



Gendered policies in Public Employment Service of Catalonia- SOC

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AUTHORITIES FOR LIFELONG LEARNING



**Generalitat
de Catalunya**

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We've got a Plan: **Gender Mainstreaming Plan 2023-2027**

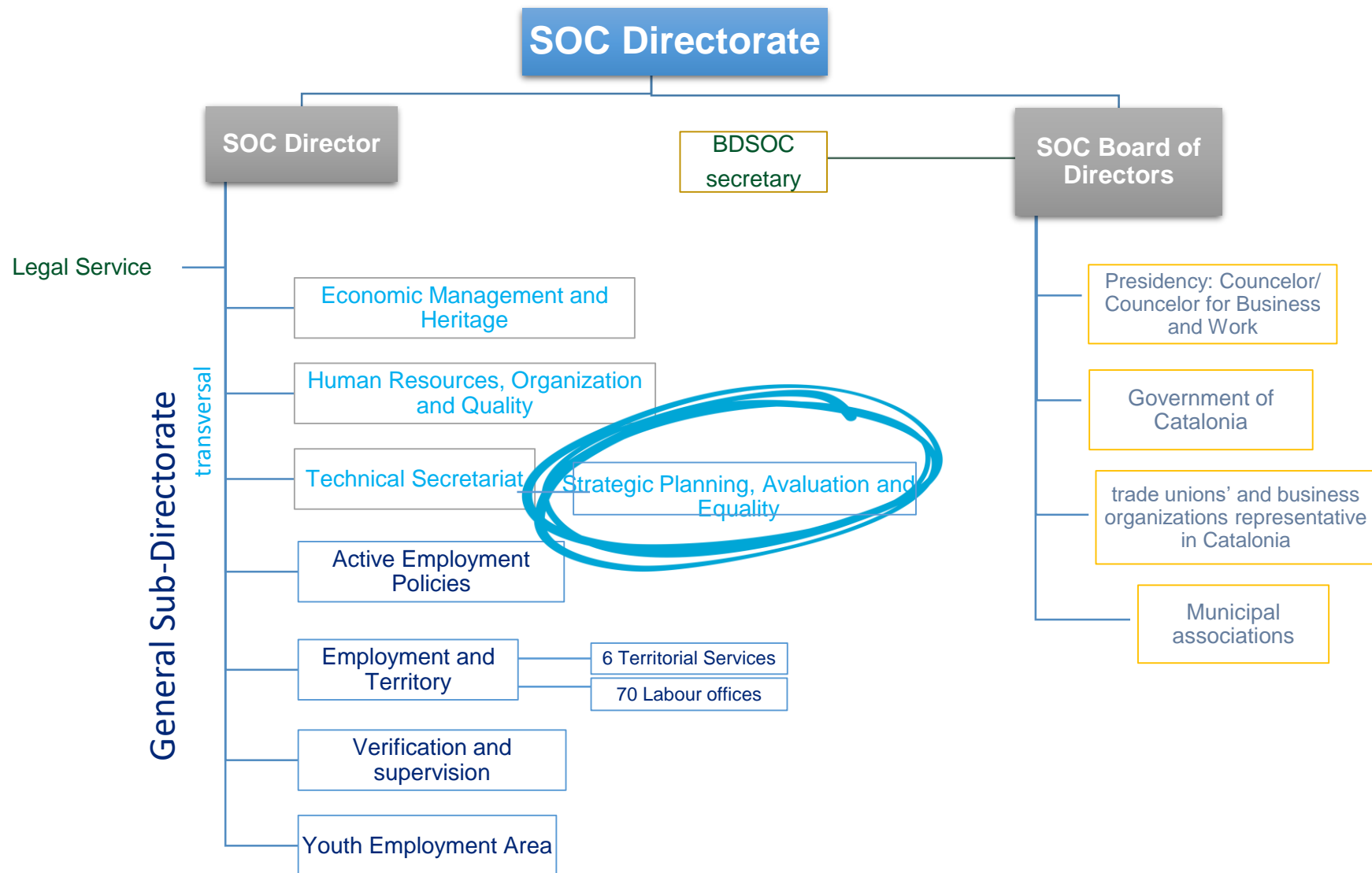
OBJECTIVES

- ▶ Explain how SOC is applying gender mainstreaming in policies and programmes .
- ▶ Give some exemples, maybe useful: benchmarking policies, methodological tips and vision over gendered policies, programs and projects we work on at Public Employment Service of Catalunya.
- ▶ Share with this group and discuss about how to improve results

WHO WE ARE ?

