

# GIZON INITIATIVE 2022 REPORT DUZ



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# 1.0

## Introduction

Gizonduz is a pioneering initiative by the Basque Government promoted by Emakunde-Basque Institute for Women to boost the awareness, participation and involvement of men in supporting equality between women and men. It takes a feminist and human rights perspective and an inclusive approach to diversity.

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

- Increase the number of men whose awareness has been raised about 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 for housework and care duties.

The activities carried out by the Gizonduz initiative in previous years are listed in the following reports: [2007-2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020 and 2021](#).

# 2.0

## Activities carried out in 2022

### 2.1. WEBSITE

In 2022, the administration of the Gizonduz section on Emakunde's website continued. This contains extensive information on different media related to the initiative, as well as the following sections: training, interviews, campaigns, men's groups, blog, material, Gazteak Berdintasunean 2.0, and sessions etc.

In 2022, the Gizonduz website has received a total of 4,860 hits.



### 2.1.1. INTERVIEWS

This [section](#) includes interviews with the following people:

- **Iriome Rodríguez.** President of AHIGE (Association of Men for Gender Equality).
- **Eduardo Portilla.** Responsible fatherhood workshop coordinator for Vitoria-Gasteiz City Council.
- **Eva Istúriz.** Director of the Navarre Institute for Equality.
- **Esteve Segura.** Technical manager of the Plural Masculinities Centre (Barcelona).
- **Isa Duque (la Psicowoman).** Psychologist, sexologist and feminist cyberactivist.
- **Lluc Pagès.** Teacher and social educator specialising in childhood, violence against women and masculinities.

### 2.1.2. SOCIAL MEDIA

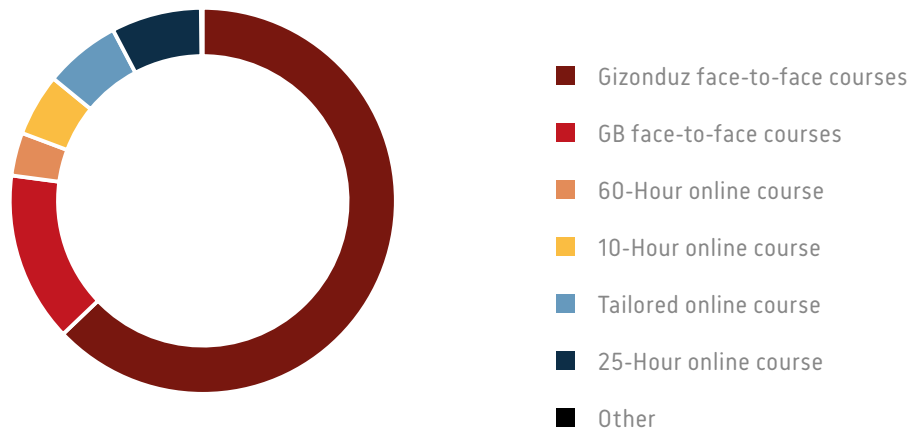
Gizonduz has been on [Facebook](#) since 2009. In 2022 it had 5,191 followers, an average of 12,198 people reached out to, comprising 41.4% women and 58.6% men. During 2022, 194 posts were published.

The Gizonduz [Twitter](#) account has 2,233 followers, a total of 7,120 tweets have been published since 2011, 250 of them during 2022. The Gizonduz profile has had a total of 14,999 visits and 102,094 tweet impressions.

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 66 videos. They have been viewed a total of 2,100 times in 2022 and a total of 25,738 times since the account was created in 2009.

## 2.2. TRAINING AND AWARENESS PROGRAMME

The first edition of the [Training and awareness-raising programme](#) by Gizonduz was launched in March 2009, and until December 2022, 27,603 people have taken part in the different courses, distributed as follows, according to the type of course:



Type of Course	Women	Men	Non-binary <sup>1</sup>	No Answer	Total
Gizonduz face-to-face courses	6.493	10.630	92	109	17.021
Gazteak Berdintasunean face-to-face courses	1.284	2.597	32	7	3.920
Men in the political sphere project <sup>2</sup>		303			303
Young foreigners project		44			44
60-Hour online course	602	393	0		995
10-Hour online course	853	632			1.434
Tailored online course	558	1.150	23	27	1.758
25-Hour online course	1.434	641	2		2.077
<b>TOTAL</b>	<b>11.224</b>	<b>16.087</b>	<b>149</b>	<b>143</b>	<b>27.603</b>

During 2022, a total of 192 courses were held, in which 4,408 people participated, of which 2,903 were men (65.85%), 1,434 women (32.53%), 32 non-binary people (0.72%) and 39 (0.95%) who did not respond to this question.

<sup>1</sup> In 2018, two new measurement categories were added to this graph based on the self-identification of participants regarding gender identity: Non-binary (52 people in 2018) and No answer (18 people in 2018). (Proposed correction below)

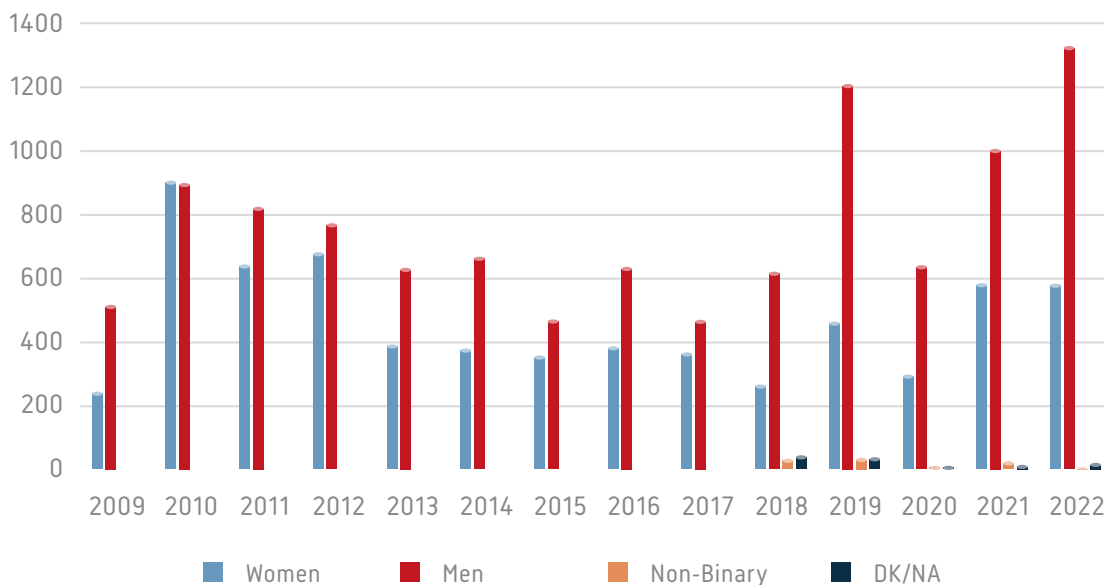
<sup>2</sup> Participants since 2017 are counted.

## 2.2.1. GIZONDUZ FACE-TO-FACE COURSES

During the year 2022, 11 courses have been given in webinar format with students attending online and one with students attending in person and online in a mixed format. Both the hours taught and the participating students have been included in this section of face-to-face courses since, unlike online courses, the students were present in their homes or at their companies and were able to participate in the courses.

From 2009 to 2022, inclusive, there were 919 face-to-face courses (113 of them in 2022), with the participation of 17,324 people<sup>3</sup>, of which 10,630 (61.35%) were men, 6,493 (37.4%) were women, 92 people (0.53%) identified as non-binary and 109 people (0.62%) did not answer this question.

### Evolution of the participation in face-to-face courses<sup>4</sup>



<sup>3</sup> These data do not include students enrolled in the Gazteak Berdintasunean 2.0 programme, which is described below.

