Assessment of the National Action Plans on Social Inclusion from a Gender Perspective

Spain

2003

EWERC, Manchester School of Management, UMIST

Copyright Disclaimer: This report was produced as part of the work of the European Commission’s Expert Group on Gender and Employment (EGGE) and was funded by the European Commission. The European Commission has granted permission for this report to be published in this website. The opinions and views expressed in this report remain the responsibility of the authors and authors alone, and should not be taken to be representative of the views of the European Commission.

María Luisa Moltó (Universidad de Valencia, Valencia, Spain; luisa.molto@uv.es)

Celia Valiente (Universidad Carlos III, Madrid, Spain; valiente@polsoc.uc3m.es)

12 September 2003

The purpose of this report is to assess how gender has been mainstreamed in the Spanish National Plan for Social Inclusion 2003-2005 (II Plan Nacional de Acción para la Inclusión Social del Reino de España 2003-2005, hereafter Spanish NAP). Gender mainstreaming concerns (re)organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages by the actors normally involved in policy making.

At times, we insert into this report quotations from the Spanish NAP. The translation from these quotations from Spanish to English have been made by María Luisa Moltó and Celia Valiente. Together with all the quotations from the Spanish NAP we include the number of page of the Spanish version of the Spanish NAP (or the Appendix) in which the quotations appear.

In Grid One we describe gender mainstreaming and gender issues under the various objectives of the Spanish NAP and its Annexes. In Grid Two we assess gender mainstreaming and gender issues in the Spanish NAP and its Annexes. In Grid Three we assess gender proofing in the examples of good practices included in the Spanish NAP (and in its Annex 5).

GRID ONE: GENDER MAINSTREAMING AND GENDER ISSUES RAISED BY SPAIN UNDER THE VARIOUS OBJECTIVES OF THE NATIONAL PLAN FOR SOCIAL INCLUSION 2003-2005

In this grid one we proceed in three steps. For each chapter of the "Spanish NAP":

(i) under the head titled NAP outline we copy extracts from the common outline for the 2003/2005 National Action Plans against Poverty and Social Exclusion (NAPs);

(ii) under the head titled Gender mainstreaming we refer to any (re)organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages by the actors normally involved in policy making;
(iii) under the head titled *Specific gender issues/specific measures* we list concrete measures introduced in the Spanish NAP with a view to ensuring equality in practice between men and women. In other words, we list concrete programs to prevent or compensate for disadvantages linked to sex.

CHAPTER 1: MAJOR TRENDS AND CHALLENGES

NAP outline

"Indicators should be broken down wherever possible by sex and age. Where appropriate specific indicators showing particularly relevant gender characteristics should be used."

Gender mainstreaming

(IN THE TEXT OF THE SPANISH NAP--NOT IN ANNEX 1)

* Types of statistics and indicators disaggregated by sex:

To answer this question, we adopt a restrictive definition of what are statistics and indicators disaggregated by sex: only when a given input is shown for women and men. For instance, we consider an indicator disaggregated by sex when the proportion of people aged 65 or over out of total population is given for both women and men (X percent of men and Y per cent of women are aged 65 or over in Spain). We do not consider indicators disaggregated by sex the remaining types of indicators, even if these contain some information about sex. For instance, we do not consider an indicator disaggregated by sex the mention that women outnumber men among those aged 65 or over, or the mention that the number of women aged 65 or over is Z times higher than the number of men aged 65 or over.

The types of statistics and indicators disaggregated by sex are:

- Poverty statistics
- Demographic statistics
- Statistics on types of households

* What is missing

- Other statistics different from poverty and demographic statistics, and from statistics on types of households.

(IN ANNEX 1)
* Types of statistics and indicators disaggregated by sex:

Statistics and indicators disaggregated by sex are much more common in Annex 1 than in the text of the Spanish NAP. In Annex 1, the types of statistics and indicators disaggregated by sex are:

- Poverty statistics
- Demographic statistics
- Labor market statistics
- Education statistics
- Health statistics
- Statistics on specific types of households
- Statistics on people with handicaps
- Social Security statistics

* What is missing

More types of statistics could have been disaggregated by sex. However, we assess that no important type of statistics is missing.

**Specific gender issues/specific measures**

In this section we mention specific statistics and indicators to identify gender issues.

