

# GIZON INITIATIVE 2023 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 adopts 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, 2021 and 2022](#).

# 2.0

## Activities carried out in 2023

### 2.1. WEBSITE

In 2023, 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**, and sessions etc.

During 2023, the Gizonduz website had a total of 5,436 visits, of which 4,778 were in Spanish and 658 in Basque.



### 2.1.1. INTERVIEWS

En esta sección se ha entrevistado a:

- **Javier Lopex.** Pedagogue and expert in masculinity.
- **Miguel Ángel Arconada.** Head of Literature at the Jorge Manrique Secondary School in Palencia. Expert in equality, masculinity and coeducation.

### 2.1.2. SOCIAL MEDIA

Gizonduz has been on Facebook since 2009. In 2023 it had 5,218 followers, an average of 22,267 people reached out to, comprising 41.6% women and 58.4% men. During 2023, 114 posts were published.

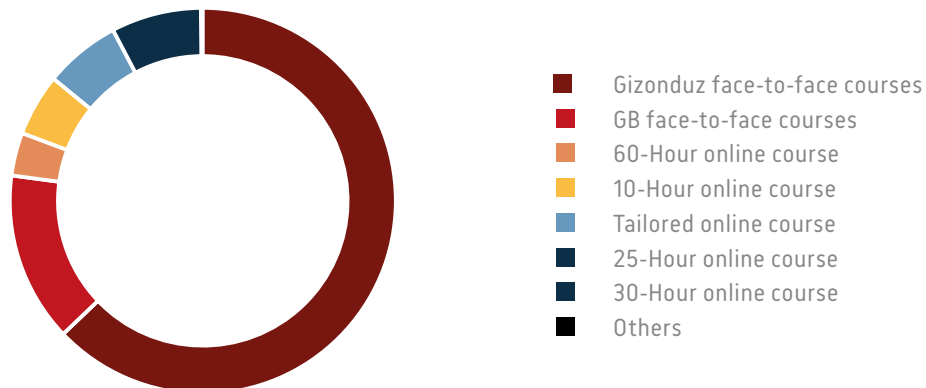
Gizonduz has been on Instagram since 2022. It has 318 followers with an average reach of 12,737 people, 64.8% women and 32.2% men. During 2023, 46 publications were produced.

The Gizonduz account on X (formerly Twitter) has 2,254 followers, and a total of 7,272 tweets have been published since 2011, 152 of them during 2023. The Gizonduz profile has had a total of 392,094 tweet impressions, 290,000 in the last year, largely as a result of the campaign carried out on social media on the occasion of 19 March.

Gizonduz also has a YouTube channel which features videos of conferences, seminars, workshops, advertisements and audiovisual material related to equality and masculinity. The Gizonduz YouTube channel has 82 videos. They have been viewed a total of 2,015 times in 2023 and a total of 27,373 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 up to December 2023, 31,732 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	7.039	11.722	92	112	18.965
Gazteak berdintasunean face-to-face courses	1.677	3.258	37		4.972
Men in the political sphere project		338			338
Young foreigners project		44			44
60-Hour online course	602	393	0		995
10-Hour online course	1.020	733			1.753
Tailored online course	723	1.509	23	27	2.282
25-Hour online course	1.613	730	2		2.345
30-Hour online course	30	8			38
<b>TOTAL</b>	<b>12.704</b>	<b>18.735</b>	<b>154</b>	<b>139</b>	<b>31.732</b>

During 2023, a total of 174 courses were held, in which 3,807 people participated, of which 2,304 were men (60.52%), 1,487 women (39.05%), 5 non-binary people (0.13%) and 11 (0.29%) who did not respond to this question.