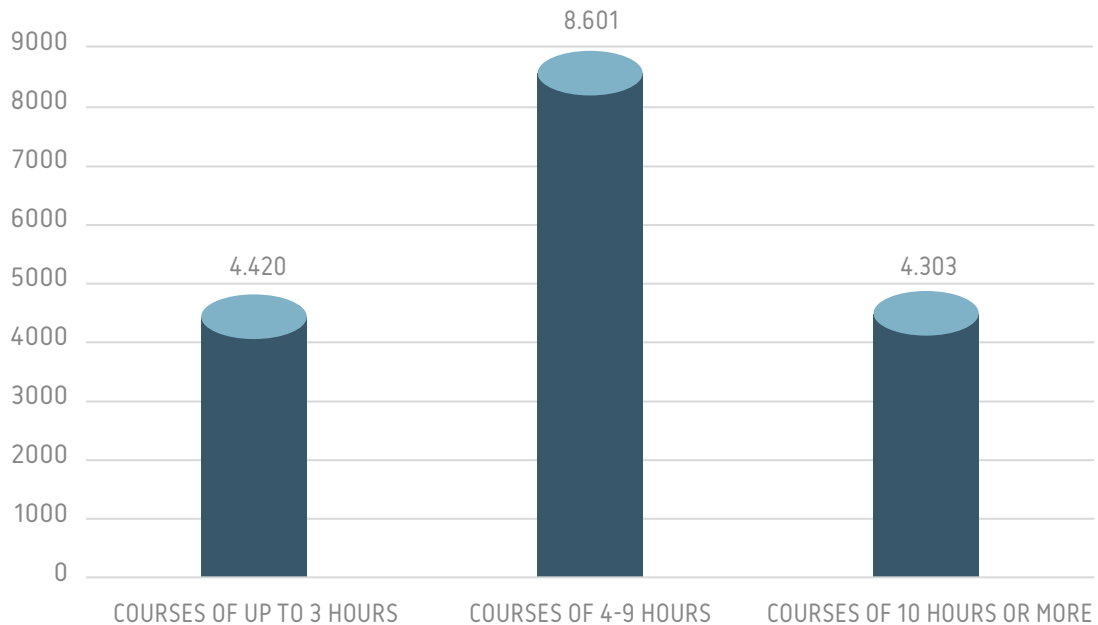
<sup>4</sup> In 2018, two new measurement categories were added to this graph based on the self-identification of participants regarding gender identity: Non-binary and No answer.

Student participation in these courses  
broken down by gender is as follows

YEAR	Women	Men	Non-binary	No Answer	TOTAL
2009	241	512	-	-	753
2010	900	895	-	-	1.795
2011	638	821	-	-	1.459
2012	677	768	-	-	1.445
2013	389	628	-	-	1.017
2014	375	662	-	-	1.037
2015	354	467	-	-	821
2016	382	630	-	-	1.012
2017	362	464	-	-	826
2018	263	617	29	41	950
2019	462	1.205	32	34	1.733
2020	292	637	6	7	942
2021	579	1.000	22	11	1.612
2022	579	1.324	3	16	1.922
<b>TOTAL</b>	<b>6.493</b>	<b>10.630</b>	<b>92</b>	<b>109</b>	<b>17.324</b>



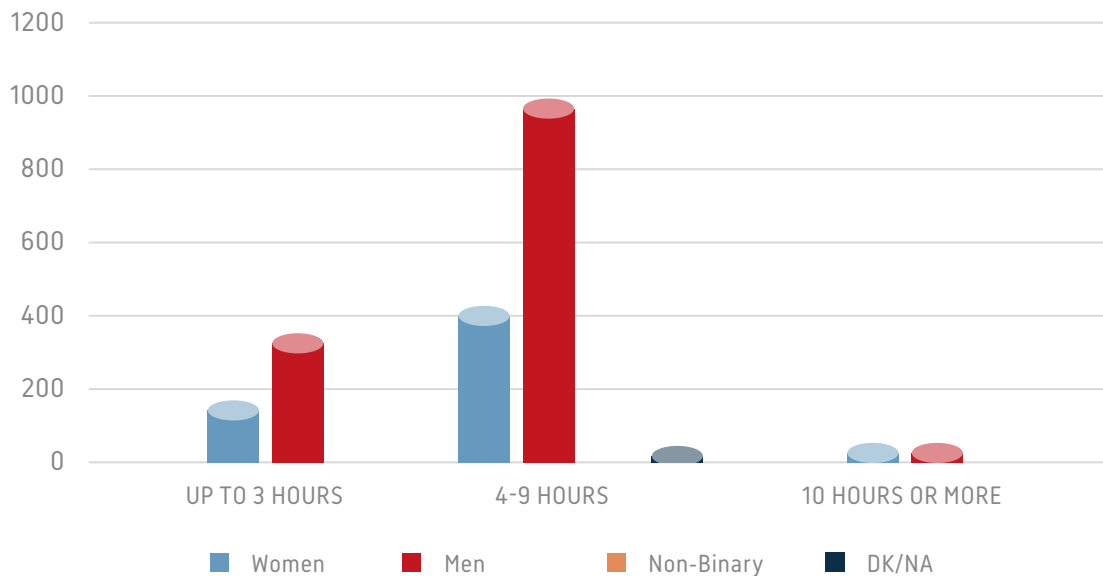
### Student participation in the different course duration categories, from 2009 to 2022, is as follows



8.4% of students participated in face-to-face courses with a duration of up to 3 hours, 80.8% in 4 to 9-hour courses, and finally, 10.8% in courses with a duration of 10 hours or more. Last year's shift in trend in face-to-face courses is maintained, with an increase in courses of 4 to 9-hour courses and fewer courses of 10 hours or more. This is caused by changes in significant programmes from just face-to-face format to a combination of online and face-to-face. This is the case for the Basque Academy for the Police and Emergencies, which reports to the Department of Security of the Basque Government. The collaboration from previous years has continued, and training in 2022 has been mixed (10 hours online via the Moodle platform and 5 hours of face-to-face training). The total commitment by individual participants has therefore increased by 5 hours per person with respect to the year 2021, although they were counted separately. Courses have been delivered to 44 groups from the XXX group, comprising a total of 220 face-to-face hours and 10 hours online per person.

2022 COURSES	No. of hours	% of total hours	Total students	% of total students	Men	Women	No Answer	Non-binary
23 courses of up to 3 hours	45	8,4%	466	24,2%	323	143	0	0
85 courses of 4-9 hours	432,5	80,8%	1.396	72,7%	971	406	3	16
5 courses of 10 hours or more	58,5	10,8%	60	3,1%	30	30	0	0
<b>TOTAL 113 courses</b>	<b>536</b>	<b>100%</b>	<b>1.922</b>	<b>100%</b>	<b>1.324</b>	<b>579</b>	<b>3</b>	<b>16</b>

### Attendance for face-to-face courses in 2022



In 2022, the distribution of face-to-face courses based on the type of applicant was as follows:

### Face-to-face courses delivered in partnership with companies

Organising	Content	Target audience	No. of courses	Duration in hours per course	Total hours
Arteche	Masculinities and equality	Own staff	1	2	2
Azti	Masculinities and equality	Own staff	1	2	2
Cebek	Men, equality and the workplace, co-responsibility, prevention of occupational risks and sexual harassment	Members	3	4	12
Gehilan-Atefrisa	Masculinities, equality, sexual and gender-based harassment	Own staff	1	9	9
Loire-Gestamp	Men, equality and the workplace, and prevention of sexual and gender-based harassment	Own staff	4	6	24
Grupo Avanza Transporte	Men, equality and the workplace, co-responsibility, prevention of occupational risks and sexual harassment	Own staff	6	7	49
Ingartek	Masculinities and equality	Own staff	1	4	4
Ormazabal	Men, equality and sexual and gender-based harassment	Equality committee	1	4	4
Polmetasa	Masculinities and equality	Own staff	7	4	24
RPK	Masculinities and equality	Own staff	1	4	4