(IN THE TEXT OF THE SPANISH NAP--NOT IN ANNEX 1)

* Poverty statistics:
  - Proportion of people living under the poverty threshold

* Demographic statistics:
  - Life expectancy

* Statistics on types of households:
  - People aged 65 or over living alone

(IN ANNEX 1)

* Poverty statistics:
  - Population under the threshold of risk of poverty by economic activity.
  - Population under the threshold of risk of poverty by
type of household.
- Population under the threshold of risk of poverty 
  owning the dwelling in which they live or renting the 
  dwelling in which they live).
- Population living for 4 or more years in poor 
  households with an income lower than 60% of median 
  income

Demographic statistics:
- Life expectancy.
- People aged 65-79 years.
- People aged 80 years or over.
- People aged 65 years or over.

Labor market statistics:
- Unemployment rate.
- Long-term unemployment rate.
- Long-term unemployment rate of young people.
- Unemployment rate by level of education
- Unemployment rate by age.
- Underemployed people.
- Waged people by type of contract.

Education statistics:
- People with primary school or a lower level of 
  education by age.
- Net education rage of people aged 16 years.
- Net education rage of people aged 17 years.

Health statistics:
- People older than 16 years who say that their health 
  is bad or very bad.
- People older than 16 years who say that their health 
  is bad or very bad by income.
- People with AIDS
- Rate of prevalence of AIDS.

Statistics on specific households:
- Single-parent households headed by women and men.
- People younger and older than 65 years living alone.
- Civil status of heads of single-parent households.

Statistics on people with handicaps:
- People with handicaps by labor market status
- Unemployment rate of people without and with
handicaps.
- People with handicaps by group of age and level of education.

Social Security statistics:
- Workers contributing to the Social Security system.
- Foreign workers contributing to the Social Security system by nationality.

CHAPTER 2: REVIEW OF PROGRESS DURING 2002/2003

Gender mainstreaming

Have some gender gaps been reduced?

The Spanish NAP does not explicitly mention any gender gap that has been reduced during 2002/2003.

Changes in policies

The Spanish NAP does not explicitly mention any changes in (mainstreaming) policies that took place during 2001/2003.

New initiatives related to gender mainstreaming

The Spanish NAP does not mention any new initiative relating to gender mainstreaming.

There is only one place in chapter 2 in which a data on implementation of a specific program is disaggregated by sex: "[NGOs] have managed training courses for immigrants, 30 percent of whom are women" (page 13). However, this sentence is incorrect. We do not know whether 30% of all immigrants are women, or 30% of immigrants who attended these training courses are women.

Specific gender issues/specific measures

Improvement or deterioration of specific gender problems

The Spanish NAP does not explicitly mention any improvement or deterioration of specific gender problems that took place during 2002/2003.

Chapter 2 of the Spanish NAP contains a lot of references to "families" instead of gender or women.
Changes in policies

The Spanish NAP explicitly mention some changes in policies, for instance, on the fight against gender discrimination in general, or on the combat against violence against women. However, these changes in policies correspond to two plans different from social inclusion plans: The Fourth Gender Equality Plan, 2003-2006 (IV Plan de Igualdad de Oportunidades entre Hombres y Mujeres, 2003-2006); and the Second Plan Against Domestic Violence, 2001-2004 (II Plan contra la Violencia Doméstica, 2001-2004) (p. 12).

New initiatives

The Spanish NAP refers to two concrete new initiatives related to specific gender issues:

(i) "the reduction for women of requirements of access to the specific social security regime of rural workers" (page 10).

(ii) "the study titled Indicators of Social Exclusion of Handicapped Women" (pages 11-12).

CHAPTER 3: STRATEGIC APPROACH, MAIN OBJECTIVES AND KEY TARGETS

NAP outline

"Targets should be disaggregated by sex whenever data is available and this is relevant (see Appendix 1 for more suggestions on approaches to setting targets)"

Gender mainstreaming

Extract on gender mainstreaming

There are no extracts on gender mainstreaming.

Targets disaggregated by sex

Chapter three does not contain any target disaggregated by sex.

Specific gender issues/specific measures

Mention of specific measures for the disadvantaged sex

Chapter 3 does not mention specific measures for
the disadvantaged sex. It does mention the following general measures for the disadvantage sex:

i) "Intensification of measures to combine work and family responsibilities" (however, the next part of the sentence refers to "the improvement of the development of the Integral Plan to Support Families") (page 16).

ii) "to increase the number of measures aimed at enhancing equality of opportunity between women and men" (page 16).

