



Eusko Jaurlaritzako erakunde autonomiaduna
Organismo Autónomo del Gobierno Vasco



GIZONDUZ INITIATIVE
2012 REPORT



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1 INTRODUCTION

Gizonduz is a trail-blazing initiative of the Basque Government, led by Emakunde-Basque Institute for Women, aimed at fostering awareness, participation and involvement of men for gender equality.

The objectives, which are specified in the [founding document of the Gizonduz initiative](#), are as follows:

- To increase the number of sensitized and committed men in favour of gender equality.
- To increase the number of men with training in gender equality.
- To foster co-responsibility of men in household tasks and as carers.

Even though the term initially envisaged for the initiative was November 2007 to December 2009, Emakunde decided to extend it in time as a result of the positive assessment of the first two years that Gizonduz was up and running.

The measures implemented by the Gizonduz initiative between 2007 and 2011 are set out in the [Gizonduz Initiative Report: 2007-2010](#) and in the [2011 Performance Report. Gizonduz initiative](#).

2 MEASURES IMPLEMENTED IN 2012

2.1 WEB SPACE

In 2012, work continued on administering the website (www.euskadi.net/gizonduz), which was set up in April 2008. It contains extensive information on the initiative in different media, along with sections with interviews, documents, bibliography, videos, links to websites of interest, links to sign up people to the Charter of Basque Men for Equality and Against Violence Towards Women, etc.

While there were 13,977 visits to the Gizonduz initiative website in 2011, the number rose to 17,522 in 2012, when 35,400 pages. Out of these visitors to the website, 11,061 were exclusive visits and 61% of them return visits, in other words, by people who had not already visited the website previously.

Eighty-six per cent visited the website from different locations in the Spanish State, while the rest were from Mexico (2.7%), Venezuela (1.4%), Colombia (1.2%), Peru (1%), Ecuador (0.7%), Chile (0.8%), Argentina (0.8%), Guatemala (0.7%), the United Kingdom (0.6%), France (0.7%) or the United States of America (0.5%). According to the data in the statistical reports, the website was accessed from the 5 continents.

As regards the visits within the Spanish State, 25.5% were from Bilbao, 9.5% from Madrid, 7% from Donostia-San Sebastián, 6.3% from Vitoria-Gasteiz, 2% from Barcelona and 1.8% from Pamplona.

As far as the use of language to access the website was concerned, 90% of the people did so in Spanish, 3% in the Basque Country and 1.7% in English.

2.1.1 Blog

The Gizonduz initiative blog is a space for discussions, news and useful information. It is open to the general public so that they can express their opinions, reflections and comments on current affairs relating to equality, men and masculinity.

From January to December 2012, 130 entries were uploaded and can be broken down into the following categories: institutional initiatives, male violence, violence against women, men's groups and men's attitude to equality. Over 600 entries have been uploaded since the Gizonduz Initiative blog was launched in July 2008.



2.1.2 Interviews

This section contains interviews with people involved in equality. The people interviewed in 2012 were as follows:

- Encarna de la Maza González. Organisation Secretary of the SATSE [Spanish Nursing Union] in the Basque Country.
- Iñigo Lamarca, Ararteko.
- Loli García, Director of Community and Family Policy of the Basque Government.
- Julio César González Pagés, Coordinator of the Ibero-American Network of Masculinities.
- Graciela Hernández Morales, sociologist and educator. She was a speaker at the VI Seminar of the Emakunde Nahiko programme in December 2012 where she gave the paper "The drive to decide, chose and create one's own life".
- Raewyn Connell, lecturer at Sydney University and member of the Australian Academy of Social Sciences. International expert in the theorization and social construction of masculinities.

2.1.3 Social Networks

In 2011, a Gizonduz institutional page was created in Facebook, after a content migration process had been carried out from its existing profile. Both that page and the profiles that Gizonduz has in You Tube and in Vimeo were also administered and updated periodically.

In 2012, the Gizonduz Facebook page had an average of 4,784 friends, and 178 publications were uploaded, with an average reach per publication of 600 visits.

2.2 AWARENESS-RAISING AND TRAINING PROGRAMME

In March 2009, the first Gizonduz awareness-raising and training programme was launched. In 2009 and 2010, 3,116 people (1,665 men and 1,451 women) took part in the more than 140 courses organised.