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

Organising	Content	Target audience	No. of courses	Duration in hours per course	Total hours
Amurrio Town Council	Masculinity, equality and politics	Councillors of Amurrio Municipal Council	1	2	2
Calculation Centre of Alava Provincial Council	Men, masculinities, co-responsibility and work-life balance in the company	Own staff	4	4	16
Donostia/ San Sebastian City Council, Mobility Dept.	Masculinities, equality, dangerous behaviours and male violence against women	Own staff	1	10,5	10,5
Basque Academy of Police and Emergencies	Masculinities and equality	Applicants XXX Promotion	44	5	220
Basque Academy of Police and Emergencies	Masculinities and equality	Own staff	1	10	10
Basque Health Service	Masculinities and equality	Own staff	4	3	12
Basque Health Service	Masculinities and equality	Own staff	3	6	18
Basque Health Service	Masculinity and male violence against women	Own staff	2	6	12
Uliazpi	Masculinity and sexual and gender-based harassment	Own staff	1	3	1

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

Entity	Content	Target audience	No. of courses	Duration in hours per course	Total hours
Basque institute of vocational training knowledge (Nicolás Larburu)	Masculinities and social intervention with men	Teaching staff	1	4	4
Basque institute of vocational training knowledge (Nicolás Larburu)	Masculinities and social intervention with men	Students	1	9	9
AEK	Masculinities and equality	Own staff	4	1,5 / 4	9
Alboan	Masculinities and equality	Own staff	2	2 / 4	6
Official Psychology Association of Bizkaia	Working with men: masculinities, male violence and equality	Asociadas	1	12	12
Red Cross Vitoria	Masculinities and equality	Personal propio	2	4	8
Men's Groups for Equality Tolosa	Masculinities and equality, working with men	Men from the group for equality	1	2	2
IKA	Masculinities and equality	Own staff	3	4,5	13,5
Kolore Guztiak	Masculinities and social intervention with men	Own staff	1	3	9
LEIN Mondragón Unibersitatea	Masculinities and social intervention with men	Own staff	2	2	4
Urgatzi	Masculinities and equality	Students	1	16	16

## RATINGS 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).

1,252 ratings were collected in total: 382 from women, 847 from men, 4 from individuals who identified as non-binary and 19 from people who did not answer. Note that a portion of the assessment questionnaires collected by the associations and institutions conducting the courses are in their own formats, which makes it difficult to aggregate the data. These data are therefore not included in the following tables.

### Number of assessment questionnaires collected according to age and gender

Ratings according to age and gender	16 – 24 years	25 – 30 years	31 – 54 years	55 and over	No Answer	Total
Women	48	146	159	26	3	382
Men	122	276	409	37	3	847
Non-binary			4			4
No Answer	2	6	6	3	2	19
<b>TOTAL</b>	<b>172</b>	<b>428</b>	<b>578</b>	<b>66</b>	<b>8</b>	<b>1.252</b>

## Ratings (from 0 to 6) collected

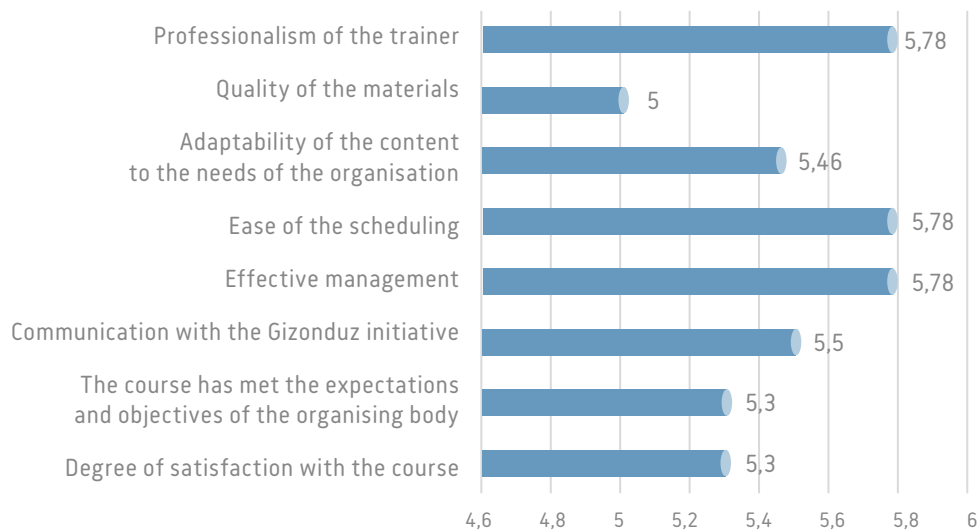
	Women	Men	Non-binary	DK/NA	General
Overall rating for the course	5,3	5	4,8	5,9	5,1
Previous knowledge of the subject	4,2	3,8	3,3	4	3,9
Increase in knowledge	5,1	4,9	4	4,6	4,9
Increase in awareness	5	4,8	3,8	4,3	4,8
Contents	5,1	4,8	5	4,3	4,9
Speaker	5,6	5,4	5,5	5,1	5,4
Level of stimulation	5,4	5,2	5,5	5,2	5,2
Group participation	5,2	4,51	5,5	5,1	4,8
Organisation	5,3	4,9	5,3	4,7	5,1
The space	5,1	4,9	4,5	4,7	5
Materials used	4,9	4,6	5	4,4	4,9
Useful for personal life (%)	97%	95%	75%	89%	97,25%
Useful for professional life (%)	97%	92%	50%	95%	95,75%

As in previous years, the students rated the material and the participative methodology used positively. The only value below 4 refers to the perception that the participants had of their knowledge before the training session.

The ratings of the courses remain similar to previous years, except for the non-binary category (4 people) which drops significantly in “Useful for professional life”. 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.

No gender- or age-specific significant differences were observed with regard to the ratings of the different aspects evaluated in the questionnaires.

### Average assessments of the entities responsible for organising the courses (from 0 to 6)



As the graph shows, the ratings of the entities responsible for organising the courses was very positive.

The most highly rated aspects were “professionalism of the trainer” (5.78), “effective management” (5.78) and “ease of scheduling” (5.78).

Students and the organising entities alike suggested the following improvements: dedicate more time for training, explore the topics dealt with in more depth and provide tools for the workplace.



## 2.2.2 ONLINE COURSES

### 2.2.2.1 10-HOUR ONLINE AWARENESS RAISING

This course addressed the following issues:

- The origin of gender inequalities.
- The part that gender roles and stereotypes play in socialisation.
- A review of the different models of masculinity.
- The role of caring for others and for oneself in men's lives.
- The involvement of men in housework and in caring for others.
- Gender problems that sexist socialisation generates for men.
- The role that the legitimization of violence plays in the construction of masculine identities.

The online course was launched in 2009. Up to 2021, 1,262 people (695 women and 566 men) successfully completed the course.

