

GIZONDUZ INITIATIVE

2018
Report



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Organismo Autónomo del Gobierno Vasco

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1.0

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](#), [2012](#), [2013](#), [2014](#), [2015](#), [2016](#) and [2017](#).

2.0

Activities carried out in 2018

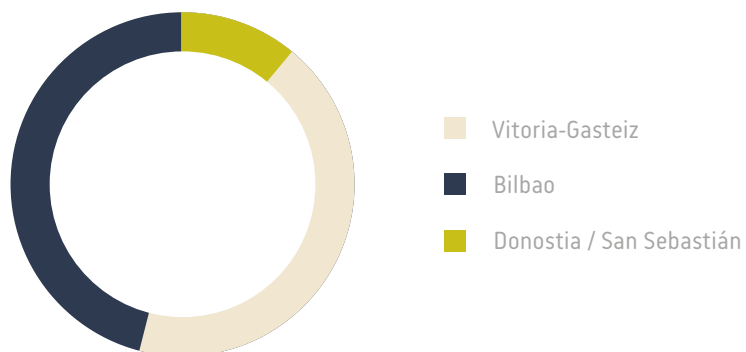
2.1 WEBSITE

In 2018 the administration of the section on Gizonduz on Emakunde's website was continued. It contains extensive information on the initiative on different media, in addition to the sections: [Training](#), [interviews](#), [campaigns](#), [men's groups](#), [blog](#), [material](#), [Gazteak Berdintasunean 2.0](#) and [sessions](#) etc.



During the year 2018, a total of 2,732 users opened 3,883 browser sessions in which 10,411 pages were visited. The sessions opened from within the Basque Autonomous Community were a total of 1,659 in 2018 (42.72% of the total), and were distributed as follows:

Visits Basque Autonomous Community



44.79% of the visits from the Basque Autonomous Community came from Vitoria-Gasteiz, 35.08% from Bilbao and 20.13% from Donostia/San Sebastián.

Of the total number of open page sessions, 76.07% were from within Spain (2,085 sessions) and the rest were from other countries. With regards to the languages that visitors select, 55.98% (1,545 users/2,399 sessions) chose to browse the website in Spanish, 3.12 % in Basque (86 users/119 sessions) and 15.65% in English (432 users/510 sessions).

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.

61 entries were published between January and December 2018 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. 1,064 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. In 2018 the following interview was carried out:

- **Octavio Salazar.** Chair of Constitutional Law at the University of Córdoba, researcher specialised in gender equality and masculinity; author, among others, of the books “Masculinidades y ciudadanía. Los hombres también tenemos género” and “El hombre que no deberíamos ser”.

2.1.3 SOCIAL NETWORKS

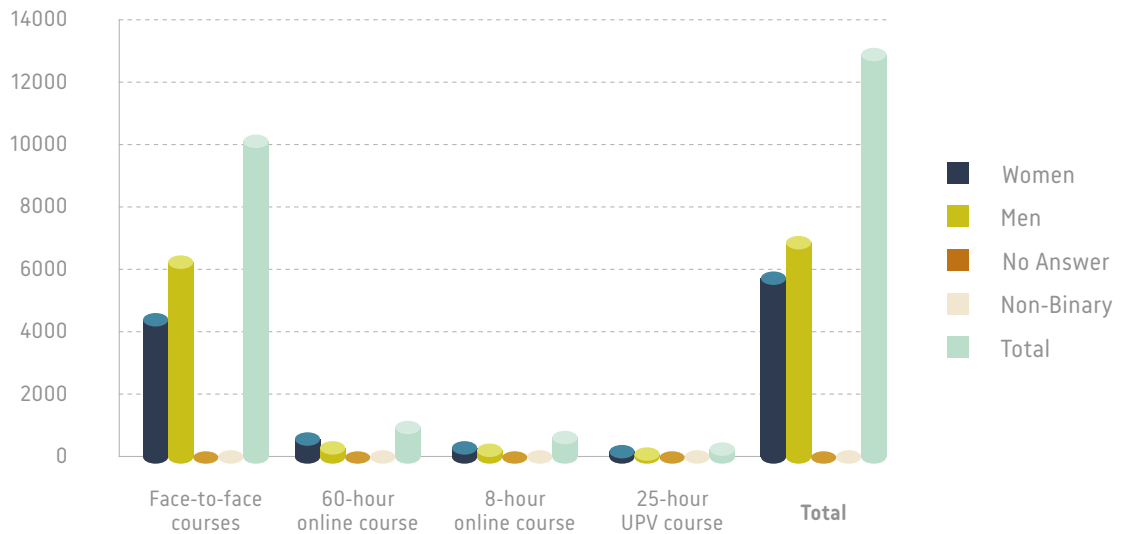
Gizonduz has been on Facebook since 2009. In 2018 it received an average of 5,069 likes and 4,917 followers, 37% women and 58% men.

There were a total of 185 publications during 2018. The Gizonduz Twitter account has 1,752 followers and 45,284 tweets have been published since 2011. Of these, 540 were published in 2018.

