

2016

Gizonduz
Initiative
2016
Report



Eusko Jaurlaritzako erakunde autonomiaduna
Organismo Autónomo del Gobierno Vasco

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Introduction

Gizonduz is a pioneering initiative from the Basque Government promoted by Emakunde-Basque Institute for Women and is designed to boost the awareness, participation and involvement of men in supporting equality between women and men.

The objectives, which are listed in the [framework document for the Gizonduz initiative](#), are as follows:

- Increase the number of men who are sensitive to equality between women and men.
- Increase the number of men who receive training on equality between women and men.
- Increase the level of responsibility that men have towards household chores and the care of individuals.

The activities carried out by the Gizonduz initiative in previous years are listed in the reports of the following years: [2007-2010](#), [2011](#), [2013](#), [2014](#) and [2015](#).

Activities carried out in 2016

2.1 WEBSITE

In 2016 we continued with the administration of the website with the aim of promoting the awareness-raising, participation and involvement of men in favour of equality between women and men at the new website address (www.euskadi.eus/gizonduz). The website contains extensive information about the initiative in various formats, as well as sections with interviews, documentation, a bibliography, videos, links to websites of interest, access to gather support for the letter from Basque men in favour of equality and against violence towards women, etc.

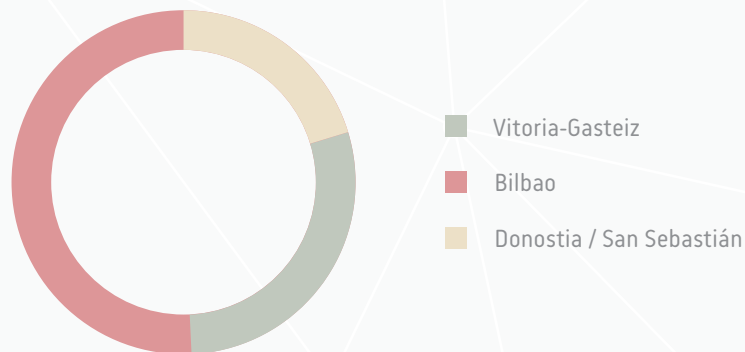
The Gizonduz website received 22,235 hits in 2016. The number of visits from the Basque Autonomous Community reached a total of 8,378 in 2016, and these are distributed as follows:



21.42% of the visits came from Bilbao, 12.5% from Vitoria-Gasteiz and 8% from Donostia/San Sebastián.

Out of a total number of 22,235 visits, 86.04% came from Spain and the remainder from other countries. With regards to the languages that visitors select, 85.13% chose to browse the website in Spanish, 2.26% in Basque and 0.30% in English.

Visits from the Basque Autonomous Community



2.1.1 Blog

The Gizonduz blog is a website that features debates, news and useful information. It is open to the public, thereby giving them the chance to air their opinions, thoughts and comments on current issues related to equality, men and masculinity.

69 entries were published between January and December 2016 and these can be placed in the following categories: institutional initiatives, male violence, violence against women, men's groups and the role of men in equality. 1,003 entries have been published on the Gizonduz Initiative blog since its launch in July 2008.



2.1.2 Interviews

This section lists interviews that were held with people associated with equality. The following individuals were interviewed in 2016:

- **Izaskun Landaia Larizgoitia**. Director of Emakunde-Basque Women's Institute.
- **José Javier Miguel De La Huerta**. Director of Family Policy and Community Development, Department of Employment and Social Policies, Basque Government

- **Pello Ulazia Ibarzabal Artist.** PhD in Fine Arts by the University of the Basque Country and professor in the Department of Plastic Expression Didactics at the Teacher Training School (BAM) affiliated with the University of Deusto.
- **Miquel Missé,** Sociologist and trans activist. Along with Gerard Coll-Planas he has published the book *El género desordenado* (The Disorganised Gender, Editorial Egales, 2010)
- **Hilario Sáez,** member of the Men for Equality Forum.
- **Asociación On:giz** Women and men hand-in-hand on the path towards liberation. Interview in an article format.