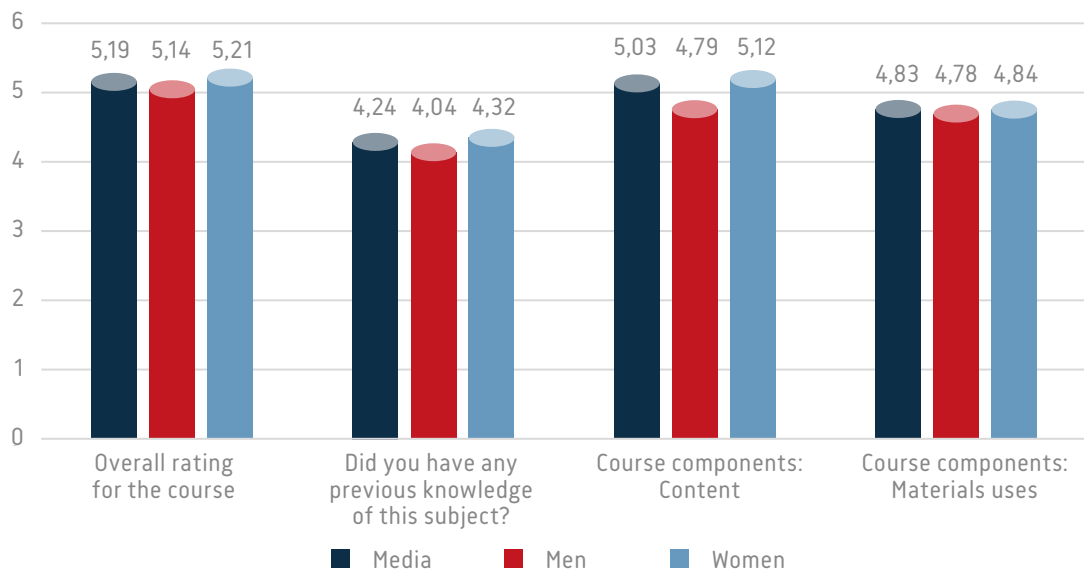
#### People who successfully completed the course

	Women	men	Total
2009	42	64	106
2010	199	46	245
2011	53	18	71
2012	40	14	54
2013	30	20	50
2014	24	22	46
2015	18	25	43
2016	29	51	80
2017	21	36	57
2018	18	66	84
2019	23	59	82
2020	60	66	126
2021	138	79	218
2022	151	72	223
<b>Total</b>	<b>846</b>	<b>638</b>	<b>1.485</b>

A total of 223 people successfully completed the course in 2022 (151 women and 72 men). The proportion of men who completed the course (32.3%) is slightly lower than that of the previous year (36%).

In 2022, 110 assessment questionnaires were collected.

### 2022: Course rating (out of 6)



	Total	Women	Men
Do you think it has been useful for your personal life? YES	101	96%	96%
Do you think it has been useful for your professional life? YES	97	94%	90%

The overall rating of the course (5.19) and of its content (5.03) was very positive.

Interestingly, 99% of the people who completed the course satisfaction survey believed it was useful for both their personal and professional lives.

### 2.2.2.2 25-HOUR ONLINE TRAINING

This course, titled “Masculinity. Men and equality: challenges and resistance”, helps students develop theoretical and practical skills for analysing how models of masculinity are constructed in our society. This is addressed from the perspective of equality, so that students can acquire knowledge for a gender-focused analysis of the context, as well as the methodological tools that facilitate understanding. The course looks at the different expressions of masculinity that exist in our societies and the consequences that they have for women and for men. It also analyses the progress made towards equality between women and men, the main sources of resistance and new sexist discourses, with an in-depth analysis of male violence against women, including among the younger population, and its most common causes and manifestations.

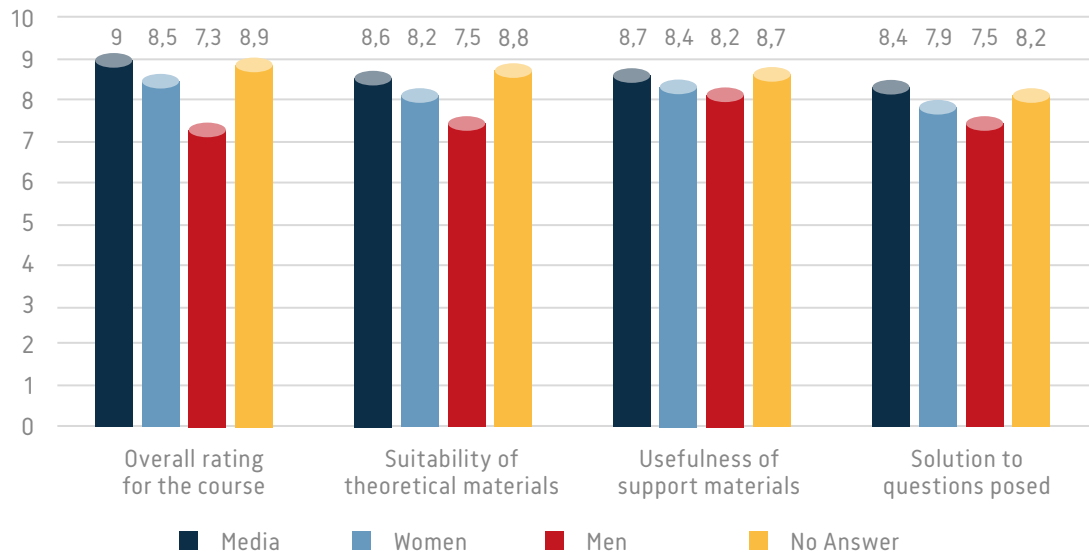
This year, the online course was delivered in collaboration with the University of the Basque Country (UPV/EHU) and the Basque Institute of Public Administration (IVAP). Emakunde also organised 4 courses.

#### 2021: People who completed the 25-hour online course on masculinity

Organising entity	COURSE	WOMEN	MEN	Students who completed the course TOTAL
University of the Basque Country	Masculinity. Men and equality: challenges and resistance (1st edition)	15	4	19
University of the Basque Country	Masculinity. Men and equality: challenges and resistance (1st edition)	37	13	50
University of the Basque Country	Masculinity. Men and equality: challenges and resistance (2nd edition)	14	1	23
University of the Basque Country	Masculinity. Men and equality: challenges and resistance (2nd edition)	36	23	47
EMAKUNDE	Masculinity. Men and equality: challenges and resistance (1st edition)	50	11	61
EMAKUNDE	Masculinity. Men and equality: challenges and resistance (1st edition)	6	8	14
EMAKUNDE	Masculinity. Men and equality: challenges and resistance (2nd edition)	28	23	51
EMAKUNDE	Masculinity. Men and equality: challenges and resistance (2nd edition)	5	2	7
IVAP (Basque Institute of Public Administration)	Masculinity. Men and equality: challenges and resistance	16	15	31
IVAP (Basque Institute of Public Administration)	Masculinity. Men and equality: challenges and resistance	4	4	8
	<b>TOTAL</b>	<b>211</b>	<b>104</b>	<b>315</b>

In 2022, 187 assessment questionnaires were collected from the online courses. The respondents comprised 77 women, 40 men, 6 people answered “others” and 64 people who did not answer this question.

### 2022: Average ratings (out of 10)



	Total
Do you think it has been useful for your personal life? Yes	97%
Do you think it has been useful for your professional life? Yes	88%

The average overall rating of the course (9 out of 10) is very positive. The theoretical material was also rated very highly (8.6 out of 10).

Interestingly, 97% of the people who completed the course satisfaction survey believed it was useful for their personal life and 88% considered it useful for their professional life.

## 2.3 “GAZTEAK BERDINTASUNEAN 2.0” PROJECT

The **Gazteak Berdintasunean 2.0** project raises awareness and engagement among teenagers and young people – particularly young men – in support of equality between women and men and against violence towards women. This is achieved by using innovative educational tools based on new technologies.

The project comprises the following:

- An online adventure (video game) where users are confronted with various scenarios that they must deal with and certain problems that they have to solve. They must choose how to proceed when faced with situations involving sexism, homophobia, violence, etc.
- Educational units and worksheets aimed at both teachers and students.