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 30 videos which have been played a total of 2,856 times in 2018.

2.2 TRAINING AND AWARENESS PROGRAMME

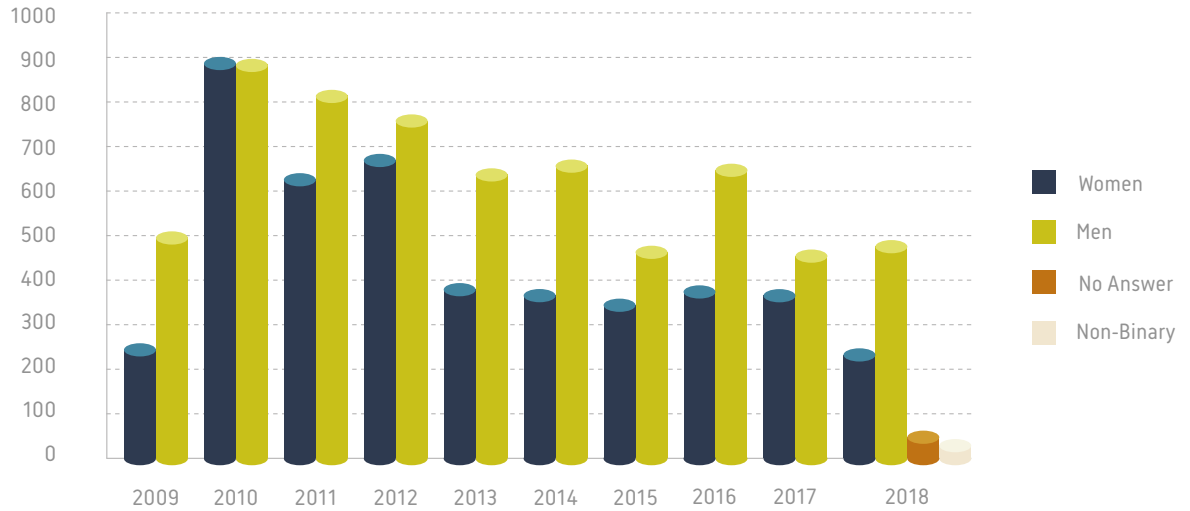
March 2009 saw the launch of the first Gizonduz training and awareness programme. Between the launch of the Gizonduz training and awareness programme and December 2018, a total of 13,065 people had taken part in the courses in their various forms, both face-to-face and online. Of these, 7,168 (54.86 %) were men, 5,827 women (44.6%), 29 people identified themselves in the Non-Binary category (0,22%) and 41 people did not answer this question (0.31%) .



2.2.1 FACE-TO-FACE COURSES

From 2009 to 2018, both included, there have been 553 face-to-face courses (56 of them in 2018), with the participation of 10,943 people, of whom 6,328 were men (57,83%), 4,545 women (41.53%), 29 people identified themselves as Non-Binary (0.26%) and 41 people did not answer this question (0.37%).

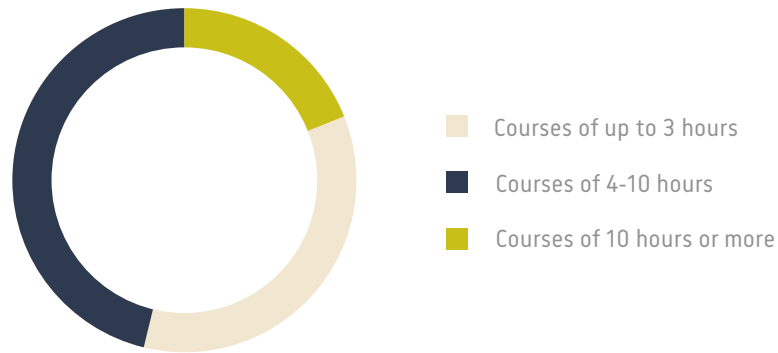
Evolution of participation in face-to-face courses



These courses are distributed as follows:

Year	Women	Men	Non-Binary	No Answer	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
2017	362	46	-	-	826
2018	227	481	29	41	778
TOTAL	4318	5847	29	41	10943

The students participating in the different course duration categories, from 2009 to 2018, are distributed as follows:



31% of students participated in courses with a duration of up to 3 hours, 47% in 4 to 10-hour courses and finally, 22% of students in courses with a duration of more than 10 hours.