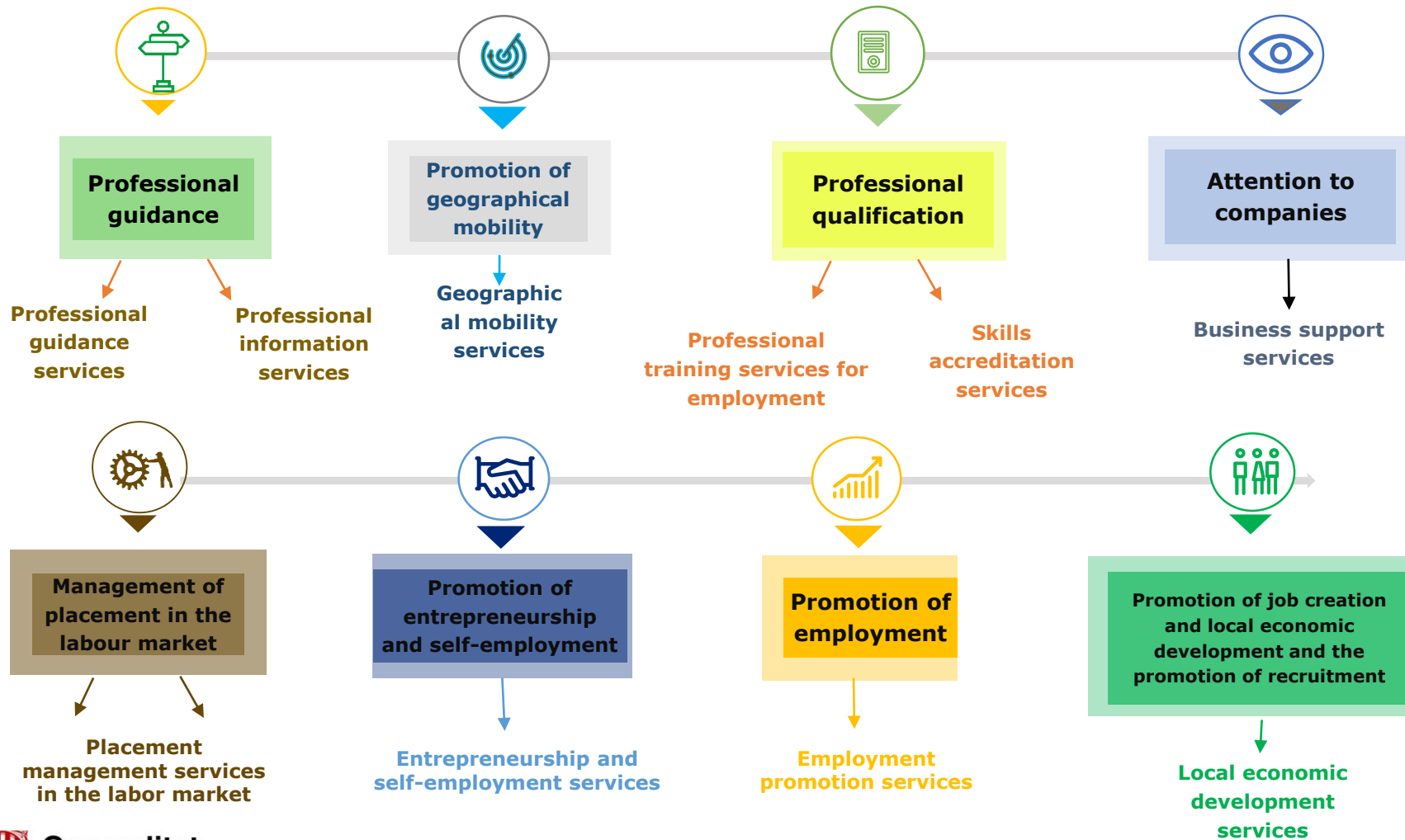
EMPLOYMENT PUBLIC SERVICE OF CATALONIA