From 2016 to 2022, courses were delivered in a total of 37 schools. A total of 3,920 people participated, made up of 1,284 female students, 2,579 male students and 32 people who identified as non-binary and 7 who did not answer.

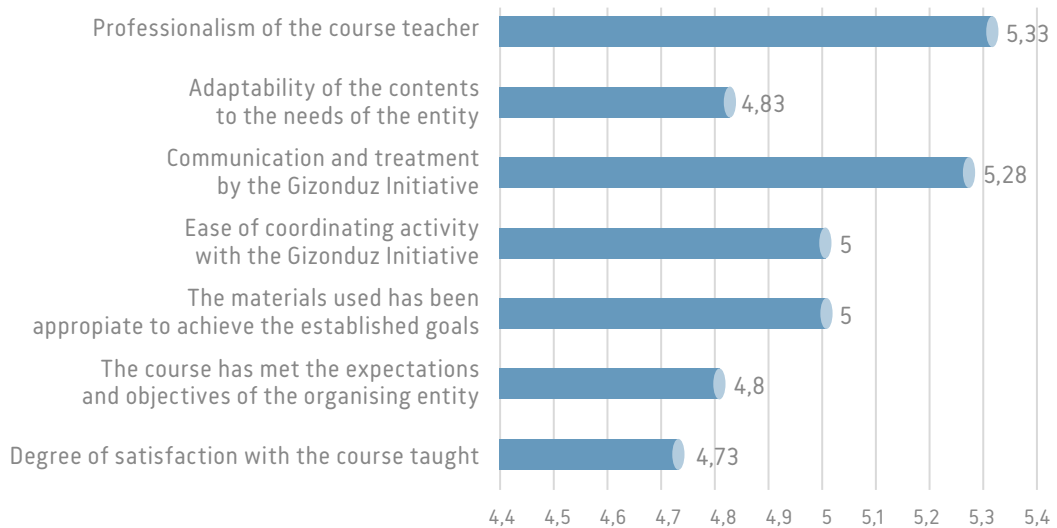
During 2022, training was carried out in 21 schools, twice as many as the previous year:

SCHOOL	MUNICIPALITY
IES Aniturri BHI	Agurain
Lautada Ikastola	Agurain
Berrio-Otxoa Institutua	Bilbo
Armeria Eskola	Eibar
IMH Fabrikazioaren Zentro Aurreratua	Elgoibar
IES Bizarain BHI	Errenteria
CIFP Don Bosco LHII	Errenteria
CIFP Andra Mari LHII	Galdakao
Mendialdea IPI	Kanpezu
EAGI Eraikuntza Eskola	Lasarte-Oria
IES Oñati BHI	Oñati
CIFP Don Bosco LHII	Tolosa
IES Mendabaldea BHI	Vitoria-Gasteiz
Fundación ADSIS	Vitoria-Gasteiz
CIFP Mendizabala LHII	Vitoria-Gasteiz
Antoniano Ikastetxea	Zarautz
Oteitza Lizeo Politeknikoa	Zarautz
Salbatore Mitxelena Ikastola	Zarautz
Lizardi Institutua	Zarautz
La Salle	Zarautz
CIFP Monte Albertia LHII	Zarautz

The courses for students were attended by 1,057 people, comprising 230 girls, 793 boys, 27 students who identified as non-binary and 7 who did not answer. A total of 226.5 hours of training were delivered to students, reaching 115 groups in total. Most groups attended 4 hours of training. 5 courses were delivered to teachers.



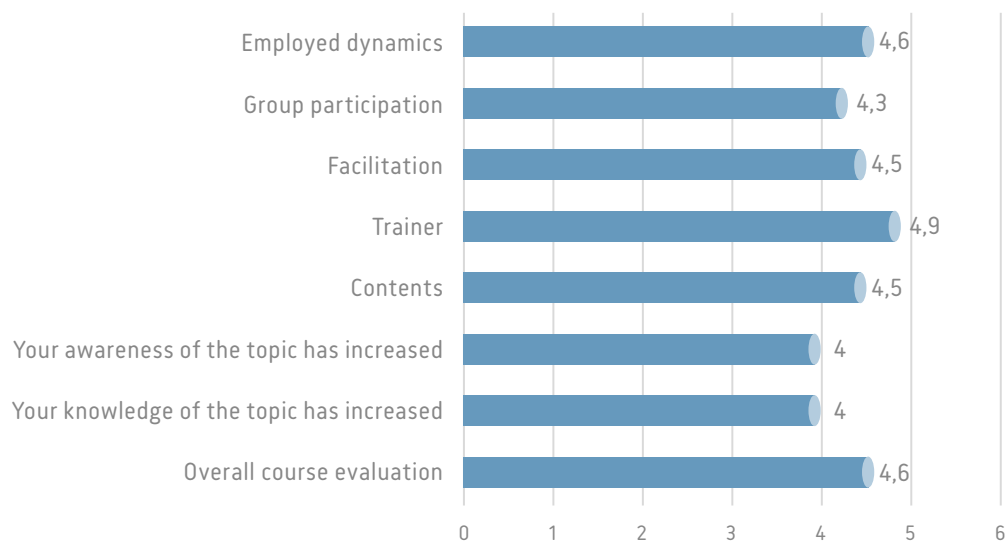
### The schools where training was carried out provided the following ratings (from 1 to 6)



There were 487 ratings for the **GAZTEAK BERDINTASUNEAN 2.0**. video game by students. A total of 350 ratings were collected from boys, 132 from girls, 2 from students identifying as non-binary and 2 from students who did not answer this question.

## RESULTS OF THE RATINGS:

In their ratings, 75% of the students agree and strongly agree that the video game is fun and 70% say that they have paid more attention to the subject. In general, they understand the dynamics of the video game well (73%) and think that more educational tools of this type should be used (78%).



## 2.4 “MEN IN THE POLITICAL SPHERE” PROJECT

In 2017, an initiative was launched to encourage men in political roles to promote equality in their sphere of influence and, in particular, to promote the personal and collective commitment of other men to this cause.

Two groups of men in politics were created: one within the Basque Government, and the other at the municipal level, in collaboration with EUDEL. These spaces for training, reflection and exchange boost the participation and engagement of men in politics with equality, insofar as they are leaders and decision makers.

This initiative with men in politics was used as an example of good practice at the #InvolveMen International Seminar held in Brussels on 19 November 2019 by the Congress of European Municipalities and Regions (CEMR).



This video summarises the ideas and objectives from the first phase of the experience.

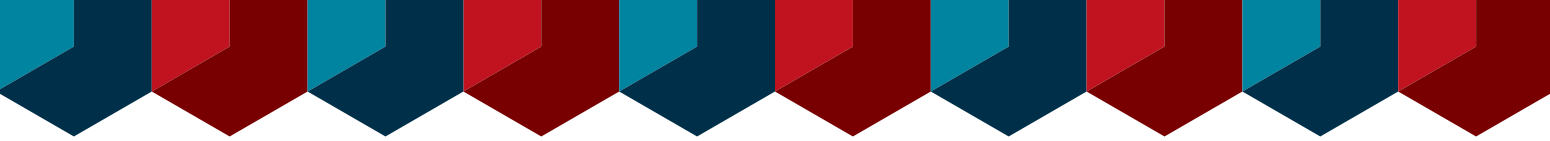
Men in politics for equality

Following the positive rating of the experience, in order to continue with the initiative, a second phase based on a draft equality guide for men in public office was launched in early 2020. Five working sessions were held (two with Basque Government politicians, two with local politicians and one joint session) in which a total of 25 men took part. Likewise, similar training processes are also carried out with male politicians belonging to Cuadrillas in Alava.<sup>5</sup>

In addition, in 2021, two lines of training were launched, open to all men who hold political posts in the autonomous, regional and local administrations, the Basque Parliament and General Assemblies. On the one hand, talks with equality experts, and on the other, what are called “training meetings”, i.e. regular online sessions in the form of training pills designed especially for men in politics. In 2021, 4 training activities were carried out (see [Gizonduz Report 2021](#)).

