of courses for Midwives and midwifery nurses (ATS), publishing a "Manual for Midwives", in order to train them to provide education in women's health.

ACTION 4.2.2.

To develop a preventive programme directed towards adolescents of both sexes.

In order to implement this action the pilot-scale project "Young People and Contraception", which has been carried out, will be evaluated and its possible general usage will be studied with the object of extending the services of the Family Planning Centres to young people, providing them with specific, free and rapid assistance in matters concerning contraception.

Similarly brochures on "Sexuality", produced by the General Directorate for Health Planning, will be distributed in all Family Planning Centres, and some meetings will be organised on "Strategies for intervention in regard to sexuality and contraception, directed towards young people".

ACTION 4.2.3.

The production and distribution of health education material directed towards the prevention of the health problems of working women.

In order to carry out this action it is necessary to make a prior study of the risks for reproduction, pregnancy and breast-feeding in all sectors of work, and especially in the most feminised sectors.

ACTION 4.2.4.

To increase the level of sex education and information in groups at risk.

For this action publicity campaigns will be carried out in the communications media :

- * Publicity spots on the prevention of abortion.
- * Television spots on the use of condoms to prevent AIDS and other sexually transmitted diseases.

ACTION 4.2.5.

Health education programmes for women of advanced age.

For this action a course will be organised for the personnel who visit the homes of women of advanced age. This course is to have the following specific content :

- * An understanding of the psychology of women of advanced age.
- * Tools for the management of the psychological and social situations specific to this age.

In addition information and training materials, brochures, cassettes and videos will be produced on subjects such as :

- * Appropriate nutrition for their age and conditions of health.
- * Necessary and correct physical exercise.
- * Bodily and environmental hygiene.
- * The importance of relationships with other persons.
- * Specific health problems of women of advanced age.

ACTION 4.2.6.

Programme of health education and information for the prevention and early diagnosis of genital and mammary cancer.

This action is planned as complementary to Action 4.3.6., through which a complete programme of prevention will be developed on this subject.

All the necessary supporting materials (brochures, slides, etc.) will be produced for this purpose.

OBJECTIVE 4.3.

Develop and improve, within the health system, the specific care services required by women.

In order to follow-up this objective it is necessary to facilitate their exercise of the right to free, responsible and adequately attended maternity, and to improve health provisions in aspects not directly related to reproduction but with all the specific pathologies and illnesses of women of a degenerative character, resulting from their longer life expectancy.

For this objective it is necessary to implement the following concrete actions :

- 1) Sufficient Family Planning Services for all the population of child-bearing age.
- 2) Appropriate maternity care, taking into account all their strictly health necessities and also their social needs.
- 3) Appropriate health care during voluntary termination of pregnancy.
- 4) Appropriate care in cases of sterility where a child is desired.
- 5) The prevention of genital and mammary cancer.
- 6) Care for women of advanced age.

ACTION 4.3.1.

To standardise the Family Planning services.

Standardisation will be effected by integrating the services into the INSALUD public health system, by way of the Primary Care network (Health Centres) supported by specialised care (national health clinics with various specialisations) and by hospital care (family planning units within hospitals), so as to provide the universal coverage contemplated in the General Health Law.

The functions of the Primary Health Care team, in regard to Family Planning, will consist of meeting the demands of the population and to provide the point of entry into the Health System. The fundamental work of this team will be for the psychologist and the social care worker in the group to inform and educate the population so that the demand for Family Planning is activated. The team will also advise on and respond to the demand for sex education and will provide first level assistance for Family Planning activities.

Specialised assistance (Family Guidance Centres, national health clinics, etc.) will fundamentally provide care for those complications which arise from the contraceptive methods which are required and, in general, for those physical and mental health problems related to these methods and with Family Planning.

In regard to care at hospital level assistance will be given concerning definitive methods with the prior information which is necessary, and the pertinent health education criteria.

ACTION 4.3.2.

Pharmacological suitability and approval of all contraceptives.

Despite the recent publication of standards for the approval of intrauterine devices it is necessary to draw up and publish the standards to which the correct manufacture of condoms and diaphragms must be subjected, since the appropriate quality of these contraceptive methods can only be ensured by means of rigorous control by the Health Administration, especially in the case of those used by young people where the risk of pregnancy is highest. To this end the Commission, already established within the General Pharmaceuticals Directorate (*), will draw up the necessary health standards necessary for this action.

ACTION 4.3.3.

To improve care during pregnancy and childbirth.

Into the standardised public health care will be introduced obstetric psychoprophylaxis in the treatment of the pregnant woman in order to satisfy the right of the latter and of her family for active, positive and conscious participation in the process of pregnancy, childbirth and in the post-natal period, harmonising the new obstetric technology with the maximum respect for the humanisation of the relationships between the new baby and the family unit and, in definitive terms, to prepare the woman for such an event as important as maternity.

- * Introduce prenatal diagnosis directed towards detecting genetic and metabolic malformations in the early stages of gestation so as to satisfy the right of the woman to a healthy child, by means of a National Plan for Prenatal Diagnosis.
- * A study of the quality of the social and health provisions of the Maternity Centres, centred on : the available human resources, the admission system, the system for visits, the temporal and spatial organisation of the mother-child relationship and the psycho-social care offered to groups at risk (the young, those over 35 years of age, drug addicts, etc.).

(*) Comisión ... de la Dirección General de Farmacia.

ACTION 4.3.4.

The development of care procedures to deal with the problems of legal abortions.

Over the coming years the number of units for the Voluntary Termination of Pregnancy within the network of public centres will be increased in order to ensure that all the Autonomous Communities in which the Ministry for Health and Consumer Affairs is responsible for the public network can guarantee compliance with the law.

Appropriate technological care will be developed in the public network units in which such care mechanisms exist, in terms of both human and material resources and of the necessary investigation, follow-up and psychosocial support for those involved.

ACTION 4.3.5.

To introduce the techniques for assisted reproduction.

To the extent that this is necessary, and taking account of the fact that the approval of the Cortes for the proposals in the Law on "Techniques for assisted reproduction" and on "The provision and utilisation of human embryos and foetuses or of their cell, tissues or organs" is still awaited, the necessary administrative provisions will be developed and applied within the health system established by the Law.

It will also be necessary what forms of specialisation and what type of training will be needed to utilise the new reproduction techniques.

ACTION 4.3.6.

To draw up a programme for the prevention and early detection of genital and mammary cancer.

Such patients present a high index of mortality, but there is a disparity in the criteria in regard to the diagnostic techniques and treatments employed. Given the importance of the psychosocial problems of this pathology, not normally covered by the health services, it is necessary to develop a preventive programme within the care system.

The Ministry of Health will promote an intensification of examinations of the neck of the womb and the breasts as the most effective method for halting cancer by way of its prevention and early detection. Up until now these examinations have been carried out within hospitals, but they must be carried out as a normal activity outside hospitals.

A study will be carried out on the creation of hospitals specialising in mammary pathology and with interdisciplinary teams of surgeons, gynaecologists, oncologists, psychologists, and pathologists. Such teams will serve as a reference for those professionals who work at the primary level.

ACTION 4.3.7.

Improve health care in the home for women of advanced age and/or with chronic illnesses.

Women have a mean life expectancy of six years more than that estimated for men (78.72 compared with 72.70). This population presents a health problem which is reflected in the morbidity and mortality rates of women over 70 years of age. Symptoms and illnesses which are imperfectly defined within the international classification form the fifth largest cause cause of mortality in women, higher figures than those found in men. Such causes of death are most marked in persons over 70 years of age.

It is easy to see that the problems of chronic illnesses (in the skeletal and circulatory systems) suffered by this population are further compounded by specific psychosocial problems which require adequate health programmes and care within the overall scope of the care given to persons of advanced age.

It is therefore necessary to consider advanced age as a criterion of social and health risk if this sector of the population is to benefit for every kind of social and health care.

Similarly it is necessary to promote local schemes for home helps to provide health care in the elderly person's own home and so facilitate the provision of domestic help to women with chronic illnesses and/or those whose level of autonomy is reduced.

OBJECTIVE 4.4.

To promote investigations into specific fields of the health of women.

As a preliminary to this objective it is necessary to collect data which is determinant with regard to women's health, in order to carry out actions for improving care and also to plan the investigations covering this field.

Sufficient and reliable data is lacking at the present time in the field of women's health.

ACTION 4.4.1.

To improve the records and the systems for epidemiological surveillance.

Records and the systems for epidemiological surveillance must systematically include the sex variable and should in particular consider those illnesses which are important in the case of women's health, either because of their high incidence and mortality (breast cancer) or because of the preventive possibilities (cancer of the neck of the womb).

Although the level of mortality and of the incidence of cancer of the neck of the uterus seem to be low it would be advisable to institute a specific follow-up of this type of pathology, especially as the increase in Sexually Transmitted Diseases and the increasing precocity of coital sexual relationships are factors which have an incidence on these levels.

Similarly it is necessary to follow-up, using standardised epidemiological tools, any changes in the incidence and mortality levels for breast cancer, since according to the existing data and the trends observed in other countries, it would seem that both the incidence and the mortality of breast cancer is increasing amongst Spanish women.

It is also necessary to have more reliable epidemiological information on the number of infantile and maternal deaths and the factors which influence them.

Application of the Ministerial Order of 16 June 1986 will result in an improvement in the epidemiological follow-up of cases of voluntary termination of pregnancy.

ACTION 4.4.2.

To promote investigations directed towards improving the health of women.

Using the administrative channels for which provision has been made the Ministry of Health will promote investigations into :

- 1) Female contraceptive methods, with the object of avoiding any secondary effects on the health of the woman, and also on male contraceptive methods so as to ensure a higher level of participation of men in this responsibility.
- 2) Genital and mammary cancer;
- 3) New reproduction techniques.
- 4) Prenatal diagnoses in regard to possible environmental, workplace, toxic or other teratogens which could affect the health of the woman in regard to her reproductive capacity.
- 5) Technologies applied to women's health, especially in regard to pregnancies, births, abortions, definitive methods of contraception and prenatal diagnosis. These include technologies which do not alter the naturalness of a woman's biological processes and which thus include the development of those technologies which, for example, favour natural childbirth, etc.

It will similarly encourage and coordinate the investigations carried out by the pharmaceuticals industry into products having a direct incidence on women's health.

OBJECTIVE 4.5.

To provide suitable training and to facilitate the retraining of personnel in all the health areas in relation to women's health.

A better knowledge and understanding on the specific problems of women on the part of all doctors and health personnel is basic to an advance in women's health and, hence, of all the population. To this end we consider that this objective, although directly related to the same, must have its own individual character within the other actions in the health field, always taking into account the fact that the actions to be taken must be approached in collaboration with the Ministry of Education and Science because of its competence in this area.

ACTION 4.5.1.

The introduction of subjects related to the health of women into the initial training of doctors and all health personnel.

The subjects of family planning, preparation for childbirth, artificial reproduction and technological processes for the care of women's health should be included in the programmes for qualifying as a doctor.

They should also be included in the programmes of obstetricians, gynaecologists and general and community doctors and in post-graduate courses.

The same subjects, at appropriate teaching level, should be included in pre- and post-graduate courses for midwives.

Similarly training in these subjects should be given to all professional health and paramedical personnel whose activities are related to the health of women.

ACTION 4.5.2

Further training of obstetricians and gynaecologists to train them in the use of the aspiration method (Karman) for terminating pregnancies.

The method quoted is the one approved at international level as being most innocuous for carrying out terminations at less than twelve weeks. However Spanish obstetricians and gynaecologists are, for obvious reasons, not always prepared to apply this technique.

For this reason it is necessary to implement further training courses in the Karman method for obstetricians and gynaecologists who do not object to using it.

ACTION 4.5.3.

Training of research workers in the fields of human reproduction and Family Planning.

This action finds its place within the general scope of the specific recommendations of the W.H.O.

INTERNATIONAL COOPERATION

OBJECTIVE 5.1.

To develop programmes of international cooperation directed towards women.

On many occasions the United Nations has insisted on the necessity for integrating women into the development process and in the existing link between the establishment of a new international economic order and the equality of men and women. The European Communities have likewise recorded in the Plan of Action for Equality of Opportunities for Women (1986-1990) that it is necessary to pursue actively the actions in their favour, initiated within the framework of the development policy by the application of provisions specially devoted to the full integration of women in the development process (Article 123, III Lomé Convention).

It is therefore necessary to create structures and to transform mental attitudes so as to understand and extend the rôle of women in development. This involves improving their living conditions and offering them the means for participating fully in production activities and in community development.

ACTION 5.1.1.

To increase voluntary contributions to United Nations Bodies concerned specifically with programmes for women in the developing countries.

The contributions to the United Nations Development Fund for Women (UNIFEM) and to the International Institute for Investigations and Training for the Promotion of Women (INSTRAW) will be increased to 12,000,000 Pesetas.

ACTION 5.1.2.

To strengthen the programmes specifically dedicated to women in projects for cooperation, especially in the Latin-American countries.

- * In the elaboration of each project for cooperation its possible impact on the female population will be taken into account and the need for both men and women to be considered at the time of execution and in its control.
- * Specific projects related to the training and promotion of women will be financed: health projects (maternity and family planning) and projects which introduce appropriate techniques into work normally carried out by women.
- * The participation of women in the delegations of the cooperating countries will be encouraged, both in the phase of drafting the projects and also in the granting of aid.
- * Projects by or for women will be promoted in commemoration of the 500th Anniversary of the Discovery of America.
- * This Plan of Action and, in general, policies for equality of opportunities, will be disseminated in the Latin-American countries.

ASSOCIATIONISM

OBJECTIVE 6.1.

To encourage the political participation of women.

For a variety of reasons women are not represented in the principal political, trade union or professional organisations, either in the general membership or in their directing bodies, on terms of equality with men. Their problems are raised in a more specific manner through women's associations and it is these which it is necessary to support if it is desired to encourage political participation on the part of women, and especially their participation in the control and continuance of the Plan of Action for Equality of Opportunities for Women.

ACTION 6.1.1.

Subsidies and aid to associations to enable them to carry out their activities.

In the coming years subsidies will be given to those associations of nationwide cover which operate in favour of the rights of women, with the objective of consolidating them, and the coordination of the existing associations at autonomous community and local level will be promoted by providing the necessary resources for this coordination. Similarly relations will be established with those persons or associations who are working in the same areas by means of organising subsidised courses and seminars.

ACTION 6.1.2.

Distributing all the available information on politics for women and the activities of non-governmental organisations, both in Spain and in other countries.

This action will be carried out through the departments for Documentation and Information, Cooperation and Dissemination and International Relations of the Institute for Women's Affairs.

ACTION 6.1.3.

Develop the necessary channels for the participation of women's associations in the development and continuance of the Plan of Action.

This action will be carried out both through the Steering Council of the Institute for Women's Affairs and also directly by the same Institute, studying in conjunction with the women's associations the appropriateness and opportuneness of creating working groups, by areas, for continuing to monitor the Plan of Action.

PROMOTION, COORDINATION AND MONITORING OF THE PLAN

In accordance with the Law 16/1983 of 24 October, creating the Institute for Women's Affairs as an Autonomous Body, and in the light of the competence attributed to that Institute, the promotion, coordination and monitoring of the Plan of Action for Equality of Opportunities for Women becomes its responsibility, to be carried out by its Steering Council.

The complexity of the Plan and the compression of its time schedule require, in any case, the adoption of measures for the coordination and monitoring of the actions which need to be taken, both in respect of the series of actions to be carried out by each one of the Ministerial Departments in the exercise of its own competence, and also in respect of the cooperation required between various Ministries involved in the same action or in the totality of the Plan.

To these ends the Secretariats of the Ministries of Justice, Labour and Social Security, Public Administrations, Health and Consumer Affairs, Economic Affairs and Finance and Agriculture and the Secretariat of the General Secretary for Education have nominated one person to be responsible for the coordination and monitoring of the actions to be carried out by each Ministry, whilst in no way relieving the various General Directorates or Bodies of the Ministries, and in particular the representative of the Department of the Steering Council of the Institute for Women's Affairs, from their overall responsibility.

When the actions involve a number of Ministerial Departments working committees are formed from representatives of the General Directorates or Bodies concerned and from members of the Secretariats of the Ministries. These committees are to be formed within the two months following the approval of the Plan or the date of commencement of the action and in accordance with the proposed timetable for each of the actions. The Institute for Women's Affairs is responsible for monitoring and coordinating the work of these committees.

At the half-yearly meetings of the Plenum of the Steering Council and at the quarterly meetings of the Permanent Committee each of the members will provide an account of the actions corresponding to the Ministry which they represent. The Director of the Institute for Women's Affairs will report on the Institute's actions and also on the work on the agreements, constitution, working plan and development of the committees provided for in the Plan.

At the end of 1988 the Steering Council of the Institute will submit a report to the Council of Ministers on the development and execution of the Plan. Where required it will propose to the Council the modifications which it considers should be introduced into the Plan in order to guarantee its efficient execution or its adaptation to the existing circumstances.

At the stated term of the legislation the Steering Council will submit its definitive report to the Council of Ministers, setting out the degree of execution achieved, the actions put into practice and the causes for the non-realisation of any of these actions. This report will also include an analysis of the social incidence of the Plan. Finally the Steering Council will inform the Council as to those actions which, in the light of the development of the Plan and of its effects on the development of Spanish society, should be developed in the future.

Furthermore, and simultaneously with the development of the Plan, work will be carried out to establish channels for collaboration with the Autonomous Governments with the object of increasing the incidence of the proposed actions and to promote the development of specific programmes for equality of opportunities for women in those areas falling within the competence of the Autonomous Communities.

**RESPONSIBILITIES OF EACH MINISTRY
FOR THE ACTIONS CONTAINED
WITHIN THE PLAN**

Ministry for the Public Administrations

3.4.1. - 3.4.2. - 3.4.3. - 3.4.4. - 3.6.9. - 3.7.1. - 3.7.4. - 3.7.5.

Ministry for Agriculture, Fisheries and Food

3.1.5. - 3.3.1. - 3.3.2. - 3.3.3. - 3.3.4.

Ministry for Foreign Affairs

1.7.1. - 3.6.1. - 5.1.1. - 5.1.2.

Ministry for Culture

1.7.1. - 1.8.2. - 1.11.1. - 1.11.2. - 1.11.3. - 2.1.1. - 2.1.4. - 2.1.6. - 2.2.1.
2.2.3. - 2.2.5. - 2.3.1. - 2.3.2. - 2.4.2. - 2.5.1. - 2.5.2. - 3.1.1. - 3.1.2. - 3.1.3.
3.1.5. - 3.1.6. - 3.1.7. - 3.1.8. - 3.1.9. - 3.2.1. - 3.2.2. - 3.2.3. - 3.2.4. - 3.2.5.
3.2.6. - 3.2.7. - 3.2.8. - 3.2.9. - 3.2.10. - 3.2.11. - 3.3.1. - 3.3.2. - 3.3.3.
3.3.4. - 3.4.1. - 3.4.2. - 3.4.3. - 3.4.4. - 3.5.1. - 3.5.2. - 3.5.3. - 3.5.4. - 3.6.1.
3.6.4. - 3.6.7. - 3.6.8. - 3.6.9. - 3.7.5. - 4.2.2. - 4.2.3. - 4.2.6. - 4.3.3. - 4.4.2.
5.1.1. - 5.1.2. - 6.1.1. - 6.1.2. - 6.1.3.

Ministry of Defence

3.6.4. - 3.6.5.

Ministry of Economic Affairs and Finance

1.4.1. - 1.4.2. - 3.1.1. - 3.1.2. - 3.1.4. - 3.1.6. - 3.1.8. - 3.1.9. - 3.2.9.

Ministry for Education and Science

2.1.1. - 2.1.2. - 2.1.3. - 2.1.4. - 2.1.5. - 2.1.6. - 2.2.1. - 2.2.2. - 2.2.3. - 2.2.4.
2.2.5. - 2.3.1. - 2.3.2. - 2.3.3. - 2.4.1. - 3.2.3. - 3.2.6. - 3.4.3. - 4.2.2. - 4.5.1.
4.5.3.

Ministry for Industry and Energy

3.1.5. - 3.1.8. - 3.5.3. - 3.5.4. - 4.2.3.

Ministry for Home Affairs

1.7.1. - 1.8.1. - 1.8.2. - 3.6.5.

Ministry of Justice

1.1.1. - 1.1.2. - 1.1.3. - 1.1.4. - 1.1.5. - 1.2.1. - 1.2.2. - 1.3.1. - 1.3.2. - 1.5.1.
1.6.1. - 1.6.2. - 1.6.3. - 1.6.4. - 1.6.5. - 1.6.6. - 1.7.1. - 1.7.2. - 1.9.1. - 1.9.2.
1.10.1. - 1.10.2. - 1.10.3. - 1.10.4. - 1.10.5. - 1.10.6. - 3.6.9.

Ministry for Relations with the Cortes and the Government Secretariat

2.5.2. - 3.1.1. - 3.1.3.

Ministry for Health and Consumer Affairs

1.7.1. - 2.1.5. - 4.1.1. - 4.2.1. - 4.2.2. - 4.2.3. - 4.2.4. - 4.2.5. - 4.2.6. - 4.3.1.
4.3.2. - 4.3.3. - 4.3.4. - 4.3.5. - 4.3.6. - 4.3.7. - 4.4.1. - 4.4.2. - 4.5.1. - 4.5.2.
4.5.3.

Ministry of Labour and Social Security

1.7.1. - 1.11.1. - 1.11.2. - 1.11.3. - 1.11.4. - 3.1.1. - 3.1.2. - 3.1.6. - 3.1.7.
3.2.1. - 3.2.2. - 3.2.3. - 3.2.4. - 3.2.5. - 3.2.6. - 3.2.7. - 3.2.8. - 3.2.10.
3.2.11. - 3.3.1. - 3.3.2. - 3.3.3. - 3.3.4. - 3.6.1. - 3.6.2. - 3.6.3. - 3.6.6. - 3.6.7.
3.6.8. - 3.6.9. - 3.7.1. - 3.7.2. - 3.7.3. - 4.2.3.

WOMEN IN FIGURES

MINISTRY FOR CULTURE
Institute for Women's Affairs

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INTRODUCTION

The United Nations Decade for Women, 1975-1985, represented a period for an in-depth reflection on the social situation of women and gave rise to policies of positive action for achieving equality between men and women and a more rigorous and documented understanding of the social situation of women.

In Spain these ten years produced political and social changes which may be termed radical and which affected the structure of institutions and the composition of the social forces, with repercussions on cultural behaviour patterns and attitudes.

The mere fact of the re-establishment of democracy from 1977 onwards made it possible to adopt a series of basic measures of a legal character, directed towards the disappearance of the scandalous situations of discrimination against women which had been so characteristic of the former régime.

The new political, economic, ideological and cultural panorama encouraged and favoured a new rôle and social consideration for women since, without any doubt, the development of this social group is linked to the social context to which it belongs.

Formal legal equality between men and women is now a verifiable fact; nevertheless there still co-exist with it situations of discrimination and inequality and attitudes which are resistant to change. As a consequence the social pressure from women to improve their situation and to increase their social participation continues.

Sometimes this social pressure is made manifest in outstanding incidents involving a woman which, although they indicate advances, still provide evidence of the unequal social participation between men and women.

Such outstanding events show the desire of women to participate under conditions of equality in the decision-making centres, in the labour market and in all those areas in which their participation has, traditionally, been at a minority level.

A rapid analysis of the press over the ten years of the decade, limited to those items grouped under the heading "The first woman to", shows a trend towards change and the determination of women to abandon the traditional rôle assigned to them, which relegated them to the sphere of the home and prohibited their integration into the public sphere.

Once the political transition had been initiated one also noted the first woman academician of the Lengua, the first director of the Office of the President of the Government, the first president of the Spanish Endocrinology Society, and even the first woman bus driver for the Madrid Municipal Transport Company.

In 1977 a woman held the post of Vice-President of the new Spanish Government (Cortes). Another woman was the first senator by royal appointment.

In 1978 a woman was elected for the first time to the Royal Balearic Academy of Medicine and Surgery whilst another was the first Public Prosecutor. On the fringes of politics, the Administration or science were women who were noted for their integration into traditionally masculine professions.

In 1979 several women became engineers in RENFE and a woman was appointed Head of the Women's Police.

In the following year a woman was appointed Secretary of State for Information and in 1981 another woman was nominated Minister for Culture; these two nominations marked an important advance in regard to the participation of women in the centres of political decision-making.

In December 1982 three women were appointed for the first time to the post of Civil Governor, a position which combines the status of representative of the Government of the Nation in her territorial ambit with, at the same time, the control of the security bodies and forces in this same territory.

There were progressive nominations of women as Secretaries of State and other executive posts in the public sector which had been traditionally reserved for men.

In recent years the items concerning "The first woman to" provide evidence of the increasing female participation in the Administration of Justice, diplomacy, the Universities, as directors of public enterprises and in the more masculinised occupations such as the police, mining, pilots, etc.

In addition to these women, whose position bears evidence of the changes in favour of women, one may consider as protagonists and promoters of change those groups of feminist women who have, throughout the years, maintained a persistent struggle against female discrimination and in favour of the recognition of women's right to social participation under conditions of equality with men.

In 1975 the first State Feminist Meetings were held on the subject "For the liberation of women".

In 1976 the first united meeting of women was held, having been convened by the Platform for Feminist Organisations. Two thousand persons participated, and it was broken up by the police when it was proposed to deliver a document containing its claims to the President of the Government.

In the same year the first feminist lawyers' office was formed, and the First Catalan Meetings for Women were held.

In 1977 the 8th of March was celebrated for the first time in Spain; this is the International Day for the Working Woman, and Feminist Meetings were held in the Basque Country and in Valencia.

At the same time a national campaign was held for removal of penalties for adultery under the slogan "I, too, am an adulteress".

In the following year many events were held to reclaim the right to abortion and the removal of penalties relating to contraceptives and adultery. In this same year, 1978, three family planning centres were inaugurated in Madrid, formed and directed by women.

In 1979 in Bilbao eleven women were tried for having had abortions or having participated in procuring abortions; this resulted in many manifestations of solidarity with those on trial, asking for an amnesty and the right to abortions.

Many persons took part in the Feminist Meetings which were held in Granada and important theoretical contributions were made to the functioning and the strategy of the feminist movement.

The first Women's Bookshop was opened in Madrid in 1979.

In 1980 3000 persons attended the funeral of a young woman violated and assassinated in Lujuá (Basque Country).

It was evident from these events convened by the feminist groups that a new consciousness had emerged concerning the specific problems of women.

In 1983 the Alba Feminist Group formed and managed, in collaboration with the Municipal Council of Barcelona, the first Refuge for maltreated women; in the following year the Democratic Solidarity Foundation created a number of refuges for maltreated women in Madrid and Pamplona and the Association for Aid to Battered and Maltreated Women inaugurated, in collaboration with the Municipal Council, a Refuge and Emergency Centres for women who had suffered from maltreatment.

In 1985 Feminist Meetings, convened by the Platform of Feminist Organisations of the Spanish State, were held in Barcelona.

The political, ideological and cultural changes during the decade from 1975 to 1985, which took place as a result of passing from an authoritarian political system to a democratic one, and of which the individual and group manifestations could be seen, were also reflected in the legislative and political measures in favour of the total equality of women and the full exercise of their rights.

The Law of 2 May 1975 modified some articles of the Civil Code, and with this Law the image of the husband as the head of the family disappeared. It suppressed marital licence which means, in practice, that the woman can freely dispose of her paraphernal goods, accept inheritances, act legally on her own behalf, engage in contracts, become a guardian or executrix, etc.