2.1.3 Social Networks

Gizonduz has been on Facebook since 2009. The page had an average of 5,016 likes in 2016. 36% of these were from women and 69% from men. A total of 351 posts were published, with an average of 803 individuals viewing the page every day.

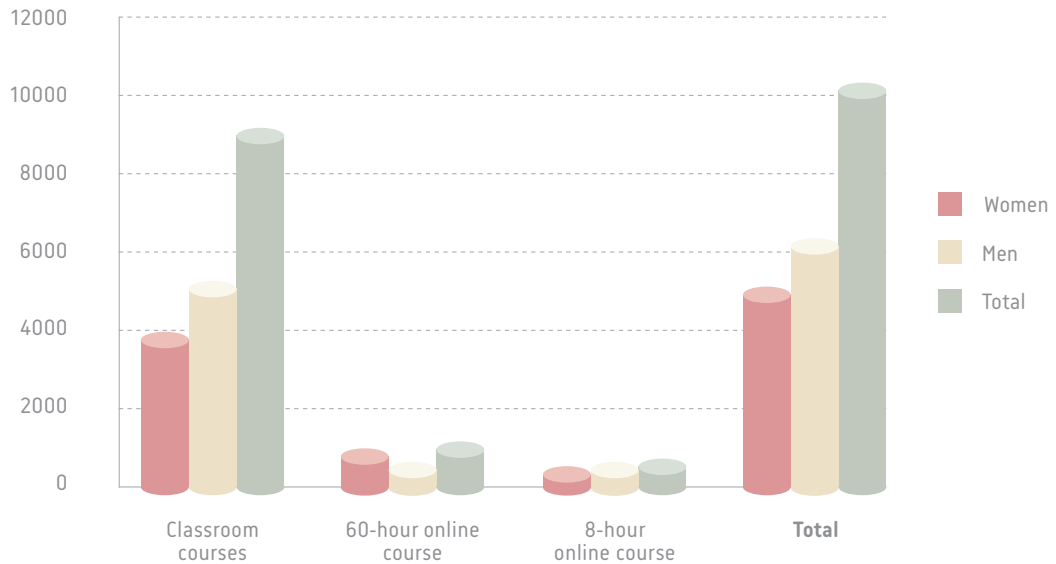
The Gizonduz Twitter account has 1,302 followers and 3,379 tweets have been published since 2011. Of these, 1,078 were published in 2016.

Gizonduz also has a YouTube channel which features videos of conferences, workshops, advertisements and audiovisual material related to equality and masculinity. The Gizonduz YouTube channel has 24 videos which have been played a total of 2,390 times in 2016.

2.2 TRAINING AND AWARENESS PROGRAMME

March 2009 saw the launch of the first Gizonduz training and awareness programme.

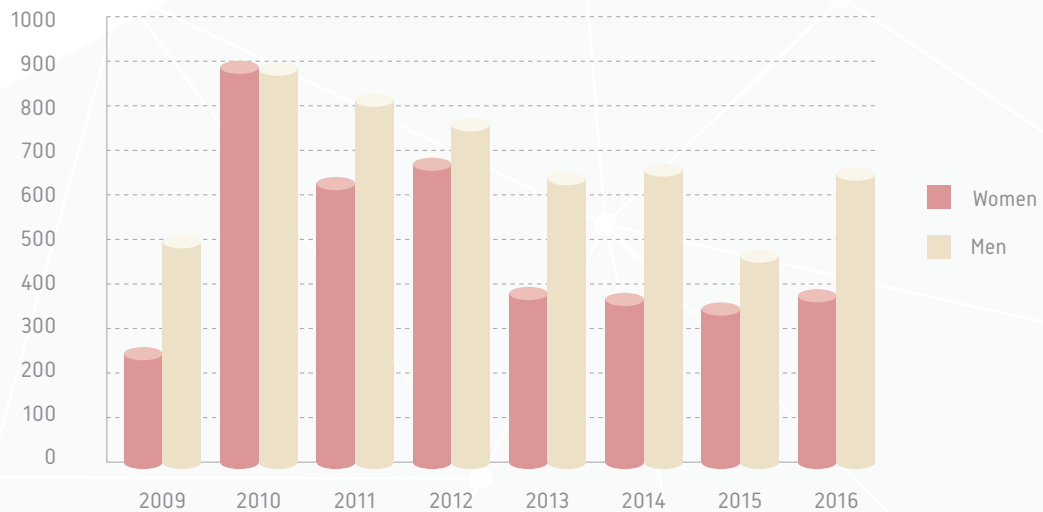
Between the launch of the Gizonduz training and awareness programme and December 2016, a total of 11,029 people had taken part in the courses in their various guises, both face-to-face and online. Of these, 6,036 (54.72%) were men and 4,993 (45.27%) were women.