Specific targets for women or men with particular disadvantage

"Intensification of measures against domestic violence" (page 16).

CHAPTER 4: POLICY MEASURES

NAP outline

"indicate how a gender perspective has been taken on board, in particular by assessing where appropriate the implications for both men and women of the policy action proposed"

Gender mainstreaming

Mention approach as presented in the NAP

4.1. Employment and access to resources

4.1.1. Facilitating participation in employment

"guaranteeing the principle of equality or treatment and absence of discrimination" (page 17).

4.1.2. Facilitating access to resources

a) Social protection

No mention on gender mainstreaming.

b) Housing and basic services

No mention on gender mainstreaming.

c) Health care
4.2. Prevent risks of exclusion

4.2.1. Knowledge society, ICT

No mention on gender mainstreaming.

4.2.2. Prevent life crisis

No mention on gender mainstreaming.

4.2.3. Preserve family solidarity

No mention on gender mainstreaming.

4.3. Help the most vulnerable

4.3.1. Those at risk of persistent poverty

- "to use data on the Survey on Handicaps and Health Conditions [Encuesta sobre Discapacidades, Deficiencias y Estado de Salud] regarding handicapped people socially excluded or in risk of social exclusion using a gender perspective" (measure 3.2.20, page 32).

4.3.2. Children

No mention on gender mainstreaming.

4.3.3. Areas marked by exclusion

- "To establish awareness campaigns and promotion of gender equality among female and male gypsies" (measure 3.6.7, page 36).

Specific gender issues/specific measures

List dedicated measures and financial resources

4.1. Employment and access to resources

4.1.1. Facilitating participation in employment
- "promote awareness campaigns on laws on equality of treatment and no discrimination in employment" (measure number 1.1.5, page 17).

- "reduce temporary employment...specially for ...women" (measure number 1.1.7, page 17).

- "establishment of new tax exemptions to favor hiring or specially vulnerable groups, and more concretely:

  + up to a maximum of 24 months, exemption of 65% of employers' contribution to social security on common risks [cuota empresarial por contingencias comunes] on employment contracts of victims of domestic violence.

  + exemption of 90% of employers' contribution to social security on common risks on temporary employment contracts of handicapped women aged 45 years or over (exemption of 80% if women are younger than 45 years)" (measure number 1.1.17, page 18).

- "diminish requisites to receive the Active Insertion Income [Renta Activa de Inserción] to...female victims of domestic violence" (measure number 1.1.20, page 18).

4.1.2. Facilitating access to resources

a) Social protection

  No mention to specific gender issues or specific measures for women.

b) Housing and basic services

  No mention to specific gender issues or specific measures for women.

c) Health care

  - "Establishment of awareness and information campaigns on health...specially in the social settings of prostitution" (measure number 1.2.5.2, page 23).

  - "Establishment of a prevention Plan against unwanted pregnancies" (measure number
d) Education, justice, other services

No mention to specific gender issues or specific measures for women.

4.2. Prevent risks of exclusion

The following measures are included in section 4.2 of the Spanish NAP but are not included in sections 4.2.1, 4.2.2, and 4.2.3:

- "To increase supply of places in public and private child care centers for children aged 0-3 years" (measure number 2.2.1, page 26).

- "To give incentives to companies or groups of companies to offer services for children aged 0-3 years" (measure number 2.2.2, page 26)

- "To establish care centers of children aged 0-3 in public companies and the state in order to help state employees to combine their work and family responsibilities" (measure number 2.2.3, page 27).

- "To establish a monthly payment of 100 Euro per child to working mothers with children younger than 3 years (or alternatively a yearly tax exemption of 1200 Euro per child in the personal income tax)." (measure number 2.2.3, page 27).

- "To establish a certification of "family-friendly" companies to companies that help their workers to combine family and work responsibilities" (measure number 2.2.6, page 27).

- "To promote programs to help people combine their work and family responsibilities with services for children aged 0-3 years in cooperation with NGOs" (measure 2.2.7).

- "To establish programs for single-parent families" (measure 2.2.9, page 27).

4.2.1. Knowledge society, ICT

No mention to specific gender issues or specific measures for women.

4.2.2. Prevent life crisis
- "To detect and intervene on situations of separation of couples in which the abandonment of the family by a partner puts family members in a situation of vulnerability" (measure 2.2.8, page 27).