<sup>5</sup> The training began in 2019 and took place in Cuadrilla de Añana, Cuadrilla de Ayala and Cuadrilla de Campezo- Montaña Alavesa.





The following are the training activities carried out in 2022, in which a total of 108 politicians from the following political parties participated: EAJ-PNV, EH-BILDU, PSE-EE and Elkarrekin Podedemos-IU.

- 18/05/2022: “Main changes in the reform of the Basque equality law with special reference to measures aimed at men”. Ander Bergara.
- 05/07/2022: “Time use and equal political participation”. Pilar Legarra.
- 28/11/2022: “Masculinities, diversity and public policies”. Miquel Missé.
- 13/12/2022: “Men in politics and public policies”. Gary Barker.

The work in this area was included as good practice in the *State of the World's Fathers 2021* report by Promundo in collaboration with Save the Children, Oxfam, the MenEngage Alliance and the United Nations Foundation.

## 2.5 “MASCULINITIES, EQUALITY AND YOUNG FOREIGNERS” PROJECT

Working with men on masculinities to promote equality and the prevention of male violence against women is a necessity in our society. The specific situation of young migrants without family references in the Basque Country makes it difficult for them to access formal education programmes or others that are already being developed in our country.

For this reason, with the aim of working on awareness-raising and recognition in the field of masculinities, equality and prevention of male violence against women, with them too, as is done with other social groups, the “Masculinities, equality and young foreigners” project has been launched in 2022, taking into account the specificity of their conditions.

The project is structured in the following phases:

- Phase 1: Situation analysis and development of training proposals.
- Phase 2: Launch of the pilot programme.
- Phase 3: Evaluation and analysis of the pilot programme.
- Phase 4: Preparation of educational material (“toolbox”).

The first phase consisted of conducting interviews with specialists in the field, reviewing documentation, analysing the situation and drawing up a first programme with the following training axes:

- Construction of masculinity.
- Sexuality(ies).
- Violence against women.
- Care and co-responsibility.

The following entities have collaborated in the implementation of the pilot programme:

- CENTRO BIDEBERRIA (Urgatzi Association). Vitoria-Gasteiz (Alava).
- IZANGAI. Bilbao (Bizkaia).
- KOLORE GUZTIAK. Donostia/San Sebastian (Gipuzkoa).
- FUNDACIÓN ELLACURÍA and ALBOAN. Bilbao (Bizkaia).

19 working sessions have been held with young people from the different entities with a total of 32.5 hours in which 36 young people have participated. An educator from Biltzen (Basque Service for Intercultural Integration and Coexistence) has been involved in the sessions dealing with the issue of male violence against women. In addition, a total of 25 hours of training have been given to 31 people, 10 men and 21 women, belonging to the educational teams of two of the participating entities (Bideberria Centre and Kolore Guztiak).

The assessment, by the young people, educators and organisations, has been very positive. They highlight the fulfilment of the objectives, the level of attendance, the good attitude of the participants and the interest in being able to continue developing this activity in the future.

<b>RATING BY PARTICIPANTS</b>	<b>OVERALL</b>
1. Overall rating for the course	5,14
2. Your knowledge of the issue has increased	4,88
3. Your awareness of the issue has increased	5,09
4. Content	4,80
5. Educators	5,41
6. Group participation	4,97
7. Dynamics used	4,57

<b>RATING BY THE ENTITY</b>	<b>OVERALL</b>
1. Degree of satisfaction with the course	5,00
2. The course has met the expectations and objectives of the organising entity	5,67
3. The course has been useful for the entity's intervention programme	5,33
4. Awareness among the young people has increased	4,33
5. Communication with the Gizonduz initiative	5,67
6. Effective management and scheduling	5,00
7. Adaptability of the contents to the needs of the organisation	5,00
8. Professionalism of the educators	6,00

<b>COURSE RATING FOR THE TEAM OF EDUCATORS</b>	<b>OVERALL</b>
1. Overall rating for the course	5,25
2. Prior knowledge	3,80
3. Your knowledge of the issue has increased	4,80
4. Your awareness of the issue has increased	5,50
5. Content	5,20
6. Educators	5,75
7. Level of stimulation	5,45
8. Group participation	5,20
9. Organisation	5,20
10. Space where the course has been given	4,85
11. Materials used	5,00

The culmination of the development of these phases is the preparation of a “toolbox” for working with young foreigners, which will be tested and published in 2023.

## 2.6 “GIZONOK ESAN ETA EGIN” CAMPAIGN

This **campaign**, launched in 2018 by Emakunde, seeks to continue the work carried out for more than 10 years through Gizonduz to enable Basque men to take another step and make the commitment to taking specific actions in their everyday lives to support equality in spheres such as co-responsibility, caregiving, the eradication of male violence against women, the dissemination of egalitarian ideas and the calling out of sexist messages and behaviours.



An application allows men to self-assess their sexism in just a few steps and to choose from among a broad range of possible commitments. The application itself provides resources and a monitoring system for putting these commitments into practice.

In order to make the involvement of men in equality work more visible, the application offers men interested in doing so the option to make their commitment public. Up to 2022, a total of 263 men accessed the app and made personal commitments.



This video summarises the ideas and objectives of the experience.

“Gizonok esan eta egin” campaign.

## 2.7. INTERNATIONAL CONGRESS 'MEN, MASCULINITIES AND PUBLIC POLICIES. COMMITMENT TO EQUALITY.

[\(Link to the programme\)](#)

On occasion of the commemoration of the 15th anniversary of the Gizonduz initiative, the International Conference “Men, masculinities and public policies. Commitment to equality” was organised on 13, 14 and 15 December in Vitoria-Gasteiz.

Its objectives have been:

- Addressing one of the most unique and pioneering lines of intervention in the field of public equality policies, whose generalisation is planned for the near future.
- To make visible the referential role of the Basque Country in the development of these policies and to review the work carried out, its progress, evolution and new lines of work, with a view to continuous improvement.
- To learn about and share experiences and good practices that allow us to address with guarantees the new challenges posed at a legal level, mainly by the reform of the Basque Equality Law, and at a social level, derived from the persistence of machismo and violence in the younger generations and the proliferation of neo-macho movements opposed to feminism and equality policies.
- To make known the proposals for the future in relation to working with men within the framework of public policies for equality between women and men and the Country Pact for Equality and for lives free of violence against women.
- To promote, through public policies, the collective and individual commitment of men, particularly young men, and within the framework of the Basque Government's Berdinaldia initiative, so that an increasing number of men act as active agents of change in favour of equality and do not tolerate any kind of violence or sexist behaviour around them. And also, in this way, to contribute towards breaking the social and personal dynamics that sustain the so-called “rape culture”.

The event brought together a total of 49 people, including speakers, coordinators and moderators from the Basque Autonomous Community, Spain and countries such as Argentina, the United States, Mexico, the Netherlands, Portugal, Sweden and Uruguay. 466 people registered (61.5% women and 36.4% men), although finally 125 were accredited in person and 125 connected online.

A specific mobile application was developed for monitoring the Congress (with the programme, CVs of the speakers, panel discussions, space for questions for the speakers, evaluation, etc.). In total, 137 people downloaded the App.