Law 22/1978 of 26 May 1978 removes the penalties from the offences of adultery and cohabitation. Similarly it removes legal force from pardons issued by the legal representative of a male or female minor under 21 years of age in regard to the offences of violation, indecent assault, rape or abduction.

Law 45/1978 of 7 October removes the penalties from the retailing, sale, circulation and advertising of contraceptive means, instruments and methods.

Law 46/1978 of 7 October modifies the offences of rape and abduction, considering both men and women as the passive subjects of the same.

The Spanish Constitution of 29 December 1978 establishes in its Article 14 that "Spanish nationals are equal before the Law, in such a way that no discrimination may operate in regard to birth, race, sex, religion, opinions or any other personal or social condition or circumstance." Article 32 states that "Men and women have the right to contract matrimony with full juridical equality", whilst Article 35.1 also states that "All Spanish nationals have a right to work and a right of work, to the free choice of profession or occupation, to promotion within their work and an adequate remuneration to satisfy their needs and the needs of their family, and in no case may there be any discrimination by reason of sex."

Law 8/1980 of 10 March: the Statute of Workers, establishes the equality of men and women at work in its Articles 4, 17 and 28.

Law 11/1981 of 13 May establishes the joint exercise of the administration of property acquired during married life and shared parental authority over the children. It eliminates the differences between matrimonial and non-matrimonial filiation.

Law 30/1981 of 7 July modifies the regulation of matrimony and determines the procedure to be followed in cases of nullity, separation and divorce. This Law starts from the principle that "husband and wife are equal in rights and duties" and introduces divorce into the Spanish juridical system.

Law 51/1982 of 13 July modifies the articles in the Code referring to the acquisition of Spanish nationality, establishing that the children of a Spanish father or mother are Spanish by origin.

The Organic Law 8/1983 of 25 June, providing an urgent and partial reform of the Penal Code, removes the penalties from ligaturing of the Fallopian tubes and vasectomy.

Law 13/1983 of 24 October establishes juridical equality between men and women in regard to incapacity and guardianship.

Law 16/1983 of 24 October created the Institute for Women's Affairs, to which is allocated, as its end-purpose and for the accomplishment and development of the constitutional principles, the promotion and development of those conditions which facilitate the social equality of both sexes and the participation of women in political, cultural, economic and social life.

On 16 December 1983 Spain ratified the "Agreement on the Elimination of all Forms of Discrimination Against Women" as adopted by the General Assembly of the United Nations.

The Organic Law 9/1985 of 5 July 1985 reformed Article 417a of the Penal Code, removing penalties for abortions under three hypotheses :

- Risk to the life or health of the mother;
- That the pregnancy is the consequence of a constitutive act of the offence of violation;
- That it is presumed that the foetus will be born with serious physical or mental defects.

In January 1986 the Royal Decree came into force which regulated, for the first time, working relationships in domestic service, a sector in which women form the majority of the workers.

When Spain joined the European Communities in 1986 it strengthened the recognition of the principle of non-discrimination for reasons of sex, and of the necessity for a specific policy for women.

1987: The Institute for Women's Affairs drew up a Plan of Action for Equality of Opportunities for Women, taking as its objective the implementation of coordinated actions to influence the various areas of the existing situation in order to go forward along the road to the disappearance of those situations of discrimination which still persist in our society.

The indicated hypothesis of a change of a radical character has been confirmed by simply relating the above legal changes and events. Nevertheless it is necessary to deepen the precise knowledge of the social situation of women in Spain in order to continue along the path taken by women and the national and international institutions in favour of real equality for women.

The Institute for Women's Affairs, through its Sub-Directorate of Research and Documentation, intends through a re-examination of the statistical data, by drawing up monograph studies and by collecting national and international documentation, to contribute towards a better understanding of the real situation of women in Spain and to disseminate its conclusions in regard to any policy of positive action in favour of equality between men and women by providing adequate informational support. Similarly it considers that it is essential to establish a data base which will define the range of discrimination and the unequal social participation of women, so that women may be aware of the situation and can act as protagonists in the social change which is necessary if equality between men and women is to be a real fact.

With this object in view the Institute for Women's Affairs has now published "Women in Figures" which contains basic information on the participation of women in the world of work, in the sphere of politics and in education, together with data on health, population studies and specific social services for women.

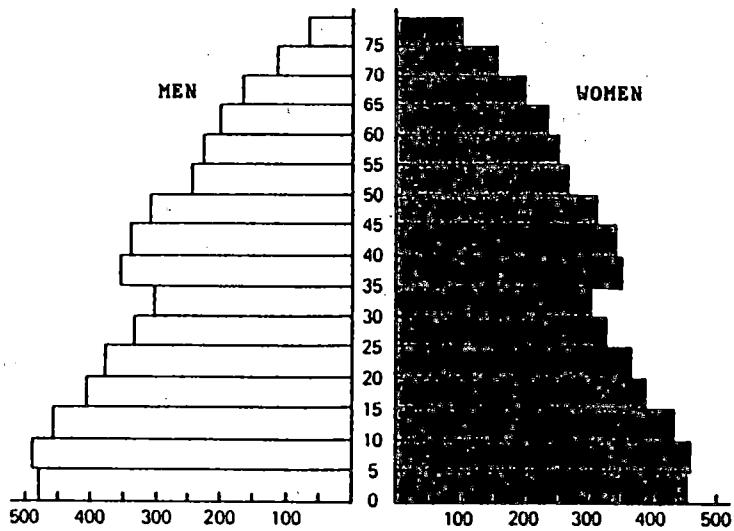
August 1987

Chapter 1 DEMOGRAPHY

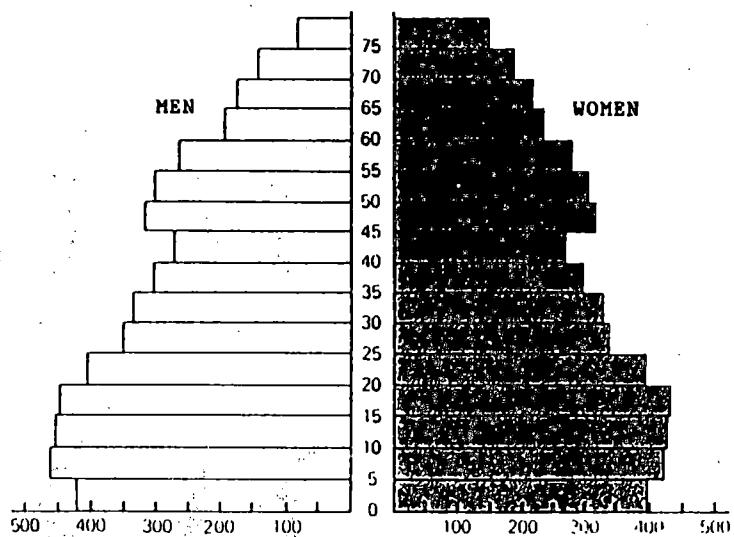
THE DATA

According to the data from the last population census (1981) Spain has 37,683,363 inhabitants, of whom 51% (19,191,622) are women. There are therefore 700,000 more women than men. This numerical difference is more marked in the older groups of the population. Men over 65 years of age account for 9.41% of the total population whereas women in the same age group account for 13.13%

PYRAMID OF THE POPULATION
AS AT 31 DECEMBER 1970



PYRAMID OF THE POPULATION
AS AT 31 MARCH 1981



FUENTE: Memoria Estadística 1984-1985 del Ministerio de Sanidad y Consumo.

LIFE EXPECTANCY

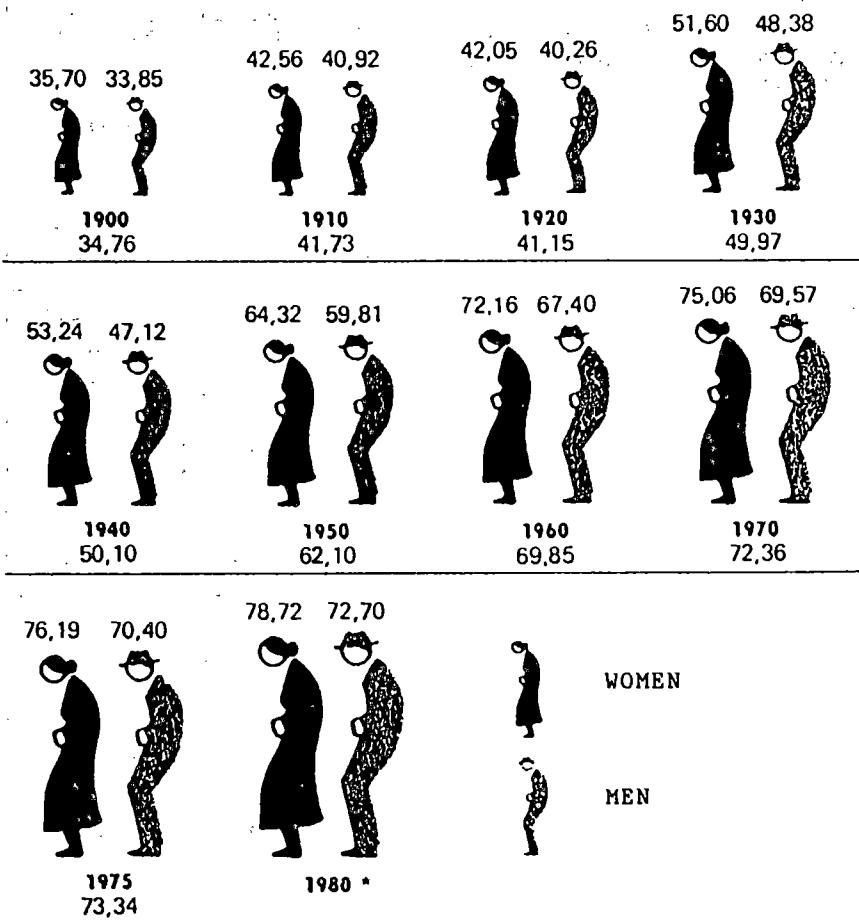
Although life expectancy at the beginning of this century was barely 35 years it now exceeds 73 years.

Women have a higher life expectancy than men by six years. This difference between the sexes has increased with the passage of the years.

CENSUS POPULATION CLASSIFIED BY SEX AND AGE (PERCENTAGES)

AGE GROUPS	MEN	WOMEN	TOTAL
Under 5 years of age	8.57	7.77	8.1
5 to 9	9.21	8.36	8.7
10 to 14	9.17	8.37	8.7
15 to 24	17.01	15.94	16.4
25 to 34	13.57	12.94	13.2
35 to 44	11.60	11.24	11.4
45 to 54	12.31	12.24	12.2
55 to 64	9.24	10.04	9.6
Over 65 years of age	9.32	13.10	11.2
TOTAL			100.0

LIFE EXPECTANCY AT BIRTH

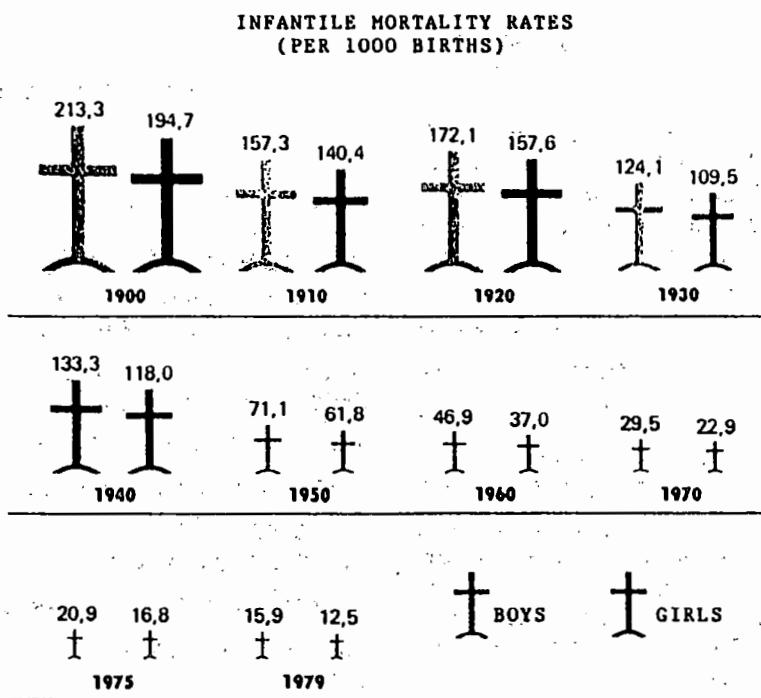


(*) Provisional figures

FUENTE: Tablas de Mortalidad del I.N.

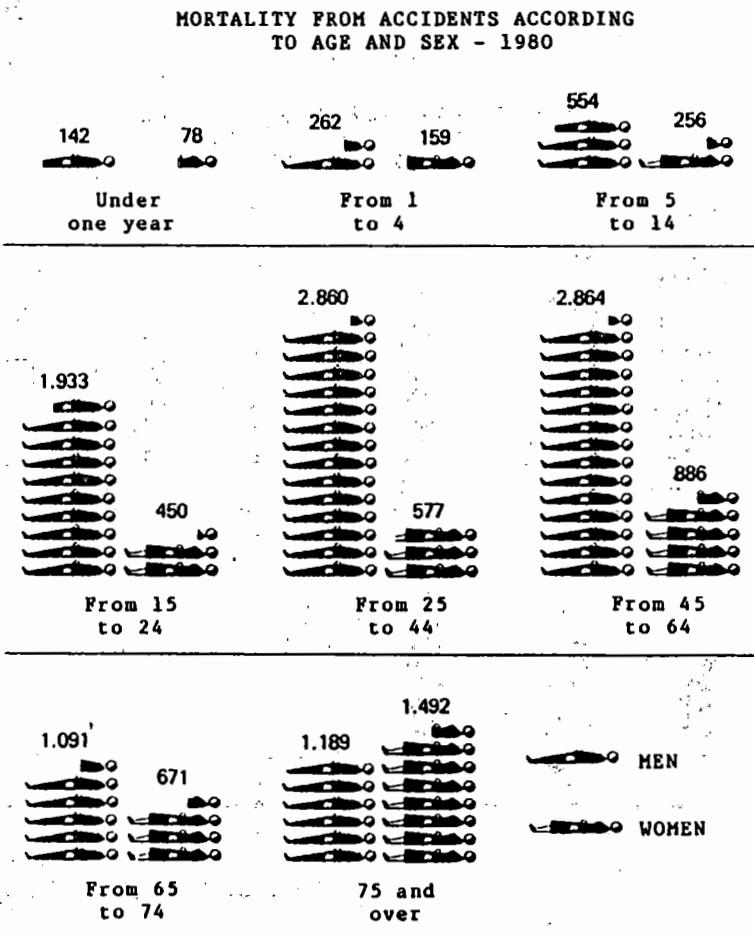
CHANCES OF SURVIVAL

More boys than girls are born in Spain. In the first years of life the mortality is higher for boys; according to the data in the INE's report on Natural Changes in the Population (1983) 6,019 boys and 4,400 girls died between birth and reaching four years of age.



FUENTE: I.N.E. Movimiento Natural de la Población, 1983.

Males live more dangerous lives than women, and boys suffer more accidents than girls; during adolescence the number and seriousness of accidents is higher for males than for females. The same trend is shown in adults. The risks of suicide, homicide and self-inflicted injuries are also lower in the case of women.



FUENTE: I.N.E. Movimiento Natural de la Población, 1980.

CIVIL STATUS

According to the 1981 Population Census Spanish women are divided up as follows according to their status:

Single : 44.2%

Married : 45.5%

Widowed : 9.5%

Separated or divorced : 0.86%

Behavioural norms for the Spanish population in regard to matrimony have varied substantially over the last 10 years.

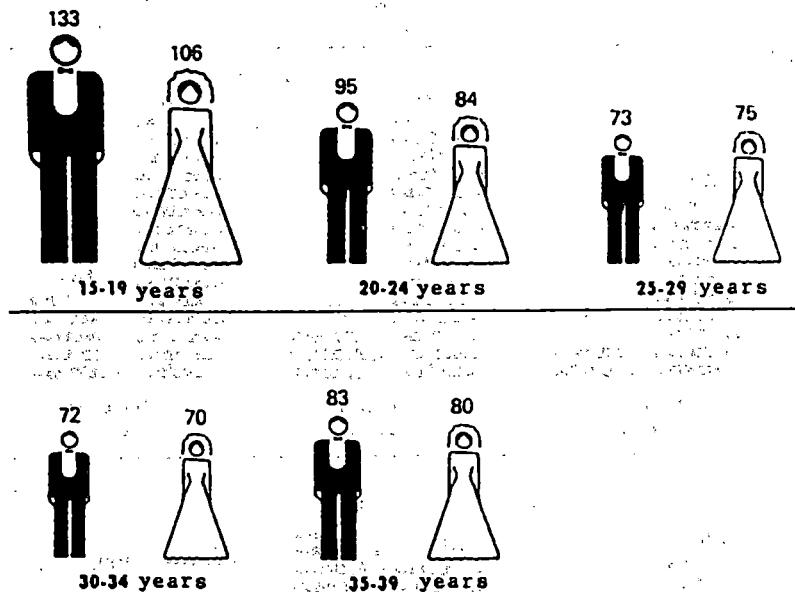
Marriage rates have fallen progressively.

MORTALITY BY SEX AND SELECTED CAUSES

	WOMEN	MEN	RATIO, W/M
TOTAL MALIGNANT TUMOURS	23,802	33,282	0.71
MALIGNANT BREAST TUMOUR	3,361	40	84,02
MALIGNANT TUMOUR OF THE TRACHAEÁ, BRONCHEAE & LUNG	1,139	7,505	0.15
MALIGNANT TUMOUR OF THE NECK OF THE UTERUS	288	-	-
ISCHAEMIAL HEART DISEASE	11,973	17,538	0.68
CEREBRO-VASCULAR DISEASES	28,305	21,148	1.33
DISEASES OF THE CIRCULATORY SYSTEM	10,278	8,249	1.24
TRAFFIC AND CAR ACCIDENTS	1,715	4,877	0.35
SUICIDES AND SELF-INFILCTED WOUNDS	392	1,142	0.34
HOMICIDE AND SELF-INFILCTED WOUNDS	66	329	0.20
ALL CAUSES	137,640	153,573	0.89

FUENTE: Referencias bibliográficas MNPE, año 1979, Tomo III.
Defunciones según la causa de muerte.

**INDEX OF VARIATION IN MARRIAGE RATES
BETWEEN 1975 AND 1979
(1975 = 100)**



FUENTE: "Situación Social de la Mujer en España".
Madrid, Instituto de la Mujer, 1986.

This reduction is most marked in the segment of the population between 25 and 35 years of age. This is explained by the growth of cohabitation outside matrimony.

Age at matrimony is now later for all, but women still marry at a younger age than men.

Opportunities for dissolving matrimony have increased, due to legal changes in the legislation regarding divorce and the family system.

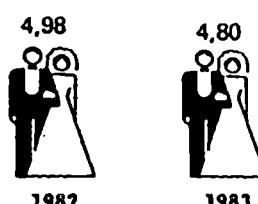
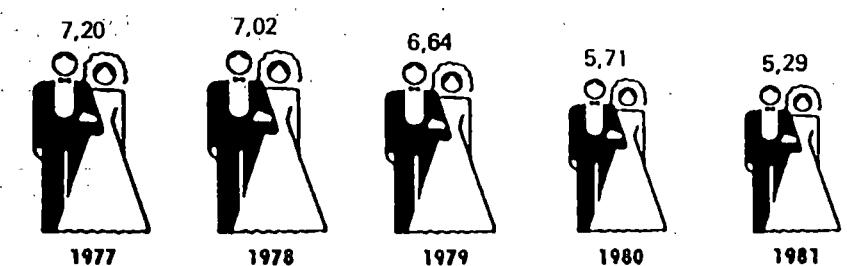
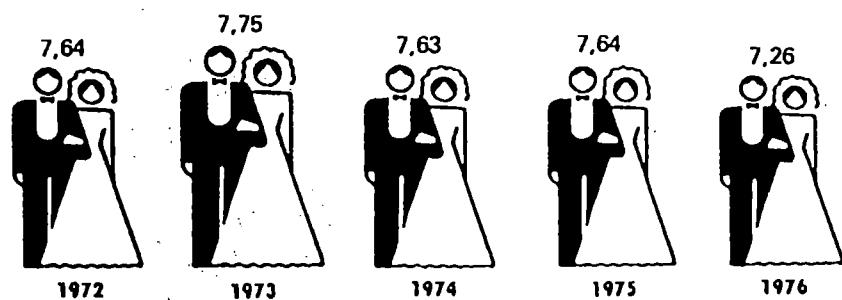
MARRIAGES: ABSOLUTE FIGURES
SYNTHETIC INDEX

YEAR	Marriages	Base: 1975=100	Synthetic marriage rate index	
			MEN	WOMEN
1975	271,347	100	1,050	1,015
1976	260,974	96	0,995	0,970
1977	262,015	96	0,965	0,955
1978	258,070	95	0,935	0,915
1979	245,977	90	0,875	0,860
1980	220,674	85	-	-
1981	199,057	73	-	-
1982	188,597	69	-	-
1983	183,068	67	-	-

(*) Provisional figures

FUENTE: "Estudio Sociodemográfico de la Mujer en España".
Instituto de la Mujer, 1986. Inédito.

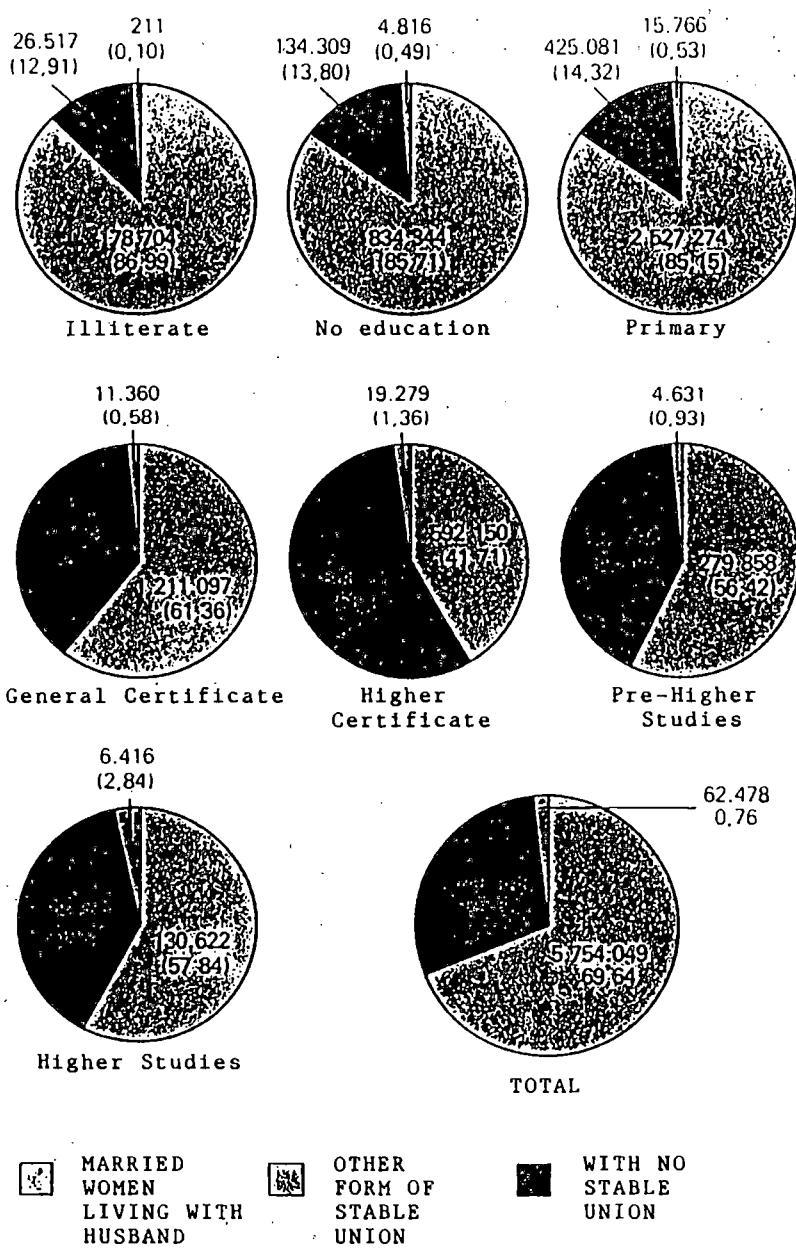
MARRIAGES PER THOUSAND INHABITANTS



FUENTE: I.N.E. Anuario Estadístico, 1986.

The data from the Fecundity Survey confirm that the group of women with higher levels of education, and therefore with greater economic and social independence, exhibit behavioural patterns which tend less towards matrimony.

CLASSIFICATION OF WOMEN (18-49 YEARS)
ACCORDING TO MARITAL STATUS AND LEVEL OF EDUCATION
(ABSOLUTE AND PERCENTAGES)



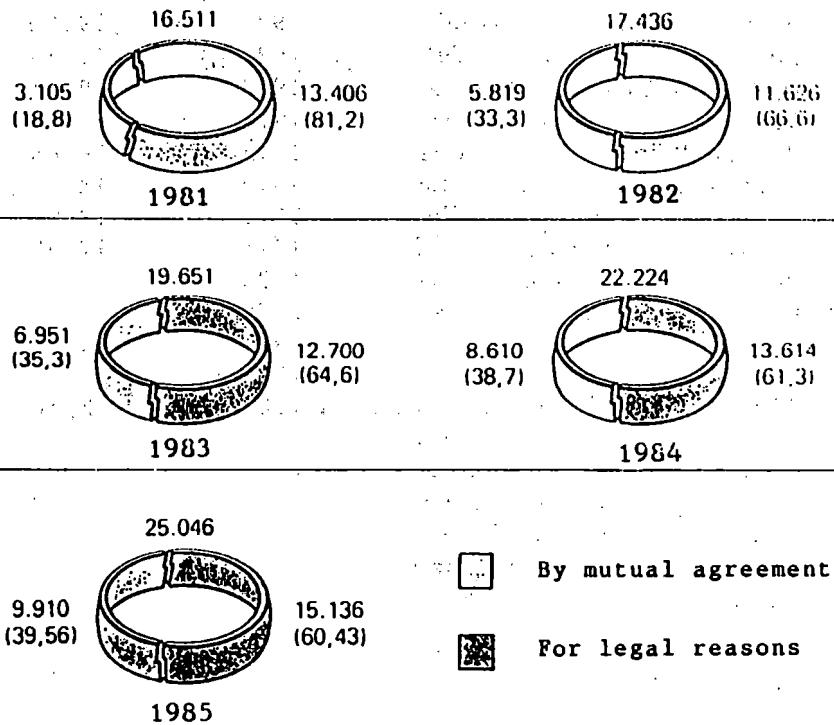
FUENTE: Encuesta de Fecundidad, 1985. Madrid, I.N.E.

DISSOLUTION OF MATRIMONY

The new regulations on matrimony contained in the Spanish Constitution of 1978, Article 32, which gave rise to the reform of the Civil Code in 1981, envisage the possibility of dissolving matrimony by way of legal separation and divorce.

It is from this date onwards that it is possible to collect reliable data on this question.

CIVIL DECREES OF SEPARATION (ABSOLUTE AND PERCENTAGES)



FUENTE: Memorias del Consejo General del Poder Judicial.