During the third programme in 2011, a total of 76 courses (74 presence-based and two online of 60 and 8 hours) were run, involving 1,650 people, out of which 55.6% (919) were men and 44.4% (731) were women.

During the fourth programme in 2012, 79 courses (77 presence-based and two online of 60 and 8 hours) were run, involving 1,699 people, out of which 811 (47.7%) were women and 898 (52.3%) were men.

Since the Gizonduz awareness-raising and training program began, 6,475 people, 3,395 men (52.4%) and 3,080 women (47.6%), have taken part in the different courses, both in the presence-based and online format.

2.2.1 Presence-based courses

In the 2009 and 2010 awareness-raising and training programmes, 138 presence-based courses were run, in which 2,548 people took part, 1,407 (55%) of whom were men and 1,441 (45%) women, and 711 training hours were taught.

In 2011, 74 courses were run, with 293 hours taught. 1,459 people, out of whom 56% (821) were men and 44% (638) women, took part in those presence-based courses. 48.6% of the students took part in courses lasting two hours, 10% in 3-hour courses, 34.5% in 4 to 10 hour courses and 6.8% in courses lasting over 10 hours. Of the 4 scheduled presence-based courses¹ In 2011, only one 10-hour course was held at the Emakunde headquarters, in Vitoria-Gasteiz, as the others did not have the necessary minimum of students enrolled.

In 2012, 77 presence-based courses were taught, all of which, except for one, used the “a la carte” modality². Three out of the 4 scheduled programmes on Men, Equality and Masculinities were suspended due to a lack of people enrolled.

Since the Gizonduz awareness-raising and training program began, 5,452 people, 2,996 of whom were men (55%) and 2,456 women (45%), have taken part in the different presence-based courses

¹ The scheduled courses are those where the main aspects of the course - contents, characteristics, timeline, place and language used - are established beforehand.

² The non-scheduled or “a la carte” courses are those that are run according to demand, both in terms of the scope and contents, and as regards the venue and the target audience.

2012 PRESENCE-BASED COURSES

Course types according to the hours taught	Hours taught according to course type	Total students	% of the total students	Men	Women
2 hours	32,5	439	30,38%	223	216
3 hours	15	211	14,60%	112	99
From 4 to 10 hours	164,5	506	35,02%	342	164
10 or more hours	272	289	20,00%	91	198
Total	484	1445	100%	768	677

In 2012, the work in collaboration with local councils, provincial councils and the Basque Government was consolidated.

Thirty-eight courses were organised with local councils. It should be noted that those courses in Sestao, Rentería, Bergara or Berriz, were aimed at professionals involved in municipal management, elected official, technicians, local police and the general public.

They were not isolated actions, but rather part of a general intervention programme. In the case of Gasteiz Local Council, the courses were inserted in programmes aimed at ESO students (compulsory secondary education) in collaboration with different educational centres of the city.

Out of the 484 hours taught in 2012, 276 were taught in organised courses or requested by public institutions.

In 2012, courses continued to be organised with trade unions and companies. Furthermore, special mention should be made of the collaboration with NGOs where courses were organised both for their own staff and for the users of their services.

The courses run in conjunction with the different faculties and schools of the University of the Basque Country UPV-EHU were of particular interest, above all the option ran during the first four-month session of the 2012-2013 academic year in the experience learning centres [aulas de la experiencia] in Vitoria-Gasteiz

Men accounted for 53.14% of the total students. They nearly doubled the number of women in the courses of over four hours, but the number of women in courses of 10 hours or more was clearly greater than the number of men, 198 compared to 91. Thus, female participation accounted for 46.68% of the total students.

As a point of interest, an increase was noted in the training sessions of 10 hours or more, that went from accounting for 6% of the total students in 2011 to 20% in 2012.