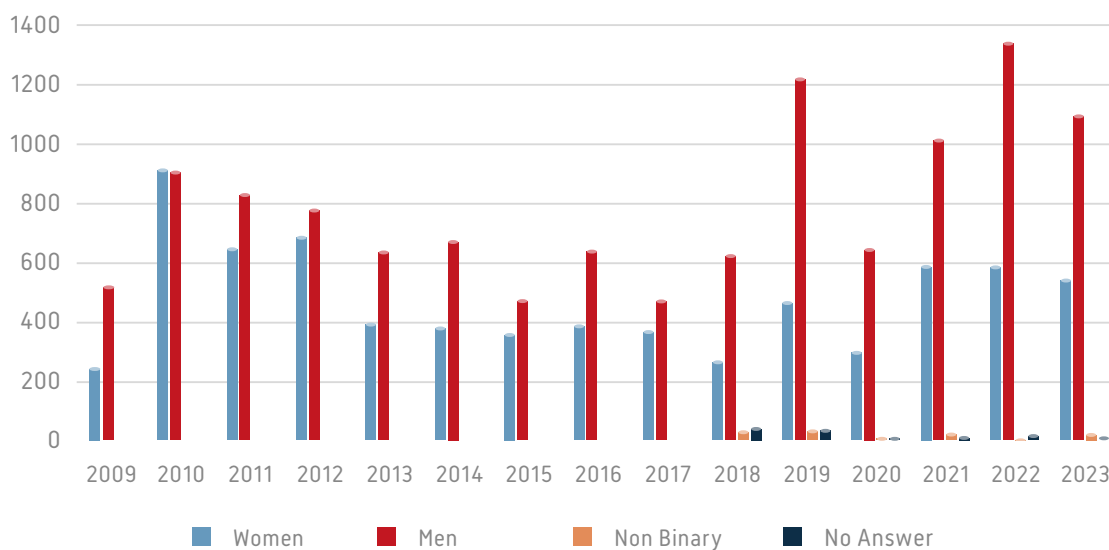
<sup>1</sup> In 2018, two new measurement categories were added based on the self-identification of participants in terms of sexual or gender identity: Non-binary and No answer.

## 2.2.1. GIZONDUZ FACE-TO-FACE COURSES

During the year 2023, 102 face-to-face courses were given, of which 9 were in webinar format with students attending online. 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 2023, inclusive, there were 1,021 face-to-face courses (102 of them in 2023), with the participation of 18,965 people<sup>2</sup>, of which 11,722 (61.80%) were men, 7,039 (37.11%) were women, 92 people (0.48%) identified as non-binary and 112 people (0.59%) did not answer this question.

### Evolution of the participation in face-to-face courses<sup>3</sup>



<sup>2</sup>These data do not include students enrolled in the Gazteak Berdintasunean programme, which is described below.

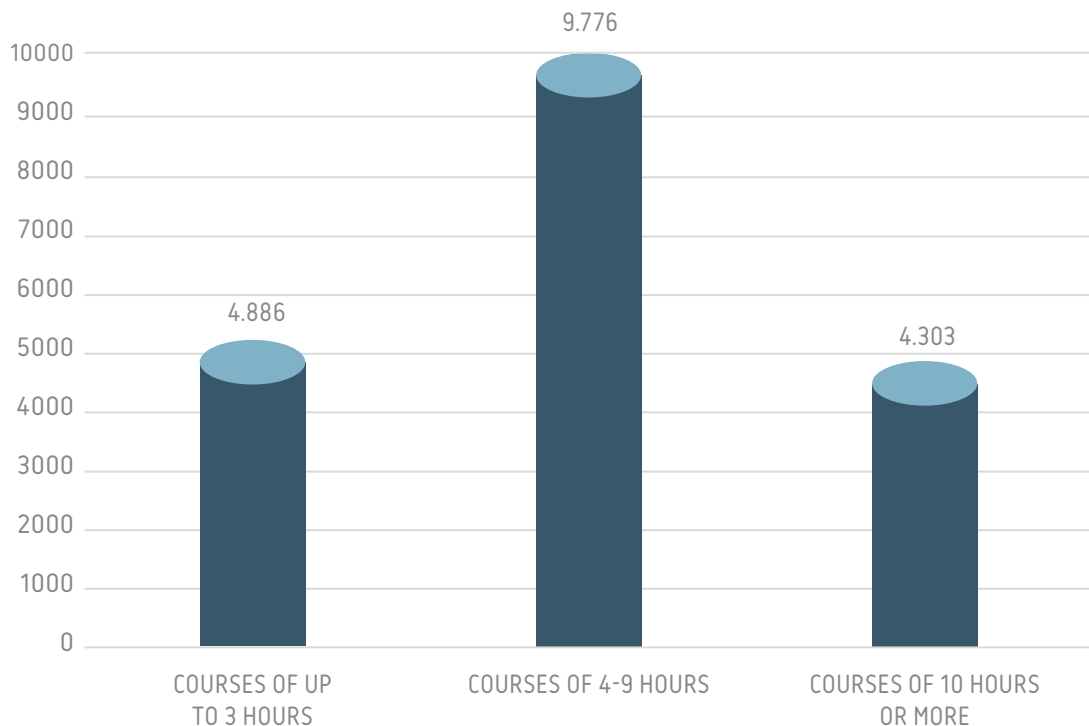
<sup>3</sup>In 2018, two new measurement categories were added based on the self-identification of participants in terms of sexual or gender identity: Non-binary and No answer.