Among other issues, the congress highlighted the importance of generalising the ethics and practice of care among men, not only as a responsibility that must be shared for the sake of justice, but also as an antidote to male violence against women and the dynamics of domination because, according to studies carried out, men who learn to care and do so are less likely to be men who use violence and exploit the people around them. Another of the “strong ideas” was the need to work with children and young people, to work from the earliest ages, tackling the powerful inertia of roles and stereotypes that prevent men and women from developing in freedom. The congress also served to emphasise the importance of working with men in a positive way, based on responsibility, but without blaming them, listening to them and telling them what is expected of them, rather than what they should not do, and suggesting alternatives to the model of masculinity they have learnt since childhood. It has also been stressed that masculinities are not a men’s issue, but a men’s and women’s issue, as well as the importance of adopting an intersectional approach that takes into account the diversity of men and women and all the factors and conditioning factors that affect each person’s life..

## PROGRAMME OF THE EVENT (with links to videos):

### Tuesday 13 December 2022 (Pre-congress activity)

- Meeting space for men in public office. (Session not open to the public).
- Parallel activity #Berdinaldia laborategia. (Session not open to the public).
- **OPEN CONFERENCE:** *Equality policies aimed at men as a tool for transforming power relations and gender inequalities.*
  - Mikel Otxotorena - Expert in masculinities.
  - Ana Requena - Journalist.
  - Roy Galán - Writer.
  - Octavio Salazar - University of Cordoba.
  - Moderator: Edurne Baz. Journalist.

### Wednesday 14 December 2022

#### MORNING SESSION

- **Inauguration:**
  - Iñigo Urkullu – President of the Basque Government
  - Beatriz Artolazabal - Regional Minister for Equality, Justice and Social Policy.
- **Framework presentation:** *Men, masculinities and public equality policies, a propositional analysis,* Gary Barker.

– **Round table:** *Public equality policies aimed at men. Experiences in Spain.*

- Miren Elgarresta - Emakunde - Basque Women's Institute.
- Eva Istúriz - Navarre Institute for Equality.
- Kika Fumero - Canary Islands Institute for Equality.
- Laura Pérez - Barcelona City Council.
- Moderator: Eukene de Miguel. EUDEL-Association of Basque Municipalities..

– **Round table:** *Learning from elsewhere, international experiences in working with men and equality.*

- Bakea Alonso. CEPAIM Foundation.
- Joni Van de Sand. MenEngage Alliance.
- Lucho Fabbri. Government of the Province of Santa Fe, Argentina.
- Elena Goiriena. Regional Government of Montevideo, Uruguay.
- Moderator: Nerea Melgosa. Equality Advisor, Department of Equality, Justice and Social Policy of the Basque Government.

## AFTERNOON SESSION

– **Dialogue table:** *Reflections on public policies, men, masculinities and feminism.*

- Miguel Lorente - University of Granada.
- María Antonia Caro - Feminist activist.
- José Ángel Lozoya - Men for equality forum.
- Jokin Azpiazu - University of the Basque Country.
- Anastasia Téllez - Miguel Hernández University, Elche.
- Moderator: Pilar Kaltzada. Journalist.

– Parallel activity #Berdinaldia laborategia. (Session not open to the public).

– **Presentation:** *Men, power and public equality policies.* Rita Segato.

– Networking and space for dialogue and sharing.

**Thursday 15 December 2022**

## MORNING SESSION

– **Thematic Table 1:** *Involving young people in equality. Generating equality: experiences and proposals.*

- Josetxu Riviere - Technical Secretary of Gizonduz.
- Isa Duque - La Psico Woman.
- Tatiana Moura - X-MEN Programme, Portuguese Masculinities Observatory.
- Belén González - Buenos Tratos programme in Andalusia.
- Moderator: Miren Saratxaga. Director of Youth of the Basque Government.

» Working Table 1: *Young people and diversity.*

- Lluç Pagés - Teacher, social educator and technician of the Tarragona City Council's Men's Service.
- Joseba Martínez de Guereñu - Berdindu, Basque Government Service for LGBTBI people.

» Working Table 2: *Young people, leisure and free time.*

- Maialen Olabe - Basque Youth Council
- Oskar Longo - Youth Observatory

» Working Table 3: *Prevention of male violence against women.*

- Oriol Ginés - Conexus, Barcelona
- Ana María Pérez - Zeuk Esan, child and adolescent helpline of the Basque Government

– **Thematic Table 2:** *Men, care and co-responsibility.*

- Benno de Keijzer - Veracruz University/CIGU-UNAM.
- Teresa Jurado - National University of Distance Education.
- Vidar Vetterfalk - MÄN. Sweden.
- Daniel Leal - Jerez City Council.
- Moderator: Marian Olabarrieta. Director of Social Services of the Basque Government.

» Working Table 1: *Masculinities, men and care.*

- Edu Portilla - Programme aimed at parents, Vitoria-Gasteiz City Council
- Moufdi Kamel - Biltzen, Basque Service for Integration and Intercultural Coexistence.

» Working Table 2: *Care and co-responsibility in the company.*

- Paco Abril - Men in Care
- Garazi Artuñedo -Kontzilia, the Basque Government's space for balancing personal, family and professional life

» Working Table 3: *Masculinities, self-care, exclusion and risk behaviours in men.*

- Karlos García - Technical Secretary of Gizonduz.
- Juan Blanco - Pablo de Olavide University, Seville.



## AFTERNOON SESSION

- **Proposals table:** *A future in equality. Future perspectives on work on masculinities and equality aimed at men.*
  - Zuriñe Elordi - Emakunde - Basque Women's Institute
  - Elena Leñena - University of the Basque Country.
  - Leire Groven - Basauri Town Council.
  - Hilario Sáez Méndez - MenEngage Iberia.
  - Moderator: Leire Idarraga. Basque Government Department of Security.
  
- Parallel activity: #Berdinaldia laborategia. (Session not open to the public).
- **Act of adhesion to the commitments of the Country Pact for equality and lives free of violence against women.**
  - Ager Izagirre. Mayor of Mungia and member of the EUDEL executive.
  - Mikel Arregi. Participant in Emakunde laborategia.
  - Marra Ngom. Médecins du Monde
  - Nieves Gamiz. Head of Equality at CEBEK.
  - Alberto Encinas Reception Centre for unaccompanied minors, Bideberria.
  - Martín Leonet. Pupil at the Koldo Mitxelena school.
  - Yon Gabirondo. Industrial Director of the company Polmetasa.
  - José Miguel Angulo. Head of the police techniques and tactics section of the Arkaute police and emergencies Academy.
  
- **Closing session:** Miren Elgarresta Larrabide.

## 2.8 TRAINING AND AWARENESS ACTIVITIES

### PARTICIPATION IN TRAINING AND AWARENESS ACTIVITIES

To promote the Gizonduz initiative, there have been interventions in several media outlets and participation in various awareness and training activities organised by other entities. For example:

- On 12 March, we took part in the II Hezkidetza topaketa- Coeducando II Meeting organised by InteRed with the presentation “Egalitarian masculinities”.
- On 9 June, as part of the 25 years of public policies for equality programme organised by Estella Town Council, we took part in the round table “Otras miradas” (Other views), sharing the experience of Gizonduz.
- On 6 July we participated in the course “Masculinities, from Education to Joint Action”, organised by the Gema-Gender and Masculinities Foundation together with the White Ribbon Campaign from Argentina.
- On 8 September, we took part in the Diploma in Masculinities and Social Change, organised by the Faculty of Social Sciences of the University of Buenos Aires, Argentina, with the presentation “Gizonduz. A proposal by Emakunde-Basque Women’s Institute for the involvement of men in favour of equality between women and men.”
- On 14 September, we took part in the conference “Public Policies and Masculinities”, organised by the Canary Islands Institute for Equality.
- Within the programme of the II International Congress “Masculinities and Equality. Education for equality and (co)education” organised by the Miguel Hernández University and its Observatory of Masculinities, on 21 October we participated in one of the thematic tables with the presentation “Gazteak Berdintasunean 2.0”. An experience of working on masculinities, equality and prevention of male violence against women.”
- On 9 November, we took part in the conference “Egalitarian Masculinities and cultural diversity”, organised by Biltzen.
- On 24 November, we took part in the round table organised by the Matiz association on “Male socialisation and co-responsible fatherhood” in Bilbao.
- Teaching delivered on the postgraduate degree in masculinity, gender and equality at the Miguel Hernández University of Elche.
  