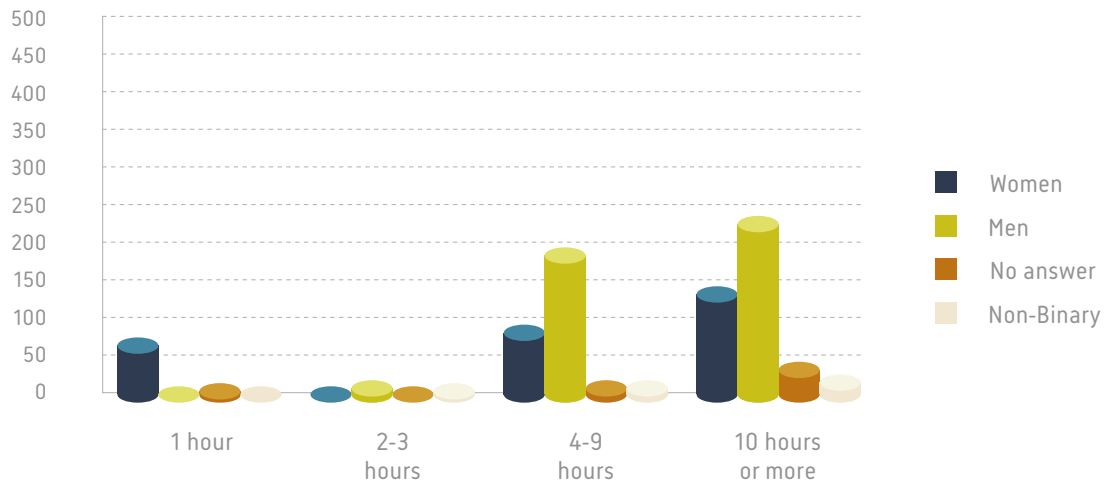
In the year 2018, we continued to work to increase the number of courses directed at people who, because of their work or presence in society, could give said courses a multiplier effect; likewise, we worked to ensure that every person who attends a course is able to subsequently use its contents and reflections in their occupational or social context. That decision to focus our work around groups and individuals whose work has that multiplier effect made us unable to meet all the training demands that the programme came up against, as some of the applicant groups did not meet those multiplier effect requirements. However, in 2018 the percentage of longer courses was kept the same as in previous years – something which contributes to the courses' educational value.

During 2018, unlike other years, a greater number of courses that were already confirmed were later cancelled for different reasons by the entities that organised them: enrolment, course timeframes, internal organisation, etc. This translated into 16 courses, with 122 hours of planned training, not being taught.

During 2018, our joint efforts with the Basque Government's Police and Emergency Academy continued – an organism that is dependent on the Basque Government's Department of Security. As a result of this, a total of 14 courses were taught: 12 courses for year XXVI graduates from the Ertzaintza Police Academy, and 2 courses for Basque Government Department of Security staff.

2018 Courses	No. of hours	% of total hours	Total students	% of total students	Men	Women	No Answer	Non-Binary
12 courses lasting 1 hour	12	3,28%	66	8,48%	1	62	3	0
3 courses lasting 2 to 3 hours	8	2,19%	11	1,41%	6	1	1	3
20 courses lasting 4 to 10 hours	88,5	24,18%	281	36,12%	183	83	7	8
21 courses lasting more than 10 hours	257,5	70,36%	420	53,98%	230	142	30	18
TOTAL: 56 courses	366	100%	778	100%	481	227	41	29

Face-to-face courses 2018



In 2018 the distribution of face-to-face courses according to the applicant entities was as follows:

Face-to-face courses delivered in partnership with trade unions and companies

Entity	Content	Target audience	Duration in hours
OHL	Masculinity, equality and value shift	Own staff	4
OHL Zerbitzuak	Masculinity and sexist violence	Own staff	4
Metro Bilbao	Masculinity, equality and value shift	Own staff	4
Autobuses La Guipuzcoana S.L.	Masculinity, equality and value shift	Own staff	4
Euskotren	Masculinity, equality and value shift	Own staff	18
Prospektiker Iks, s.	Masculinity, equality and value shift	Own staff	4
Betsaide	Masculinity and sexual harassment	Own staff	4
Tenneco	Masculinity and sexual harassment	Own staff	4

Face-to-face courses delivered in partnership with public institutions

Entity	Content	Target audience	Duration in hours
Faculty of Education of the UPV in Donostia/ San Sebastian	Masculinity, equality and value shift	Students	4
Aretxabaleta Town Hall	Masculinity, equality and value shift	Own staff	4

Donostia Town Council	Anti-sexism training workshop: Txutxumutxurikez!	Own staff	20
Berritzegune Lasarte	Masculinity, equality and value shift	Local people	4
Emakunde-Gizonduz	Masculinity, equality and value shift	Local people	4
Emakunde-Gizonduz	Advanced module	Local people	20
Commonwealth of Arratia	Masculinity, equality and value shift	Own staff	4
Berritzegune Gernika	Masculinity, equality and value shift	Local people	4
Department of Public Governance and Self-Government of the Basque Government	Masculinity, equality and value shift	Own staff	4,5
Donostia School of Social Education UPV-EHU	Masculinity, equality and value shift	Students	4
Donostia School of Social Education UPV-EHU	Masculinity and equality	Students	4
VISESA	Masculinity, equality and value shift	Own staff	8
Leioa Town Hall	Masculinity, equality and value shift	Own staff	4
Gazteleku Irun	Masculinity, equality and value shift	Local people	3
Lemoiz Town Hall	Masculinity, equality and value shift	Own staff	3
Arkaute Training Academy	Masculinity and equality	Year XVII Graduates from the Ertzaintza Police Academy	10
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Arkaute Training Academy	Masculinity and equality	Police Academy	10
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Arkaute Training Academy	Masculinity and equality	Year XVII Graduates from the Ertzaintza Police Academy	10
Basque Government Department of Security	Masculinity, equality and risk reduction	Year XVII Graduates from the Ertzaintza Police Academy	10
Basque Government Department of Security	Masculinity, equality and risk reduction	Own staff	10
Arkaute Training Academy	Masculinity and equality	Own staff	10
Arkaute Training Academy	Masculinity and equality	Local police	10
Arkaute Training Academy	Masculinity and equality	Local police	10
Arkaute Training Academy	Masculinity and equality	Local police	10