**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
2023	546	1.092	0	3	1.641
<b>TOTAL</b>	<b>7.039</b>	<b>11.722</b>	<b>92</b>	<b>112</b>	<b>18.965</b>



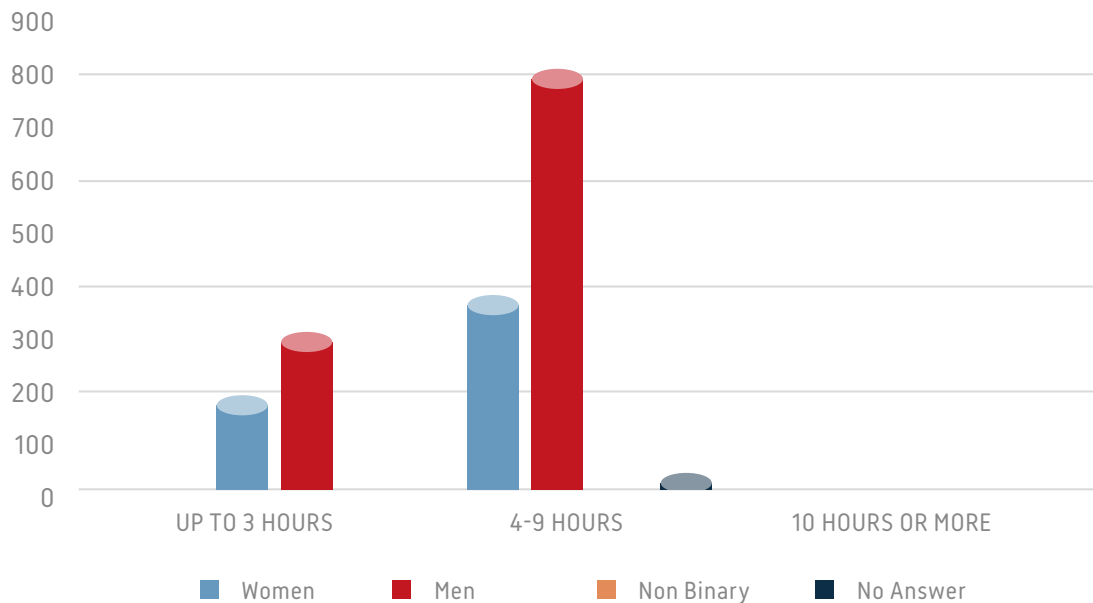
## Student participation in the different course duration categories, from 2009 to 2023, is as follows



Between 2009 and 2023, 25.8% of students participated in face-to-face courses with a duration of up to 3 hours, 51.6% in 4 to 9-hour courses, and finally, 22.6% in courses with a duration of 10 hours or more. With reference to the year 2023, 28.4% of students have participated in face-to-face courses lasting up to 3 hours. Meanwhile, 71.6% of students took part in courses lasting 4 to 9 hours. Unlike other years, this year there were no face-to-face courses of 10 hours or more. This reinforces the change in the trend of recent years in the face-to-face courses, with an increase in courses of 4 to 9-hours 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 2023 has been mixed (10 hours online via the Moodle platform and 5 hours of face-to-face training). This maintains the previous year's total dedication, which increased by five hours per person compared to 2021, although they were counted separately. Courses have been delivered to 27 groups from the XXXI group, comprising a total of 135 face-to-face hours and 10 hours online per person.