2.2.1 Face-to-face courses

Between 2009 and 2016 inclusive, 450 face-to-face courses were delivered (52 of them in 2016) to 9,339 people, of whom 5,383 were men and 3,946 women.

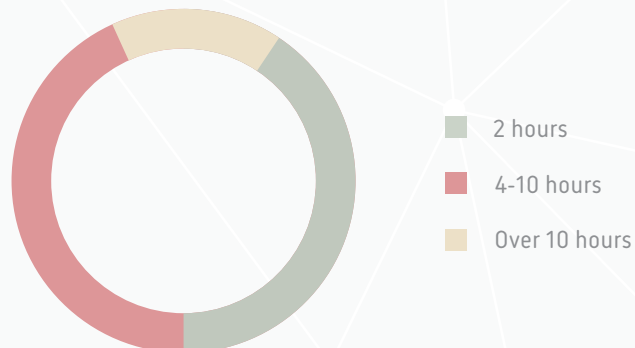
Evolution of participation in face-to-face courses



These courses are distributed as follows:

Year	Women	Men	Total
2009	241	512	753
2010	900	895	1795
2011	638	821	1459
2012	677	768	1445
2013	389	628	1017
2014	375	662	1037
2015	354	467	821
2016	382	630	1012
TOTAL	3956	5383	9339

With regards to the types of courses, if we group them in terms of duration from 2009 to 2016 inclusive, we find that the courses are distributed as follows:



36.12% of students took part in courses lasting between 2 and 3 hours. The percentage for courses between 4 and 10 hours long is 44.21 %, while 16.65% of students were enrolled on courses lasting over 10 hours.

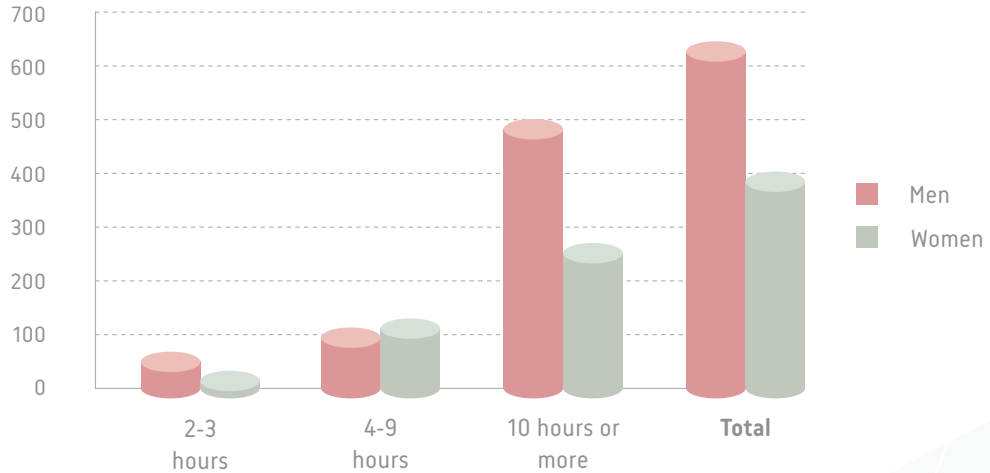
In 2016, we continued to work towards increasing the number of courses that are aimed at people who, due to their job or role in society, can help to multiply their impact, taking into account that each person who attends the course can then use their content and ideas in their work or social environment. This decision to focus on working with groups and people that exert this multiplier effect has meant that the programme was unable to satisfy all the training requests that were received, as some of the courses requested did not meet these requirements. However, the percentage of longer courses has also increased significantly compared to previous years, which boosts the impact that they have.