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

Entity	Content	Target audience	Duration in hours
Cáritas Donostia	Training for social intervention with men	Own staff	8
Iresgi. Martutene Prison	Masculinity, sexist violence and risk reduction	Inmates	12,5
Emaús Gipuzkoa	Masculinity and value shift	Own staff	2
Médicos del Mundo Euskadi	Masculinity, value shift and risk reduction	Own staff	4
Romi Bidean	Advanced module	Own staff	20
Official School of Social Work, Donostia/San Sebastian	Masculinity and value shift	Students	4
CIFP Don Bosco	Masculinity and value shift	Students	12
Etorkintza Bilbao	Training for social intervention with men	Own staff	12
Official Psychology Association of Gipuzkoa	Masculinity, sexist violence and equality	Associated staff	15

Assessment of face-to-face courses

Below are the averages from the ratings given by those attending the face-to-face courses. Ratings were on a 6-point scale (1 being the lowest and 6 being the highest). 742 assessments were collected in total: 218 from women, 452 from men, 28 from individuals who identified as other and 44 from people who did not answer. It is necessary to keep in mind that a portion of the as-

assessment questionnaires collected by the associations and institutions conducting the course have not been submitted; thus, they do not appear in the following tables.

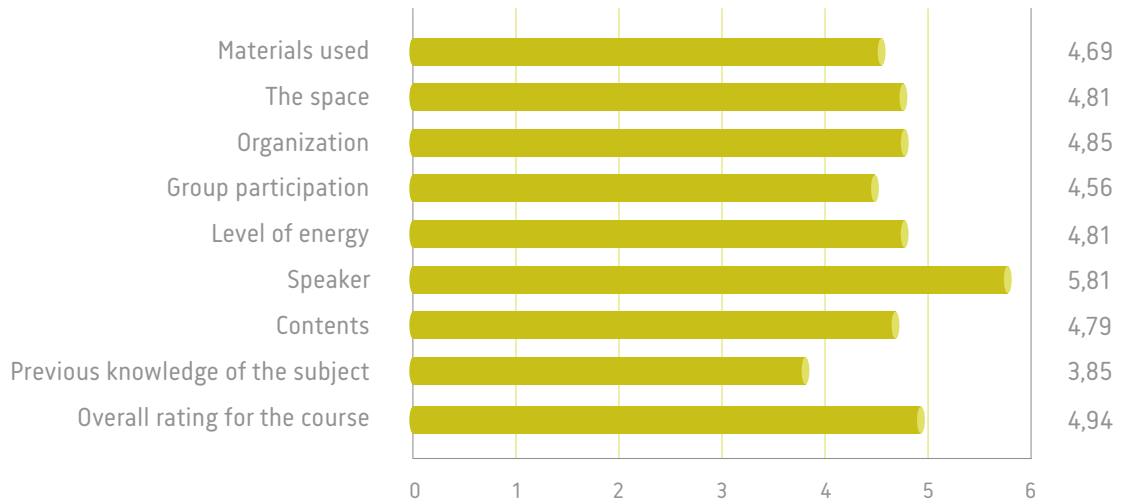
Number of assessment questionnaires collected according to age and gender

Evaluations according to age and gender	16-24 years	25-30 years	31-54 years	55 and over	Unspecified	Total
Women	35	42	115	19	7	218
Men	114	82	195	43	18	452
Others	6	7	11	2	2	28
No Answer	3	4	13	1	23	44
Total	158	135	334	65	50	742

Ratings (from 0 to 6) collected

	Women	Men	Bestela koak	Does not know/ Does not answer	Average
Overall rating for the course	5,18	4,82	5,23	4,63	4,94
Previous knowledge of the subject	3,97	3,77	3,66	3,95	3,85
Contents	4,93	4,68	5,19	4,64	4,79
Speaker	5,32	5,10	5,77	5,01	5,18
Level of energy	4,92	4,79	5,19	4,48	4,81
Group participation	4,51	4,62	4,76	4,43	4,56
Organization	4,97	4,79	5,04	4,57	4,85
The space	4,83	4,82	4,87	4,26	4,81
Materials used	4,90	4,59	4,91	4,51	4,69
Useful for personal life (%)	%94	%93	94	%90	%92,75
Useful for professional life (%)	%91	%89	100	%90	%92,5

Average assessments out of 6 (not broken down by gender)



Continuing with the trend of recent years, the students rate the material and the participative methodology used positively. Amongst the proposals to improve the course, also as with previous years, the majority opinion was still to make the courses longer and to increase the information provided on practical tools for work.