GENDER UNIT

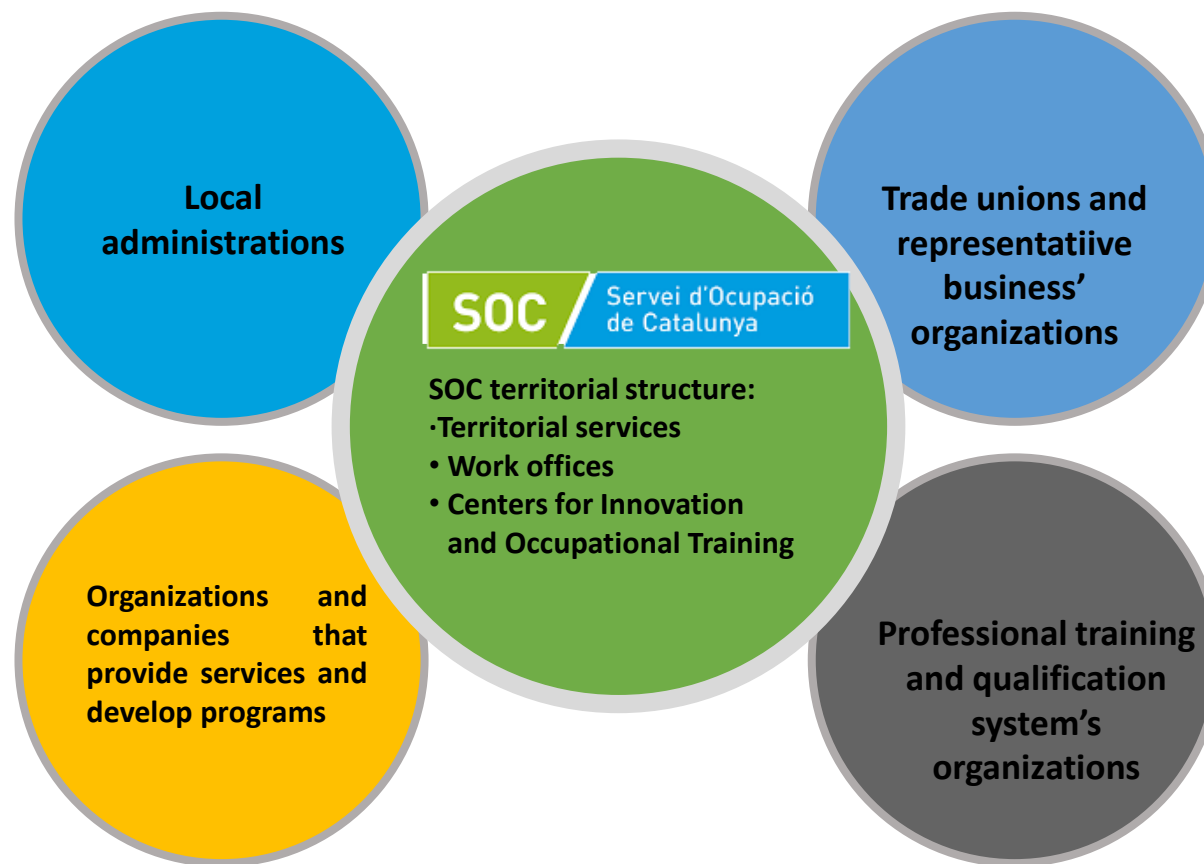