2023 COURSES	No. of hours	% of total hours	Total students	% of total students	Men	Women	No Answer	Non-binary
22 courses of up to 3 hours	50,5	11,57%	466	28,4%	295	171	0	0
80 courses of 4-9 hours	386	88,43%	1.175	71,6%	797	375	3	0
0 courses of 10 hours or more	0	0%	0	0%	0	0	0	0
<b>TOTAL: 102 courses</b>	<b>436,5</b>	<b>100%</b>	<b>1.641</b>	<b>100%</b>	<b>1.092</b>	<b>546</b>	<b>3</b>	<b>0</b>

### Attendance for face-to-face courses in 2023



In 2023, 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

Organisation	Content	Target audience	No. of courses	Duration in hours per course	Total hours
AAF International	Men, masculinity and equality in the world of work	Own staff	2	4	8
BEXEN MEDICAL	Masculinity, equality and value shift	Own staff	2	4	8
BIZKAIDENDAK	Men, masculinity and equality in the world of work	Partner companies	3	2	6
CEBEK	Men, equality and the workplace, co-responsibility, prevention of occupational risks and sexual harassment	Members	6	4	24
EMUN KOOPERATIBA	Men, masculinity and business culture	Company address	1	3	3
FAGOR	Men, masculinity and equality in the world of work	Social Council	1	4	4
LOIRE-GESTAMP	Prevention of sexual and gender-based harassment	Own staff	2	4	8
AVANZA TRANSPORTE GROUP	Men, equality, homophobia, prevention of occupational hazards, road safety education and accident prevention	Own staff	5	7	35
ORMAZABAL	Masculinity and sexual and gender-based harassment	Own staff	2	4	8
POLMETASA	Men, masculinity and equality in the world of work	Own staff	5	4	20
TEKNIA	Men, masculinity and equality in the world of work	Equality Committee	2	4	8
ULMA	Masculinity, equality and value shift	Own staff	1	4	4
UNILEVER	Men, masculinity and equality in the world of work and sexual and gender-based harassment	Equality Committee and company management	4	2	8

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

Organisation	Content	Target audience	No. of courses	Duration in hours per course	Total hours
Markina-Xemein Town Council	Masculinity and equality	Technical staff and work teams	2	2	4
Department of Security (Basque Government)	Men, masculinity, equality and labour risks	Own staff	2	5	10
Mungia Town Council	Men, masculinity and sexual and gender-based harassment, co-responsibility and care, male politicians and equality	Political and technical staff	3	2	6
Basque Academy of Police and Emergencies	Masculinity, risks and equality	Students from the XXXI group	27	5	135
BASQUE HEALTH SERVICE	Masculinity, equality and change of values; co-responsibility and care; male violence against women and sexual and gender-based harassment	Own staff	11	6 of 3 hours, 3 of 6 hours and 2 of 4 hours	44
ITSASMUSEUM BILBAO	Men, masculinity, equality and labour risks	Own staff	2	4	8
BIZAN	What happens to men as we age and how do we deal with it?	Users. Men over 60 years old	2	1 course lasting 7.5 hours. 1 course lasting 9 hours	16,5
OSALAN	Men, masculinity and prevention of sexual and gender-based harassment	Own staff	3	4	12

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

Organisation	Content	Target audience	No. of courses	Duration in hours per course	Total hours
NICOLÁS LARBURU	Masculinity and social intervention with men	Students	2	4	8
BBK University for elderly people	Masculinity, equality, co-responsibility and care;	Associates-Retirees	1	3,5	3,5
LOIOLA ETXEA	Men, masculinity and prevention of occupational risks	Workforce	1	4	4
ALBOAN	Men, masculinity and prevention of male violence against women; prevention of occupational risks	Association staff, teachers	2	4	8
ZEHAR	Young people, masculinity and equality.	Unaccompanied foreign young people	1	8	8
COMISIÓN DE BLUSAS Y NESKAS	Men, masculinity and prevention of male violence against women	Comisión de Blusas y Neskas	1	4	4
ERROAK-SARTU	Men, masculinity, equality and value shift	Users of the centre	3	4	12
ZARAOBE INSTITUTUA	Young people, masculinity and equality	Sixth form and vocational training students	2	1,25	2,5
ATHLETIC CLUB DE BILBAO	Men, masculinity, equality and sports	Equality Committee. Youth team players.	2	1 course lasting 4 hours. 1 course lasting 3 hours	7

## RATINGS OF FACE-TO-FACE COURSES

Listed below are the average ratings given by individuals who attended the face-to-face courses, with a score of between 1 and 6.