Although the historical series is short it can be seen that the trend towards an increase in matrimonial separations is continuing.

MATRIMONIAL SEPARATIONS (IN THOUSANDS AND PERCENTAGES)

	1950	1960	1970	1981
LEGALLY SEPARATED AND DIVORCED MEN				
Thousands	0.5	8.2	28.5	94.7
Percentages		0.06	0.18	0.51
LEGALLY SEPARATED AND DIVORCED WOMEN				
Thousands	1.6	17.4	52.0	146.4
Percentages		0.11	0.30	0.76
TOTAL MEN AND WOMEN				
Thousands	2.1	25.6	81.5	241.1
Percentages	0.01	0.08	0.24	0.64

FUENTE: I.N.E. Anuario Estadístico, 1986.

BIRTHRATE AND FECUNDITY

BIRTHRATES

The fall in the birthrate has been particularly rapid in Spain since 1977. Births fell from 682,010 in 1974 to 509,685 in 1982 and this downward trend has continued up to the present time. The average number of children per woman has fallen by 31.5% over seven years, from 2.78 in 1975 to 1.9 in 1982. The estimated figure for 1983 was 1.7, and according to the data from the 1985 Fecundity Survey the national rate is 1.56 children per woman.

Although the reduction in births has been general it has not been equally marked in the different Autonomous Communities.

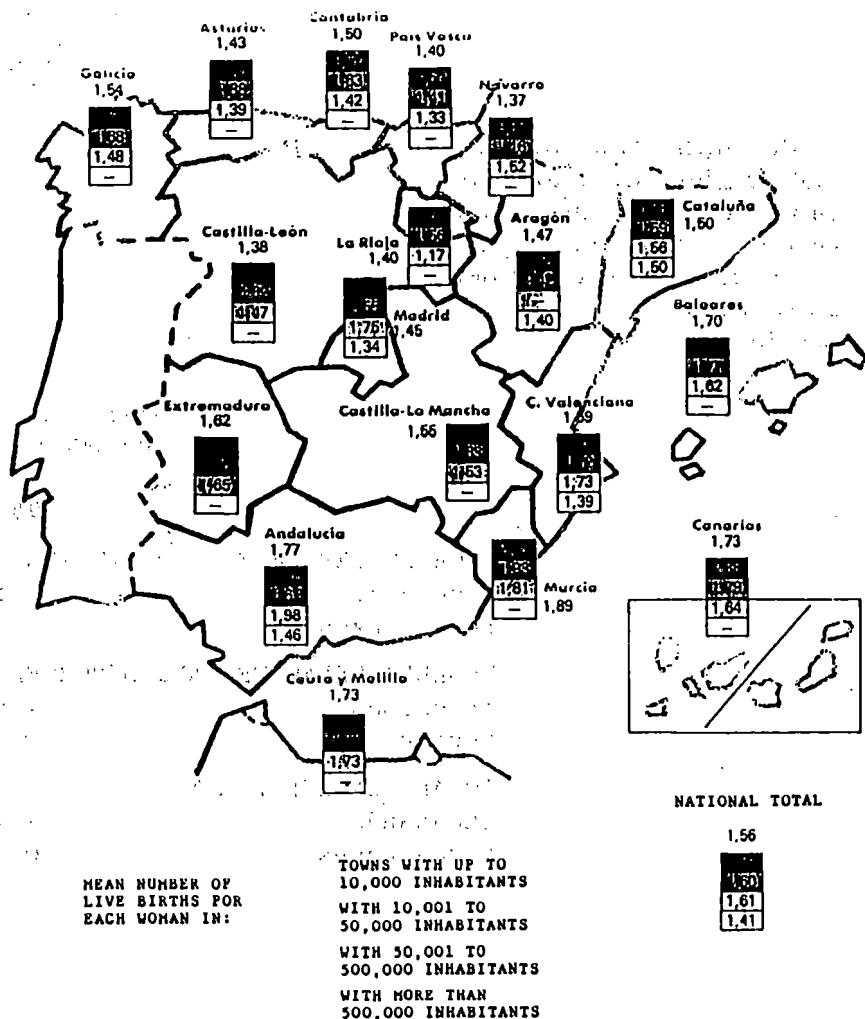
Many theories have been put forward to explain the causes of the fall in the birthrate, but none explains it fully. One theory locates the origin of the phenomenon in improved contraceptive methods and their wider use. In Spain, however, the rate of the fall was the same between 1930 and 1940, a period when contraceptives were hardly known, as in the decade from 1970 to 1980. The other reason which prevents the acceptance of single arguments explaining this fall is the fact that, despite differing political and economic conditions in the Western countries, the fall in birthrates has been analogous in all of them from the sixties onwards.

YEAR	GROSS BIRTH RATE	INDEX OF FECUNDITY	MEAN AGE AT BIRTH OF THE CHILDREN
1970	19.50	2.85	29.5
1971	19.60	2.88	29.3
1972	19.36	2.84	29.2
1973	19.21	2.81	29.1
1974	19.47	2.83	28.9
1975	18.85	2.80	28.9
1976	18.85	2.80	28.6
1977	18.05	2.66	28.5
1978	17.32	2.53	28.4
1979	16.22	2.35	28.3
1980	15.27	2.19	28.2
1981 *	14.19	2.02	28.1
1982 *	13.48	1.90	28.0
1983 *	12.50	1.74	27.9

(*) Provisional figures

FUENTE: I.N.E. Movimiento Natural de la Población.

FECUNDITY BY AUTONOMOUS COMMUNITIES AND SIZE OF MUNICIPALITY OF RESIDENCE



FUENTE: I.N.E. Encuesta de Fecundidad, 1985. Avance de resultados.

Another important change which has taken place in the field of birthrates is that relating to the average age at which women have their first child. In 1985 this ranged between 23 and 28 years of age, a considerable rejuvenation as compared with previous years.

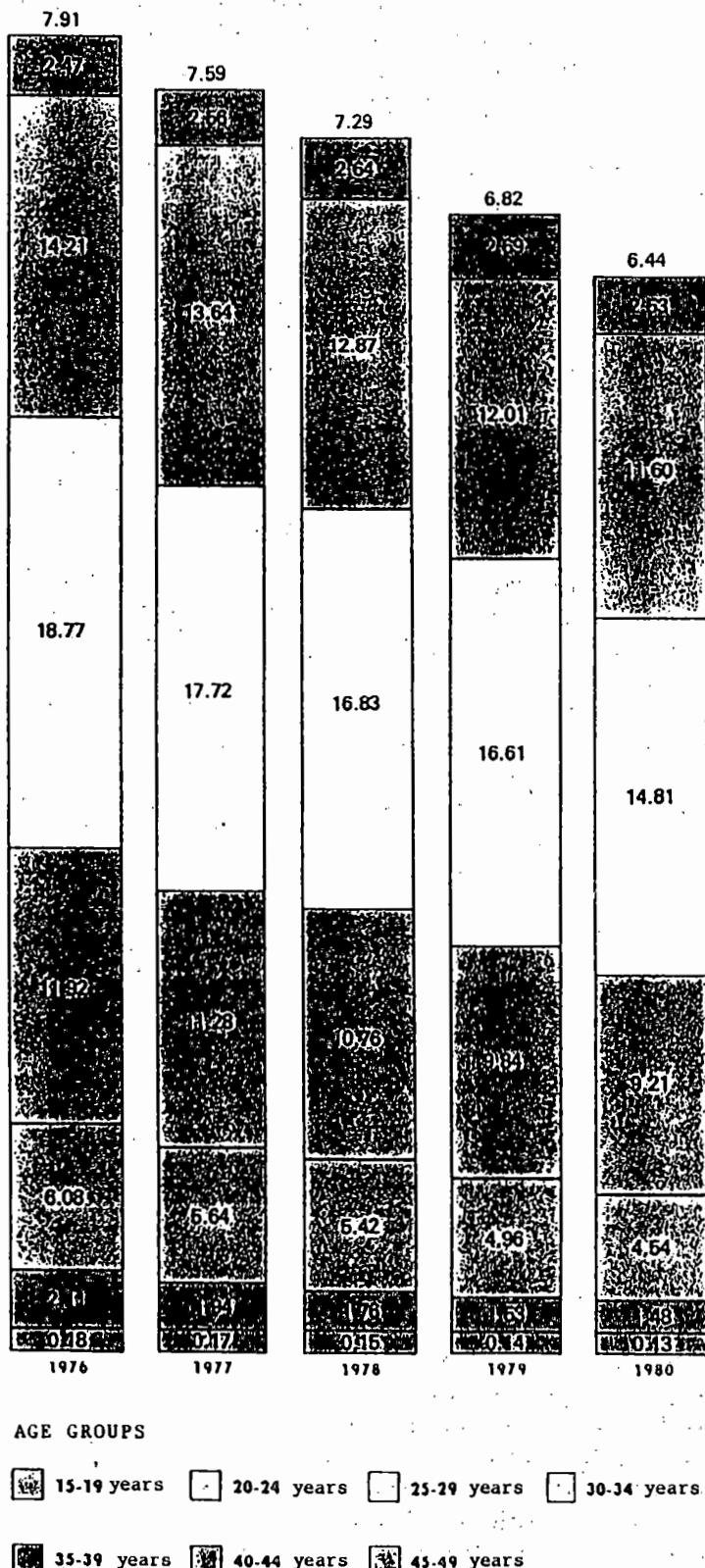
Behavioural patterns of the population in regard to fecundity cannot be accurately applied, nor do they correspond to voluntary or rational criteria.

The 1985 Fecundity Survey quantified the number of pregnancies for all Spanish women of child-bearing age as 14,378,118. Of these 10.5% were the result of the failure of a contraceptive method: 22.6% were unplanned pregnancies and planned pregnancies accounted for the same percentage.

DAILY LIFE

The daily life of most women is determined by their family situation. Their day depends on the needs and activities of the other members of their families. This applies not only to housewives but also to those who work outside the home: working hours and activities are conditioned by those of the children or the husband.

BIRTHS PER HUNDRED WOMEN IN EACH AGE GROUP



The woman performs most of the domestic tasks and is almost exclusively responsible for the education of the children. The situation is different when the father and the mother are both wage earners. In such cases fathers are accustomed to giving help, but this is nonetheless limited. It is rare to find an equitable division of domestic tasks and those involving the care and education of the children.

The nuclear family continues to be the predominant type of family. The number of single-parent families is nevertheless steadily increasing. In Spain the proportion of such families is similar to that in most European countries, varying around 10%. In 20% of these a man is the family head, in the remaining 80% it is a woman.

According to the Active Population Survey (Third quarter of 1986) there are 7,186,300 housewives in Spain. These are non-active women dedicated to "housework", and so are housewives in the strict sense. However one must take into account those active women who simultaneously act as housewives. An estimate of the number of these may be obtained by applying to the total of active women a factor of 20.4% corresponding to the active women who are not single; these represent some 884,462 in absolute terms.

Adding together these two groups gives a total of 8,070,762, to which should be added the corresponding percentage of women belonging to the group of retired women and pensioners who carry out the functions of housewives.

The total obtained in this way is approximately 10 million. The living conditions of this group have been profoundly affected by the changes which have taken place in the institution of the family, the model of which has varied both in its structure and in its size, above all due to the economic and demographic transformations. These have, in turn, favoured the new rôle of the woman who has seen the number of functions to be carried out outside the home increase, so facilitating her incorporation into the labour market.

Such changes are slowly reflected in daily life, in the values and behavioural patterns of the members of the family.

The observed trend indicates that this is producing a lower valuation of matrimony as an institution, and hence an increase in informal relationships. Attitudes relating to fidelity and the differentiation of rôles according to sex are the ones showing the greatest resistance to change, that is to say those attitudes which determine partnership relations, so that the function of the wife in the nuclear family has not been substantially modified.

A change in attitudes and valorisation, tending towards a more equitable sharing of domestic work and the care and education of the children, is a *sine qua non* if the wife is to be incorporated into the labour market and into social life without restrictions and without the need to choose between her fulfilment in these fields and her rôle as mother.

The study on "Family and domestic inequality" carried out by the CIS in 1984 gives an account of the slight modifications which have been observed in the division of domestic work in the home.

CARE OF THE CHILDREN

In one out of every three homes with a housewife there is one child, calling for a high level of dedication.

In two out of every four there is at least one child of school age.

The conclusions regarding the mode of distribution of the tasks of caring for the children are as follows :

* Fathers do not carry out these tasks alone.

* The level of cooperation shown by fathers is greater in the youngest couples (24 to 35 years of age).

* The participation of fathers is greater in those activities which do not demand continuous dedication and those which involve greater spatial mobility and the capacity for social representation of the family (relationships with the school, out-of-school activities of the children, banks, etc.).

* The participation of fathers is also greater when the housewife works outside the home.

These conclusions are applicable to the other variables selected in the study :

- * Acquisition of goods
- * Cleaning
- * Dressmaking
- * Food preparation
- * Care of the sick.

Domestic tasks which are more frequently carried out by the father or husband alone are :

- * Relations with the Bank
- * Maintaining and driving the family car
- * House maintenance and minor repairs
- * Decoration.

Those less frequently shared are :

- * Sweeping, removing the refuse and washing-up
- * Washing, hanging out and ironing the washing
- * Cooking
- * Taking the children to the doctor.

On the other hand 64% of the housewives interviewed had exclusive control over daily expenditure and 41% decided personally on the level of savings suited to the family economy.

Both of these findings reveal the important rôle of the housewife in the origins of savings and in the structure of household consumption.

Another chapter of the study cited above refers to family expenditure. The survey which was carried out showed that most husbands were concerned with contacts with the banks, and this was done in an almost exclusive manner when the object of the contact consisted of complex or far-reaching operations.

Nevertheless even when management was in the hands of the husband 70% of the housewives in the survey stated that decisions on savings were shared.

Chapter 2

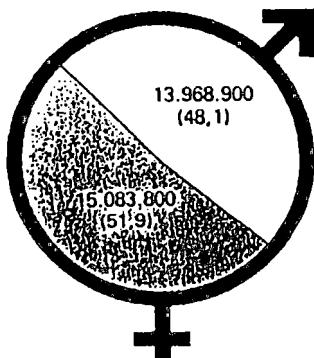
W O R K

W O R K

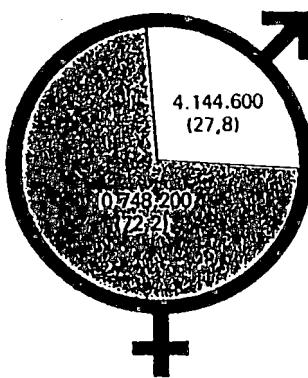
The active female population reached a total of 4,335,600 women in the third quarter of 1986. This figure represents 28.7% of all women of 16 years of age or over and 31.2% of the total active population.

At the same date the active male population rose to 9,569,200 men, this being 68% of all males of 16 or over and 68.8% of the total active population.

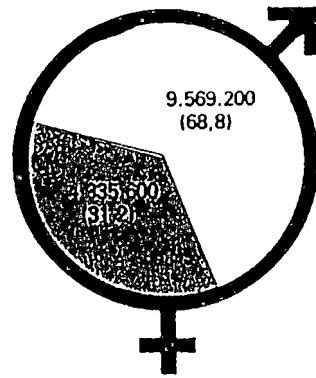
POPULATION OF 16 AND ABOVE CLASSIFIED ACCORDING TO THEIR RELATION WITH ECONOMIC ACTIVITY FOURTH QUARTER OF 1986



Total population
16 and over
29.052.700



Total inactive
population
14.892.800
(52,2)



Total active
population
13.904.800
(47,8)

MEN

WOMEN

Within this active population it is necessary to distinguish between those who are engaged in some occupation and those who are not and who declare themselves to be unemployed.

Of the total number of active women 3,208,700 were employed (74%) and 1,126,900 were unemployed, giving an unemployment rate of 26%.

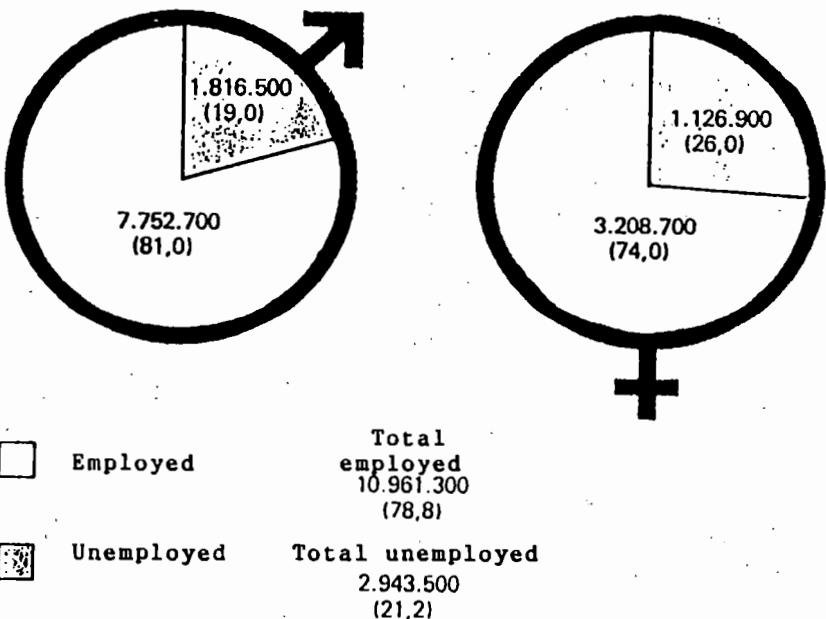
The situation is less dramatic in the case of men where 7,752,700 (81% of the active population) were employed and 1,816,500 were unemployed, giving a level of unemployment of 19%.

Changes in employment levels have differed in the two groups. Both are affected by the reduction in the working life cycle, but women enter the world of work later and retire earlier. The incidence of this fact is partly neutralised by the new generations of women entering the labour market.

The differences in the changes in both groups have become accentuated in recent years.

In the third quarter of 1985 a slight recovery began in the labour field, producing in one year an increase of 248,300 persons in the active population and a reduction of 36,700 in the number unemployed.

ACTIVE POPULATION OF 16 AND ABOVE CLASSIFIED ACCORDING TO THEIR RELATION WITH ACTIVITY



FUENTE: E.P.A., 4.º trimestre de 1986.

EVOLUTION OF LEVELS OF FEMALE AND MALE ACTIVITY

	WOMEN	MEN
1965	23.85%	82.51%
1970	23.30%	79.45%
1975	27.58%	76.35%
1980	27.09%	72.15%
1985	27.84%	68.71%
1986	31.2%	68.8%

FUENTE: "Situación Social de la Mujer en España". Madrid, Instituto de la Mujer, 1986.

The increase in employment expectations are due firstly to the higher level of economic activity and secondly to the effects of reforms in the rules for hiring seasonal labour (1984). It is possible that this improvement has had a positive effect on women, who no longer suffer from such an intensity of the "depression syndrome" of previous years. This explains the increase that has taken place in the level of activity of the female population which, in absolute terms, was 178,000 women last year. There were, in the same period, 69,600 newly active men (Active Population Survey, third quarter of 1985 to third quarter of 1986).

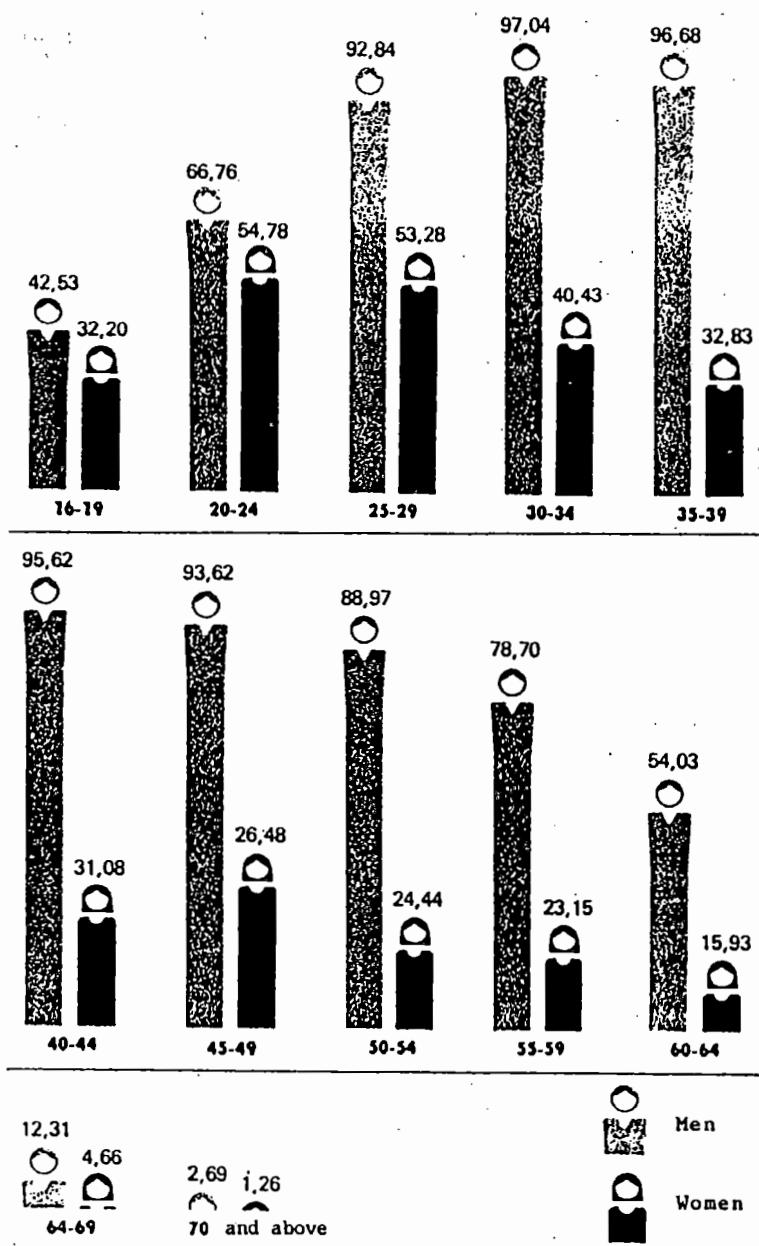
The distribution by age of active men and women shows some differences.

The mean age of the female active population is lower than that for men. Some 45% of active women are under 30 years old: only 30% of active men fall into this age group.

In the age groups corresponding to maximum professional and occupational development women are under-represented.

This follows from the fact that women retire from the labour market during that period when they contract matrimony and when they raise and educate their children, but the latest data confirm that the youngest employed women do not adopt this pattern of behaviour.

LEVELS OF ACTIVITY BY AGE GROUPS,
MEAN PERCENTAGES FOR 1985



FUENTE: I.N.E. Encuesta de Población Activa.

Analysis of changes in the level of the active female population over the years highlights the new attitudes of women towards work. During the ten years from 1976 to 1985 this level rose from 27.9% to 28.1%. For the age groups the major increases, of 18 points, were shown by women from 25 to 29 years of age; for women from 30 to 34 the increase was only 14 points and only two points for women from 35 to 39 years of age. In the group from 16 to 19 years of age the level actually fell by more than 18 points. Such data would seem to indicate that marriage and the bringing up of children does not so far determine the abandonment of work by women.

Whatever decision is made by the woman it always implies the renunciation of her economic independence, of her continuing and direct relationship with the children, or of her free time and her personal interests, the situation being aggravated by the fact that she hardly ever opts for her final decision on the basis of her own interests but rather on those of others such as the family group, the children, etc.

The following data on levels of activity reflect this situation:

single women : 49.48%
single men : 62.95%
women who are
not single : 20.37%
men who are
not single : 71.48%

LEVELS OF ACTIVITY BY AGE GROUPS AND
CIVIL STATUS,
MEAN PERCENTAGES FOR 1985

CIVIL STATUS AND
EMPLOYMENT

Reconciling a working life with a family life continues to be a problem for women.

Generally they opt for one or the other (priests are the only men to be faced with such a dilemma), otherwise they have to accept a double, or even treble, work load.

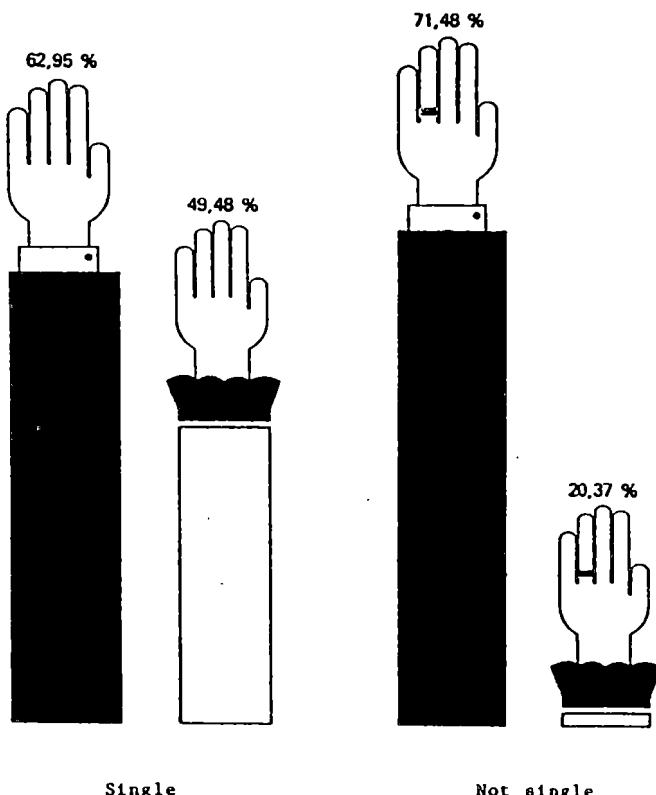
AGE	MEN		WOMEN	
	Single	Not single	Single	Not single
16-19	42.33	75.85	32.35	27.43
20-24	63.89	95.63	60.05	38.29
25-29	87.54	98.73	81.29	40.33
30-34	90.36	98.88	80.58	33.99
35-39	85.22	98.36	76.94	28.48
40-44	84.69	96.88	71.65	27.61
45-49	83.21	94.80	66.51	23.48
50-54	79.47	89.91	64.27	21.41
55-59	69.68	79.43	59.70	19.78
60-64	58.15	53.73	39.61	13.42
65-69	25.99	11.40	8.51	4.20
70 and over	5.73	2.52	3.17	1.03
TOTAL	62.95	71.48	49.48	20.37

Comparing the figures for single men and women in various age groups it may be seen that both have a similar profile. On comparing the figures for the men and women who are not single it can be observed that the highest level of activity in the second group is seen in the age group from 25 to 29 years of age, falling progressively from this group onwards. This phenomenon or trend does not seem to be reflected in the data corresponding to the men who are not single, again highlighting the strict and specific relationship between the private and working lives of women.

Nevertheless the evolution in levels of activity by civil status and age in the decade 1976-1985 shows a trend towards change. In this period the level for women who were not single rose from 18.7% to 20.7%. Taking into account the whole of the female population classified by age, and without considering their civil status, the maximum increase is seen in the group consisting of women from 25 to 29 years of age, which rose from 22% in 1976 to 41.4% in 1985: in the group from 30 to 34 years of age it rose from 26.6% in 1976 to 35.1% in 1985.

Fewer and fewer women abandon their professional activity when they marry and have children, indicating that more and more of them consider that their relationship with work is permanent rather than merely temporary. The fall in the birthrate, a general phenomenon these days in the industrialised countries, has an effect on levels of activity, but this does not resolve the question as to whether women work because they have fewer children or they have fewer children because they work.