SOC Services Portfolio

Scopes



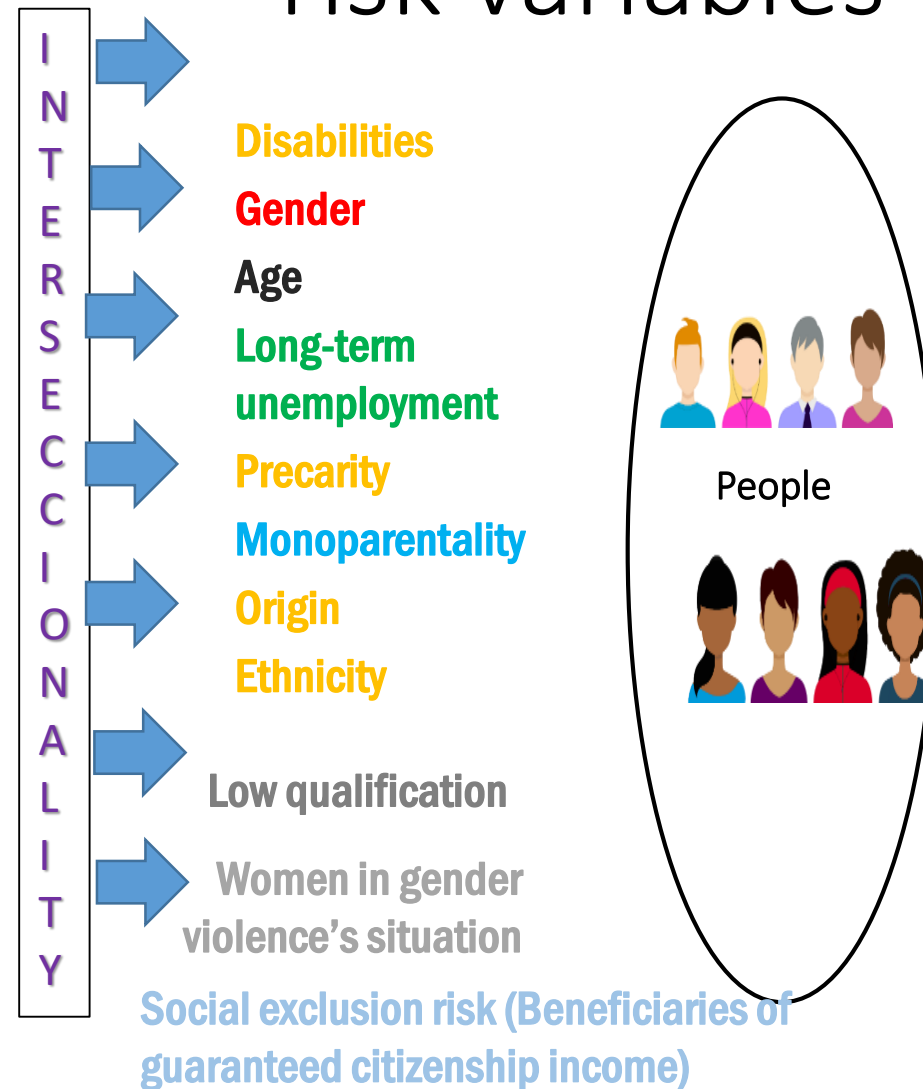