Table of presence-based courses run in conjunction with **public institutions**

Entity	Contents	Target audience	Lenght (hours)
Youth Observatory. Basque Government	Masculinity and Equality	Sector professionals	15
Youth Observatory. Basque Government	Youth and New Technologies	Sector professionals	15
Bizkaia Basketball Federation	Sport and Equality	Coaches	5
Euskal Trenbide Sarea	Men, Equality and Masculinities	Middle management and trade union representatives	10
Family Support Directorate. Basque Government.	Men, Equality and Masculinities	Own staff	10
Social Action Division. Bizkaia Provincial Council.	Men and Equality Relations	Provincial Council staff	10
Department of Education. Basque Government	Men, Equality and Masculinities	Own staff	20
Biltzen	Men, Equality and Masculinities	Immigrants	20
Sestao Local Council	Equality and its Implications for Public Policy	Policy makers	4,5
Sestao Local Council	Equality Policies in Local Government	Municipal technicians	9
Sestao Local Council	Elderly men and care, looking after themselves and caring	Old Age homes	2
Sestao Local Council	Involving Citizens in Equality	Associative Movement	2
Sestao Local Council	Equality, Violence Against Women and Prevention of Criminality in Men	Local Police	10
Sestao Local Council	Equality, Violence Against Women and Prevention of Criminality in Men	Local police and social workers	10
Sestao Local Council	Co-responsibility, Equal-footing Parenthood	Personal municipal	5
Santurtzi Local Council	Equal-footing Parenthood talk	General public	2
Renteria Local Council	Elderly Men and Caring	Retired men	4
Renteria Local Council	Masculinity and Equality, Violence Against Women and Male Violence.	Local Police	6
Renteria Local Council	Masculinity and Equality, Violence Against Women and Male Violence.	Local Police	6
Renteria Local Council	Masculinity and Equality, Violence Against Women and Male Violence.	Local Police	6

Entity	Contents	Target audience	Lenght (hours)
Renteria Local Council	Masculinity and Equality	Personal técnico y politico	4
Berriz Local Council	Masculinity and Equality	Municipal technicians	3
Berriz Local Council	Basic and Prevention of Violence Against Women	Municipal technicians	3
Bergara Local Council	Masculinity, Equality and Parenthood	Municipal technicians	4
Bergara Local Council	Masculinity and Equality	Policy makers & technicians	4
Bergara Local Council	Equal-footing Parenthood	People on welfare benefits	4
Aretxabaleta Local Council	Elderly Men and Caring	Elderly men	2
Emakunde. Basque Govt.	Men, Equality and Masculinities	Grassroots. Programmed course	20
TOTAL			215,5

Table of presence-based courses in schools run in conjunction with **Vitoria-Gasteiz City Council**

Entity	Contents	Target population	Lenght (hours)
Vitoria-Gasteiz City Council. Jesus Obrero School	Do you dare to love me?	Students of 1st PCPI (Initial Professional Qualificaiton Programme)	8
Vitoria-Gasteiz City Council. Nazareth School	Better if everyone is involved at home	Students of 1st ESO (Compulsory Secondary Education)	3
Vitoria-Gasteiz City Council. IPI Sansomendi School	Better if everyone is involved at home	Students of 1st & 2nd ESO	16
Vitoria-Gasteiz City Council. Ikasbidea School	Better if everyone is involved at home	Students of 2nd ESO	16
Vitoria-Gasteiz City Council. Corazonistas School	Better if everyone is involved at home	Students of 2nd ESO	6
Vitoria-Gasteiz City Council. Care Centre	Men, Equality and Co-responsibility	Young users of the care centre	4
Vitoria-Gasteiz City Council. San Prudencio School	Better if everyone is involved at home	Students of 1st ESO	8
TOTAL			61

Table of presence-based courses run in conjunction with trade unions, companies and public entities

Entity	Contents	Target population	Lenght (hours)
SATSE	Men, Equality, Masculinities and Health	Trade union officials and members	20
SATSE	Men, Equality, Masculinities and Health	Trade union officials and members	20
SATSE	Men, Equality, Masculinities and Health	Trade union officials and members	20
ERNE	Masculinities, Sexual Harassment in the Workplace and Prevention of Violence Against Women	Ertzaintza (Basque Police Force)	8
ERNE	Masculinities, Sexual Harassment in the Workplace and Prevention of Violence Against Women	Ertzaintza (Basque Police Force)	8
UAGA	Basic Masculinities	Trade unionists	5
Socialist Party. Las Arenas Group	Men, Equality and Masculinities	PSE (Socialist Party) members	2
Ezker Anitza	Men, Equality and Masculinities	General Public	2
Guggenheim Museum Foundation	Men, Equality and Masculinities	Own Staff	6
TOTAL			91