During 2016 we have started a collaboration with the Basque Police and Emergency Staff Academy which depends on the Department of Security of the Basque Government. As a result of this a total of 21 courses have been taught: 12 courses for staff from the 25th promotion of the Ertzaintza, 3 courses for training staff in the academy and 6 update courses and for local police. This has meant a considerable increase in the hours of courses given throughout the year.

Worth noting within the courses of the year 2016 is the new course of more than 10 hours' duration aimed at training staff and which was highly valued by the participants. Five courses have been given to staff who teach at organisations that work with men in a situation of social vulnerability.

COURSES IN 2016	No. of hours	% of total hours	Total no. of students	% of total students	Men	Women
4 Courses lasting 2 to 3 hours	7,5	1,64 %	65	6,42 %	50	15
14 Courses lasting 4 to 9 hours	59	12,92 %	209	20,65 %	98	111
Courses lasting 10 hours or more	390	85,43 %	738	72,92 %	482	256
Total 49 courses	456,5		1012		630	382

Face-to-face courses 2016



In terms of the organisations that applied, the face-to-face courses were distributed as follows:

Table of face-to-face courses delivered in partnership with unions and companies

Group	Content	Target audience	Duration in hours
Bizkaia Bahia Gas	Men, equality and masculinity	Own staff	0,5
Bizkaia Bahia Gas	Men, equality and masculinity	Own staff	2
AFF	Men, equality and masculinity	Management, Workers' committee and own staff	4
CEBEK	Masculinity and sexual and sexist harassment at work	Partners companies	4
Metro Bilbao	Men, equality and masculinity	Workers' committee and own staff	4

Berria	Masculinity and sexual and sexist harassment at work	Journalists	5
Euskotren	Anti-sexism training workshop: Txutxumutxurik ez!	Own staff	10
Tenneco	Men, equality and masculinity	Workers' committee and management	12
CCOO	Masculinity and male violence	Union delegates of CCOO	4
CCOO	Masculinity and male violence	Union delegates of CCOO	4
CCOO	Masculinity and male violence	Union delegates of CCOO	4

Table of face-to-face courses delivered in partnership with public institutions

Group	Content	Target audience	Duration in hours
Lehendakaritza	Masculinity and empowerment processes for women	Own staff	3
IFAS Diputación Bizkaia	Masculinity and prevention of violence against women	Own staff	4
Zumaiako Udala	Men, equality and masculinity	Corporate team	4
Regional government of Biscay	Men, equality and masculinity	Own staff	5
Basque Government Department for Security	Men, equality and masculinity	Larrialdiak eta Meteorologia	10
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	XV Promotion Ertzaintza	10

Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	XV Promotion Ertzaintza	10
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	XV Promotion Ertzaintza	10
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Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	XV Promotion Ertzaintza	10
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	Ertzaintza, Local police, SPEIS	10

Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	Ertzaintza, Local police, SPEIS	10
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	Ertzaintza, Local police, SPEIS	10
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	Ertzaintza, Local police, SPEIS	10
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	Ertzaintza, Local police, SPEIS	10
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	Ertzaintza, Local police, SPEIS	10
Regional Government of Biscay	Men and equal relationships	Own staff	12
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	Training staff from the Academy	15
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	Training staff from the Academy	15
Academia Formación Arkaute	Men, equality, sexist violence and co-responsibility and risk	Training staff from the Academy	15
Gizonduz Emakunde	Men, equality and masculinity	Citizenship	4
Gizonduz Emakunde	Men, equality and masculinity	Citizenship	4
Department of Justice. Meeting points for families	Training teaching staff	Own staff	15

Table of face-to-face courses delivered in partnership with associations and other education organisations