LEVELS OF ACTIVITY BY SEX AND CIVIL STATUS,
MEAN FIGURES FOR 1985



EDUCATIONAL LEVEL AND WORK ACTIVITY

The level of education of the population determines its work situation. The increased access to education in recent decades has modified the configuration of the labour market, the newer generations being the protagonists of change.

Women have a lower educational level than men. One out of every four women over 16 years of age has not been through primary studies, whereas the corresponding figure for men is 17.5%.

Levels of activity vary significantly according to the completed levels of study.

The levels for women are always lower than those for men, whatever completed studies are considered, but as the grade of education rises so the levels of both sexes begin to be the same.

The study of changes in levels of activity according to the grade of studies over the last ten years makes it possible to note the existence of a falling trend in levels of activity of the illiterate population, those with no schooling or with primary studies, and a rising trend in the levels of activity of those who have been through their middle and higher studies.

The reduced influence of civil status on the work of women, the falling birthrate and the rising educational level, are the direct causes of the extensive and increasing incorporation of women in the world of work. However her presence here is much smaller than that of men, and very much smaller than that found for women in our nearest neighbouring countries.

It would be pleasing to be able to cite, as a fourth reason, a more equitable distribution between men and women of the work involved in the education and upbringing of the children.

If to the different levels of completed studies are added the criterion of civil status it can be seen that, when higher studies have been completed, the level of activity of single women is higher than that of single men.

The level of studies reached has, in the case of women, a stronger influence on their propensity to enter the world of work and to remain in it than it has on men.

The educational profile of the female active population differs from that of the female population taken as a whole, a situation which does not apply in the case of men.

Within the total population men spend an average of 5.5 years in higher education, a higher figure than that for women.

Within the active population, however, the opposite applies with women spending the longer period of 6.6 years on average.

This average is higher for the younger age groups and for single people of both sexes.

AVERAGE NUMBER OF YEARS OF SCHOOLING OF THE ACTIVE AND TOTAL POPULATIONS BY SEX AND CIVIL STATUS

	Active Population	Total Population
Single men	7.2	7.4
Married men	5.2	4.6
Total men	5.8	5.5
Single women	8.1	7.6
Married women	5.4	3.7
Total women	6.6	4.7

DISTRIBUTION OF THE EMPLOYED FEMALE POPULATION BY ECONOMIC SECTORS

THE BREAKDOWN OF THE EMPLOYED FEMALE POPULATION BY FIELDS OF ACTIVITY

The employed female population is concentrated in a few fields of activity.

This means that the range of work options is greatly reduced for women as compared with that for men. The greater relative concentration of the female active population in some fields of activity is reinforced by the feminisation of the latter. Women in feminised fields such as personal and domestic services account for some 13.3% of all employed women, whereas only 1.0% of men are employed in this field. In commerce women account for 19.0% compared with only 11.4% of men.

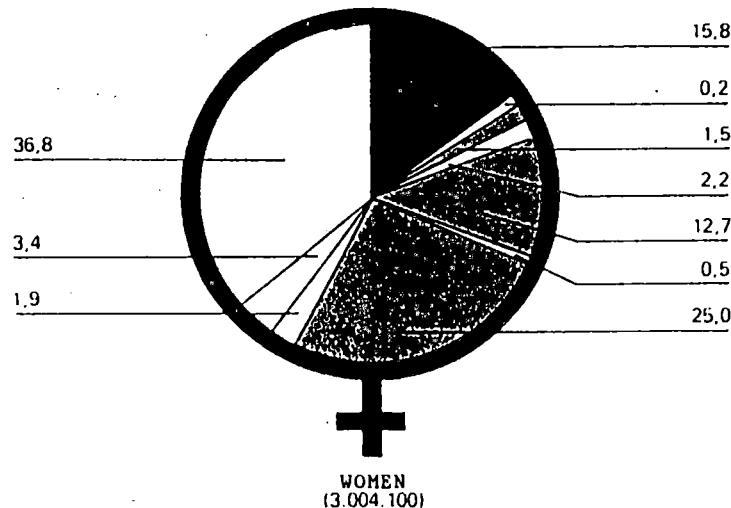
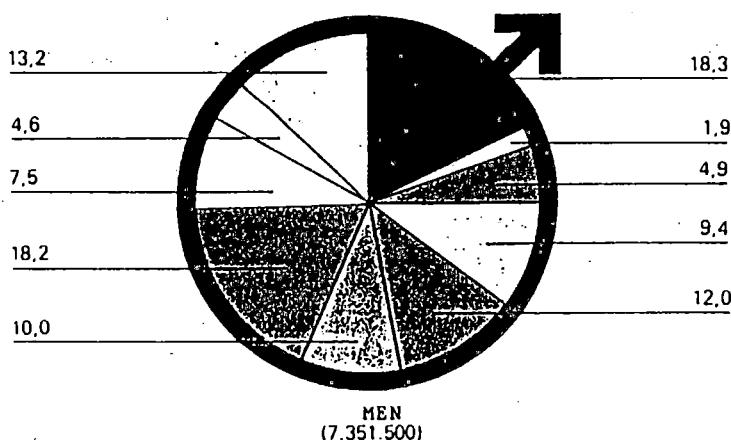
This distribution has repercussions on the dynamics of the labour market, on wages and on working conditions.

The salaried female population is concentrated in the services sector and, within this, in the fields of personal and domestic services, education, commerce and health.

	Men as % of active population	Women as % of active population
Services	43.5	67.1
Agriculture	18.3	15.8
Industry	28.2	16.45
Building	10.0	0.5

FUENTE: "Situación Social de la Mujer en España".
Madrid, Instituto de la Mujer, 1986.

EMPLOYED POPULATION BY FIELDS OF ACTIVITY,
MEAN FIGURES FOR 1985

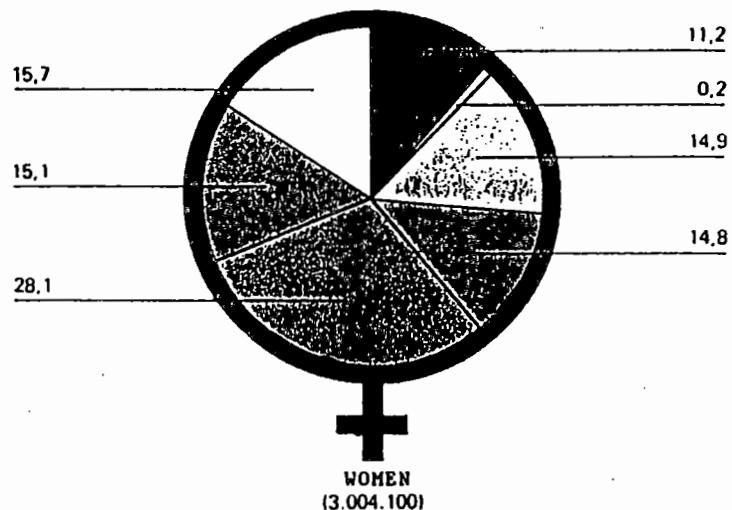
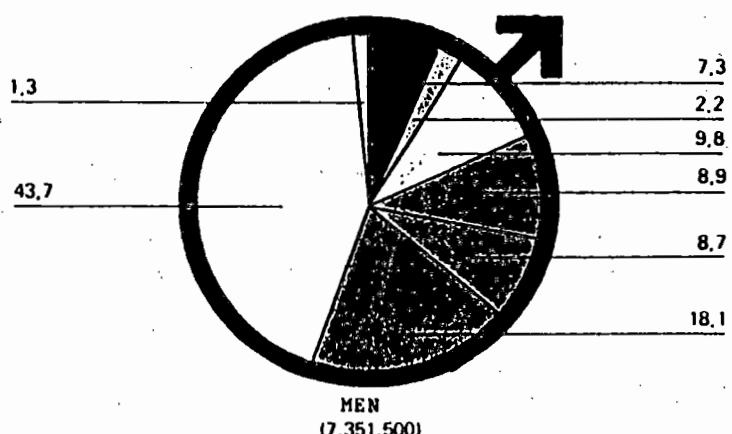


- Agriculture and fishing
- Energy and water
- Extraction of non-energy minerals. Chemical industry
- Metal converting industries. Precision engineering
- Other manufacturing industries
- Building
- Commerce. Restaurants and hotels. Repairs
- Transport and communications
- Finance, insurance, services to companies and hiring
- Other services

OCCUPATION AND
WORK SITUATION OF
THE FEMALE ACTIVE
POPULATION

Women are concentrated in administrative and services occupations, and are practically absent from the industrial posts and professions.

EMPLOYED POPULATION BY OCCUPATIONS,
MEAN FIGURES FOR 1985



- Professional and technical
- Senior public officials and company directors
- Administrative personnel
- Shopkeepers and sales personnel
- Workers in services
- Farmers, stock raisers, fishers and hunters
- Non-agricultural workers, drivers of machines and vehicles and similar occupations
- Armed Forces and non-classifiable

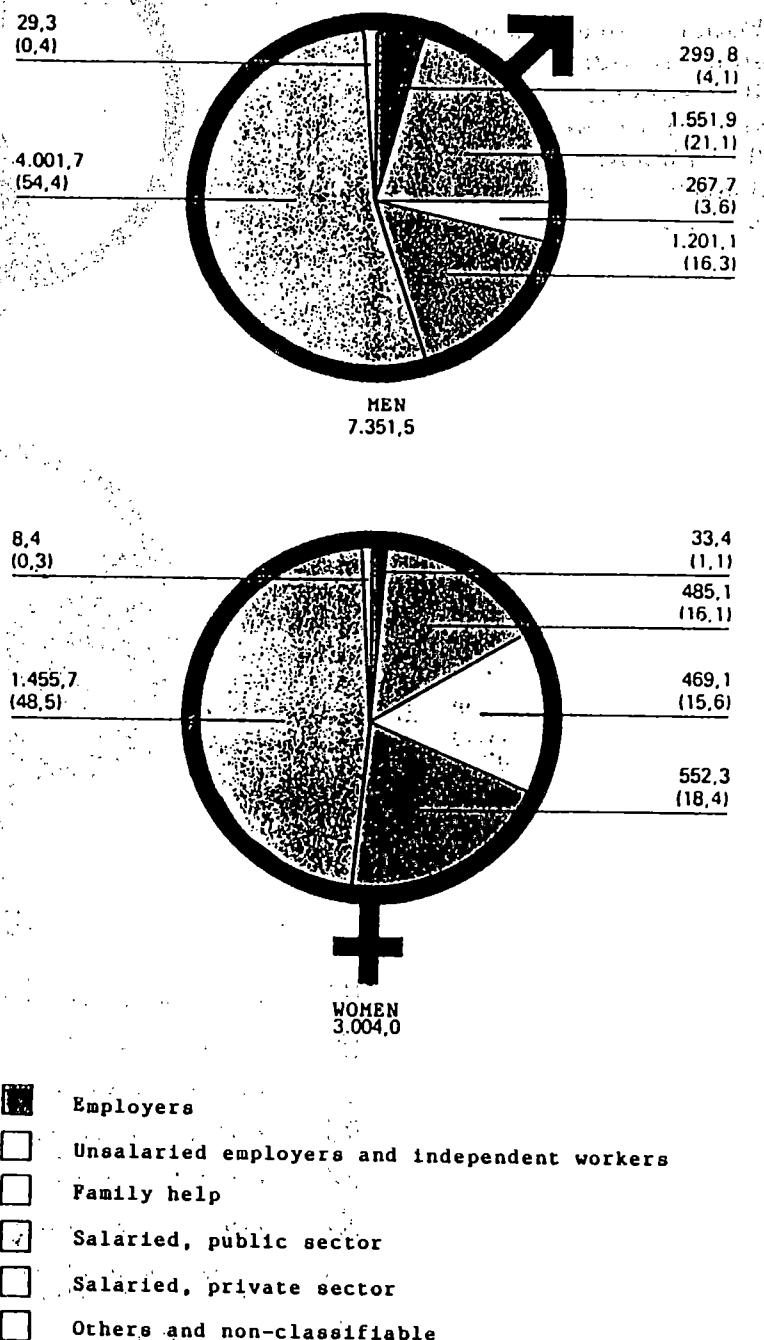
The professional situation of the employed population defines its relationship in regard to the means of production. It is, moreover, an indicator of social differentiation.

The most notable differences between men and women are found under the headings "employers" and "family help". The percentage of employers is minimal. The proportion of women in the "family help" group is the highest. The most immediate consequence is that the level of wage-earning of employed women (66.9%) is much lower than that of salaried men (70.7%).

Over the last 20 years changes in the professional situation of men and women have shown uniform trends towards an increased percentage of salaried workers. In the public sector the number of salaried women has been multiplied by four and that of men by rather more than two.

A slight reduction in the number of "family help" women may be observed; this is due to the fact that the majority of them are concentrated in agriculture and in small shops, both sectors which have been intensely affected by the process of economic development.

EMPLOYED POPULATION BY VOCATIONAL SITUATION,
MEAN FIGURES (IN THOUSANDS) FOR 1985



FUENTE: Elaboración propia a partir de datos del I.N.E.-E.P.A.

UNEMPLOYED POPULATION AND LEVELS OF UNEMPLOYMENT

UNEMPLOYMENT

Unemployment has had a greater effect on the female active population than on males.

The recovery in the labour market which began in 1985 has had different effects on men and women. By 1986 male unemployment had fallen to 24,100, whereas female unemployment had risen to 194,400. In the three previous years female unemployment rose more rapidly than that of men: in the latter case the first fall in unemployment occurred in 1986.

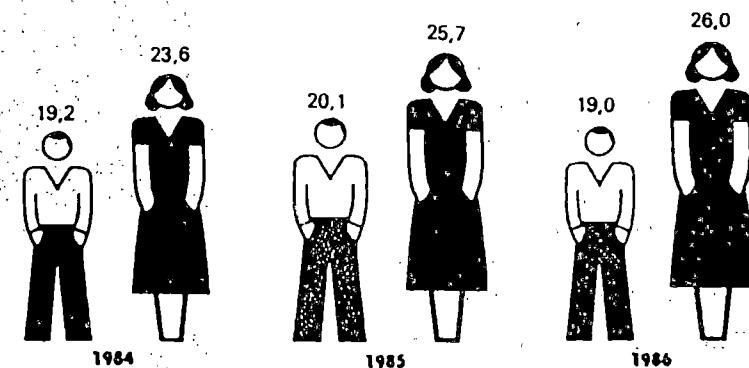
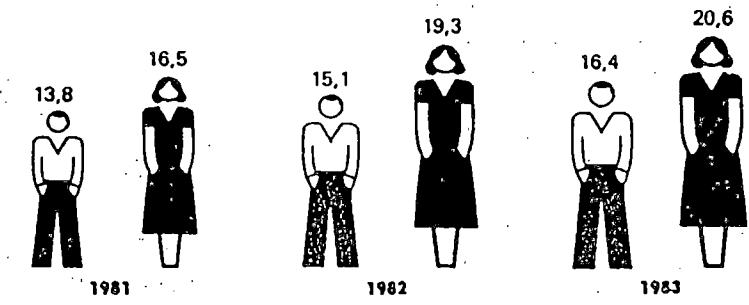
For both sexes unemployment is a fundamentally juvenile phenomenon, this characteristic being even more marked amongst women.

More than half the unemployed women, some 57.4%, were seeking their first job. Men in this situation only accounted for 31.5% of the total number of unemployed males.

	WOMEN	MEN	TOTAL
Unemployed population	1,126,900	1,816,500	2,943,500
Level of unemployment	26.0%	19.0%	21.2%

FUENTE: E.P.A., 4.º trimestre de 1986.

CHANGES IN LEVELS OF UNEMPLOYMENT BY SEX



FUENTE: Elaboración propia a partir de datos del I.N.E.-E.P.A.

UNEMPLOYMENT LEVELS BY AGE GROUPS AND SEX

	MEN	WOMEN
Aged 16 to 19	47.2	56.5
Aged 20 to 24	40.7	46.7
All age groups	19.2	25.4

FUENTE: E.P.A. 3.º trimestre de 1986.

THE EMPLOYMENT OF WOMEN IN THE GREY ECONOMY

The terms 'grey' or 'twilight' economy are applied to the employment of workers who, although complying with the conditions which oblige them to take part in the Social Security System, are not covered by it.

The characteristics of the active female population, which include a high level of unemployment, concentration in the grey sectors and low levels of skill, coupled with overrepresentation in the category of family helps and their tendency to leave the labour market, all contribute towards swelling the ranks of the grey economy.

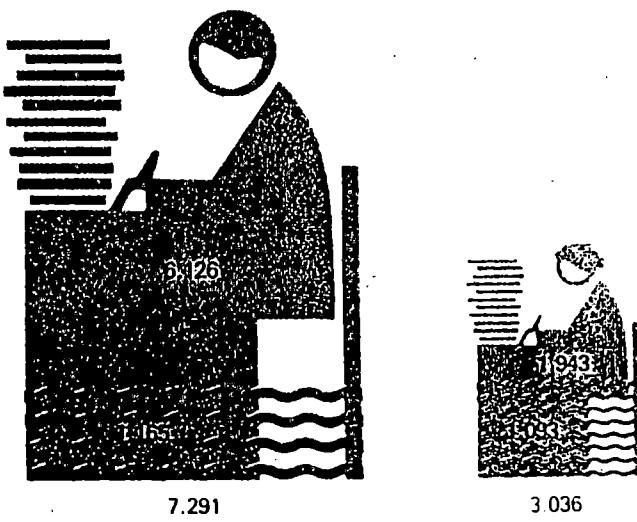
According to a study carried out by the CIS in 1985 36% of employed women are to be found in this grey sector. The corresponding percentage of men in the same situation is 16%.

The estimated percentage of all workers involved in some irregularities relating to Social Security in 22%.

From the survey it can be deduced that 1,093,000 women are employed in an irregular manner.

In recent years the analysis of female employment in the grey sector has shown a trend on the part of those in the middle age groups to remain in their jobs; the same trend has been observed in those in regular employment.

DISTRIBUTION BY SEX OF THE POPULATION, CLASSIFIED ACCORDING TO RELATIONSHIPS WITH THE GREY ECONOMY (in thousands)



DECLARED EMPLOYMENT

UNDECLARED EMPLOYMENT

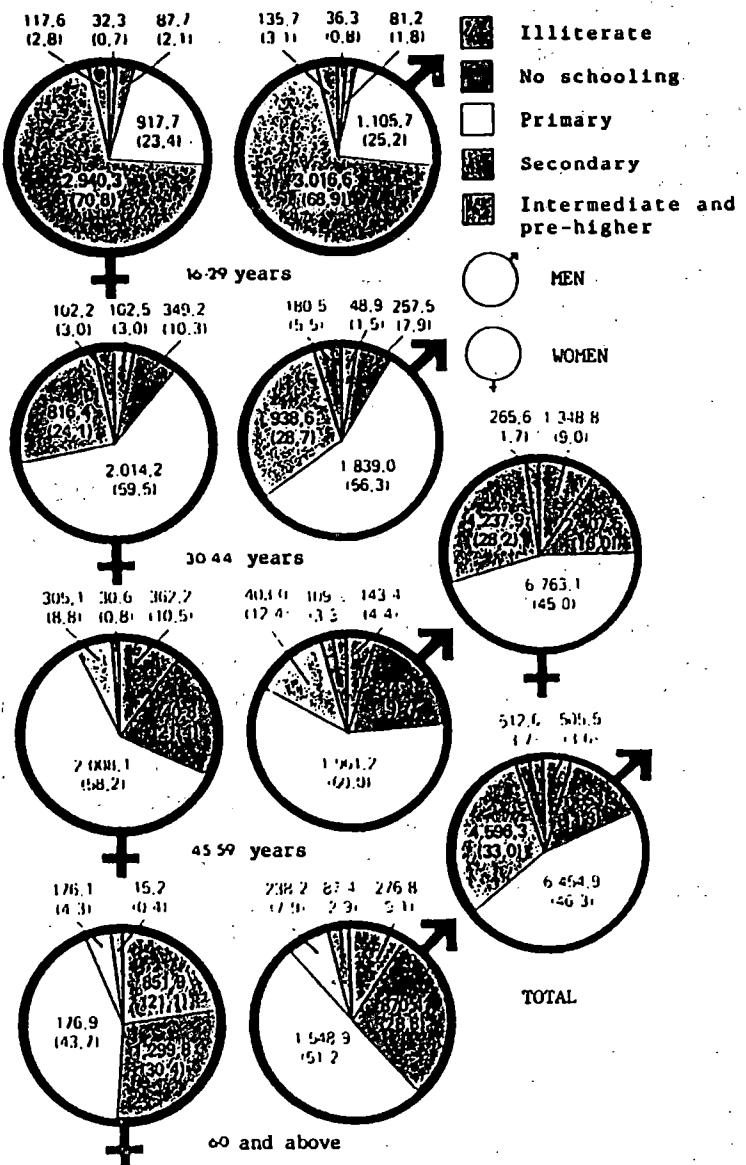
FUENTE: Centro de Investigaciones Sociológicas, 1985.

Chapter 3 EDUCATION

Although the educational system is based on the principle of equality of opportunity, and free and mixed schooling in public and subsidised establishments is compulsory between the ages of six to fourteen, the level of schooling of the female population over 16 years of age is lower than that of the male population.

This situation does not apply to the youngest generations, and the observed trend is towards equal levels of education for men and for women.

POPULATION AGED 16 AND OVER, CLASSIFIED BY LEVEL OF EDUCATION, SEX AND AGE (IN THOUSANDS AND PERCENTAGES)



FUENTE: E.P.A. 3.º trimestre de 1986.

The level of schooling of the whole female population is lower than that of the whole male population: illiteracy is much higher amongst women, whilst a considerably higher proportion of males have followed intermediate and higher educational courses.

These overall differences are due fundamentally to the different incidence which educational level has for both sexes aged 45 and above. Women aged between 16 and 29 do not show any clear disadvantage in regard to levels of education when compared with males of the same age group; even if a larger percentage of males have followed higher courses there are more men than women who did not complete their primary studies. In the age group from 30 to 44 years of age women are seen to be slightly disadvantaged: there are more illiterate than literate, more who have completed primary studies but fewer who have followed higher studies. Above 45 years of age the trend towards a higher educational level in males is much more marked at all levels of studies examined, with differences of up to 20 percentage points in the most extreme case of those above 60 years of age who are illiterate.

At the present time the level of female participation is practically equal to that of males at all levels of the educational system.

LEVELS OF SCHOOLING BY SEX AND EDUCATIONAL LEVEL
(1985-86 DATA)

	MALES	FEMALES
PRESCHOOL	33.85	35.70
EGB (General Basic Education)	40.92	42.56
BUP. & COU (Baccalaureat & University Orientation)	40.26	42.05
FP (Vocational training)	48.38	51.60

FUENTE: Estadístico de la Enseñanza en España. Ministerio de Educación y Ciencia, 1985-1986

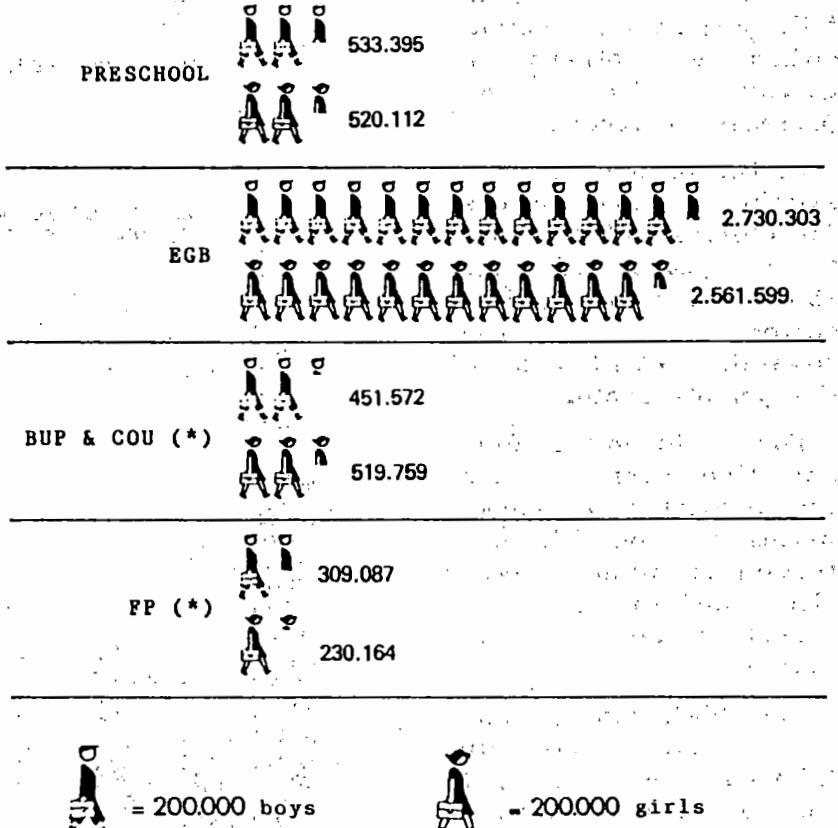
Schooling levels of boys and girls are practically identical at Preschool and EGB levels and much higher for both sexes at secondary level.

Schooling levels for Intermediate Education fall for both sexes, but with an unequal distribution between the academic branch (BUP and COU), where the feminine level is five points higher than the masculine, and the vocational branch (FP) where there is a difference of four points in favour of males.

Translated into percentages this means that, whilst girls represent practically 50% of registrations at the Preschool and EGB levels, they are over-represented (53.5%) in the BUP and COU courses, in contrast to the low figure of 42.7% in Vocational Training courses.

It is therefore possible to speak of a greater presence of females in the general intermediate studies, although this data must be nuanced in the light of the tendency of women to opt for Arts rather than Science in the third year of the BUP and COU. This preference shown by women is reflected in their professional life, due to the fact that there are fewer career opportunities for Arts than for Science graduates.

NUMBER OF PUPILS BY SEX AND EDUCATIONAL LEVEL (1985-86 DATA)



(*) Does not include data from the Basque Country or from Catalonia

FUENTE: Estadística de la Enseñanza en España. Ministerio de Educación y Ciencia, 1985-1986.

PERCENTAGE OF SCHOOLING OF THE
POPULATION OF 2-3 & 4-5 YEARS OF AGE

Schooling levels for boys and girls of two and three years of age are very low, with the public sector having very little influence on education for this group. In fact schooling for children up to four years old is in the hands of the private sector and the supply of kindergartens falls considerably short of the demand. Kindergartens are in any case conceived more as social services than as educational institutions. The care of children up to four falls largely on women, either as mothers or relatives or as professional teachers.

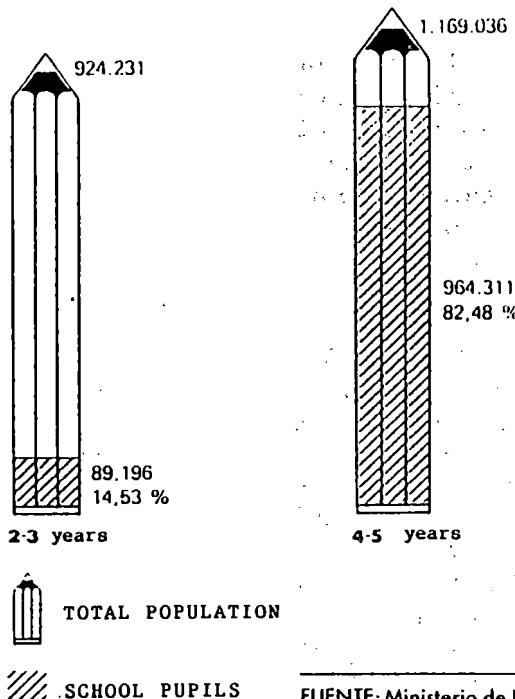
Of the total number of existing school places for children of two and three years of age 15.23% are in the public sector and the remaining 84.7% are in the private sector.