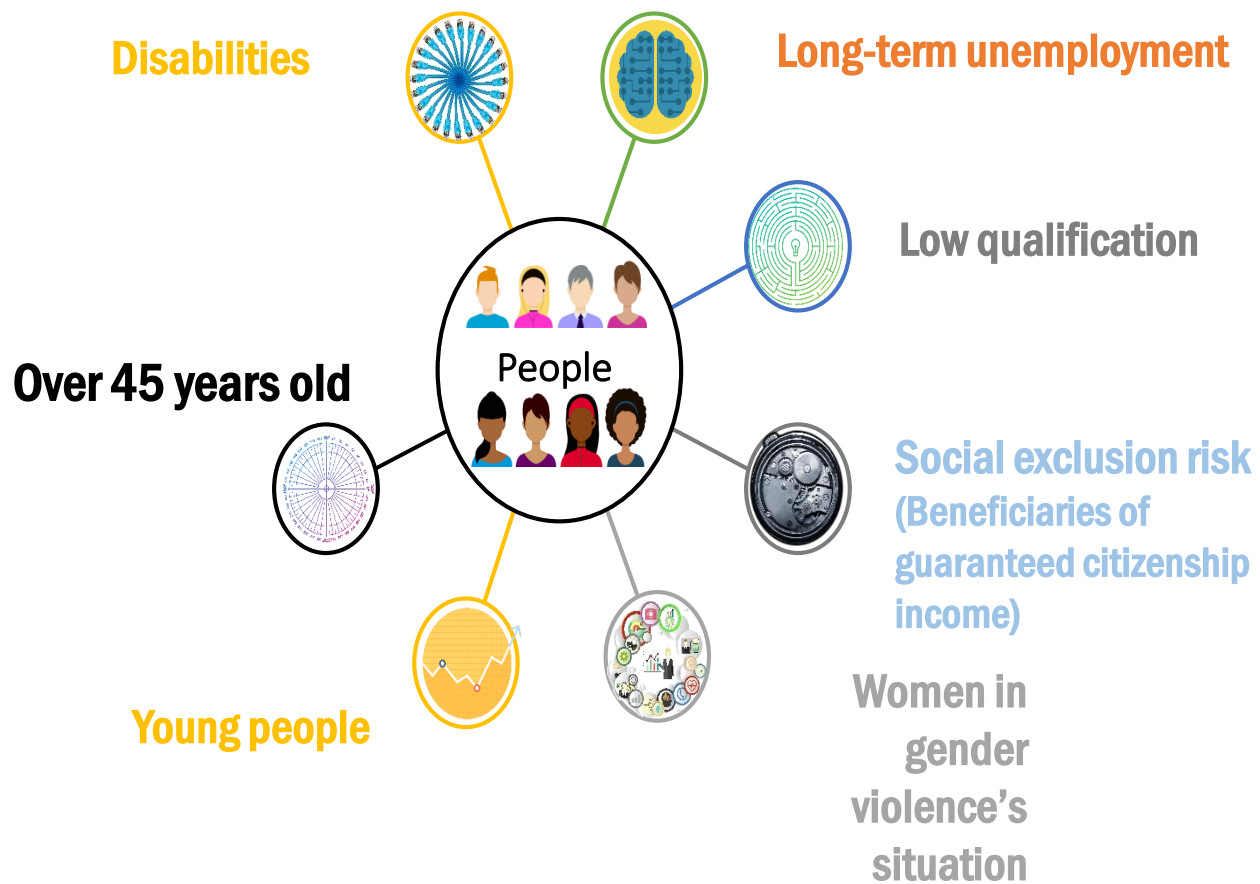
Employment system stakeholders