The assessments of the courses were similar to those made in previous years. Generally speaking, the face-to-face courses offered as part of the Gizonduz programme met the expectations of the students taking part and those of the programme itself.

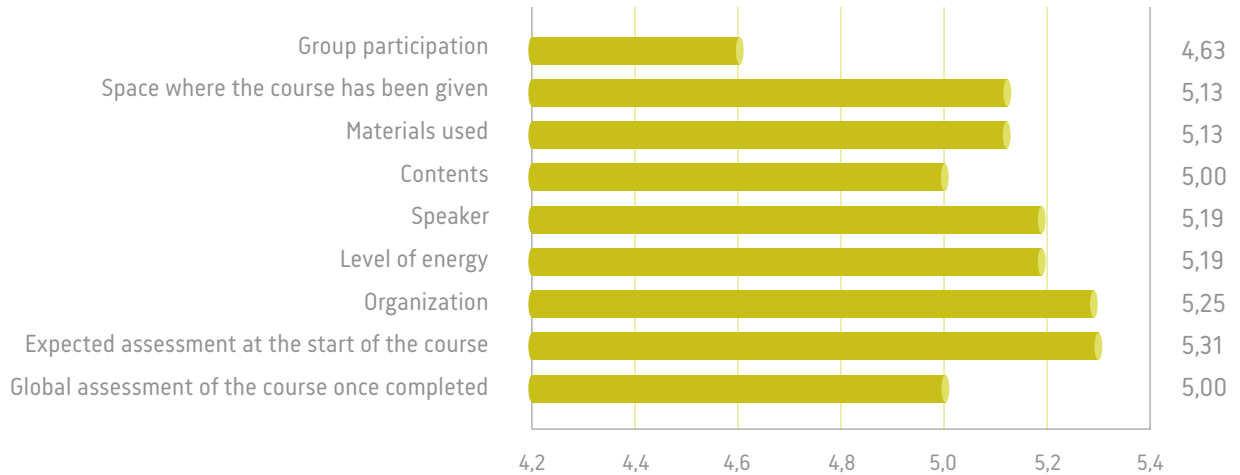
It should be mentioned that most people (89% of women and 81% of men) were taking a Gizonduz course for the first time.

No significant differences were observed by sex or age in regard to the assessment of the different aspects evaluated in the questionnaires.

Assessments made by the entities that have organised Gizonduz courses

A total of 16 people answered this questionnaire, 10 of whom were women and 4 were men, while the gender of the remaining two people is unknown. The average age of the people who responded to this questionnaire is 41.92 years.

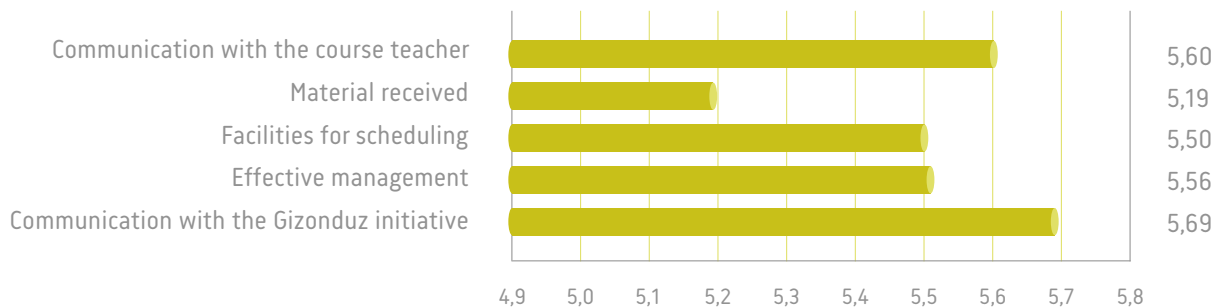
Average assessments of the people who taught the courses



As can be seen in the above graph, the global assessment of the course's main elements has received a good score. The element with the highest score has been "organisation" (5.25), followed by "moderation" (5.19) and the assessment of the "speaker" (5.19). However, "group participation" received a lower score, 4.63, though it is still a high rating.

There has also been an evaluation of the expected assessment at the start of the course and the global assessment once completed. In general, a considerably good assessment has been made for both evaluations. The value achieved in both scores has been 5 or more, that is, both the expected assessment at the start of the course and the global assessment of the course have been good.

Average assessments of the entities responsible for organising the courses



As can be seen in the graph, the assessments of the entities responsible for organising the courses has been very positive. The most highly-rated aspects have been “communication with the course teacher” (5.69), “effective management” (5.56) and facilities for scheduling (5.5).