Group	Content	Target audience	Duration in hours
AGIPAD	Men, equality and masculinity	Own training staff	10
Emaus	Training teaching staff	Own training staff	15
Lagun Artean	Masculinity and prevention of sexual and sexist harassment at work	Own staff	5
Iresgi. Martutene prison	Male violence and masculinity	Prison inmates	12
IZAN. Proyecto Hombre	Training teaching staff	Own training staff	12
IZAN 2. Proyecto Hombre	Training teaching staff	Own training staff	12
Zubietxe	Training teaching staff	Own training staff	15
Donostia Red Cross	Training teaching staff	Own training staff	15
Asociación de Iparralde	Men, equality and masculinity	Citizenship	2
COP Gipuzkoa	Men, equality and male violence	Members	15
Medaro Ikastola	Men, equality and masculinity	Teachers and parents	4

Ratings for face-to-face courses

Listed below are the average ratings given by individuals who attended the face-to-face courses, out of a maximum score of 6 (where 1 is the lowest score and 6 the highest). 441 ratings were collected in total; 149 from women, 246 from men, 6 from individuals who identified as other and 40 from people who did not answer.

The following responses were received from each gender and age group:

Ratings according to age and gender	16-24 years	25-30 years	31-54 years	55 and over	Unspecified	Total
Women	12	48	146	17	2	225
Men	24	113	207	32	9	385
Others		10	17	2	1	30
Unspecified	2	5	12	2	4	25
	38	176	382	53	16	665

It must be taken into account that part of the assessments are collected by the associations and institutions that provide the course, meaning that they do not appear in this group of assessments.

Ratings awarded (from 0 to 6)

	Women	Men	Others	Average
Overall rating for the course	4,4	4,9	4,6	4,8
Previous knowledge of the subject	3,4	4,1	3,8	3,8
Contents	4,2	4,7	4,4	4,6
Speaker	5	5,3	5,1	5,2
Level of energy	4,6	5	4,9	4,9
Group participation	4,9	4,9	4,8	4,8
Organisation	4,7	4,8	4,7	4,8
The space	4,4	4,7	4,7	4,7
Materials used	4,2	4,7	4,6	4,5
Useful for personal life (%)	96%	88%	93%	91,4%
Useful for professional life (%)	93%	84%	90%	87,51%

In the survey's open questions, positive aspects of the courses, including the materials and methodology used which help to initiate interesting and participatory discussions, are included. The respondents also remarked that theory was related to daily life and praised the efforts made when tailoring it to the professional circumstances of the students.

Suggestions for improvement, like in previous years, mostly revolve around providing longer courses and the opportunity to explore issues in more depth and for longer periods of time. They also propose that the courses include and analyse practical tools to carry out this work in the professional fields of the participants.

The aspects that the participants would like to explore in more depth are generally related to their field of work. Some of them include methodology and tools for working on equality with men, interculturality, education for young people and violence against women.

The ratings awarded for the courses are similar to those stated in previous years. Generally speaking, the face-to-face courses offered as part of the Gizonduz programme meet the expectations of the students taking part and those of the programme itself.

Although some individuals attend courses after taking part in other previous ones, the majority of people (89% of women and 81% of men) are enrolling for the first time.

There are no significant differences in terms of gender or age with regards to the ratings given in the various aspects dealt with in the questionnaires.