921 ratings were collected in total: 286 from women, 617 from men, 1 from an individual who identified as non-binary and 17 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	27	69	150	36	4	286
Men	92	167	289	61	8	617
Non-binary				1		1
No Answer	1	1	10	1	4	17
<b>TOTAL</b>	<b>120</b>	<b>237</b>	<b>449</b>	<b>99</b>	<b>16</b>	<b>921</b>

## Ratings (from 1 to 6) collected

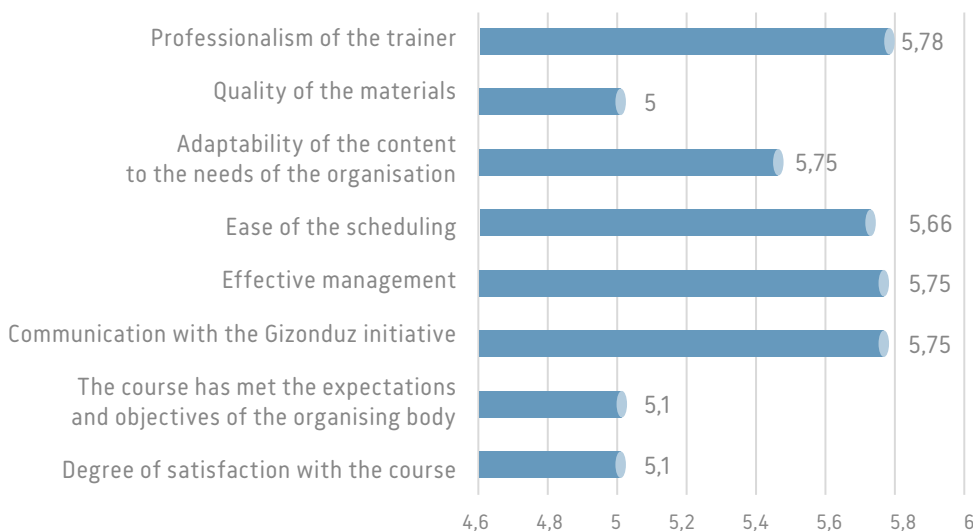
	Women	Men	Non-binary	No Answer	General
Overall rating for the course	5,3	5	5	5,2	5,1
Previous knowledge of the subject	3,9	3,9	2	3,4	3,9
Increase in knowledge	4,9	4,8	4	4,8	4,8
Increase in awareness	5	4,8	5	4,8	4,8
Contents	5,1	4,8	5	4,9	4,9
Speaker	5,5	5,3	6	5,1	5,4
Level of stimulation	5,3	5,1	5	5,1	5,2
Group participation	5,1	5	5	5	5
Organisation	5,2	5	4	5,3	5,1
The space	5,1	4,9	6	5	5
Materials used	5,1	4,8	5	4,9	4,9
Useful for personal life (%)	94%	95%	100%	94%	95,75%
Useful for professional life (%)	95%	89%	100%	88%	93%

As in previous years, the students rated the materials used, the organisation 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 overall ratings of the courses remain similar to those of previous years, with ratings in all categories above 5. 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 1 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 2023, 1,753 people (1,020 women and 733 men) successfully completed the course.

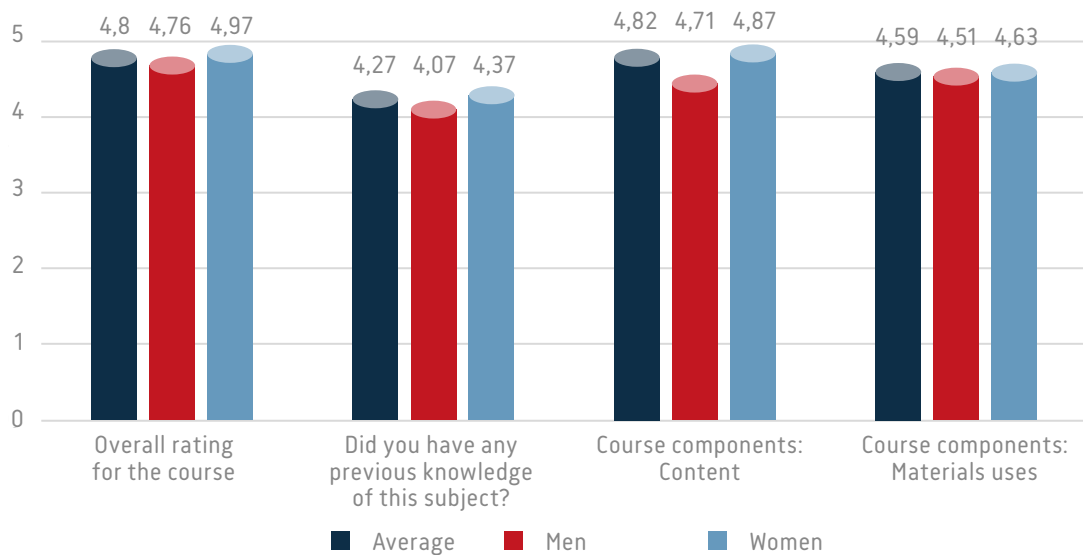
#### People who successfully completed the course