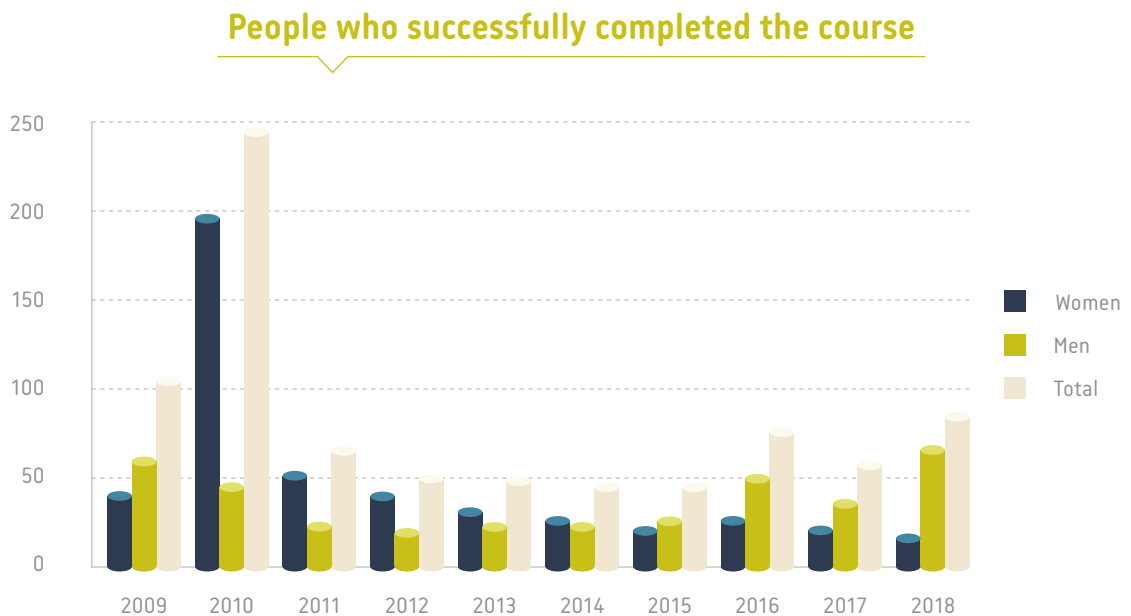
In both the assessments of students and those of the organising entities, the following proposals were made for improvements: dedicate more time for training, explore in more depth the topics dealt with and that the courses provide tools for the workplace.

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 depending on sex, 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.

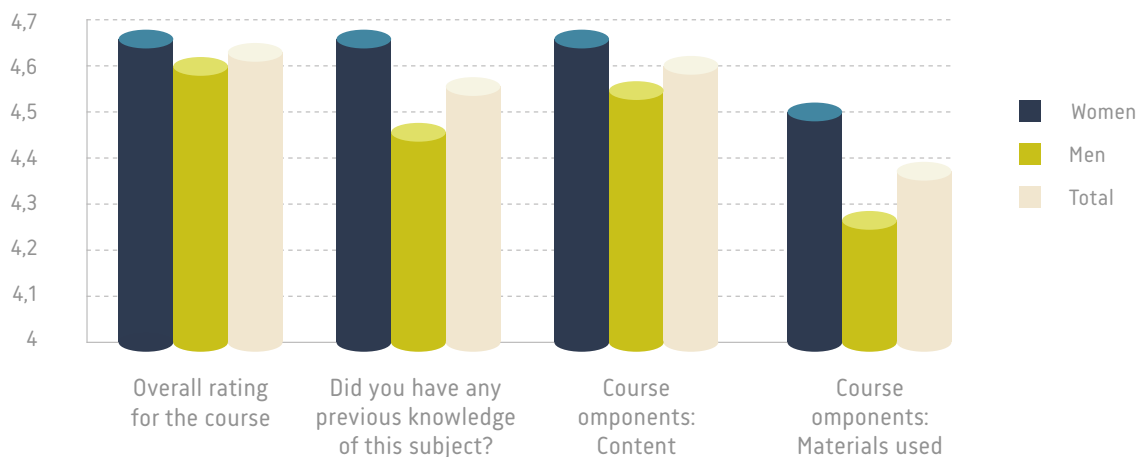
The online course was launched in 2009. During the editions since then and until 2018, both included, 836 people; 474 women and 362 men successfully completed the course.



A total of 84 people successfully completed the course in 2018 and, of these, 18 were women and 66 were men. The number of people taking the course has increased significantly compared to the previous year: 84 people in 2018 compared with 57 in 2017. The proportion of men who did the course –78.6%– is higher than that of the previous year.

In 2018, 43 assessment questionnaires were collected.