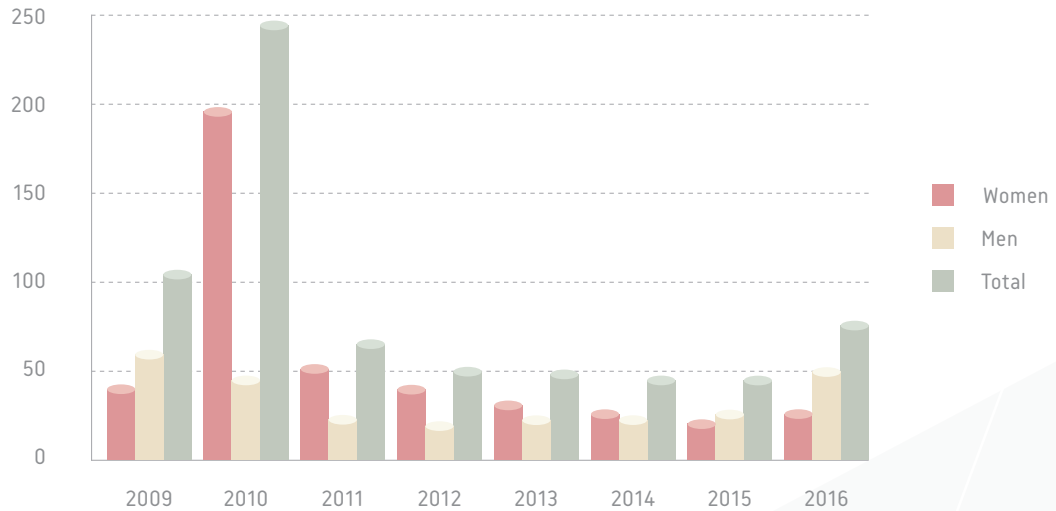
2.2.2 INTERNET COURSES

2.2.2.1 Raising awareness online

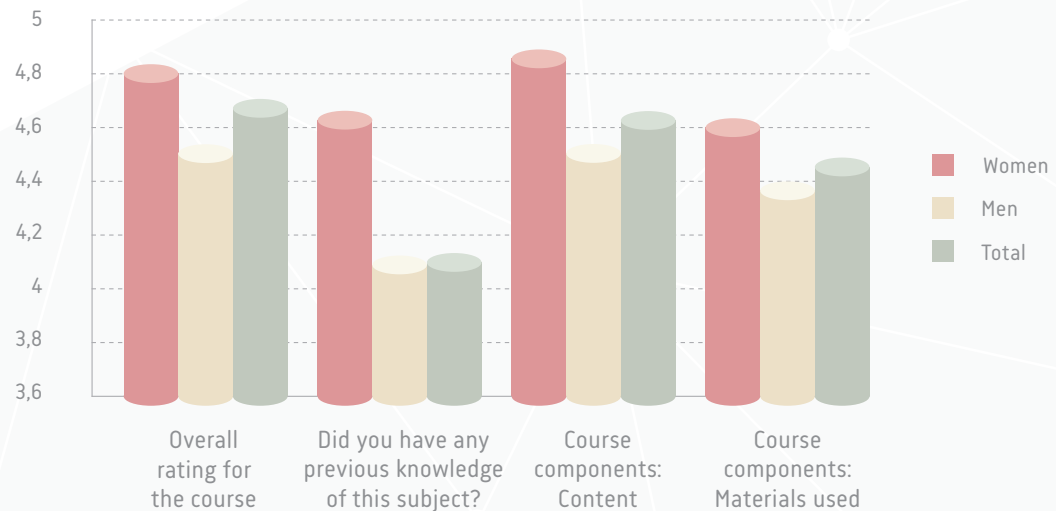
This course deals with issues such as the origin of gender inequality, the part that gender stereotypes and roles play in socialisation, the review of different male role models, the role that caring for oneself and others has in the lives of men, the involvement of men in domestic chores and care for other people, gender issues that sexist socialisation also causes among men, as well as the role that the legitimisation of violence plays in building male identity.

Between the time the course was launched in 2009 and 2016 inclusive, it was successfully completed by 695 people, including 435 women and 260 men.

A total of 80 people successfully completed the course in 2016 and, of these, 29 were women and 51 were men.



Rating of the course (over 6), collected in 50 ratings



	Total	Women	Men
Do you think it has been useful for your personal life? YES	95,8%	100%	94,28%
Do you think it has been useful for your professional life? YES	91,58%	100%	85%

The overall rating for the course is positive (4.63 out of 6). The course content has also been rated highly, with a score of 4.61.

It is important to note that 95.8% of those who did the course believe that it has been useful for both their personal and professional lives.

The number of people who have completed the course has significantly increased with respect to the previous year, 80 in 2016 and 43 in 2015. 63.75% were men, which is an increase on the figure for the previous year (58.1%).