Table of presence-based courses run in conjunction with educational institutions

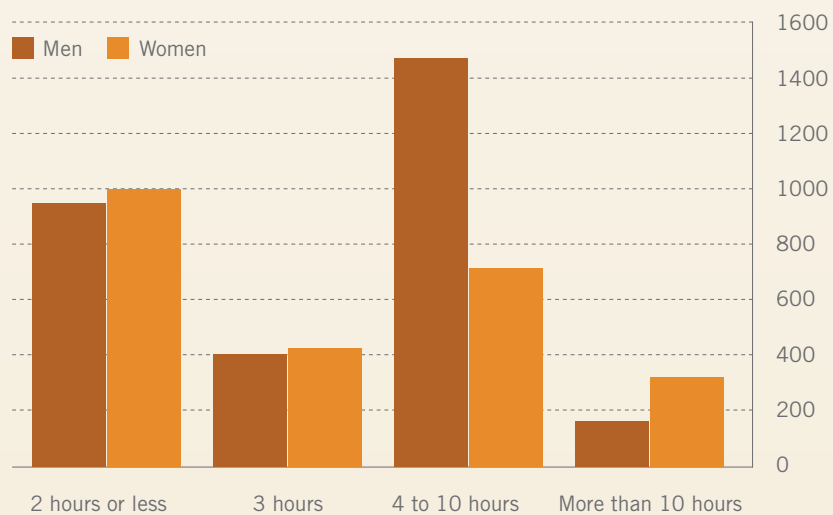
Entity	Contents	Target population	Lenght (hours)
Aulas Experiencia. EHU-UPV	Men, Equality and Masculinities	Students	30
CIP Gasteiz	Men, Equality and Masculinities	Teachers	12
Bizkaia Professional Association of Psychologists	Youth, New Technologies and Equality	Members	15
Occupational Relations School. EHU-UPV	Masculinity, Equality and Occupational Risks	Students	4,5
Social Work School. EHU-UPV	Violence Against Women	Students	2
Social Work School. EHU-UPV	Gender and Social Work. Group Techniques	Students	3
Botikazarra High School	Men, Equality and Masculinities	Students	2
Botikazarra High School	Men, Equality and Masculinities	Students	2
Koldo Mitxelena High School	Masculinities and Violence Against Women	Students	3
TOTAL			73,5

Table of presence-based courses run in conjunction with Associations and NGOs

Entity	Contents	Target population	Lenght (hours)
Zubietxe	Men, Equality and Masculinities	Foreigners	4
Zubietxe	Men, Equality and Masculinities	Foreigners	4
Ziprizintzen	Masculinities, Sexuality and Homophobia	Grassroots	4
Prestatutik 4	Men, Equality and Masculinities	Foreigners	4
Prestatutik 3	Men, Equality and Masculinities	Foreigners	4
Prestatutik 2	Men, Equality and Masculinities	Foreigners	4
Prestatutik 1	Men, Equality and Masculinities	Foreigners	4
Círculo Solidario	Men, Equality, Cooperation and Masculinities	Own staff and volunteers	15
TOTAL			43

Students 2009-2012

	Men	Women	TOTAL
	2.996	2.456	5.452



Rating of the presence-based courses

The average scores given by the people on the presence-based courses to rate the courses on a scale of 6 points are set out below.

Global interest of the course	5,2
Prior knowledge of the subject	3,7
Contents	4,8
Instructor	5,1
Dynamics	5,1
Group participation	5
Organisation	4,9
The space	4,8
Materials used	4,7
Relevance for personal life (%)	96%
Relevance for professional life (%)	92%

Not all the ratings covered every section and, in any case, the most significant are as follows.

As regards the positive aspects of the course, in addition to repeating aspects that are rated in the above table such as participation, the lecturer or the contents, the answers highlight two, one related to a new way of looking at reality and, in connection to this, knowing it better from the gender perspective. Another aspect frequently raised was that the course is related to everyday aspects. Furthermore, other aspects were raised related to the importance of discussing masculinity and having sufficient time to discuss these themes.