2018: Course rating (out of 6)



	Total	Women	Men
Do you think it has been useful for your personal life? YES	41	14%	81,4%
Do you think it has been useful for your professional life? YES	40	14,3%	81%

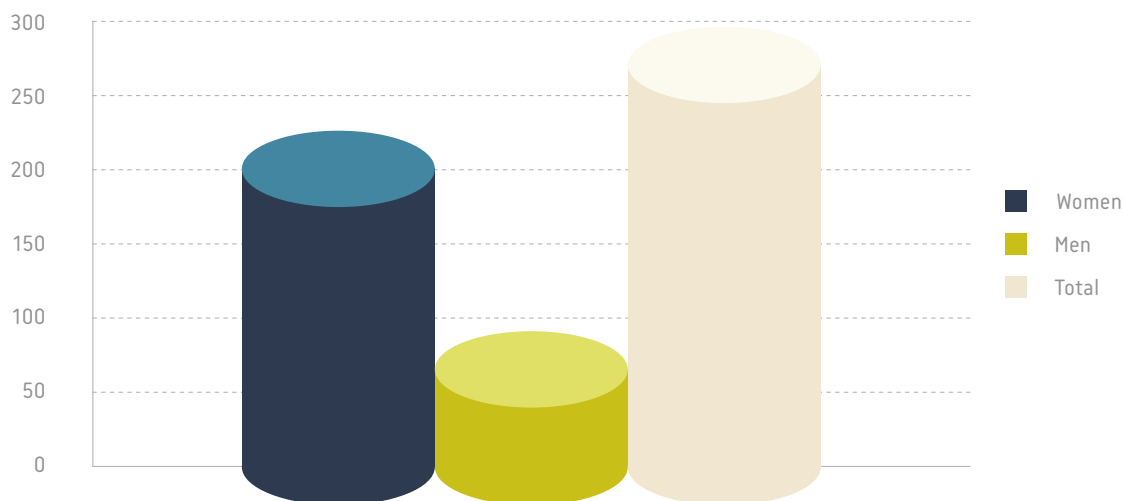
The global assessment of the course (4.6) and of its contents (4.55) has been positive. It is significant that 85% of the people who completed the course satisfaction survey believed that it was useful for both their personal and professional life.

2.2.2.2 Online course by the UPV-EHU

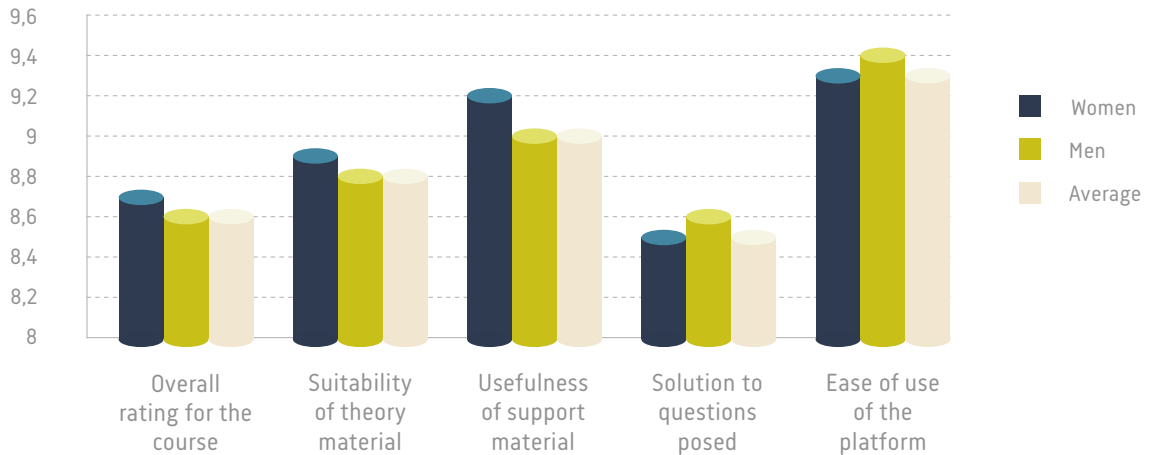
This course, titled “Masculinity. Men and equality: challenges and resistance”, seeks to help students develop technical and theoretical skills in order to analyse the social construction of masculinity in our society. All this is addressed from the perspective of equality, so that students can acquire knowledge for a gender-focused analysis of reality, as well the methodological tools that enable its understanding. The different expressions of masculinity that exist in our societies and the consequences that they involve for women and men themselves are dealt with. At the same time, there is an analysis of the progress made towards the equality of women and men, the main sources of resistance and new sexist discourses, with an in-depth analysis of sexist violence, also among the younger population, and its most frequent causes and manifestations.

There have been two online courses in Spanish and two in Basque in collaboration with the Directorate of Equality of the UPV/EHU, with a duration of 25 class hours and 1 university credit. The first of them started on 26 February and ended on 28 March 2018, and the second lasted from 22 October until 28 November 2018. 440 people enrolled for the courses (155 men and 314 women), of whom 291 people, 206 women and 85 men, successfully completed the course.