For children of four and five years of age the provision of school places by the Administration is higher, given also that the level of schooling here is much higher.

For both age groups (two to three, and four to five, years of age) the levels of schooling are similar.

In the first group of two and three years of age differences can, however be seen between schooling levels in the various Autonomous Communities.

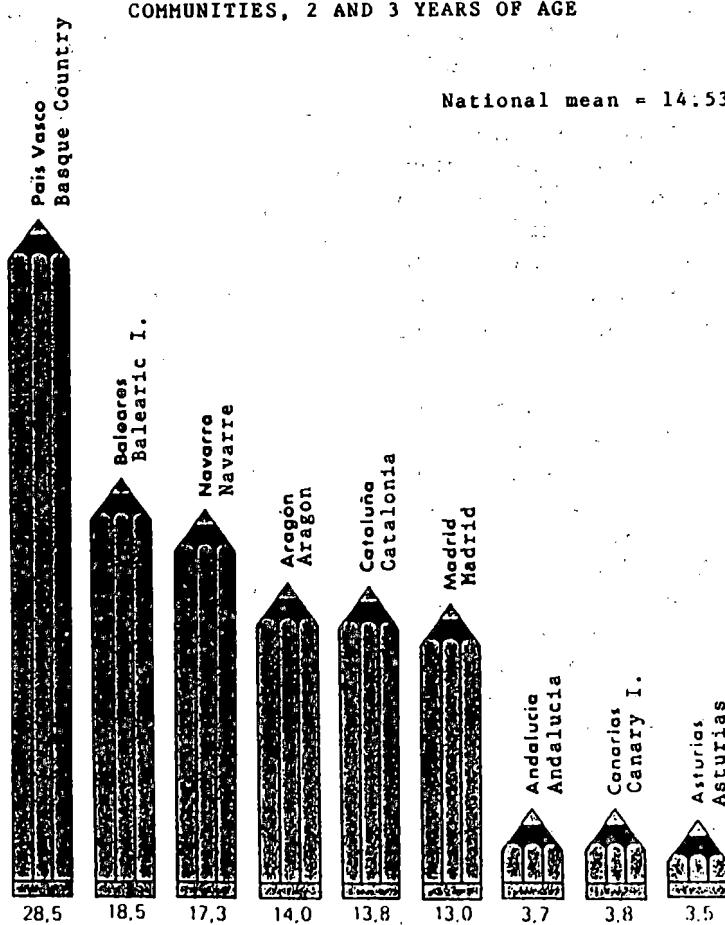
In the second group of four and five years of age there are no detectable differences either between the sexes or between the Autonomous Communities.



FUENTE: Ministerio de Educación y Ciencia

LEVELS OF SCHOOLING BY AUTONOMOUS COMMUNITIES, 2 AND 3 YEARS OF AGE

National mean = 14.53



FUENTE: Estadística de la Enseñanza en España. Ministerio de Educación y Ciencia, 1985-1986.

GENERAL BASIC
EDUCATION (EGB)
(6 to 14 years)

There are no detectable differences between the levels of schooling of boys and girls.

Considering the school system as a whole it may be observed that the proportion of girls is slightly lower than that of boys (in the region of 48.4%), as is also found in the census for the 6-15 age group. There are, however, no differences in schooling levels between boys and girls within the General Basic Education (EGB) system.

There are however differences between the scholastic achievements of girls and boys.

NUMBERS AND PERCENTAGES OF PUPILS IN THE
1st, 5th and 8th YEARS OF THE EGB

	MEN		WOMEN	
	Number	Percentage	Number	Percentage
1st EGB	316,041	51.74	294,871	48.26
5th EGB	346,681	52.06	321,163	47.94
8th EGB	333,985	50.19	313,207	49.81
TOTAL	339,070	51.6	321,699	48.4

FUENTE: Estadística de la Enseñanza en España. Ministerio de Educación y Ciencia, 1985-1986.

PUPILS REPEATING COURSES AT THE 1st, 5th
and 8th YEARS OF THE EGB

	Pupils	Repeating	% boys	% girls
1st EGB	610,912	14,812	2.8	1.9
5th EGB	713,550	63,716	10.2	7.6
8th EGB	595,270	54,075	10.0	8.1

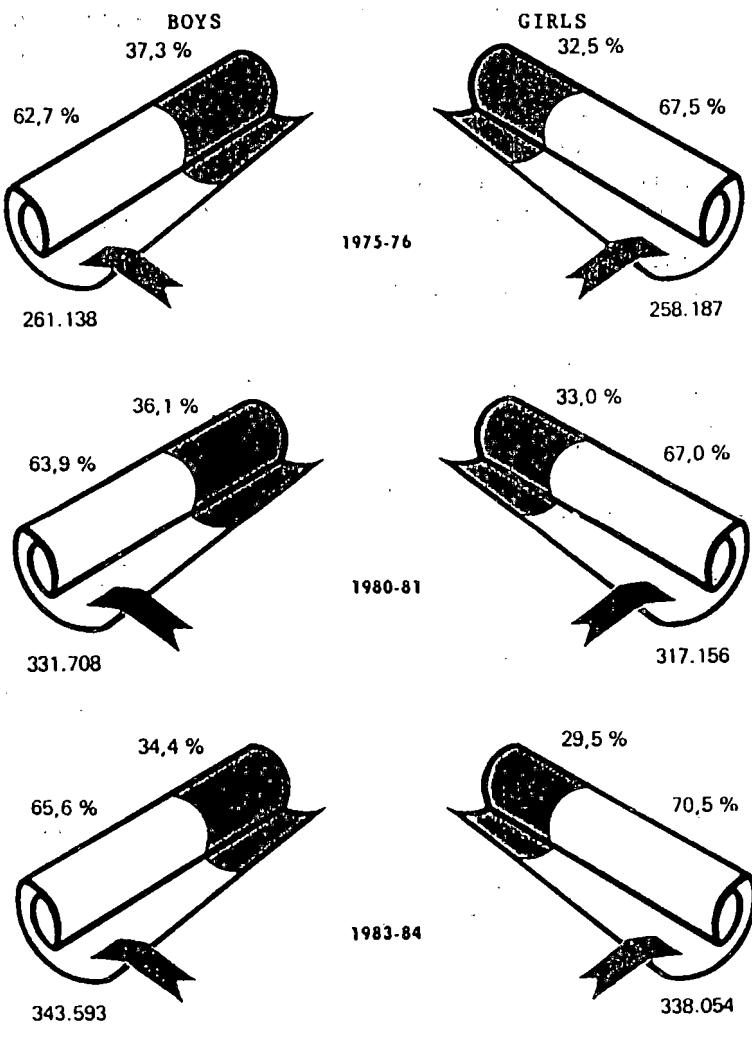
FUENTE: Datos facilitados por el CIDE. Ministerio de Educación y Ciencia.

RESULTS OBTAINED BY THE PUPILS WHO COMPLETE
THE GENERAL BASIC EDUCATION (EGB) COURSE

The percentage of girls who are awarded the title of School Graduate (*), given to those who achieve the objectives of the EGB, is slightly higher than that for boys.

More boys than girls receive the School Certificate (**) which is given to those who do not achieve the objectives of the EGB.

(*) Graduado Escolar
(**) Certificado de
Escolaridad



School Certificate School Graduate

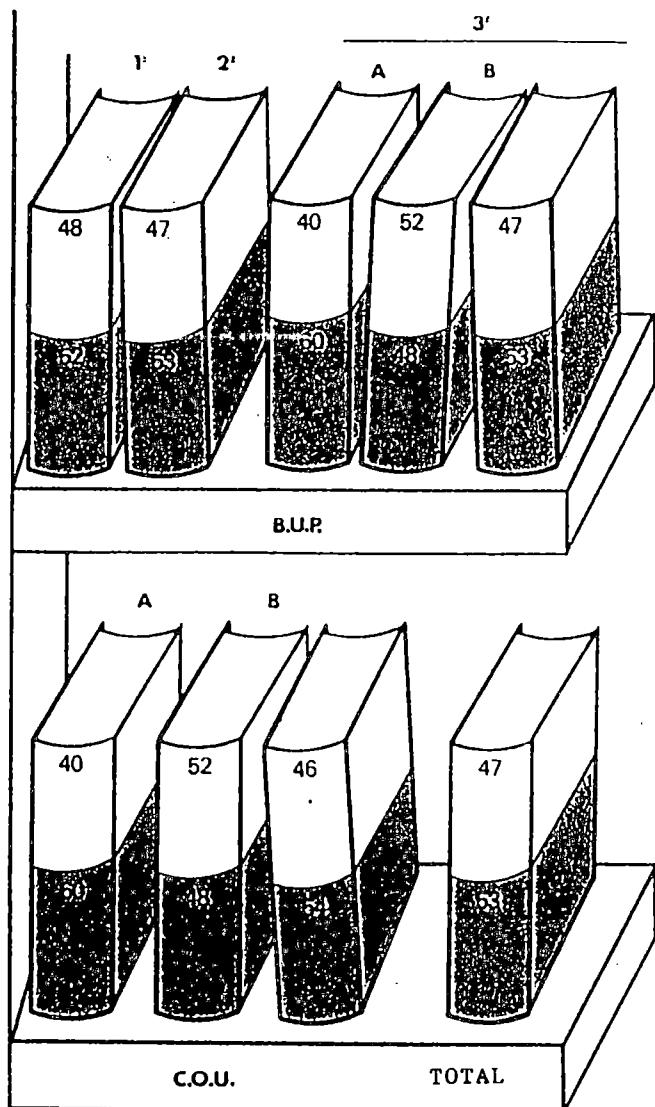
FUENTE: Datos facilitados por el CIDE. Ministerio de Educación y Ciencia.

INTERMEDIATE
EDUCATION : BUP
and COU (15 to 17)

More girls than boys follow the BUP and COU courses, in both absolute and in relative terms since the number of males between 14 and 20 years of age is slightly larger than the number of females in the same age group.

The BUP and the COU, being academic equivalents within intermediate education, are slightly feminised. However when students in the third year of the BUP and the COU have to opt for Arts or Science more girls opt for Arts, whilst boys show a preference for Science, an option which will prepare them to enter a larger number of professions with more social prestige.

PERCENTAGE OF PUPILS COMPLETING THE
BUP AND COU COURSES, CLASSIFIED
BY COURSE, OPTIONS AND SEX



Option A = Arts
Option B = Sciences

MALE

FEMALE

The analysis of levels of schooling by age in this educational level (BUP and COU) shows the later age at which boys follow these courses and confirms the hypothesis that boys need to repeat their courses more frequently than girls.

SCHOOLING LEVELS FOR BUP AND COU COURSES
BY AGE AND SEX (*)

	MEN	WOMEN
14 years	29.7	36.0
15 years	31.5	37.7
16 years	28.4	34.4
17 years	25.9	32.0
18 years	10.7	12.4
19 years	5.0	6.0
TOTAL	21.8	26.4

VOCATIONAL TRAINING

The proportion of girls taking these courses is considerably smaller than that of boys. To this must be added the problem of the concentration of girls in the traditionally feminine professions.

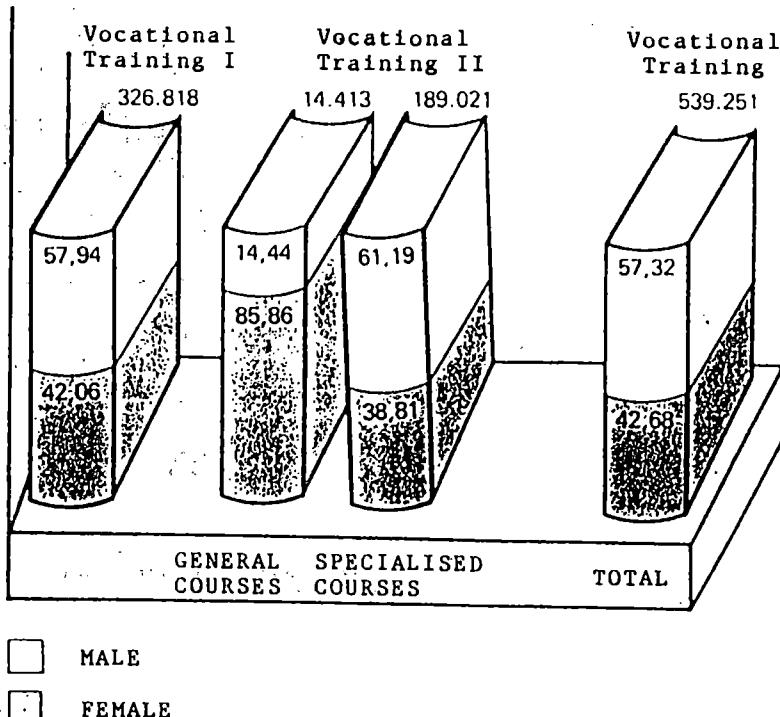
The fact that the percentage of girls is so high in the General Vocational Training Course II is due to the fact that this is the course adopted by the majority of the private Vocational Training centres, preferred by girls to the public centres.

Over the last five years (1980/81-1985/86) the percentage of girls registered for Vocational Training has undergone a considerable increase, greater than that for boys. There is, however, a trend towards equality and the disappearance of the numerical differences between boys and girls.

(*) Does not include data from the Basque Country or from Catalonia

FUENTE: Estadística de la Enseñanza en España.
Ministerio de Educación y Ciencia, 1985-1986.

VOCATIONAL TRAINING:
BREAKDOWN BY SEXES



FUENTE: Datos facilitados por el CIDE. Ministerio de Educación y Ciencia, 1986.

PERCENTAGES OF PUPILS OBTAINING CERTIFICATES
CLASSIFIED BY SUBJECTS

The breakdown of pupils as classified by subjects shows the preference of girls for those professions which have traditionally been reserved for women.

	MALE	FEMALE
FEMININE COURSES		
Dressmaking and tailoring	0.04	1
Hairdressing and cosmetics	0.8	9
Health	1.0	15
Home economics	0.02	6
MIXED COURSES		
Administration	21	56
Hotel management	1	0.7
Pharmacy	0.9	1
Audio-visual	0.6	0.2
Textiles	0.03	0.1
PREDOMINANTLY MASCULINE COURSES		
Agriculture	2	1
Graphic arts	0.5	0.2
Drawing	5	2
Leatherworking	0.2	0.09
Building	0.1	0.01
Experimental curriculum	1	0.7
MASCULINE COURSES		
Automobile engineering	14	0.2
Electrical engineering	39	1
Carpentry	1	0.1
Sea fishing	0.7	0.01
Metalworking	9	0.1
Number =	309,087	230,164

FUENTE: CIDE. Ministerio de Educación y Ciencia.

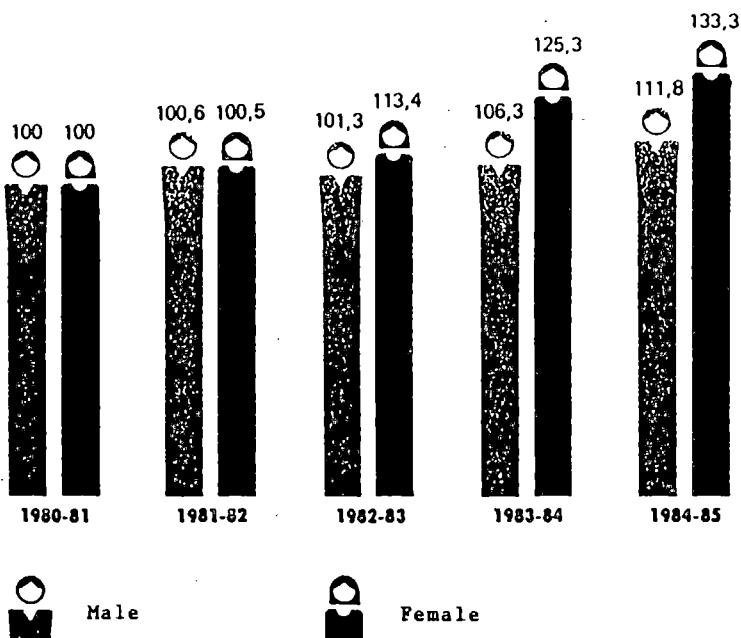
UNIVERSITY STUDIES

There has been a spectacular increase in the number of women at the Universities.

Over the last five years the total number of students in university colleges and faculties has increased by 26.5%, but the number of women registering has increased by some 40%.

CHANGES IN UNIVERSITY ATTENDANCE:

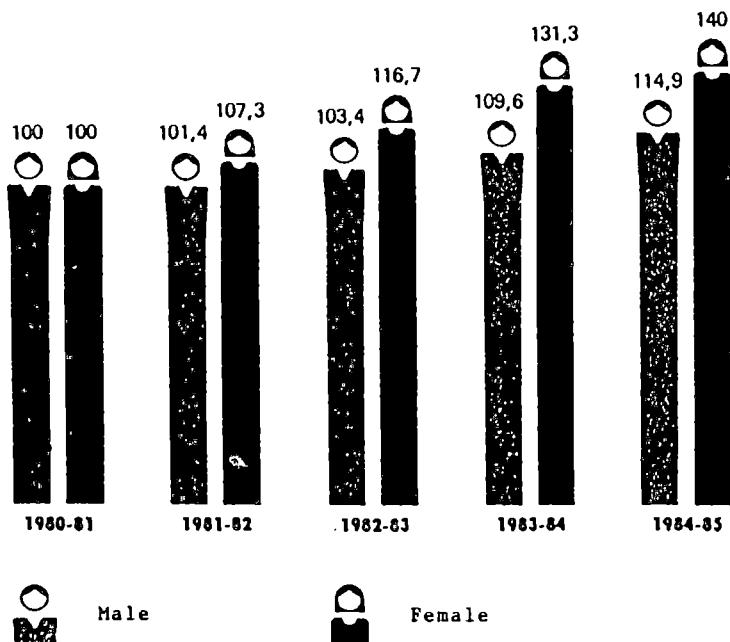
(1980-81 ACADEMIC YEAR = 100)



FUENTE: "Situación Social de la Mujer en España".
Instituto de la Mujer, Madrid, 1986.

CHANGES IN ATTENDANCE AT UNIVERSITY COLLEGES AND FACULTIES:

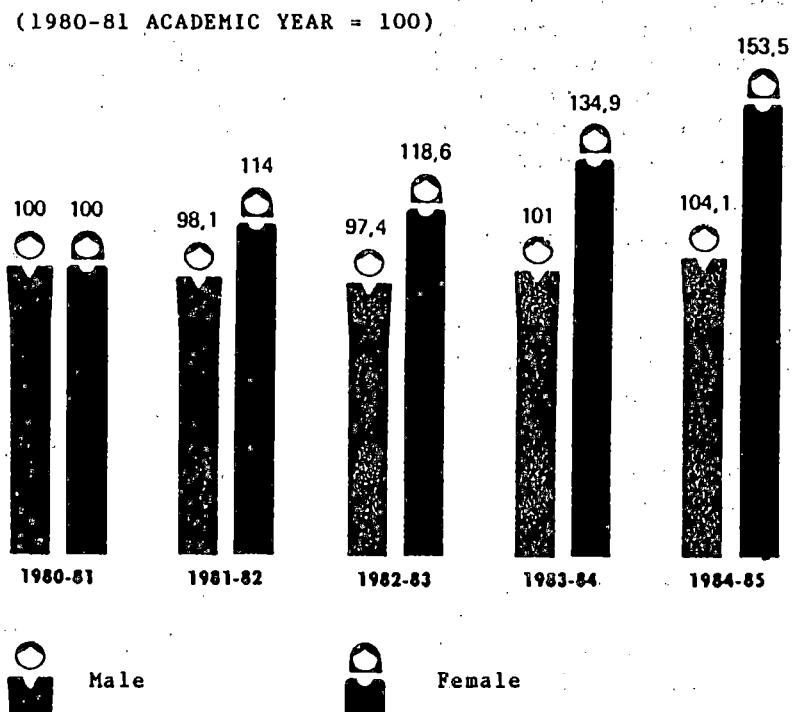
(1980-81 ACADEMIC YEAR = 100)



FUENTE: "Situación Social de la Mujer en España".
Instituto de la Mujer, Madrid, 1986.

CHANGES IN ATTENDANCE AT TECHNICAL COLLEGES:

Over the same period of time women students in the higher technical colleges increased to the point of representing 13% of all registrations, as compared with the previous figure of 9%. Despite this fact those women who opt for such colleges account for only 1.7% of all university students.



FUENTE: "Situación Social de la Mujer en España".
Instituto de la Mujer, Madrid, 1986.

The choice of a career is of special interest as being an indicator of changes in the attitudes of women, and has major repercussions in regard to the incorporation of women into the world of work.

The changes which have taken place in recent years is shown not only by the increase in the number of female students but also by their choices of various careers.

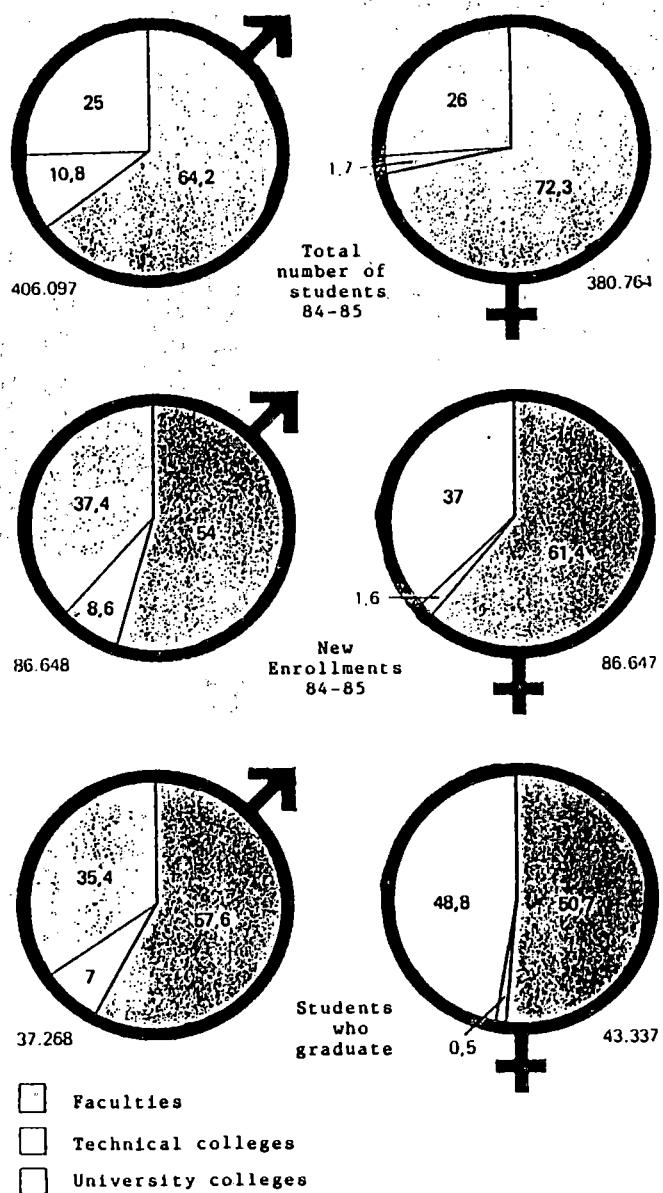
The preferred choices in the 1984-1985 academic year were :

EGB Teacher :	18.80
Law :	13.60
Philology :	7.31
Management :	6.17
Nursing :	5.17
Economics :	4.80
Medicine :	3.71
Philosophy :	3.67

Although the changes in choosing careers are still only slight it can be seen that in recent academic years the percentage of women graduating in Law, Economics, Computer Science, Chemistry, Veterinary Science, Mathematics, Informatics and Architecture has increased whilst the number of those graduating in History, Education, Psychology and Political Science has fallen.

Women's options have slowly shifted towards those careers in which they have so far been under-represented and, at the same time, they have abandoned the traditionally feminine vocations.

PERCENTAGE BREAKDOWN OF UNIVERSITY STUDENTS



FUENTE: Estadística de la Enseñanza en España. Ministerio de Educación y Ciencia, 1985-1986.

COMPLETION OF STUDIES

In the 1983-1984 academic year the level of completion of studies was 51%. Women achieved a higher level in seven courses : Fine Arts, 53%; Biology, 56%; Pharmacy, 72%;

Philosophy and Literature, 66%; Philology, 66%; Philosophy and Education, 62%, and Geography and History, 60%.

In the 1983-1984 academic year 43,337 women and 37,268 men completed their courses.

Chapter 4

HEALTH

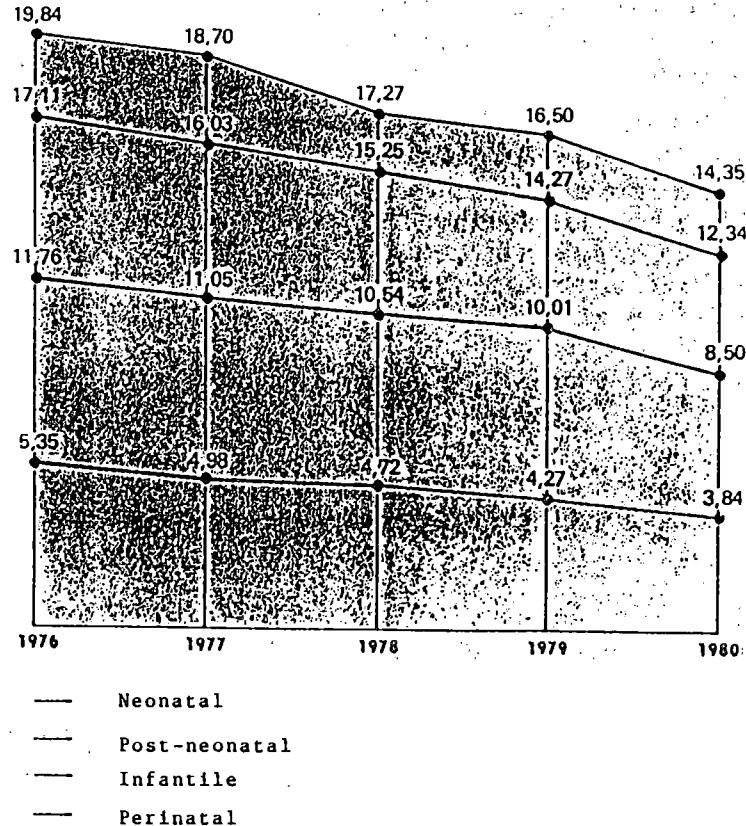
Health policies having moved towards offering a broader coverage and diversifying the provision of health services the advances made and the results have been considerable and have brought about a new conception of health as a state of total physical, mental and social well-being.

In the past the objectives of the health policy for women were pregnancy, maternity, family planning and, to a lesser extent, some aspects of their health at work. These objectives have today been extended as a result of women becoming protagonists in society, of the recognition of the function of maternity and of the importance of woman's double rôle as both agent and patient within the health system. Her function as health agent is, specifically, seen in her rôle in the transmission and administration of knowledge regarding health and as a professional within the health system.

The influence of the woman as user of the health system is corroborated by studies and investigations which conclude that women make greater use of the health services than men.