Priority groups

versus

risk variables



WHERE WE ARE ?

Spanish and catalan context

DATA CONTEXT:

EUROPE European Gender Equality Index

CATALAN Gendered labour market

PUBLIC POLICIES CONTEXT

SMI Interprofessional minimum wage
New Employment Law 2023

European data context:
Gender Equality Index 2021. Dimensions.

Dimensions	Catalonia	Spain	European Union 27
Work	75,8	75,4	73,8
Participation	86,7	82,3	82,3
Segregation and quality at work	66,3	69,0	66,2
Time	75,9	70,4	68,5
Care activities	85,5	85,6	78,7
Social activities	67,3	57,9	59,7
Money	80,8	78,3	82,6
Knowledge	66,1	70,0	63,6
Power	80,8	81,1	59,1
Health	89,6	91,2	88,5

**Gender Equality index
Catalonia 2021**

Escale:1 to 100, 100 is total equality
between women and men

76,5

Data base: European Institut for Gender Equality and Catalan Statistics Institut Idescat (for Catalonia)

CATALONIA DAATA CONTEXT: Women participation in the labour market.

Active Population Survey . [Work Observatory, Women and work, 1er trim.2024](#)

- Activity rate for women 16 to 64 years is **74,7%**. 7,9 points under men rate activity.
- **Partiality rate is 20,8% women vs 8,7%** for men.
- Temporality 13,5% women. Men 2,8 points under.
- **Main reason form inactivity is “care and home activities”**: women **24,2%**; men 5,7% .
- Unemployment tax 10,3% for women - 8,7% for men
- Registered unemployment. Long term unemployment (+one year) more than 50% of women
- **The Social Security affiliation figures also show an increase in female employment in 2023 (+3.2%), which has benefited all schemes except the special household system.**
- Gender paygap 19% in 2021

Data context: Care impact in women's career trajectories

Work Observatory, Women and work 2020

- Women request **91.1%** of leave to care for daughters, sons and/or relatives. While men do it in **9.8%** of cases
- **92.8%** of parental leave to take care of children in Catalonia in 2018 was taken by women. While men did so in **7.2%** of cases
- Women in Catalonia request 81.7% of work leave to care for family members, while men do so in 18.3%.
- Temporary contracts have a woman's face. Women obtain contracts of less than 6 months in 3.1% while men represent 2.1%.
- Regarding the dedication to household tasks, according to the Catalan Health Survey, in response to the question **of who mainly takes care of household chores**, women answer in 41% of cases that it is them same, while men answer it in 11% of cases.

Gender gap in retirement pension by age and gender. Women poverty

Spanish Government action: Calculation Retirement pension for women include one year for each son/daughter

Taula 3. Bretxa mitjana pensió jubilació per gènere i edat

EDAT	HOMES	DONES	Diferència	Bretxa D/H
De 45 a 54 anys	2296,92	1737,14	-559,78	-24%
De 55 a 64 anys	1672,25	1386,74	-285,51	-17%
De 65 a 74 anys	1487,78	960,92	-526,86	-35%
De 75 a 84 anys	1282,92	670,85	-612,07	-48%
De 85 anys i més	1092,47	582,77	-509,7	-47%

Font: Pròpia a partir de dades de l'Institut Nacional de la Seguretat Social.

WHERE WE ARE ?

PUBLIC POLICIES CONTEXT IMPACTS IN WOMEN SITUATION IN LABOUR MARKET

- **SMI Interprofessional minimum wage reform 2019 as a distribute policy, reduces inequities and gender pay gap.**
- **Labour market modifications: fixed contracts versus temporary contracts**
- **New Employment Law 2023:**
 1. Promote measures to improve the employability of people in a situation of unemployment, specially those who have more difficulty finding work. Women, with low qualifications, over 45 years of age, with single-parent families, in a situation of male violence, among other variables, are the object of special attention.
 2. Emphasizes is **the reduction of horizontal occupational segregation** by encouraging specific actions,
 3. Importance of carrying out professional guidance processes that are **not biased by stereotypes and gender roles.**

WHAT WE DO? SOC Policies, programmes and projects

Gender Mainstreaming Plan in the employment public policies 2023-2027

Policies, programmes and projects

Analysis and Evaluations

Juridic norms laws, gender clauses in subsidies

Support : guides, methodologies, vídeos, etc. Transversal skills – Guide guidance Transversal skills Assessment of transversal skills

Hidden curricula Offers' management

Employment Active Policies and Training

Specific programmes STE Specific programmes STEM- vulnerability women, professional diversification,

Promotion, support, advice and coordination of the application of gender mainstreaming

Support and assessment units

Support, guidance on application of gender mainstreaming in Implementation of actions