2018: People who took the online course by the UPV/EHU



2018: Average assessments (out of 10)



	Total	Women	Men	Others	No Answer
Do you think it has been useful for your personal life? YES	96,76%	58,06%	29,03%	6,45%	3,22%
Do you think it has been useful for your professional life? YES	90,31%	58,06%	22,58%	6,45%	3,22%

The average global assessment of the course (8.6 out of 10) is positive. The course content has been rated highly, with a score of 8.8 out of 10.

It is significant that 90% of the people who completed the course satisfaction survey believed that it was useful for both their personal (96.7%) and professional (90%) life.

2.3 “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.

From 2016 to 2018, both included, courses have been given in a total of 15 schools. 682 female and 720 male pupils participated, 1364 in total. 78 teaching staff took part, 46 women and 28 men.

During the year 2018, the project and its components were tested in 3 schools and in a municipality during an outdoor activity. The following centres participated in said process: Margotu Vocational Training Centre in Bilbao, San Luis Vocational Training Centre in Bilbao and the ikastola (state-funded school) in Lasarte. The courses for teachers were attended by 6 women and 9 men. The courses for students were attended by 255 people, 131 women and 128 men.



2.4 GROUPS OF MEN IN THE POLITICAL SPHERE

Since 2017, at the local level, and 2018, at the Basque Government level, processes have been developed to create groups of male politicians who defend equality and are against violence against women.

These are spaces for training, reflection and exchanges aimed at encouraging these men to promote equality in their sphere of influence and, in particular, to promote the personal and collective commitment of other men to this cause.

2.5 CONFERENCE “BASQUE MEN FOR EQUALITY”

On 23 October 2018 the conference “Basque men for equality” was held, chaired by the Basque President, Iñigo Urkullu. The campaign’s objectives were the following:

- To commemorate the 10 years of the Charter of Basque men for equality and against violence against women.
- To highlight the work carried out for more than a decade within the framework of the Gizonduz initiative and to thank those who have collaborated with the programme throughout these years.
- To talk about the challenges of the future in the workplace, to involve men who are in favour of equality and against violence against women.
- To make visible the presence of Basque men who defend equality in different sectors and spheres: political, economic, cultural, social...
- To present the “Gizonok esan eta egin” campaign, aimed at men with the purpose of continuing advancing in their involvement to defend equality.



Some 150 people participated in the conference, mainly men, and there was a significant political representation. In addition to the speeches by the Basque President and by the Director of Emakunde, three videos were screened:

- “Gizonduz, 10 años”, which summarises the main milestones of Gizonduz and contains testimonies by people who have participated in or collaborated with the programme, offering their opinion on what Gizonduz or working with men has contributed in their sphere or organisation and on where they think more work should be done in the future.
- “Palabras de Miguel Lorente” in which the former Government Delegate for Gender Violence and international expert on the matter praised the work carried out in Gizonduz and encouraged Basque men to make specific commitments in favour of equality.
- “Gizonok esan eta egin” which explains the campaign of the same name and includes the participation of the former Mayor of Vitoria-Gasteiz, José Ángel Cuerda, journalist Xabier Euzkitze and actor Patxi Pérez; three men who signed the charter of *Basque men for equality and against violence against women*, and who are now ready to go further in their commitment and publicly join the campaign.

2.6 “GIZONOK ESAN ETA EGIN” CAMPAIGN

With this campaign, Emakunde seeks to continue the work carried out for more than 10 years through Gizonduz, so that Basque men can take another step and make the commitment to carry out a series of specific actions in their everyday lives in favour of equality, in spheres such as co-responsibility, caregiving, the eradication of sexist violence, the dissemination of gender equality ideas or the reporting of sexist messages and behaviours.



For this purpose, a software application is made available which, in a few steps, allows men to carry out a test in order to self-evaluate their sexism and to choose from among a broad and open range of possible commitments. The application itself provides resources and a monitoring system in order to put these commitments into practice.

In order to make the involvement of men for equality in the workplace more visible, the application offers men interested in doing so the option to make their commitment public.

2.7 PARTICIPATION IN CONFERENCES

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

- “Debate on the involvement of men” conference, organised by Zarautz Town Hall.
- International Conference on equality, diversity and inclusion, organised in Bilbao by Eudel and the Council of European Municipalities and Regions (CEMR).
- XX Conference by Proyecto Hombre on a comprehensive vision in intervention in addictions.
- “And what about men?” conference, organised by the CEPAIM Foundation.
- XI. International Culture, Communication and Development Meeting: “Music, sex, sports. Men’s topics?” within the framework of the summer courses of the UPV/EHU.
- “Working on the prevention of violence against women” conference, organised by the Department of Justice and Work of the Basque Government.
- VII Session on Gender Violence, organised by Osakidetza.
- Working session on public policies towards men when acting in matters of sexist violence, organised by the Provincial Government of Gipuzkoa.
- Working session to develop a line of work with men in favour of equality, organised by the Government of the Canary Islands.

2.8 ADVISING

Lastly, it must be noted that in 2018 we handled, both in person and by email and phone, all queries related to the Gizonduz initiative and other matters related to men, equality and masculinity.



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