This new prospect affects not only the objectives but also the methods, and the health services are becoming adapted to the new demands of women.

CHANGES IN INFANT MORTALITY AND ITS VARIOUS COMPONENTS



FUENTE: Movimiento Natural de la Población, 1980. Madrid, I.N.E., 1986.

MATERNITY

The level of maternal mortality in Spain in 1979 was 0.01, and this figure includes deaths from abortions and from complications during pregnancy and during and after childbirth. The figures for perinatal, neonatal and postnatal mortality are also reasonably low.

Some 99.28% of births are attended by trained personnel, and 83.03% take place in health centres.

Although no rigorous studies have been carried out on the extension of psycho-prophylactic care in obstetrics the available data makes it possible to conclude that this health service concerns only a limited group of women.

If health care during maternity is not a major concern being a mother does have adverse effects on the vocational and everyday life of women which would be attenuated if recognition were given to the social function of maternity and if the division of the tasks of educating and caring for the children were to be more equitable.

The immediate consequences of maternity in the vocational and everyday life of the mother have been analysed and investigated by M^a Angeles Durán in her study on "Family and domestic inequality", C.I.S., 1985.

TIME TO RETURN TO NORMAL SLEEP PATTERNS AFTER THE BIRTH OF THE LAST CHILD

	Absolute figures	Percent- age of mothers interv- viewed	Percent- age of husbands/ fathers
1-2 days	1,083	14	38
3-6 days	559	7	8
3-4 weeks	493	6	5
5 weeks - 3 months	766	10	6
4-6 months	610	8	5
7 months - 1 year	851	11	5
1-2 years	677	9	4
more than 2 years	1,232	16	6
not known/no reply	1,142	14	16

FUENTE: M.^a Angeles Durán, "Desigualdad Familiar y Doméstica".
C.I.S., 1985. Inédito.

WAS HELP WITH DOMESTIC TASKS RECEIVED DURING THE PERIOD AFTER CONFINEMENT?

	ABSOLUTE FIGURES	Percentages
YES	4,390	50
NO	4,280	49
not known/no reply	31	1

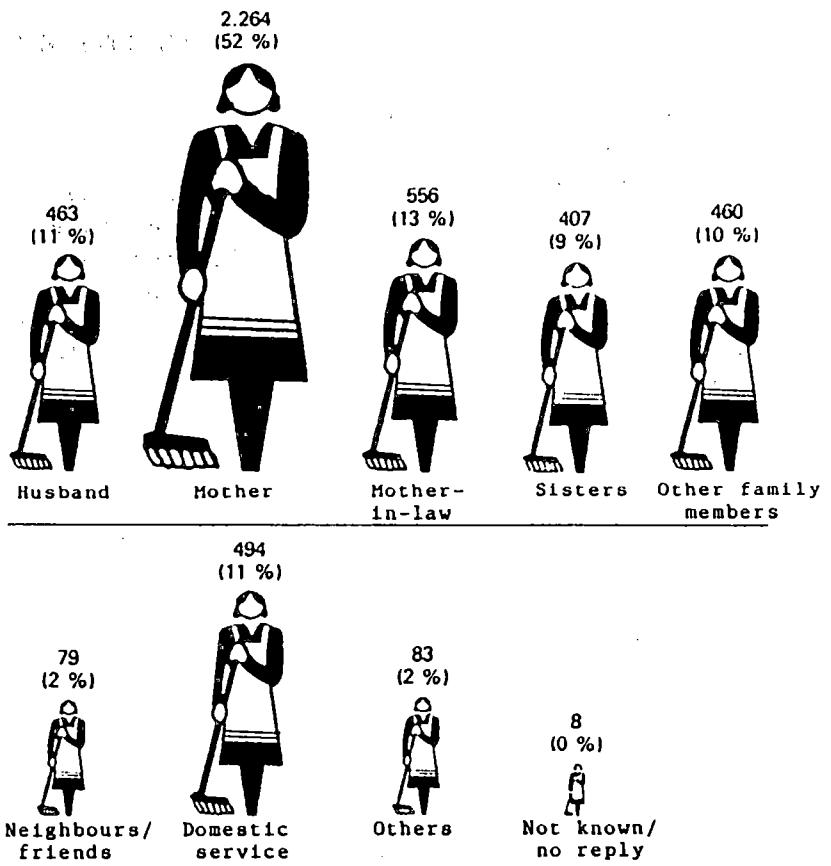
FUENTE: M.^a Angeles Durán, "Desigualdad Familiar y Doméstica".
C.I.S., 1985. Inédito.

Out of a total of 9,994 women interviewed some 52% stated that the period of caring for small children and the postnatal period had been times of the greatest burden of domestic work.

Of the women interviewed only 50% said that they had received help during the postnatal period.

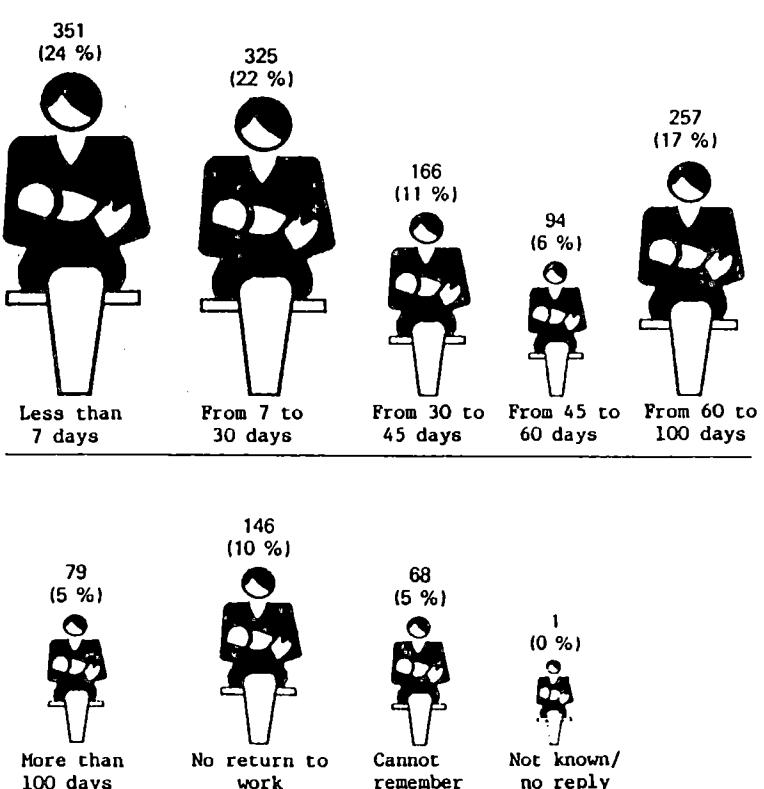
This help was given in the first place by their own mothers, secondly by mothers-in-law and thirdly by other relatives and sisters. It is from amongst the female relatives of those interviewed that help is given to the mother and the newly-born baby. Patterns of sexist conduct which assign the care of children to women in an almost exclusive manner therefore continue to persist.

In regard to the return of women to extra-domestic work after childbirth the study quoted above reveals that the majority of women who are employed at the time of their pregnancy are granted leave of less than the 98 days laid down by the Law.



FUENTE: M.º Angeles Durán, 1985.

DAYS OF REST TAKEN AFTER CHILDBIRTH



FUENTE: M.º Angeles Durán, 1985.

REASONS WHY FEWER THAN 30 DAYS WERE TAKEN

KNOWLEDGE AND USE
OF METHODS OF
CONTRACEPTION (§)

Of the total number of Spanish women aged from 18 to 49 some 98.6% know of at least one effective method of contraception.

This data shows a major advance in the extension of the knowledge which women have concerning methods of contraception, since ten years ago 10% of non-single women were unaware of the existence of effective methods of contraception.

There is no direct relationship between the knowledge of contraceptive methods and their use. Out of the total number of women interviewed :

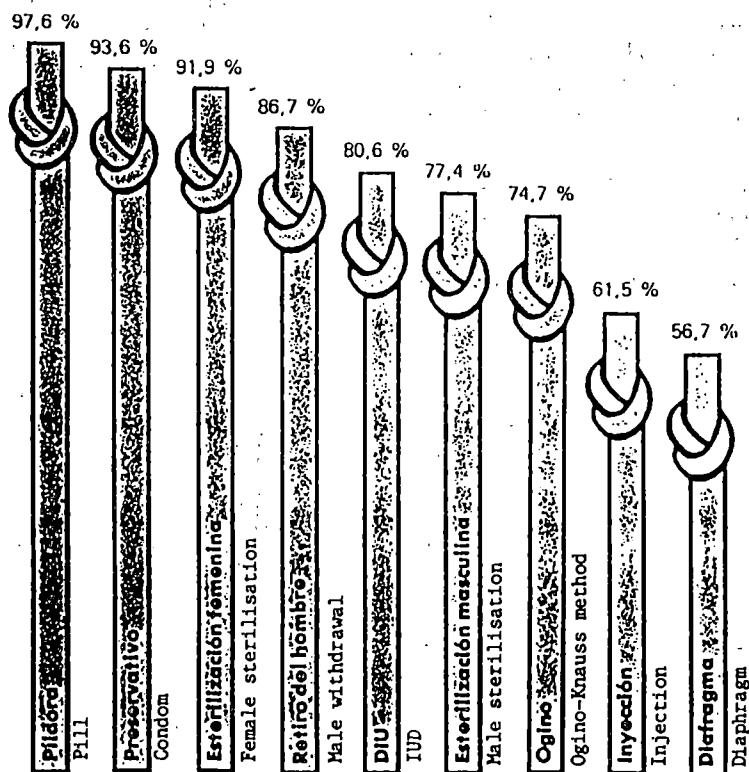
- * 33.46 % had never used any method of contraception;
- * 14.03% had used some ineffective method on occasions, but had never used an effective method;
- * 52.51% had used an effective method on occasions.

(§) "Encuesta de Fecundidad, 1985"
I.N.E., 1986

	Absolute figures	Percentage
Needed money	154	22
Self-employed	102	14
Too much work	235	33
Felt well	109	15
Not given longer	34	5
Other replies	33	5
Not known/no reply	45	6
TOTAL	712	100

FUENTE: M.º Angeles Durán, 1985.

THE MOST WIDELY KNOWN CONTRACEPTIVE METHODS



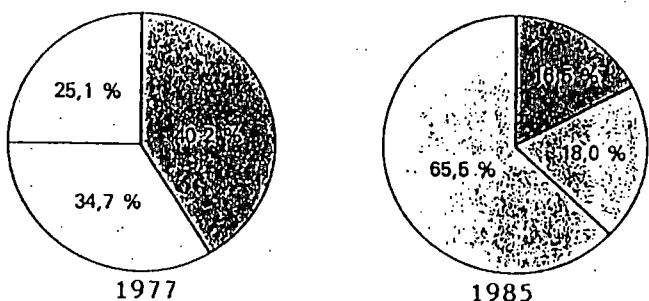
FUENTE: "Encuesta de Fecundidad 1985". I.N.E.

In order to compare the results, so as to understand the changes which had taken place between the first Fecundity Survey (1977) and the second survey in 1985, it is necessary to limit the group of women studied, considering only those who had at some time been married or had formed part of a stable union.

The most widely used methods at the time of the interviews with women exposed to the risk of becoming pregnant were :

Pill : 13.95%
IUD : 4.83%
Condom : 10.85%
Rhythm : 3.08%
Withdrawal : 12.97%
Other : 1.83%
(Encuesta de Fecundidad, 1985, I.N.E.)

USE OF CONTRACEPTIVE METHODS



- Have not used any method
- Have used an ineffective method but no effective method
- Have used some effective method

FUENTE: Encuestas de Fecundidad 1977 y 1985. I.N.E.

FECUNDITY BY AUTONOMOUS COMMUNITIES, NUMBER OF FAMILY PLANNING CENTRES AND PERCENTAGE OF THE FEMALE POPULATION BETWEEN 18 AND 49 YEARS OF AGE

FAMILY PLANNING

The World Health Organisation, the General Assembly of the United Nations and the Council of Europe have defined family planning as the right of parents to decide, freely and responsibly, on the number of children which they wish to have and to regulate the intervals between the births of these children.

The fact that the attention of such international bodies has been directed towards family planning shows the importance that this has for the health of the individual, for interperson relationships and the quality of life.

Autonomous community of residence	Level of fecundity	Number of family planning centres	Percentage of women between 18 and 49 years of age
NATIONAL TOTAL	1.56	331	100
Andalucia	1.77	36	17.1
Aragon	1.47	9	2.9
Asturias	1.43	6	2.8
Balearic I.	1.70	8	1.7
Canary I.	1.73	4	3.8
Cantabria	1.50	7	1.3
Castille-Leon	1.38	18	6.4
Castille-La Mancha	1.55	12	4.0
Catalonia	1.50	66	15.9
Valencian Community	1.59	45	9.7
Extremadura	1.62	7	2.6
Galicia	1.54	14	7.1
Madrid	1.45	41	13.2
Murcia	1.89	18	2.5
Navarre	1.37	9	1.3
Basque Country	1.40	27	5.9
La Rioja	1.40	2	0.6
Ceuta & Melilla	1.71	2	0.2

FUENTE: Elaboración propia a partir de la "Encuesta de Fecundidad 1985" del I.N.E. Avance de resultados y datos elaborados por el Instituto de la Mujer sobre Centros de Planificación.

In Spain the provision of family planning centres falls very short of the demand for them.

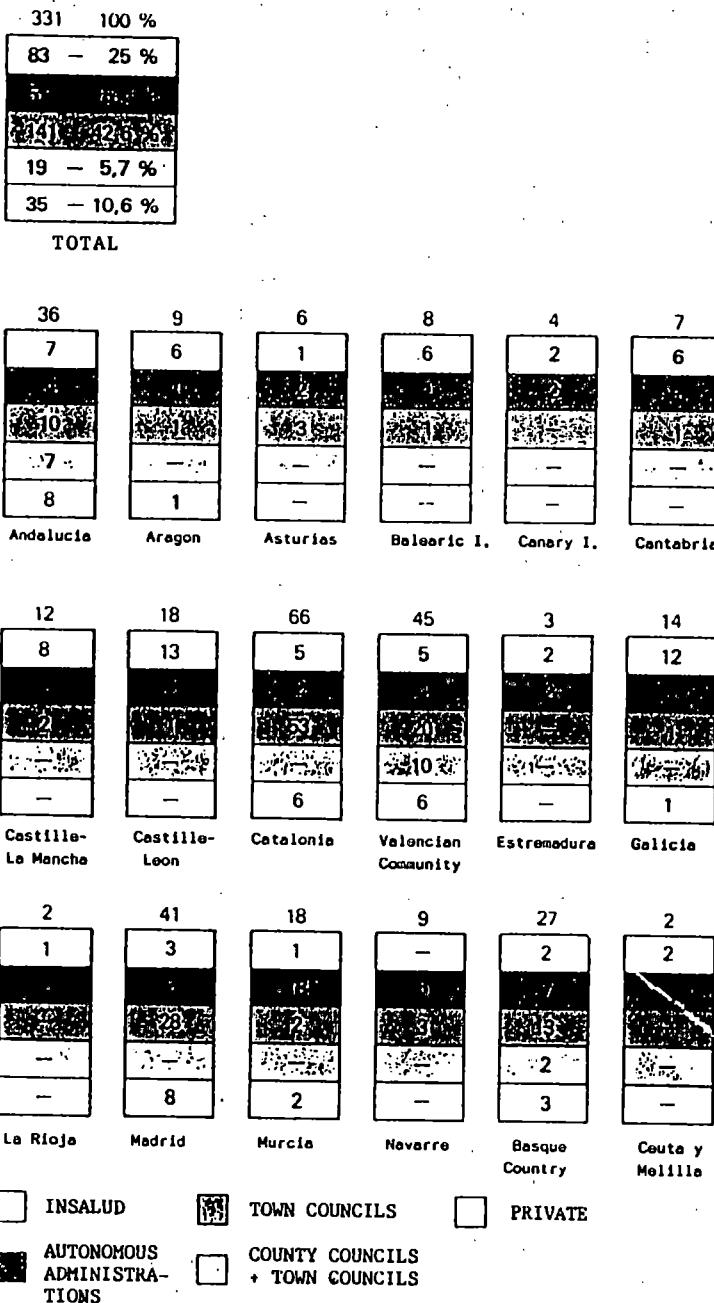
The data from the 1985 National Fecundity Survey make it possible to arrive at an approximate figure for this demand: some 36.4% of Spanish women between 18 and 49 years of age have visited family planning services.

The same Survey reveals that out of the total number of women who use contraceptive methods some 56.5% do not have recourse to the medical services for supervision. Similarly out of the total group of women between 18 and 49 years of age some 36.88% do not have access to any of the various services dispensing care or advice in the use of contraceptives.

With the scarcity of existing resources in regard to family planning is coupled an aleatoric geographical distribution which does not correspond to any objective criteria of need.

The Institute for Women's Affairs has listed 331 Centres throughout the whole of Spain which provide family planning services, the majority of these being run by municipal councils. from which it may be concluded that in Spain the family planning services are not integrated into the primary health care system

FAMILY PLANNING CENTRES BY AUTONOMOUS COMMUNITIES
AND ACCORDING TO THEIR RESPONSIBLE BODY, 1986



(*) Responsible to the Consejería de Salud y del Ayuntamiento de Murcia

ABORTION

There are no reliable data on the total annual number of abortions in Spain. Many authors in the medical, socio-logical and demographic fields have elaborated methodologies directed towards evaluating the number of induced and illegal abortions, but the results are not absolutely reliable, due to the absence of records and statistical deficiencies.

Tietze has proposed a method of indirect approximation according to which in those countries with a low

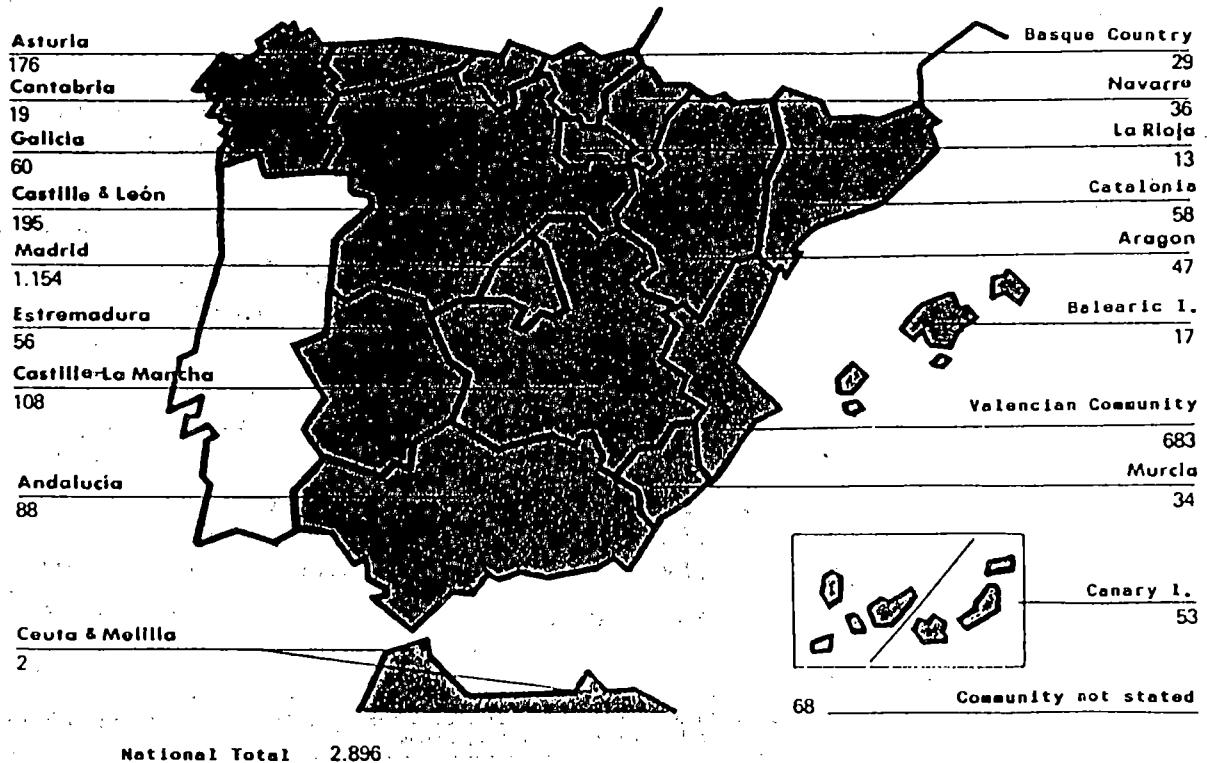
fecundity and with effective contraceptive methods the annual level of abortions is 30-35 for every 1000 women between 15 and 44 years of age. When this method is applied to Spain to 1984 the resultant figure would be 242,553 abortions.

For their estimations Potts and Diggory used the hypothesis according to which spontaneous abortions account for some 10-15% of all births. In Spain there were 415,114 births in 1983, so the number of spontaneous abortions would be 41,511. In this same year the total number of abortions was 73,361, so that the difference between the number of spontaneous

abortions and the total number of recorded abortions would be 31,850. This figure thus corresponds to the induced abortions which do not require hospital care. There are no figures corresponding to those induced abortions which do not need hospital care. Consequently the number of induced abortions in Spain is in the region of 64,000.

If to this figure are added the estimates for abortions carried out abroad on Spanish women the estimated total annual number of Spanish women having abortions is 105,000.

LEGAL ABORTIONS IN SPAIN UP TO 26 MARCH 1987,
BY AUTONOMOUS COMMUNITIES

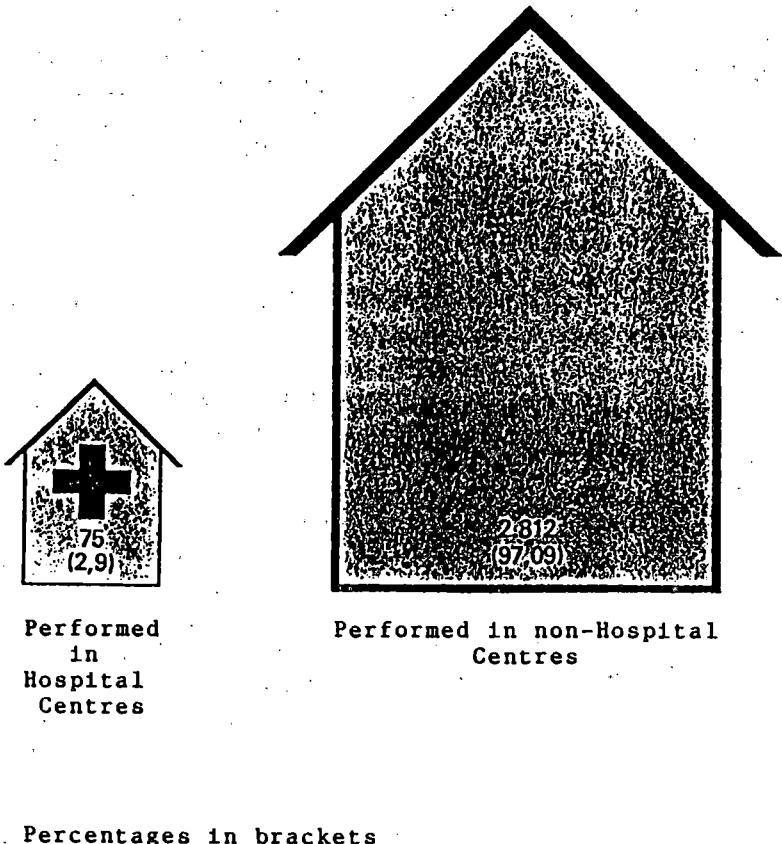


BREAKDOWN OF ABORTIONS IN SPAIN, UP TO
26 MARCH 1987, BY TYPE OF CENTRE

ABORTION AFTER THE
ENTRY INTO FORCE OF
LEY ORGANICA 9/1985

The reform of Article 417 of the Penal Code, which legalised abortion under certain specific conditions : a risk to the life or health of the mother, that the pregnancy was the consequence of an offence of rape, or the presumption that the foetus would be born with serious physical or mental defects, dates from 5 July 1985.

From that date until 26 March 1987 a total of 2896 legal abortions were carried out in Spain, according to the data provided by the Sub-Directorate for Health and Epidemiological Information of the Ministry for Health and Consumer Affairs.



FUENTE: Datos facilitados por la Subdirección General de Información Sanitaria y Epidemiológica del Ministerio de Sanidad y Consumo.

BREAKDOWN OF ABORTIONS ACCORDING TO THE
AUTHORISED LEGAL ASSUMPTIONS

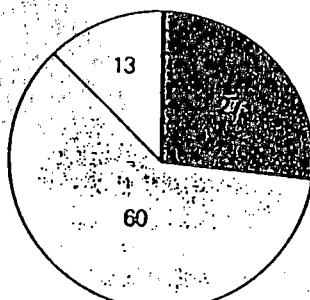
	Percentages
1. Necessary to prevent a serious risk to the life or physical health of the pregnant woman	99.3
2. That the pregnancy was the consequence of an offence constituting rape	0.03
3. That it is presumed that the foetus would be born with serious physical or mental defects	0.07
Not stated	0.49

FUENTE: Datos facilitados por la Subdirección General de Información Sanitaria y Epidemiológica del Ministerio de Sanidad y Consumo.

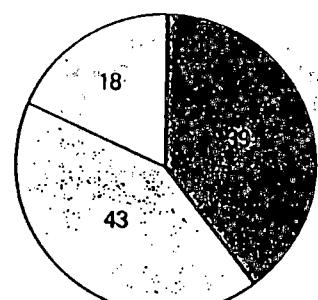
OPINIONS REGARDING ABORTION

From successive opinion surveys on the attitude of Spaniards on abortion it is possible to see a change in attitudes and opinions, moving from a considerable level of rejection to a wider acceptance.

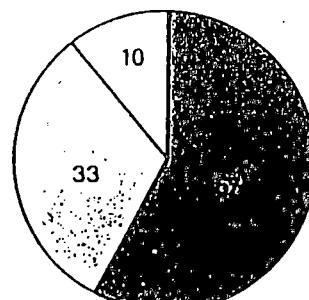
ATTITUDES BEFORE THE LEGALISATION OF ABORTION (1979), REMOVAL OF PENALTIES OF REGULATION IN SPECIFIC CASES (1981) AND THE DECISION OF THE GOVERNMENT (February 1983)



1979
(1.188)



1981
(2.394)



1983
(2.377)

For

Against

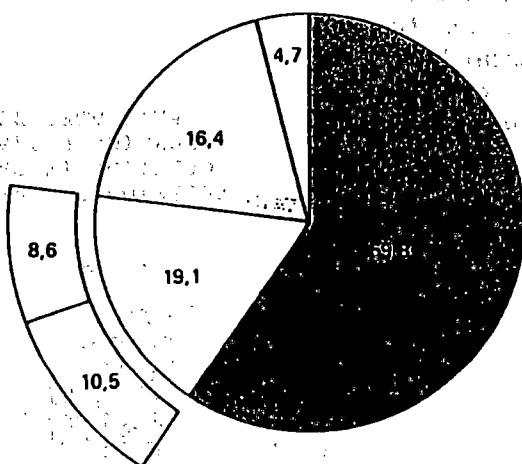
Don't know/No reply

FUENTE: Centro de Investigaciones Sociológicas.