4.2.3. Preserve family solidarity

No mention to specific gender issues or specific measures for women.

4.3. Help the most vulnerable

4.3.1. Those at risk of persistent poverty

- "to promote the participation of elderly women in community life in conditions of equality with men" (measure 3.1.9., page 30).

- "Implement measures of the Fourth Gender Equality Plan, 2003-2006 (IV Plan de Igualdad de Oportunidades entre Hombres y Mujeres, 2003-2006) regarding:

  + women with a low level of education in order to help them to participate in the labor market.

  + the improve the status of rural women.

  + actions to promote that prostitutes find working alternatives different than prostitution.

  + actions to help single women with family responsibilities to have access to social measures.

  + the study school abandonment of female teenagers, specially of female immigrants in their teens.

  + the increase of the female employment rate.

  + actions to make employment services and employers confer value to skills acquired by housewives while performing domestic tasks" (measures number 3.3.1-3.3.7, page 33).

- "Implement measures of the Second Plan Against
Domestic Violence, 2001-2004 (II Plan contra la Violencia Doméstica, 2001-2004) regarding:

+ awareness campaigns to foster dialogue, respect and tolerance, in order to avoid that future generations perform violent behaviors.

+ actions of coordination of all actors active in the prevention and eradication of domestic violence and in the assistance to victims.

+ the creation of centers for female victims of domestic violence, specially emergency centers opened 24 hours.

+ the creation of safe meeting spaces for separated and divorced fathers and mothers and their children of families with former histories of domestic violence.

+ the improvement of legislation on domestic violence.

+ the access of low-income female victims of domestic violence to programs of income maintenance, such as the urgent reception of the Active Insertion Income [Renta Activa de Inserción] (an income equal to 75% of the minimum wage).

+ the development of programs for women in fishing communities in cooperation with NGOs.

+ the development of programs to foster female employment and self-employment in cooperation with NGOs." (measures number 3.3.8-3.3.15, pages 33-34).

4.3.2. Children

No mention to specific gender issues or specific measures for women.

4.3.3. Areas marked by exclusion

- "to promote the social and labor market insertion of female gypsies" (measure number 3.6.6, page 35)

- "to promote the supply of child care services of
gypsy children aged 0–6 years" (measure number 3.6.9.1, page 36).

- "to promote the gypsy girls and female teenagers attend school" (measure number 3.6.9.2, page 36).

- "to improve the professional qualification and labor market situation of female immigrants" (measure number 3.7.9, page 37).

- "to put in place programs related to immigrants who have been trafficked into Spain in order to be sexually exploited" (measure number 3.7.11, page 37).

- "to develop special programs for homeless women" (measure 3.9.4, page 37).

- "to put in place programs for female prisoners with children in cooperation with NGOs" (measure 3.10.2, page 38).

CHAPTER 5: INSTITUTIONAL ARRANGEMENTS

NAP outline

No mention to gender on the NAP outline.

Gender mainstreaming

Involvement of equality bodies, NGOs, other specific organizations

"To make studies on social inclusion...taking in mind the gender dimension" (measure 4.19, page 41).

- "To increase the knowledge of the gender dimension of social exclusion through the works of the Observatory of Equal Opportunities of Women and Men" (measure 4.21, page 41).

Balanced participation of women and men in committees involved in drafting and implementing the NAPs

No mention to gender mainstreaming.

Specific gender issues/specific measures

Involvement of equality bodies, NGOs, other specific organizations

- "To increase the knowledge of the gender dimension of
social exclusion through the works of the Observatory of Equal Opportunities of Women and Men" (measure 4.21, page 41).

- Annex 3 refers to meetings between state officials and widows' associations on social exclusion.

**Balanced participation of women and men in committees involved in drafting and implementing the NAPs**

No mention to the matter in the main text of the Spanish NAP or in Annex 3.

**GRID TWO: ASSESSMENT OF GENDER MAINSTREAMING**

**Progress made since last NAP**

*Importance given to gender issues*

We have not been given the previous NAP, so we have been unable to compare it with the Spanish NAP. The only document that we have is Annex 2 (evaluation of the 2001-2003 NAP). Then, we cannot compare two very different types of documents: the evaluation of the previous NAP with the current NAP. However, given that the importance given to gender issues in the current NAP is very modest, we can only conclude that progress regarding the previous plan (if any such progress exists) is very limited.