- Teaching also delivered on the inter-university specialist course on gender, masculinity and social action, run jointly by the University of the Basque Country and the Complutense University of Madrid.

## 2.9 GUIDANCE AND COLLABORATIONS

In 2022, we handled all queries related to the Gizonduz initiative and other matters concerning men, equality and masculinity, both in person and by email and phone.

# 3.0

## Monitoring and evaluation of programme objectives

In December 2016, an [Evaluation of the process and results of the Gizonduz initiative 2007-2015](#) was published with a corresponding [executive summary](#).

The table contained in this section shows the evolution up to 2022 of a series of indicators for monitoring and evaluating the objectives of the Gizonduz initiative, based on the available information.

The indicators related to the first two programme objectives (*1. Increase the number of men whose awareness about equality between women and men has been raised* and *2. Increase the number of men with equality training*) are result indicators, with the exception of indicator 1.5 (*Percentage of men who agree or strongly agree that equality is important*), which is an impact indicator. The outcome indicators measure the effects of some of the main actions carried out in the Gizonduz programme and it should be noted that there are cells in the table that do not contain data, since they refer to activities that had not been launched in the years in question.

Indicator 1.5 and all those related to the last programme objective (*3. Increase the level of responsibility that men have towards household chores and the care of individuals*), are impact indicators, which attempt to measure the changes produced in the social reality which it is intended to influence. It is not possible to know the extent to which the programme has had an influence in this area and its impact will definitely be limited, since these are indicators of social change associated with an objective whose achievement depends on many and various structural factors that are beyond the scope of the programme. However, the programme does seek to contribute to the achievement of this objective and it is included in the table for this reason.

It should also be noted that most of the data collected in the impact indicators come from statistics or studies that are not collected or carried out on an annual basis. Therefore, the figures do not always correspond to the year indicated. The data shown in the table are those that were available in each of the years referred to.

<b>1. Increase the number of men whose awareness has been raised about equality.</b>	<b>2007</b>	<b>2010</b>	<b>2015</b>	<b>2022</b>
1.1 Number of men who have participated in a Gizonduz awareness course (up to 10 hours).	-	1.066	4.297	8.421
1.2 Number of male students who have participated in the Gazteak Berdintasunean 2.0 programme.	-	-	-	2.579
1.3 Number of men who have signed the Charter of Basque men for equality and against violence against women. <sup>6</sup>	-	10.230	10.289	10.381
1.4 Number of men who have signed personal commitments within the Gizonok esan eta egin campaign.	-	-	-	263
1.5 Percentage of men who agree or strongly agree that equality is important. <sup>7</sup>	77%	77%	91%	99%
1.6 Average degree of increased awareness among men attending the face-to-face courses (1-6 scale).	-	-	-	4,8
<b>2. Increase the number of men who receive training on equality between women and men.</b>	<b>2007</b>	<b>2010</b>	<b>2015</b>	<b>2022</b>
2.2 Number of men who have participated in a specific face-to-face or online Gizonduz training course (10 hours or more in duration or 8 hours with a course completion test).	-	34	1.096	4.998
2.3 Percentage of men who consider Gizonduz awareness and training courses useful for their personal lives.	-	96,80%	94,65%	97,75%
2.4 Percentage of men who consider Gizonduz awareness and training courses useful for their professional lives.	-	86,60%	89,75%	96%
2.5 Average degree of increased knowledge among men attending the face-to-face courses (1-6 scale).	-	-	-	4,9
<b>3. Increase the level of responsibility that men have for housework and care duties.</b>	<b>2007</b>	<b>2010</b>	<b>2015</b>	<b>2021</b>
3.1 Average time spent by men in the Basque Autonomous Community per day on housework and care duties. <sup>8</sup>	-	4 h. y 6 min.	4 h. y 30 min.	4 h. y 48 min.
3.2 Percentage of housework and care duties carried out by men in the Basque Autonomous Community. <sup>9</sup>	28,6%	28,6%	33,3%	32,8%
3.3 Percentage of men out of the total number of people who take a leave of absence to care for relatives. <sup>10</sup>	21,1%	21,9%	17,8%	17,9%
3.4 Percentage of men out of the total number of people who take a leave of absence to care for children. <sup>11</sup>	5,2%	4,7%	6,7%	10,4%

<sup>6</sup> From 2010 onwards, no public actions to collect signatures have been carried out.

<sup>7</sup> Source: Sociological Prospecting Office of the Presidency of the Basque Government.

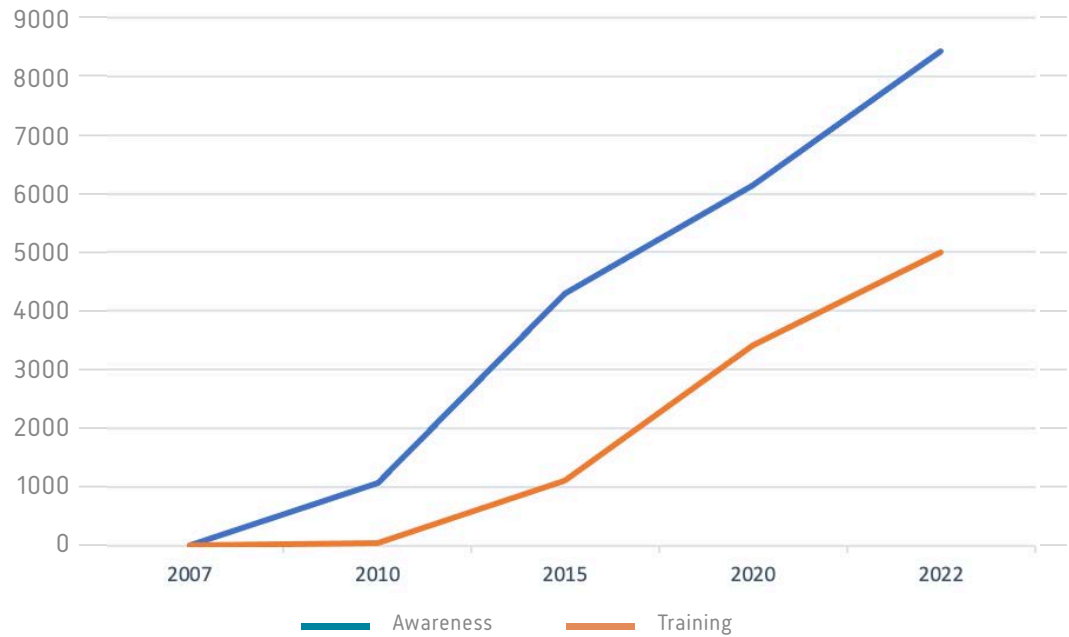
<sup>8</sup> Source: *Survey on the balance between work, family and personal life*. Eustat. 2020.

<sup>9</sup> Source: *Household production satellite account*. Eustat. 2020.

<sup>10</sup> Source: Statistics of the Ministry of Employment and Social Security. 2020.

<sup>11</sup> Source: Statistics of the Ministry of Employment and Social Security. 2020.

Finally, a graph showing the progression of the number of men who have participated in Gizonduz awareness and training courses is presented below.





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