Process monitoring – continuous evaluation

Norms

Gender impact report



Design

Equality clauses

Planning

Employment and gender studies



Execution

Materials, resources, tools

Projects innovative

Evaluation



Collaboration with reference staff

Coordination technical commission

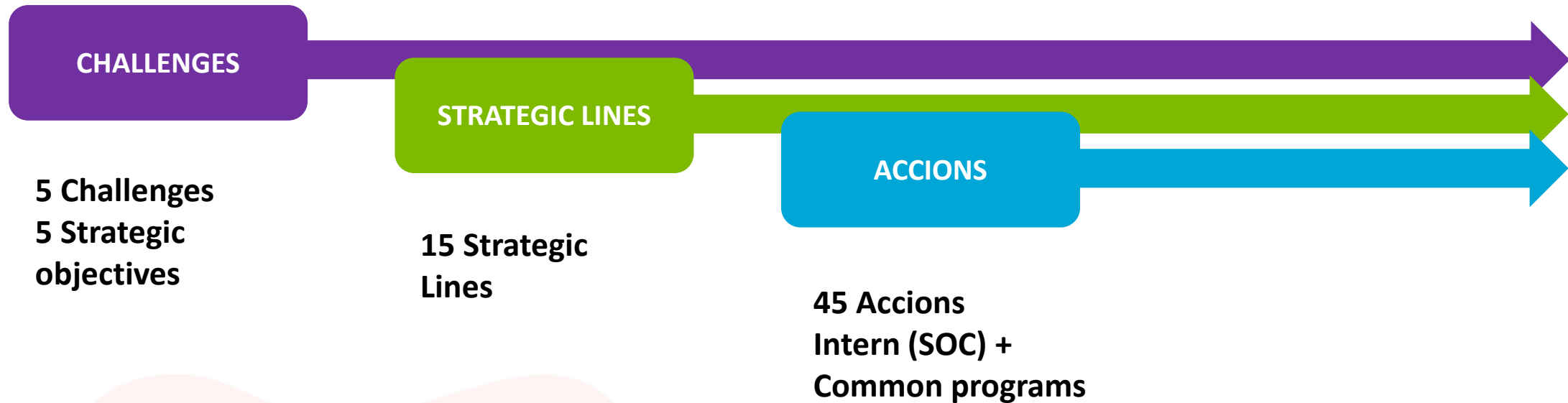
<https://serveiocupacio.gencat.cat/ca/soc/igualtat-de-generes-i-ocupacio/>



GENDER MAINSTREAMING PLAN 2023-2027

Catalonian Employment Policies

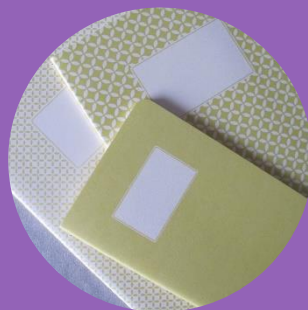
4. Estructura Gender Mainstreaming Plan 2023-27