*To what extent have they been dealt with and how, compared to the commitment taken by Spain in their NAP 2001?*

See answer to the previous question.

**Identification of challenges**

*Importance given to gender mainstreaming and gender issues in the key identified challenges*

Generally speaking, the importance given to gender mainstreaming and gender issues in the key identified challenges is extremely limited. Gender issues received a slightly more attention than gender mainstreaming, which is hardly present.

*Comments in the light of the other challenges mentioned*

Generally speaking, the importance given to gender mainstreaming and gender issues in the other challenges different than the key identified challenges is extremely
limited. Again, gender issues received a slightly more attention than gender mainstreaming, which is hardly present.

Statistics and indicators

Assessment of the means for/use of gender analysis

Hardly any means for/use of gender analysis with two exceptions: Annex 1, which describe the phenomenon of social exclusion in Spain; and Annex 5, which present 4 examples of good practices.

Assessment of the extent to which statistics and indicators cover gender issues

Generally speaking, gender issues (such as domestic violence, prostitution, child care) are rarely mentioned. There are very few statistics and indicator covering gender issues.

Comparison with the set of commonly agreed indicators (see Indicators sub-group report)

There is a relevant distance between the set of commonly agreed indicators and the statistics and indicators on mainstreaming and gender issues of the Spanish NAP.

Comparison with the treatment of gender issues in the identification of challenges

In general, the identification of challenges and the use of statistics and indicators for gender analysis are both very limited.

What has been dealt with adequately?

The description of the situation of women and men socially excluded or under the risk of social inclusion present in Annex 1 has been dealt with adequately.

What is missing?

Many more statistics and indicators disaggregated by sex.

Strategic approach and targets

Assessment of the importance/attention given to gender mainstreaming-assessment of the resources (financial, human, organizational,...) allocated to it--see part on "mobilizing all stakeholders"
As said, in general, gender mainstreaming is not important. No specific resources are allocated in the Spanish NAP for gender mainstreaming.

Assessment of the importance given to gender in the choice of quantitative (qualitative?) targets

Generally speaking, the importance given to gender in the choice of quantitative and qualitative targets is very limited.

Are the targets consistent with the identified challenges?

Gender is present in a very limited way regarding both the challenges and the targets. Therefore, given the so small number of case where gender is incorporated in both the challenges and the targets, we cannot answer this question.

Design of policies and measures/Implementation of policies and measures

Assessment of the importance/attention given to/ability demonstrated for gender mainstreaming

The Spanish NAP concedes a very limited importance to mainstreaming. Therefore, the Spanish NAP hardly demonstrates ability for gender mainstreaming (since gender mainstreaming is not a goal of primary or secondary importance).

Assessment of the balance between gender mainstreaming and specific measures:

(i) In what circumstances/in response to which common objective are specific measures chosen?

In general, some specific measures are chosen for the common objectives related to employment and the help to most vulnerable groups. However, many of the specific measures included in this Spanish NAP belong to other public policies related not to social exclusion but on gender equality. Many of the specific measures written in this plan are in reality part of: the Fourth Gender Equality Plan, 2003-2006 (IV Plan de Igualdad de Oportunidades entre Hombres y Mujeres, 2003-2006); and the Second Plan Against Domestic Violence, 2001-2004 (II Plan contra la Violencia Doméstica, 2001-2004).

(ii) Is gender considered/mainstreamed in measures for
vulnerable groups (disability, homelessness...)

In general, no.

(iii) In what circumstances/in response to which common objectives is gender mainstreamed?

In general, gender is not mainstreamed.

Monitoring and assessment of policies

Access the means for/use of/reference to gender impact assessment

The Spanish NAP does not mention any gender impact assessment.

"Mobilization of relevant stakeholders"

To what extent have stakeholders for gender issues have been involved (and how relevant are the stakeholders that have been involved for gender issues?)

Chapter 5 of the NAP refers to the Observatory of Equal Opportunities for Women and Men, which is not an important body. Chapter 5 also mentions widow's associations. These are important associations regarding the number of members and the connections with the party in office (the center-right People's Party, Partido Popular). However no other stakeholder for gender issue is mentioned. Therefore, we assess that stakeholders for gender issues have hardly been involved in the Spanish NAP (according to the wording of the Spanish NAP).

Overall assessment

Has gender been mainstreamed consistently across the NAP?