	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	217
2022	151	72	223
2023	174	95	269
<b>Total</b>	<b>1.020</b>	<b>733</b>	<b>1.753</b>

A total of 269 people (174 women and 95 men) successfully completed the course in 2023, an increase of 46 people compared to the year 2022. The proportion of men who completed the course (35.31%) is higher than that of the previous year (32.3%).

In 2023, 118 assessment questionnaires were collected.

### 2023: Course rating (from 1 to 6)



	Total	Women	Men
Do you think it has been useful for your personal life? Yes	115	97,4%	97,5%
Do you think it has been useful for your professional life? Yes	112	96,1%	92,5%

The overall rating of the course (4.8) and of its content (4.82) were the most highly rated aspects.

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.

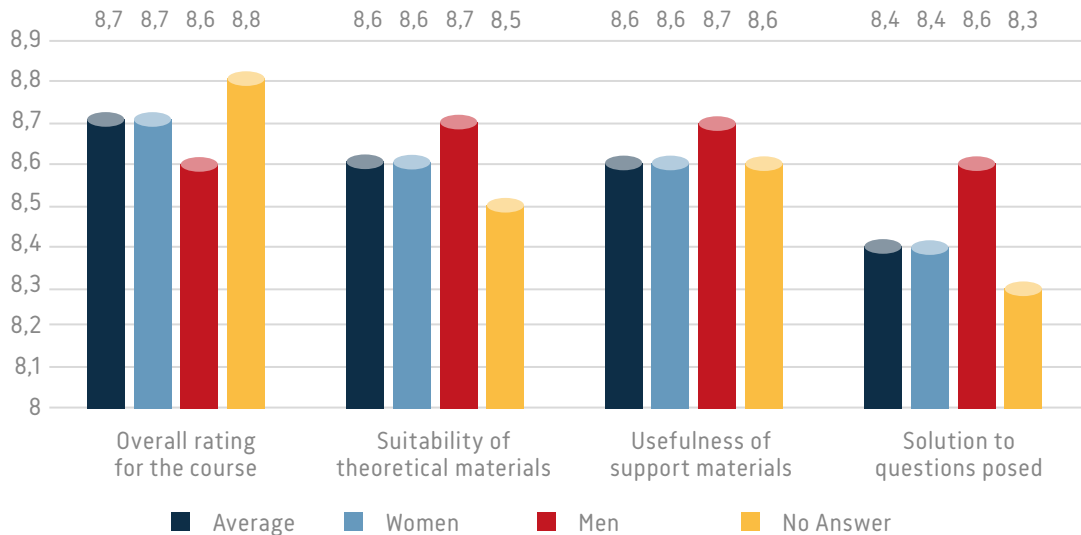
In 2023, the online course was delivered in collaboration with the University of the Basque Country (UPV/EHU) and the Basque Institute of Public Administration (IVAP). Emakunde also organised 4 courses.

#### 2023: 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	14	1	15
University of the Basque Country	Masculinity. Men and equality: challenges and resistance	40	11	51
EMAKUNDE	Masculinity. Men and equality: challenges and resistance (1st edition)	25	10	35
EMAKUNDE	Masculinity. Men and equality: challenges and resistance (1st edition)	8	7	15
EMAKUNDE	Masculinity. Men and equality: challenges and resistance (2nd edition)	42	39	81
EMAKUNDE	Masculinity. Men and equality: challenges and resistance (2nd edition)	2	3	5
IVAP (Basque Institute of Public Administration)	Masculinity. Men and equality: challenges and resistance	35	9	44
IVAP (Basque Institute of Public Administration)	Masculinity. Men and equality: challenges and resistance	13	9	22
	<b>TOTAL</b>	<b>179</b>	<b>89</b>	<b>268</b>

In 2023, 236 assessment questionnaires were collected from the online courses of 25 hours. The respondents comprised 106 women, 55 men, 4 people answered “others” and 71 people did not answer the question about identity.