As regards areas for improvement, the majority suggested having more time. It is interesting to note that this was not only the case in the four-hour course, but also having more time is also considered necessary in the longer 6, 9 or 10 hours. The proposal that frequently appeared, even though in different forms, was to expand the practical part of the course, with different fields being proposed depending on the target audience: focus on violence against women, the classroom the local authorities.

The aspects that the students would like to go further into are directly related to their field of action or of work. The most common area is violence against women, both in terms of knowing about its reality and how to prevent it. Another block is related to education and youth and is followed by the theme of equality at work, harassment, positive action, etc. The other themes are: emotions and masculinity, romantic love, homophobia, paternity or language and communication or health and equality.

In short, it can be pointed out that there is demand to spend more time on training and working on practical aspects to a greater extent. It should be noted that the themes that the students wish to consolidate are included in the subjects offered at Gizonduz.

On the other hand, in order to disseminate the initiative, the programme was showcased in the different media and it has been involved in numerous awareness-raising activities, including:

- The “How to Involve Men in Supporting Equality from the Institutions” seminar, held at Emakunde on 30 November.
- Participation at the session on good practices in positive parenting at the “Family Policies: Investment for Social Cohesion” Congress, organised by the Department for Employment and Social Affairs, in Vitoria-Gasteiz on 6 and 7 November.
- The “Men, Equality and Masculinities” symposia as part of the Bio-ethics series organised by the UPV-EHU Experience Centres in Vitoria-Gasteiz.
- The II Symposia on Women and Girls with Functional Diversity under the “Approaching the Invisible” slogan organised by the Zuzenak Foundation.
- The “Gender Equality” round table within the “Immigration Questions” symposiums organised by the Cameroon association Gran Bassa’s de Álava.
- The World Kafe organised at the Koldo Mitxelena Institute of Vitoria-Gasteiz to mark International Women’s Day which focused on the theme of prostitution.

2.2.2 Online Courses

Since the Gizonduz online training and awareness-raising courses began to be run, a total of 1023 people, 399 men (39%) and 624 women (61%), have taken part in them.

During the 60-hour training course, both the demand and supply of places has gradually increased, while demand dropped significantly for the 8-hour course.

2.2.2.1 Online awareness-raising

This course tackles aspects such as the origin of gender inequality, the role that stereotypes and roles according to the sex play in socialisation, the review of different male models, the role that caring for other people and themselves plays in the life of men, the involvement of men in household tasks and looking after other people, the gender problems that sexist socialisations also occurs in men, along with the role that legitimating of violence plays in constructing masculine identifies.

The course, which lasts an estimated 8 hours and can be completed any time of the day, was set up in 2009 and 405 people, 334 men and 142 women, successfully completed the course in 2009, 2010, 2011 and 2012.

In 2012, a total of 54 people, 40 women and 14 men, successfully completed the course, which indicates the drop in participation and the trend for fewer men to take part.

As regards the technical problems, only one person has indicated that they could not download the materials.

Rating of the course (out of 6)

Global interest of the course	5,1
Did you have any prior knowledge of the subject?	4,1
Aspects of the course: Contents	4
Aspects of the course: Materials used	3,6
Do you believe that it has been useful for your personal life?	100%
Do you believe that it has been useful for your professional life?	100%

In the section of the survey on the three most positive aspects of the course, two people have pointed out that the whole course interested them.

In the improvement suggestions, several people pointed that it would be interesting to expand the course.

And regarding the aspects to go further into, several people pointed out that into all those raised by the course.

Conclusions

The overall rating of the course is very high, (5.1 out of 6), and more so, taking into account that they also had significant prior knowledge of the subject (4.1). The contents of the course have also been well-rated(4) while the lowest score was given to the materials used (3.6).

It is significant that 100% of the people who completed the course believed that it has been useful both for their professional and personal life.

In 2012, there was a significant drop in the number of people who took this course.

On the other hand, only 26% of the people who completed the course were men, which, given that it is a course aimed specifically at men, means that it has not met its target of reaching this sector.