An enquiry carried out by the C.I.S. in 1986, a year after the approval of Law 9/1985, removing the penalties from abortion for specific reasons, gave the following results:

Opinions on unrestricted abortion, freely decided on by the woman, have also changed over recent years.

ATTITUDES IN REGARD TO THE LAW
MEASURE OF AGREEMENT



AGREE COMPLETELY WITH ITS SCOPE AND CONTENT

"Totally agree"/"Agree without reservations"

SHOW DISAGREEMENT, BUT WITH DIFFERENT ATTITUDES, BECAUSE IT APPEARS RESTRICTIVE

In agreement, although it appears restrictive, defective

Disagree because it is restrictive, defective

IN TOTAL DISAGREEMENT BECAUSE OPPOSED TO ABORTION

Totally disagree/disagree because opposed to abortion

OTHER REPLIES, NO REPLY

FUENTE: Centro de Investigaciones Sociológicas, 1986.

EVOLUTION OF PUBLIC OPINION IN REGARD
TO UNRESTRICTED ABORTION

	February 83	April 85	October 86
Agree	24	28	35
Disagree	64	61	56
Don't know/No reply	12	10	9
Total	100	100	100
Number	2,381	2,439	2,484
Study number	1,341	1,456	1,552

FUENTE: Centro de Investigaciones Sociológicas.

OPINIONS ON THE AUTHORISATION OF ABORTION
FOR SPECIFIC REASONS NOT COVERED BY
THE PRESENT LAW

Opinions on the authorisation of abortion for reasons not included in Law 9/1985 are given in the table opposite.

	Economic difficulties	Social difficulties	Free abortion
Segments of the population	of the mother	of the mother	of the mother
Total population	41	48	37
			53
BY SEX AND AGE			
Men	45	44	41
18 to 25	57	35	53
26 to 40	58	34	53
41 to 60	38	50	34
Over 60	26	59	23
Women	37	52	32
18 to 25	55	35	50
26 to 40	50	41	44
41 to 60	29	62	25
Over 60	20	64	16
EDUCATION			
Primary	25	61	22
VT/Gen. Certificate	52	57	37
Higher Certificate	56	36	51
Intermediate/ Univer.	50	39	51
POLITICAL ATTITUDES			
Extreme left	71	23	66
Left	58	35	53
Centre	37	53	34
Right	20	75	15
RELIGIOUS ATTITUDE			
Practising RC	25	64	21
Non-practising RC	54	35	48
Non-believer	76	18	74
Indifferent	77	15	75

FUENTE: Centro de Investigaciones Sociológicos.

Chapter 5

POLITICS

Politics is a sphere of power, prestige and influence within which women have only a minority participation, in terms of both the number of elective posts and also the number of directly nominated posts which they occupy.

In other areas of public life a trend towards greater participation by women can be observed, the result of higher levels of education and of the adoption of more innovative social practices, abandoning the stereotypes which relegate women to secondary rôles in political and social life.

In politics, however, a certain level of sexism still persists, restricting women to the domestic environment and to housework and looking after children.

The absence of channels for participation and representation in the 40 years of authoritarian government explains the limited intervention of women within this activity.

Another possible explanation, although of much more limited acceptance, is based on the lack of confidence which women have in the channels of participation which have been established as the means of achieving their objectives. In fact some of their principal achievements in the labour, legal and social fields, such as divorce, abortion or specific social services for women have been possible through their steadfast struggle at the margins of the institutional channels.

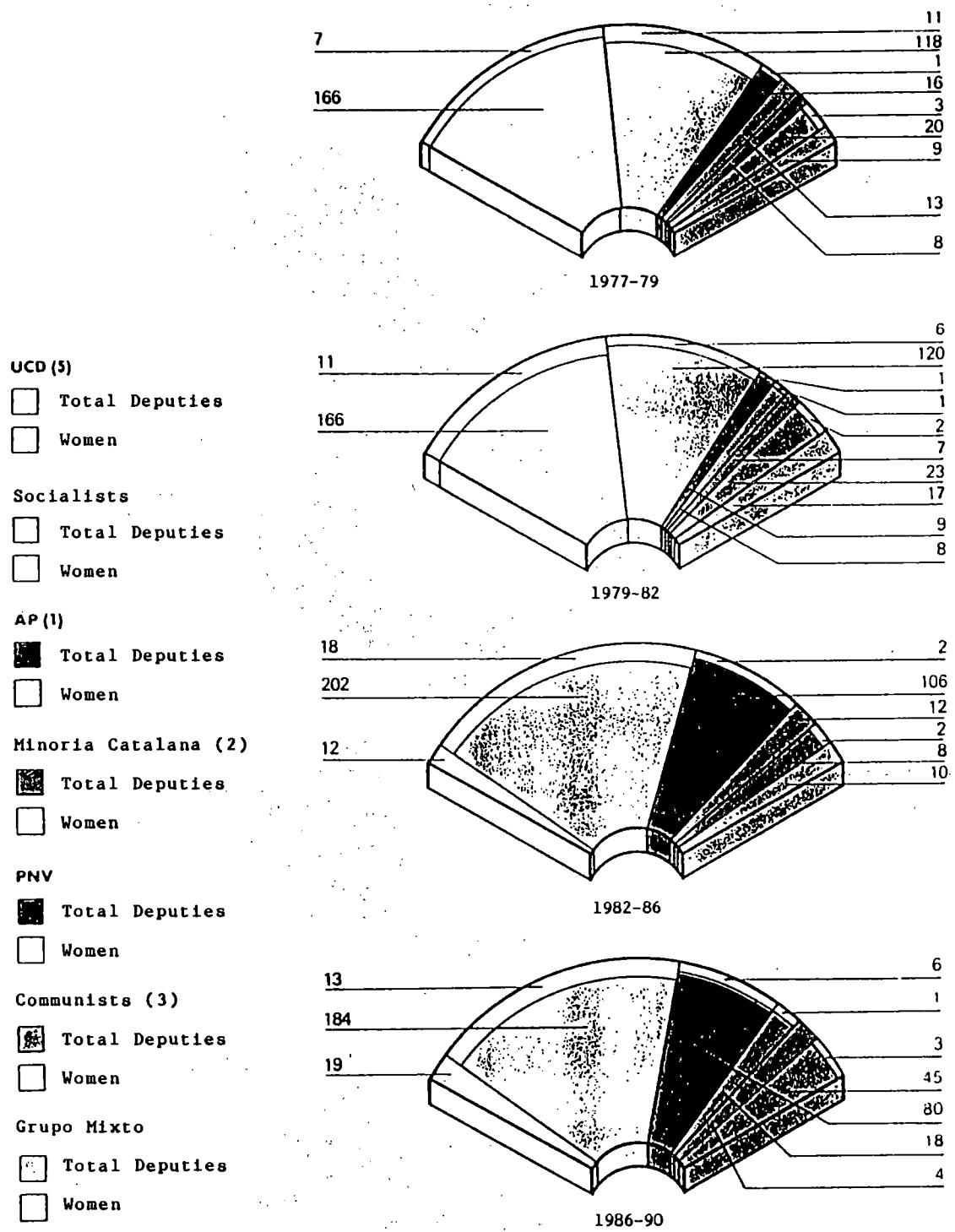
THE LEGISLATURES

Female participation in the Congress of Deputies has remained at around 6.5% during the last four legislatures (1977-79, 1979-82, 1982-86 and 1987-1990).

In the Senate the percentage of women members has steadily increased. In this chamber, however, the level of female participation is lower than that in the Congress of Deputies at only 5.5%.

In the Parliaments of the Autonomous Communities the percentage of women varies between 12.7% in the Madrid Assembly and an insignificant 1.4% in the Galician Parliament. The mean figure for female participation is 6.4% in all these parliaments, a figure which is the same as that found in the Congress of Deputies.

FEMININE PARTICIPATION IN THE CONGRESS OF
DEPUTIES IN THE VARIOUS LEGISLATURES,
BY PARLIAMENTARY GROUPS

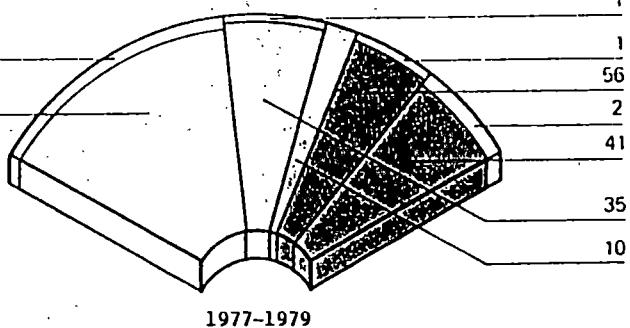


- (1) The AP became the CP for the 1979 and 1982 elections.
- (2) The Minoria Catalana became the CIU for the 1982 and 1986 elections.
- (3) The Communists integrated with the Grupo Mixto for the 1982 and 1986 elections. In 1986 they adopted the denomination I.U. (United Left).
- (4) In 1979 the Grupo Mixto included five members of parliament of the Grupo Andalucista. In 1986 it consisted of 40 Deputies: United Left, 6; PDP, 21; AP, 4; EE, 2; Others, 5. The women deputies of this group belong to the PDP.
- (5) The UCD became the CDS for the 1982 elections.

FEMININE PARTICIPATION IN THE SENATE
IN THE VARIOUS LEGISLATURES,
BY PARLIAMENTARY GROUPS*

UCD-CDS

Total Senators 106
 Women 41

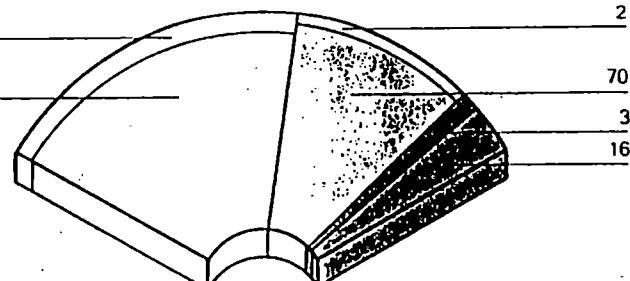


AP-CP

Total Senators 4
 Women 2

Independent

Total Senators 119
 Women 3



Others

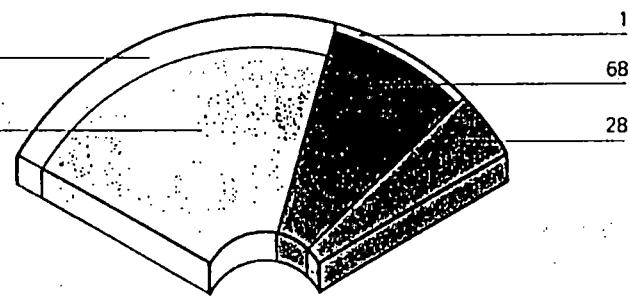
Total Senators 1
 Women 1

By Royal nomination

Total Senators 10
 Women 2

Grupo Mixto (1)

Total Senators 10
 Women 2

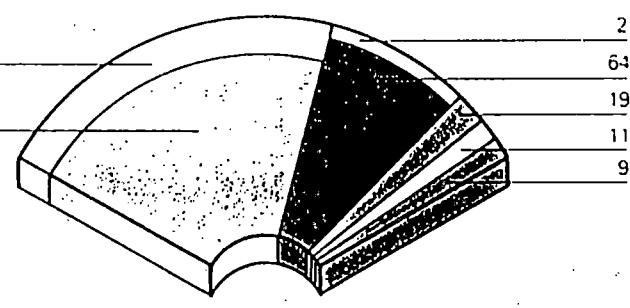


Basque Country Senators

Total Senators 12
 Women 6

CIU

Total Senators 149
 Women 9



(1) Grupo Mixto in 1986: PDP, 11; CDS, 3; Independents, 2; Mallorcan Union, 1; Asamblea Mejorera, 1; PCE, 1.

(*) Includes senators elected for the Autonomous Parliaments.

THE EXECUTIVE

Women are under-represented in the Public Administration and, following the pattern ruling in other areas of influence, their presence is very reduced in those posts which involve responsibility and the capacity for taking decisions.

In January 1987 women accounted for 32% of public officials and workers in the public sector departments, whereas men accounted for 68%.

Access to the higher bodies of the Administration requires academic or university qualifications. Of the total number of officials in these bodies some 19.7% are women.

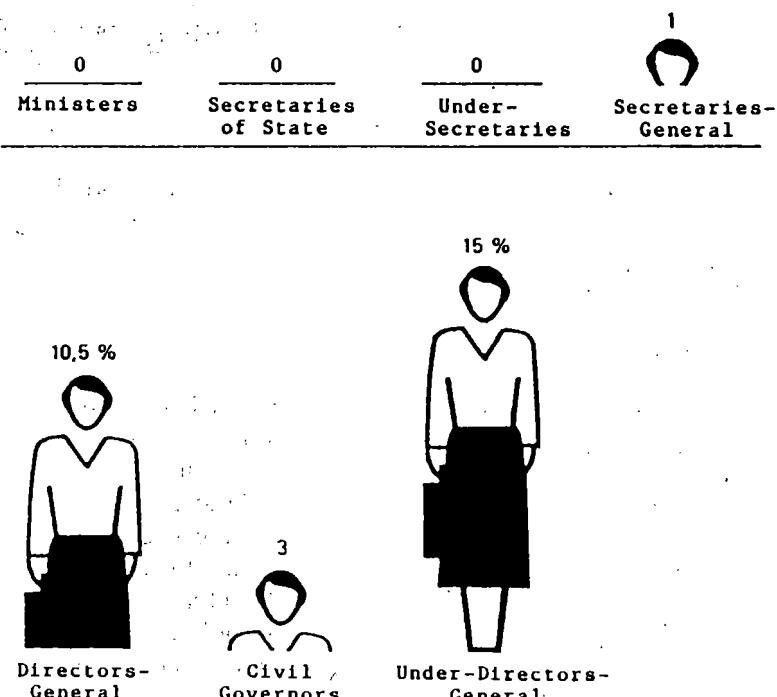
Women head 10.5% of the general directorates: these posts are considered to be political nominations. The general sub-directorates of immediately lower rank are not so regarded: some 15% of the total number of these posts are held by women. In the Administrations of the Autonomous Communities some 6% of the senior posts are held by women. This percentage is the same as that found in the Central Administration.

FEMININE PARTICIPATION IN THE AUTONOMOUS PARLIAMENTS BY AUTONOMOUS COMMUNITIES, 1986

	Total members of Parliament	Women	% of total
Andalucía	109	59	4.59
Aragón	66	44	6.06
Asturias	45	34	8.89
Baleares I.	54	33	5.56
Canary I.	60	1	1.67
Cantabria	35	3	8.57
Castilla-León	84	3	3.57
Castilla-La Mancha	44	1	2.27
Cataluña	135	12	8.89
Extremadura	65	3	4.61
Galicia	71	1	1.41
Madrid	94	12	12.77
Murcia	43	2	4.65
Navarre	50	1	2
La Rioja	35	4	11.43
Valencian Community	89	6	6.74
Basque Country	75	9	12
TOTAL	1,154	74	6.41

FUENTE: Elaboración del Instituto de la Mujer.

FEMININE PARTICIPATION IN SENIOR POSTS IN PUBLIC ADMINISTRATION



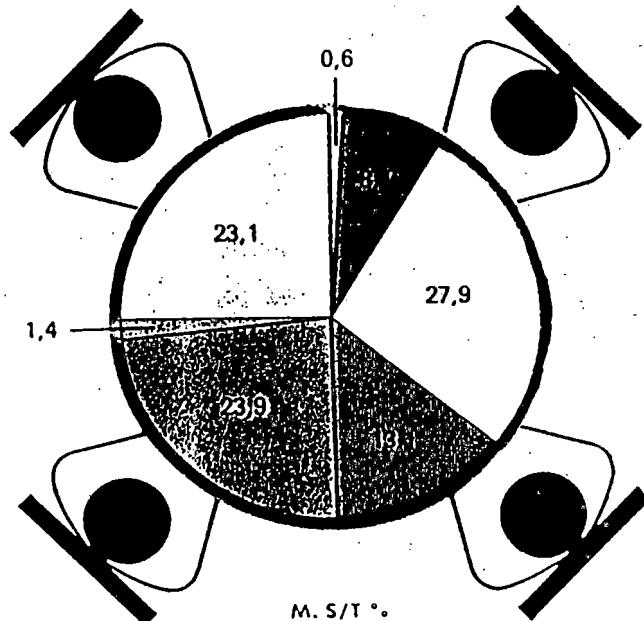
FUENTE: Fichero de Altos Cargos. Enero de 1987.

BREAKDOWN BY FUNCTIONS OF WOMEN MEMBERS
OF LOCAL CORPORATIONS

LOCAL
ADMINISTRATION

Female participation in local governments is also on a minority basis. During the period from 1983 to 1987 there were no more than 167 mayors, none of these being in provincial capitals. However the local elections in June 1987 increased their number to 256.

Discrimination against women in local government is shown not only in their limited participation in posts of responsibility but also in their allocation to those concrete areas which, because of the application of obsolete criteria, are considered to be suited to them.



<input checked="" type="checkbox"/> Mayors	<input checked="" type="checkbox"/> Deputy Mayors
<input type="checkbox"/> Councillors	<input checked="" type="checkbox"/> Committee Chairmen
<input type="checkbox"/> Representative Committee Member	<input type="checkbox"/> Deputies
<input type="checkbox"/> Councillors without specific missions	

FUENTE: "La participación femenina en el Gobierno local español en la actualidad." Instituto de Estudios de Administración Local, serie de documentos, n.º 6. Madrid, 1984.

BREAKDOWN OF COUNCILLORS BY AREAS AND
ACCORDING TO FUNCTIONS

	FUNCTIONS		
	Delegates	Committee Chairman	Committee Member
Social Action	49	14	65
Suburbs and Communities	47	3	16
Culture	90	55	172
Economics	4	6	50
Home Policy	3	5	47
Health	38	23	115
Services	44	5	22
Town Planning	8	7	50
TOTALS	253	118	537*

FUENTE: "La participación femenina en el Gobierno local español en la actualidad." Instituto de Estudios de Administración Local, serie de documentos, n.º 6. Madrid, 1984.

JUDICIAL AUTHORITY AND THE ADMINISTRATION OF JUSTICE

In the General Council of the Judicial Authority, the judicial body of the government, there is one woman, appointed by the King on a proposal from the Senate.

There are no women holding high posts in the High Court. The magistrates and secretaries to the courts are all men.

In the Administration of Justice 14% of the staff are women: of the 690 public prosecutors 147 are women.

The same applies to the National and Territorial Courts.

The fact that female participation is only minimal is due to the fact that the limitation of access to the posts of magistrate, judge and public prosecutor was not lifted until December 1966.

IDEOLOGICAL ORIENTATION AND POLITICAL AFFILIATION

The analyses carried out by the Centre for Sociological Investigation (C.I.S.) on ideological orientation set out the following conclusions:

The ideological evolution of men and women is similar, but the percentage of the latter who are on the left is slightly higher.

In both groups an increase in those of both sexes who are on the left can be seen.

CHANGES IN POLITICAL ORIENTATION, BY SEX

(Number)	VI-79	VII-79	XII-80	VI-81	X-82	III-83	III-84	X-85
	(1201)	(1201)	(1201)	(1189)	(1200)	(2485)	(2484)	(2483)
MEN								
Left	34	34	38	38	41	46	42	47
Centre	31	28	18	23	19	15	25	24
Right	9	7	12	10	16	15	8	9
Not known/ no reply	21	25	27	35	22	21	23	20
WOMEN								
Left	27	23	25	25	30	37	27	33
Centre	28	27	24	22	20	15	23	27
Right	8	7	6	10	15	13	9	9
Not known/ no reply	34	40	44	31	34	34	39	32

In the centre and on the right there are no significant differences between the percentages for men and those for women.

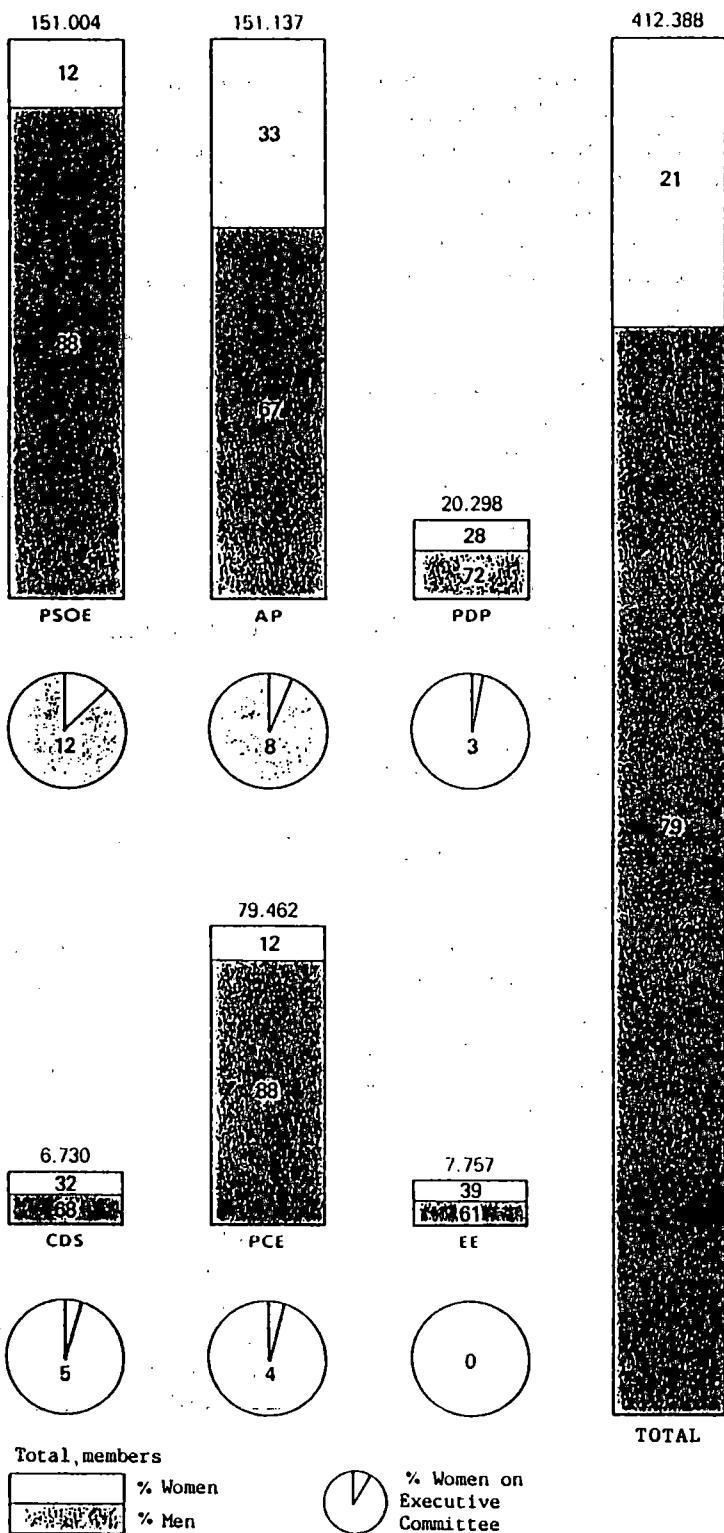
On the contrary differences can be observed between the percentages of those who do not know or who do not reply, that is to say those who do not define themselves ideologically, where the figure is higher for women than for men.

The statement that women are more conservative than men needs to be qualified. When the ideological orientation of men is compared with that of active women we find that the differences are minimal. It is in fact the group of "housewives" which tilts the results towards conservatism.

The differences observed between men and women in the don't know/no reply category are related to the differences in the social experience of the two sexes. The levels of participation and integration of men in society are higher than those of women. It is for this reason that the latter show a greater measure of ignorance and disinterest in regard to politics.

The figures for the affiliation of men and women to the political parties differ in the same direction as their ideological orientation.

AFFILIATION TO POLITICAL PARTIES.
BY SEX, 1984



FUENTE: Elaboración propia a partir del informe "Cultura política de las mujeres españolas". Pilar Brabo y Carmen Ortiz, julio 1984. Instituto de la Mujer, 1986.

Chapter 6

SOCIAL SERVICES

The provision of social services directed towards preventing and eliminating the causes of marginalisation of certain groups of the population is a responsibility assumed by the public authorities.

The limits of the policies for social action are not defined and are therefore constantly expanding, given the unlimited objectives for action, namely the full development of the individual.

Consideration of the female population as a subject for social action is a very recent phenomenon and is shown in the creation of social services specifically for women in a state of need.

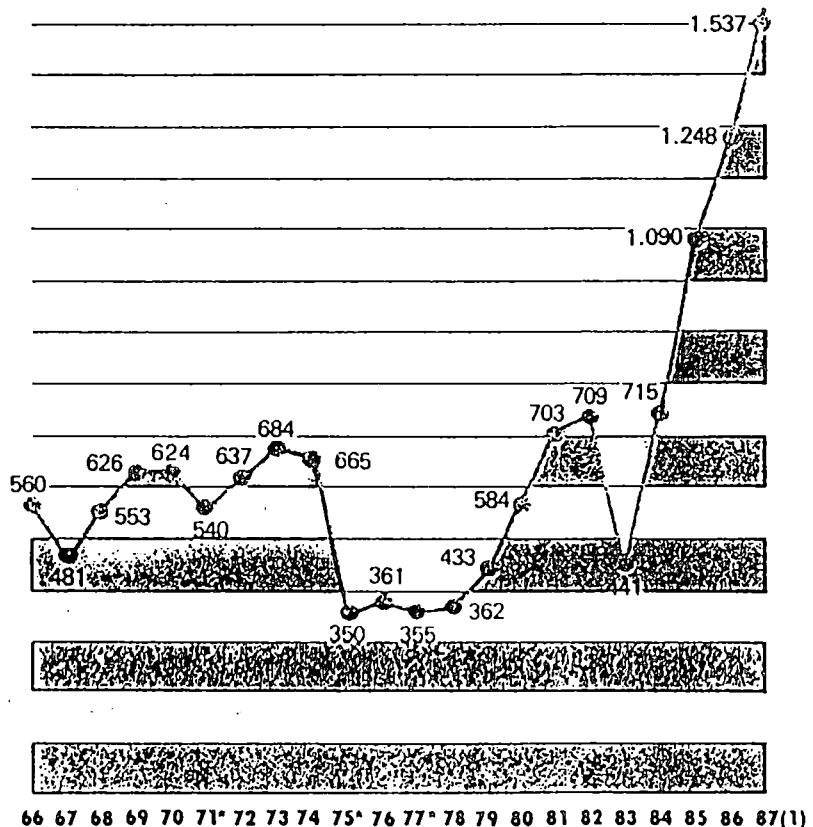
The lack of data and studies makes it difficult to quantify in a rigorous manner the extent of the marginalisation of women.

WOMEN IN DETENTION

The population of women in detention is smaller than that of men in numerical terms, and most of them are to be found in one of the three female detention centres which now exist in Spain, located in Barcelona, Madrid and Valencia.

SOCIAL SERVICES

EVOLUTION OF THE FEMALE PRISON POPULATION SINCE 1966



(*) Years in which a general pardon was granted.

(1) Data for 12 April 1987.

FUENTE: Dirección General de Instituciones Penitenciarias. Ministerio de Justicia.

BREAKDOWN OF THE POPULATION OF WOMEN IN DETENTION IN THE VARIOUS DETENTION CENTRES

The number of women in detention in Spain has increased considerably in recent decades, and forecasts point to the continuation of this trend. Between the end of 1984 and the beginning of 1987 the number of women in detention was doubled.