No.

To what extent has it been mainstreamed and how?

In general, gender mainstreaming is absent in the Spanish NAP. We identify only two ways in which gender has been mainstreamed:

(i) Annex 1, which includes indicators disaggregated by sex on social exclusion.

(ii) Annex 5, which comprises some 3 Good Practices with a gender dimension.
Summarize the strengths and the weakness of the approach

There is no strength in ignoring gender mainstreaming, as Spanish policy-makers have done with the Spanish NAP. Mainstreaming gender on social inclusion plans is a pending task for future plans.

Compare gender mainstreaming in this Spanish NAP and in the previous NAP

We have not been given the previous NAP, so we have been unable to compare it with the Spanish NAP. The only document that we have is Annex 2 (evaluation of the 2001-2003 NAP). Then, we cannot compare two very different types of documents: the evaluation of the previous NAP with the current NAP. However, given that gender issues mainstreaming in the current NAP is very poor, we can only conclude that progress regarding the previous plan (if any such progress exists) is very limited.

Assess the overall balance between gender mainstreaming and specific measures

Specific measures for women are not very common in the Spanish NAP, but are definitely more common than examples of mainstreaming.

GRID THREE: GENDER PROOFING IN GOOD PRACTICE PRESENTED BY MEMBER STATES

Question 1: Is there any gender dimension mentioned? (Yes/No; if Yes, please explain)

(IN THE TEXT OF THE SPANISH NAP--NOT IN ANNEX 5)

No gender dimensions mentioned.

(IN ANNEX 5)

Many gender dimensions are mentioned in the 3 of the 4 good practices described in length in Annex 5.

Good Practice 1: Concerted Plan on Basic Benefits of Social Services Provided at the Local Level--Ministry of Labor and Social Affairs.

This is a Plan to provide the same basic benefits from social services in the whole Spain. No gender dimensions are mentioned, with the exception of a reference to 9 centers for
Good Practice 2: Project of Integral Social Intervention in the Aldea Moret neighborhood of the City of Cáceres--City council of Cáceres).

This is a project to improve the living quality of residents in the Aldea Moret neighborhood of the City of Cáceres. There are gender dimensions on:

(i) some of the objectives of the project (to give pregnant women access to basic health services; to foster women's associationism; to foster the employment of unemployed women).

(ii) some of the activities included in the project (Establishment of a self-help group for women; Workshop on maternal health; Establishment of a Mothers' group).

(iii) some of the indicators with which the implementation of this project is assessed (number of women that in 2000 participated in any activity of the project; number of women that visit the local health center).

Good Practice 3: Service of Intercultural Mediation--City council of Madrid

This is a project aimed at improving the access of immigrants to social resources. The project also aims at fostering immigrants involvement in community life. The aspects of this project that include gender dimensions are:

(i) A gender equality agent organizes workshops for women.

(ii) Mediators in this project have to be women and men.

(iii) Several activities aimed at women in order to inform them about the possibility of family reunification, and about the specific problems of immigrant women away from their children during for a long period of time.

Good Practice 4: Educational, Social, and Labor Integration in the South of the City of Madrid--Thyme Foundation [Fundación Tomillo]

This is a project to help young people under the risk
of social inclusion to gain training and participate in the labor market.

The project mentions that the Thyme Foundation managed a literacy program for female illiterates. The Thyme Foundation also administered a program to help low-skilled unemployed women to find jobs.

Question 2: Has an assessment of the implications for men and women of the good practice been made? Is an assessment planned? (Yes/No; if Yes, please explain)

No (as good practices are described in the text of the Spanish NAP and Annex 5).

Question 3: Does the good practice risk increasing discrimination against men or women? (Yes/No/Do not know; if Yes, please explain)

No (as good practices are described in the text of the Spanish NAP and Annex 5).

Question 4: Is the good practice likely to reduce gender gaps/sex discrimination? (Yes/No/Do not know; if Yes, please explain)

(IN THE TEXT OF THE SPANISH NAP--NOT IN ANNEX 5)

No (since there are no mentions to gender dimensions).

(IN ANNEX 5)

Generally speaking, yes (in Good Practices 2, 3 and 4). On the one hand, Good Practices 2, 3 and 4 have specific programs for women to solve their problems. On the other hand, Good practice 2 also tries to foster that women belong to voluntary associations in order to find themselves solutions for their problems.