2.2.3 Online training

The first 60-hour Gizonduz online training course was held between 21 September and 21 December 2009 and the second on the same dates in 2010. Given the great existing demand, it was decided in 2009 to increase the initially envisaged number of students (60) to 79, of whom just over half successfully completed the training activity.

In the second course, the demand continued to increase and the number of places increased to 138. Even so, 107 people remained on the waiting list. Seventy six, 39 of whom were women and 37 men, of the 138 people who started the course successfully completed it.

Demand to take the course increased spectacularly in 2011. A total of 575 people applied for the 140 places available on the course. 413 of them were women and 162 men. Out of the 140 people selected and who began the course, 80 were men and 60 women, and 29 women and 52 men successfully completed it.

For the fourth online course (2012), the computer platform was changed which was a clear improvement and facilitated student participation, which was significant higher in this course. Proof of this is that 1,076 people accessed the forum during the course.

One hundred and ten people out of the total of 210 enrolled successfully completed the course (52.8%), which was the best result of the four courses ran so far. It should be pointed out that in the latest course, people on the waiting list were accommodated, which mean that 181 women and 29 men began the course and 97 of the women (53.6%) and 14 men (48%) successfully completed it.

A total of 547 people, 257 men (47%) and 290 women (53%), took part in the four 60-hour online training courses.

In this year's course, a presence-based session was organised on "Men and Caring" by the tutor Daniel Leal González, which 34 people physically attended, but it was followed by over 70 students live online or by watching the recording online available through Irekia. This activity was consolidated within the course and was particularly acclaimed.

As regards the assessment of the course by the student, over 90% of them rated both the contents and the materials used and the activities carried out between rather and very pertinent, which reflected a very high degree of satisfaction.

2.3 SUBSIDIES TO MEN FOR EQUALITY ASSOCIATIONS

Furthermore, by means of the Ruling of 12 June of the Director of Emakunde-Basque Institute for Women, the conditions were established for the awarding of subsidies in 2012 aimed at mixed and men's federations and/or associations that work for the gender equality in the Basque Autonomous Community. The following projects related to men, equality and masculinities were subsidised:

- "Men+Men: Dissemination and awareness-raising by means of dramatic performances" by "Ziprztintzen" - Ermua Association of Men for Equality (€1,470.00)
- "Consolidating the Laudio Men's Group by means of training and social action" of "Ongiz" Berdintasunaren Aldeko Elkarte (€1,410.00).
- Two performances of the "Konprimituak/Compressed" forum theatre by "Ongiz" Berdintasunaren Aldeko Elkarte (€1,372.00).

2.4 "GAZTEAK BERDINTASUNEAN 2.0" PROJECT

In collaboration with EJIE, S.A., the public corporation, the technical aspects were designed and defined for a project aimed at fostering awareness-raising and involvement of adolescents and young people, and in particular of men, regarding gender equality and against violence against women, by means of using innovative educational tools based on new technologies.

The project consists of 3 platforms:

- An information or "display case" website that showcases information on the project and its development and phases, along with the entities involved.
- An on-line graphic adventure (video game) where the users are set different scenarios where they have to face and solve certain tests, in other words, choosing between different possible options regarding violent, homophobic and sexist situations, etc.
- A virtual community that generates participation space by reinforcing the communication between adolescents.

2.5 DISSEMINATION AWARENESS-RAISING AND TRAINING ACTIVITIES

As in previous year, in 2012, it began to disseminate the university master's and post-graduate courses and the specific IVAP courses on equality, along with the activities of the Forum for Equality, in order to foster greater participation of men in the aforementioned awareness-raising and training activities. They were then published by means of the electronic newsletter and the Gizonduz website.

2.6 DIGITAL PUBLICATIONS

The “Gizonduz Initiative. 2011 Report” , which provided an exhaustive review of the actions carried out during that year was prepared and published in digital format.

“Elderly Men and Caring: Being Looked After and Caring” digital document was published. It was aimed at all those people who, both from a professional and personal perspective, want to go further into issues related to the values and behaviour of elderly men towards care.

2.7 ADVISORY SERVICE

Finally, it should be pointed out that in 2012, queries related to the Gizonduz initiative and to other issues relating to men, equality and masculinities were also dealt with face-to-face, by email or by calling the 258 telephone number.

Vitoria-Gasteiz, 13 April 2012



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