	REMAND	PENAL	TOTALS
BARCELONA - Mujeres	153	103	256
GERONA - Preventivas	7	3	10
CERDANYA - Preventivas	10	10	20
TARRAGONA - Preventivas	11	9	20
ALMERIA - Cumplimiento	16	17	33
CORDOBA - Cumplimiento	13	13	26
JAEZ - Cumplimiento	10	13	23
ALGECIRAS - Preventivas	44	5	49
ZARAGOZA (PUERTO) - Preventivas	32	17	49
GRANADA - Preventivas	10	4	14
SOCIEDAD - Preventivas	7	2	9
MALAGA - Preventivas	53	6	59
SEVILLA - Preventivas	19	19	38
AVILA - Preventivas	1	—	1
SALAMANCA - Preventivas	—	—	—
VALLADOLID - Preventivas	5	9	14
LEON - Especial	7	3	10
BURGOS - Cumplimiento	3	9	12
PALENCIA - Cumplimiento	1	—	1
SORIA - Cumplimiento	1	—	1
ZAMORA - Cumplimiento	2	—	2
TOLEDO - Cumplimiento	1	—	1
ALBACETE - Preventivas	—	—	—
CIUDAD REAL - Preventivas	4	7	11
CUENCA - Preventivas	—	—	—
MADRID - Preventivas	3	3	6
MAFEDO - Complejo Femenino	243	151	394
LA CORUNA - Preventivas	13	3	16
SIGUEZ (COCHE) - Preventivas	2	16	18
ORENSE - Preventivas	5	2	7
PONTEVEDRA - Preventivas	8	1	9
ALICANTE - Cumplimiento	25	7	32
CASTELLON - Preventivas	10	4	14
VALENCIA - Mujeres - Preventivas	36	57	93
ZARAGOZA - Preventivas	24	15	39
SANTA C. DE TENERIFE - Cumplimiento	18	10	28
PALMA DE MALLORCA - Preventivas	16	16	32
CACERES - Preventivas	6	1	7
BADAJOZ - Preventivas	2	9	11
NANCLARES DE OCA - Cumplimiento	1	3	4
IBIZA - Preventivas	9	2	11
SAN SEBASTIAN - Preventivas	6	6	12
OVIEDO - Preventivas	2	16	18
IBIZA	2	—	2
PALMA DE MALLORCA	24	15	39
SANTANDER	8	4	12
MURCIA - Preventivas	6	10	16
PAMPLONA	9	13	22
LOGROÑO	3	13	16
MELILLA	22	—	22
OVERALL TOTAL	932	605	1.537



REMAND



PENAL



TOTALS

Mujeres = Women

Preventivas = Remand

Cumplimiento = Penal

Especial = Special

Complejo Femenino = Womens' Complex

The majority of detained women were held because of offences. In 1984 some 34% of these women were serving sentences whilst the rest were awaiting trial.

During 1983 and 1984 the highest percentages of offences were concentrated in those against property (36.42% and 42.80% respectively), followed by offences against the person (33.15% and 28.40% respectively).

BREAKDOWN OF THE FEMALE PRISON POPULATION BY TYPE OF OFFENCE IN 1983 AND 1984

OFFENCES	1983		1984	
	WOMEN	%	WOMEN	%
Against State security	24	13.04	32	13.16
Forgery	1	0.54	2	0.82
Against the administration of justice	2	1.09	-	-
Against traffic regulations	-	-	-	-
Against public health	19	10.33	26	10.70
Against the person	61	33.15	69	28.40
Against decency	6	3.26	5	2.06
Against property	67	36.42	104	42.80
Other offences	4	2.17	5	2.06
Unspecified	-	-	-	-
TOTAL OFFENDERS	184		243	

THE MALTREATED WOMAN

FUENTE: Dirección General de Instituciones Penitenciarias. 12 de abril de 1987.

The maltreatment of women has begun to be the object of attention and examination on the part of national and international bodies. However there is a long way to go to reach the situation in some countries where the political bodies responsible for social welfare and the social services adopt the measures needed to palliate the most serious situations which arise from the maltreatment of women.

COMPLAINTS RECEIVED AT POLICE STATIONS IN 1985, IN ORDER OF FREQUENCY AND BY PROVINCES

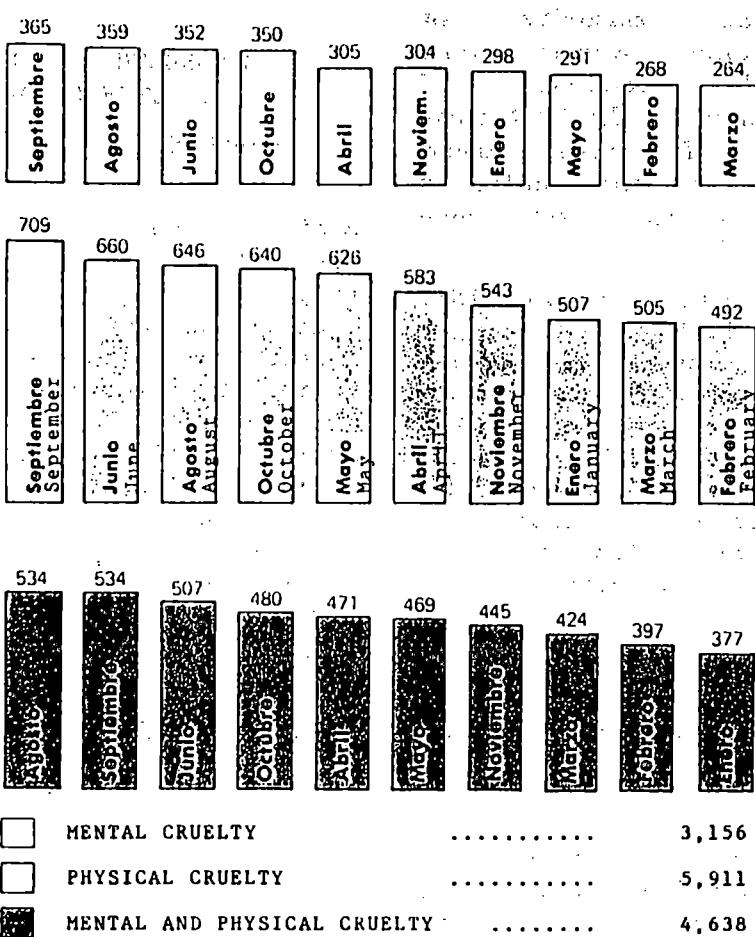
	MENTAL CRUELTY	PHYSICAL CRUELTY	MENTAL AND PHYSICAL CRUELTY	
Madrid	672	Madrid	1,317	Madrid
Granada	539	Barcelona	910	Seville
Seville	455	Seville	821	Barcelona
Barcelona	378	Valencia	676	Valencia
Valencia	296	Tenerife	425	Granada
Tenerife	203	Oviedo	322	Oviedo
Oviedo	200	Granada	314	Tenerife
Valladolid	143	Bilbao	298	Bilbao
Bilbao	108	La Coruna	281	Valladolid
La Coruna	101	Palma	227	La Coruna
Zaragoza	39	Valladolid	219	Zaragoza
Palma	16	Zaragoza	61	Pamplona
Pamplona	6	Pamplona	40	Palma
TOTALS	3,156		5,911	4,638

FUENTE: Datos facilitados por el Ministerio del Interior.

COMPLAINTS RECEIVED IN 1985, IN ORDER OF FREQUENCY
AND ACCORDING TO THE MONTH OF THE YEAR

Madrid, Barcelona and Seville are the towns in which the largest number of complaints of maltreatment were received during 1985 and 1986. The largest number of complaints were made during the summer months (June to September).

The number of complaints received do not faithfully reflect the real dimensions of the problem, due to the existence of various obstacles which inhibit women from reporting maltreatment taking place within their family environment.



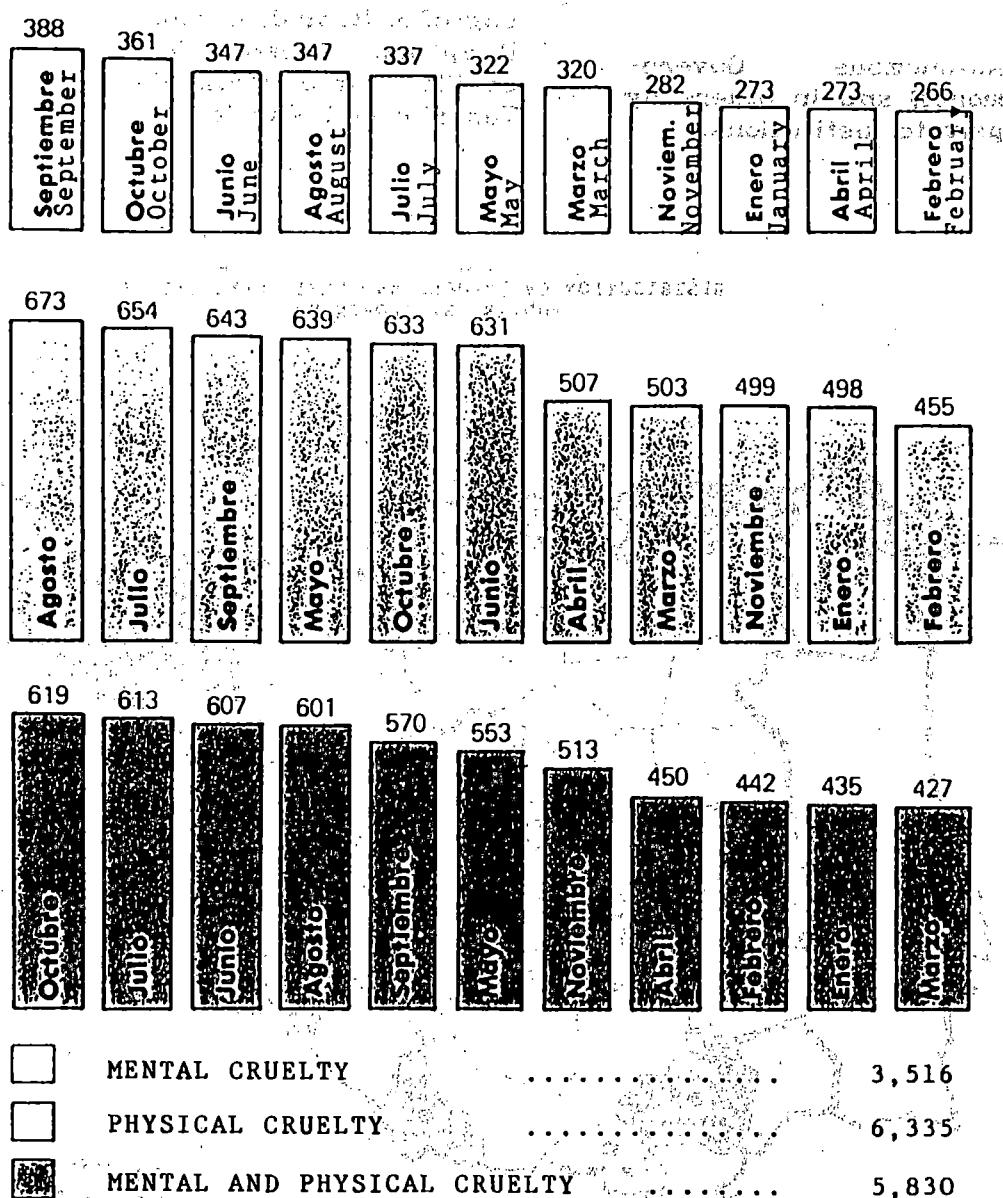
FUENTE: Datos facilitados por el Ministerio del Interior.

COMPLAINTS RECEIVED AT POLICE STATIONS
IN 1986, IN ORDER OF FREQUENCY AND
BY PROVINCES

	MENTAL CRUELTY		PHYSICAL CRUELTY		MENTAL AND PHYSICAL CRUELTY
Madrid	946	Madrid	1,487	Madrid	1,278
Seville	548	Barcelona	1,088	Barcelona	747
Barcelona	435	Seville	769	Valencia	734
Granada	340	Valencia	763	Seville	657
Valencia	257	Tenerife	402	Granada	649
Tenerife	252	Granada	311	Bilbao	368
Oviedo	183	Bilbao	295	Valladolid	344
Valladolid	182	Oviedo	283	Oviedo	313
Bilbao	138	Palma	279	Tenerife	277
La Coruna	109	Valladolid	255	La Coruna	240
Zaragoza	90	La Coruna	220	Zaragoza	167
Palma	18	Zaragoza	117	Pamplona	38
Pamplona	18	Pamplona	66	Palma	18
TOTALS	3,516		6,335		5,830

FUENTE: Datos facilitados por el Ministerio del Interior.

COMPLAINTS RECEIVED IN 1986, IN ORDER OF FREQUENCY
AND ACCORDING TO THE MONTH OF THE YEAR



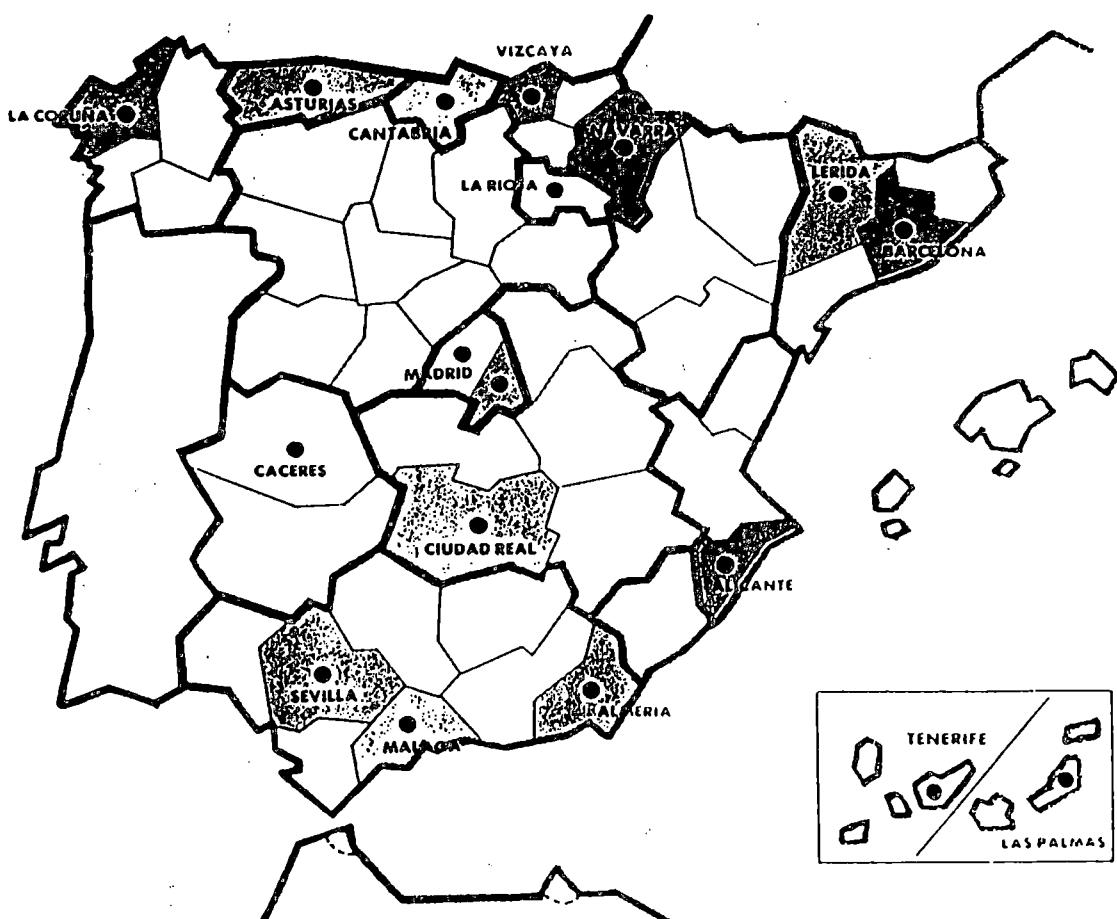
FUENTE: Datos facilitados por el Ministerio del Interior.

REFUGES

There are 18 refuges for women who have suffered from cruelty; in some cases these have been promoted by the Administrations (Municipal Councils and Autonomous Governments) and in others by private institutions.

In the following provinces there is at least one refuge : Alicante, Almeria, Barcelona, Cáceres, Ciudad Real, El Ferrol (La Coruña), Castellón, Granada, Lérida, Logroño, Madrid, Oviedo, Pamplona, Santander, Seville, Santa Cruz de Tenerife and Vitoria.

DISTRIBUTION OF REFUGES AND THEIR CONTROLLING BODIES, BY PROVINCES



Responsible to the Town Council
 Responsible to the County Council

Responsible to the Autonomous Community
 Run by private groups

Refuges

ADVISORY CENTRES FOR WOMEN

These Centres form part of the social services of a general character, the potential beneficiaries being the whole of the female population whether in a situation of need or requiring information on matters which specifically affect women.

Within the diversity of Advisory Centres for Women some have been promoted by women's organisations, others by Local Administrations, Autonomous Governments and Provincial Councils.

The Institute for Women's Affairs manages and directs eleven Centres for Information on the Rights of Women (CIDEM). These Centres offer a free advisory service on legal, vocational guidance, social resources, health and family planning matters and on women's associations. They also disseminate and distribute information on the rights of women and handle and process claims by women of discrimination by reason of their sex.

In regard to the content of the enquiries received by these Centres some 60% of the total number are legal enquiries, especially on family law: matrimonial separation, filiation, paternal authority, divorce, matrimonial economic régimes, etc. Next in numerical importance are enquiries concerning labour law. The remaining enquiries relate to social resources, vocational guidance, cultural activities and the activities of the Institute for Women's Affairs.

NUMBER OF PERSONS CONSULTING THE CENTRES FOR INFORMATION ON THE RIGHTS OF WOMEN (CIDEM)

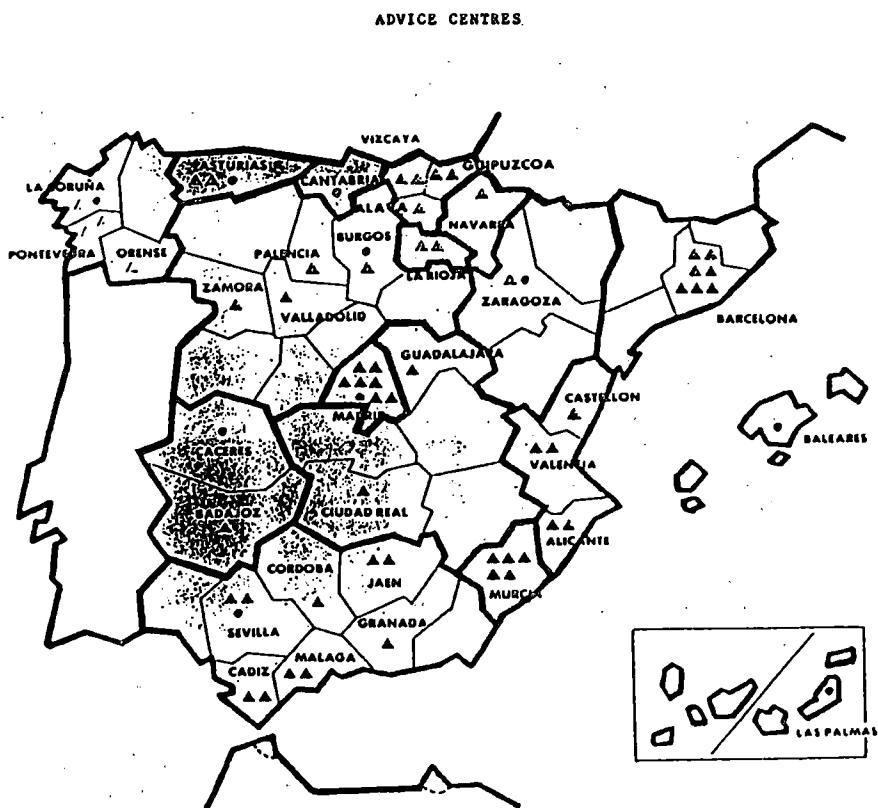
	1984	1985	1986
MADRID	10,661	23,990	24,446
CACERES	4,444	4,512	6,111
SEVILLA	3,786	3,013	6,596
PALMA DE MALLORCA		168	3,514
LA CORUNA	(*)		2,385
ZARAGOZA	(*)		2,218
GIJON	(*)		2,460
PALENCIA	(*)		810
LAS PALMAS	(*)		743
CANTABRIA	(*)		881
TOTALS	18,891	31,683	50,164

(*) The Centres for Information on the Rights of Women in the cities marked with an asterisk began operating from 1986 onwards.

A new Centre was inaugurated in Toledo in 1987, and for this reason no data are given for this Centre.

There are 55 Advisory Centres for Women; the functions which they fulfil are similar to those of the centres run by the Institute for Women's Affairs.

The thirteen private Advisory Centres are run by women's associations or foundations.



The sixteen new Advice Centres, integrated into various Autonomous Communities and Town Councils, began operations towards the end of 1987 as a result of agreements reached between the Ministry of Culture and the National Institute for Employment.

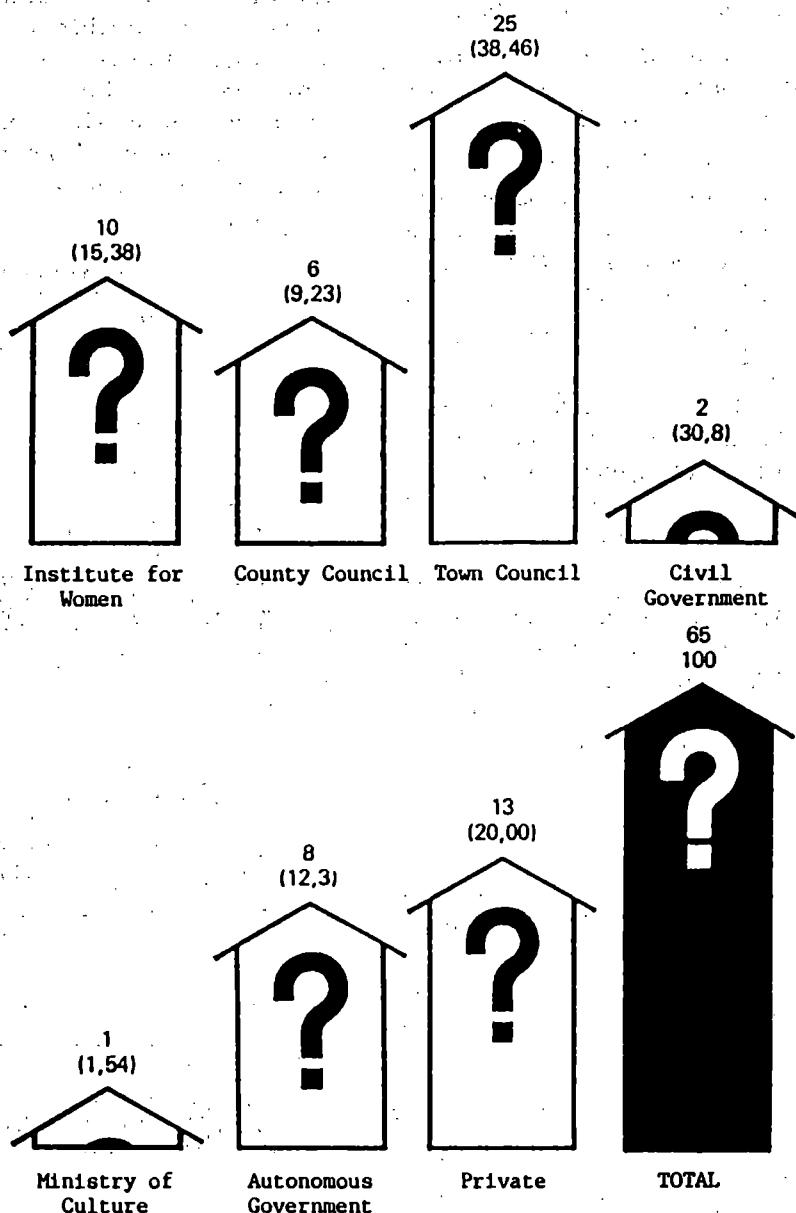
PROSTITUTION

According to the estimates of the Economic and Social Council of the United Nations, female prostitution can involve some 10-13% of the women who live in large towns.

The study on "Prostitution amongst women: a form of marginalisation" (*) summarises the data and characteristics of this group in Spain :

- 60% of prostitutes are under 27 years of age;
- 85% of them did not complete their primary education and 11% are illiterate;
- 41% are unmarried;
- More than 80% of these women come from families with more than six members, with limited resources and fathers without any vocational skills;
- 83% had their first child before they were 23 with 31% being minors. The mean number of their children is 2.5;
- 26% had their first sexual relationship before they were 15;
- 22% became prostitutes when still minors;
- 46% exercise, or have exercised, their prostitution through a procurer;

BODIES RESPONSIBLE FOR THE ADVICE CENTRES
(ABSOLUTE FIGURES AND PERCENTAGES)



FUENTE: Elaboración del Instituto de la Mujer.

(*) Fundación Solidaridad Democrática "La prostitución en la mujer: una forma de marginación", Madrid, Instituto de la Mujer y Dirección General de Acción Social, 1985 (unpublished).

- 64% have monthly incomes which exceed 80,000 Pesetas. 70% have unshared family responsibilities, having to provide for an average of three persons;

- 60% do not have any form of health cover;

- 36% do not present themselves for any medical examination;

- Of the group of women who declare that they have suffered from some illness 72% state that they have had one or more sexually transmitted diseases;

- 27% do not use any form of contraceptive and 40% have terminated one or more pregnancies;

- Of the 72% who state that they consume some psycho-active substance 54% consume alcoholic drinks, 34% are addicted to some form of soft drug and 26% are dependent on heroin and cocaine;

- 80% do not identify with any political belief: 71% have religious beliefs and 43% state that they belong to a religious cult.

NURSERIES

In Spain the education and care of children of up to four years of age is largely in the hands of women, either in their capacity of salaried persons or as the mothers or relatives of the children.

The schooling of children up to three years of age is in the hands of the private sector and their social service predominates over their educational and formative objectives. The demand for school places for children of this age exists in two respects, that of education and that of a social service; however neither of these are covered.

The Ministry for Education and Science intervenes to a very limited extent in regard to the group of children from two to three years of age.

DISTRIBUTION OF SCHOOL PLACES FOR CHILDREN OF TWO AND THREE YEARS OF AGE IN THE PUBLIC AND PRIVATE SECTORS, BY AUTONOMOUS COMMUNITIES

7.950	4.031	1.019	3.676	1.811	784
2.268 (28,5)	691 (17,2)	13 (1,3)	150 (4,1)	401 (22,1)	64 (8,2)

Andalucia Aragon Asturias Balearic I. Canary I. Cantabria

23.130	5.882	3.416	1.544	3.485	525
1.590 (7,0)	1.401 (23,8)	497 (14,5)	561 (36,3)	643 (18,5)	22 (4,2)

Catalonia Castille & Leon Castille-La Mancha Extremadura Galicia La Rioja

17.624	2.476	2.371	16.071	9.621	93
598 (3,4)	418 (16,9)	173 (7,3)	5.922 (36,8)	589 (6,1)	— —

Madrid Murcia Navarre Basque Country Valencia Ceuta

337	105.846
125 (37,1)	16.126 (15,2)

Melilla TOTAL

TOTALS
PUBLIC SECTOR
Absolute figures
PRIVATE SECTOR
Absolute figures