Axes of intervention



Eix 1. Norms and
programms Marc



Eix 2. Administrative and
Management Procedures



Eix 3. Employment Actives
Policies Programmes and
Services

GENDER PERSPECTIVE

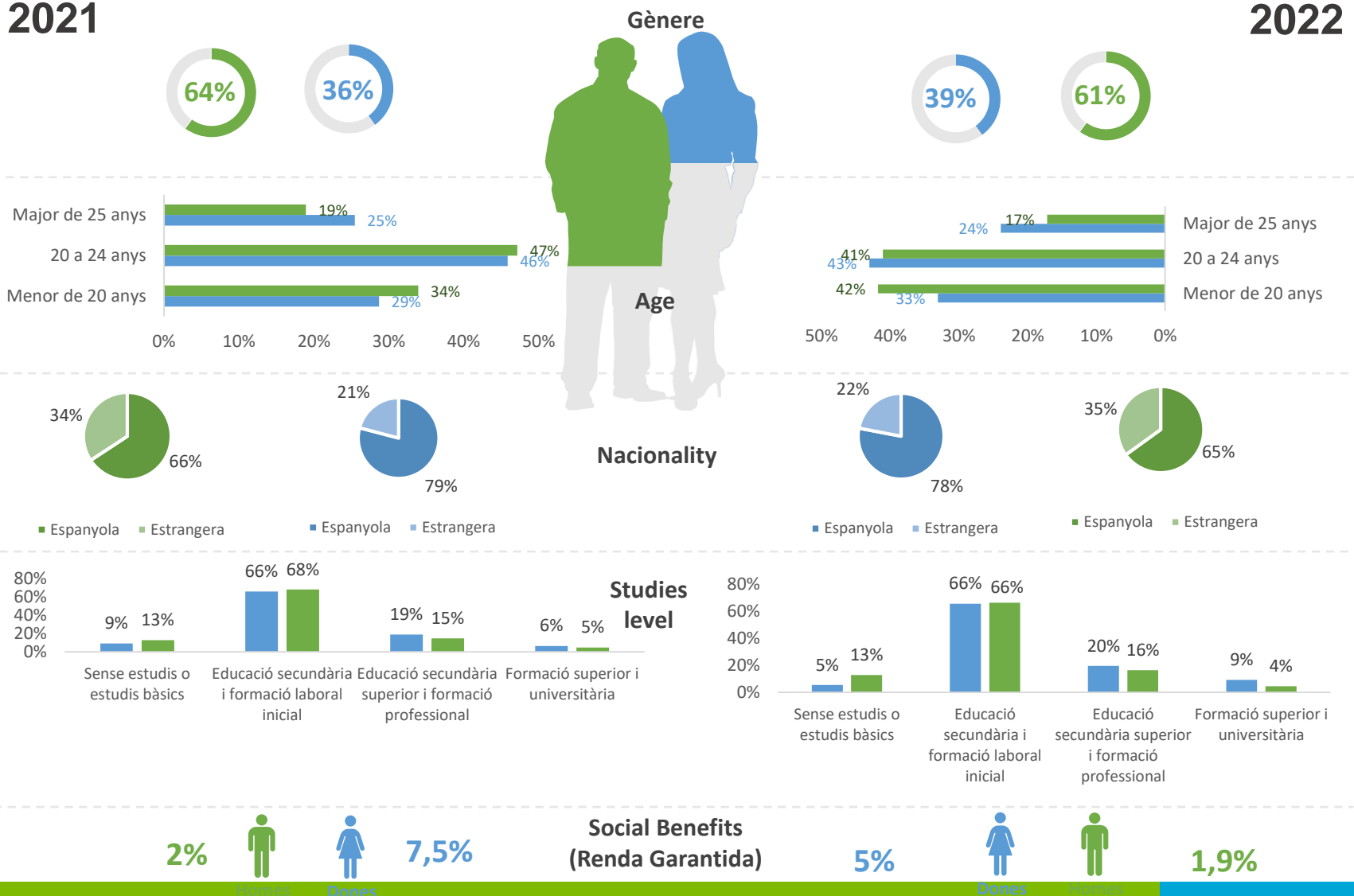
FPDUAL Avaluation Results. October 2024

Profile

2021

2022

Dades agregades



Gender

Men participation is 20 points over women in 2021 and 2022 too.

Age

- More than 40% participants are between 20 i 24

Nacionality

- 70% of all participants are spanish.

Studies

- Women have got higher studies level than men.

- About 65% participants as got secondary school level or initial work training.

Prestacions

- At least 3,57% participants receive social benefits (Renda Garantida)

DOT-NET Women in gender violence situation



There are 175 professionals with special training attending in our 70 work offices women in gender violence situation. Improving their employability, giving support and advices, offering training, working opportunities and suport for them.

8.099 women in gender violence situation enrolled in Public Employment Service. October 2024:

HOW DOES THIS NET WORKS ????? WITH LOCAL SERVICES



Improving the employability of women with the aim of maintaining and promoting stable and quality employment.



Support for WOMEN to improve their empowerment and support in all their steps. Challenge: to get economic independence.



TERRITORIAL NET SUPPORT to offer and encourage work opportunities.

Professional diversification : Vídeo





<https://serveiocupacio.gencat.cat/ca/soc/igualtat-de-generes-i-ocupacio/>

≡ EQUALITY ≡

4Nite
for
WOMEN

Support
~ All ~
Women

THANKS!!
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