2.3 CONGRESS ON “MEN, MASCULINITIES, AND CHANGING POWER”

This congress, attended by 73 people (40 women and 33 men) was held on 16 November in Vitoria-Gasteiz with the aim of gathering people from different spheres of Basque society, in particular men, to analyse, debate and propose strategies for social transformation towards equality between women and men, raising the issue of men’s relationship with the exercise of power and the current construction of masculinity.

The following programme was created for the event:

After the presentation of the Congress by Izaskun Landaia Larizgoitia, the Director of Emakunde-Basque Women’s Institute, there was the presentation titled “Men, Masculinities, and Changing Power”, given by Gary Barker, director of Instituto Promundo and co-founder of MenCare.

After the keynote speech, three working groups were organised:

a) Economy: coordinated by Tomás Arrieta, President of the Occupational Relationships Council, (CRL). Among other matters, it dealt with topics such as the way in which gender stereotypes operate in the world of business and the workplace and what their consequences are; where the points of greatest resistance are and where new management and leadership models can be proposed.

b) Politics: coordinated by Ibon Uribe, Mayor of Galdakao and Head of Equality at EUDEL. This tackled matters related to the way in which stereotypes associated with the dominant masculinity influence the exercise of politics; how, where and why the structures and forms of exercising power are changing, and in which spaces is there greater resistance; in what direction do we want to go to achieve an egalitarian transformation in politics, etc.

c) Culture: coordinated by Patxi Perez, actor. They analysed issues such as: to what extent are the production of knowledge, its channels and forms of dissemination spaces of power marked by an andro-centric vision; what role does the traditional construction of masculinity play in perpetuating this phenomenon; where and why are the changes taking place, etc.

All the information relating to the conference (videos, contributions, feedback, etc.) can be found [here](#).

2.4 “GAZTEAK BERDINTASUNEAN 2.0” PROJECT

The Gazteak Berdintasunean 2.0 project aims to raise awareness and engage teenagers and young people - particularly men - so that they support equality between women and men and are against violence towards women. This is achieved by using innovative educational tools based on new technologies.

The project is comprised by:

- An online graphic adventure (videogame) where users are confronted with various scenarios that they must deal with and certain problems that they have to solve. In other words, they have to choose which option to take when faced with situations involving sexism, homophobia, violence, etc.
- Education units and worksheets aimed at both teachers and students.

During the year 2016 the project and its components have been tested at six schools. The following schools have participated in this process: I.E.S. Uribe-Kosta B.H.I. , Ander Deuna Ikastola, IES SOPELA BHI, Colegio Urkide, Centro Bideberria and Egibide Vitoria-Gasteiz. The courses for teachers have been attended by 81 people, 57 women and 24 men. The courses for students have been attended by 549 people, 272 women and 277 men.



2.5 PROMOTING TRAINING AND AWARENESS ACTIVITIES

As in previous years, Gizonduz courses were not the only activities promoted in 2016; master's and postgraduate degrees and courses run by the Basque Institute for Public Administration (IVAP) that are specifically related to equality, as well as activities run by the Forum for Equality, were also publicised in order to encourage a greater number of men to participate in the aforementioned training and awareness activities. These courses and activities were advertised via the Gizonduz website and on social media.

2.6 PARTICIPATION IN CONFERENCES

In order to raise awareness about Gizonduz there have been interventions in several media outlets and participation in various awareness-raising activities organised by other entities, notably the following:

- The international meeting carried out in Paris, within the framework of the European GEMMA project, seeking to provide a response to the violence suffered by migrant women and ethnocultural minorities in Europe.
- The “Men against male violence” conferences, organised in Seville by the Men for Equality Forum.
- The 8th State Psychology Conference against Gender Violence, organised by the Association of Psychologists.
- The awards ceremony of the Gure Balioak 2016 Award, organised by DEBEGESA, the Society for the Economic Development of Debarrena.

Likewise there has been collaboration with the Department of Employment and Social Matters of the Basque Government to organise and participate in the “Paternities that transform” conference.

2.7 COUNSELING

Lastly, it should be noted that Gizonduz responded to 350 face-to-face, email and telephone queries in 2016. These enquiries related to the Gizonduz initiative, as well as other issues pertaining to men, quality and masculinity.



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