### 2023: Average ratings (from 1 to 10)



	Total
Do you think it has been useful for your personal life? Yes	95%
Do you think it has been useful for your professional life? Yes	89%

The average overall rating of the course (8.7 out of 10) is very positive. Both the theoretical materials and the supporting materials were also highly rated (8.6 out of 10).

Interestingly, 95% of the people who completed the course satisfaction survey believed it was useful for their personal life and 89% considered it useful for their professional life.

### 2.2.2.3 30-HOUR ONLINE TRAINING

During the year 2023 an online course has been launched aimed at teachers and the entire educational community who work in schools. It is called *Maskuliniteak, indarkeria matxisten prebentzioa eta tratu ona lantzea hezkuntzaren esparruan* and is in collaboration with the Prest Gara plan of the Basque Government Department of Education.

The aim of this training is to provide tools for detecting sexist behaviour in young men in order to intervene in its prevention by encouraging change in the men.

#### 2023: People who completed the 30-hour online course

Organising entity	COURSE	WOMEN	MEN	Students who completed the course TOTAL
EMAKUNDE-PREST GARA	Maskuliniteak, indarkeria matxisten prebentzioa eta tratu ona lantzea hezkuntzaren esparruan	30	8	38

In this first edition of the 2023 course, 33 evaluation surveys were collected. 21 women, 6 men, 1 person answered “other” and 5 did not answer.

	Total
Do you think it has been useful for your personal life? Yes	91%
Do you think it has been useful for your professional life? Yes	88%

The average overall rating of the course (7.8 out of 10) has been very positive. The rating of the adequacy of the theoretical materials was also very positive (8.4 out of 10), as was the rating of the support materials (7.9 out of 10). It is also worth noting the positive rating of the platform and its use (8.6 out of 10) to take this into account in online training.

It is significant that 91% 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. This last point is of particular relevance as the course is specifically aimed at teachers and other professionals in the educational community working in schools.

## 2.3 “GAZTEAK BERDINTASUNEAN” PROJECT

This is a project aimed at adolescents and young people in centres of education and secondary schools (3rd, 4th year of compulsory secondary education and sixth form), vocational training centres (preferably, first year of Basic Vocational Training and Intermediate Level) and other non-formal education centres in the Basque Country, with the aim of promoting awareness, participation and involvement of young people in support of equality between women and men and against violence against women.

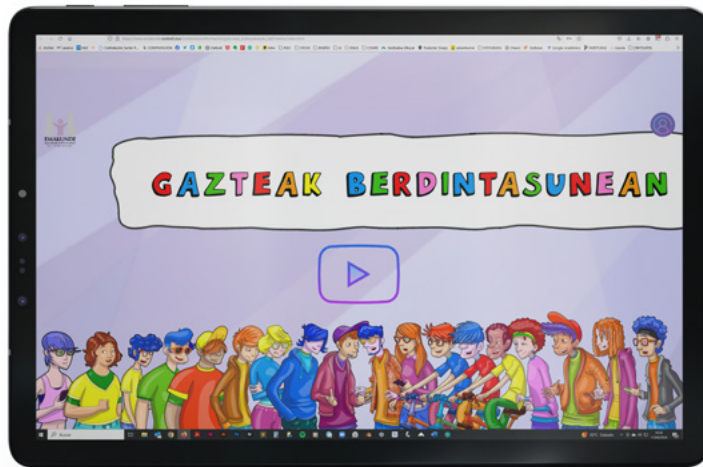
Until last year, a video game had been used, which has been replaced by an interactive comic, with six vignettes that correspond to six situations experienced by different characters whose attitudes allow us to reflect on sexism, homophobia, violence, appropriate behaviour, risky attitudes, etc. Each of the scenes in the comic ends with a survey, which serves as a starting point for working on the didactic units corresponding to each theme.

From 2016 to 2023, courses were delivered in a total of 51 schools. A total of 4,962 people participated, made up of 1,677 female students, 3,240 male students and 37 people who identified as non-binary and 15 who did not answer.

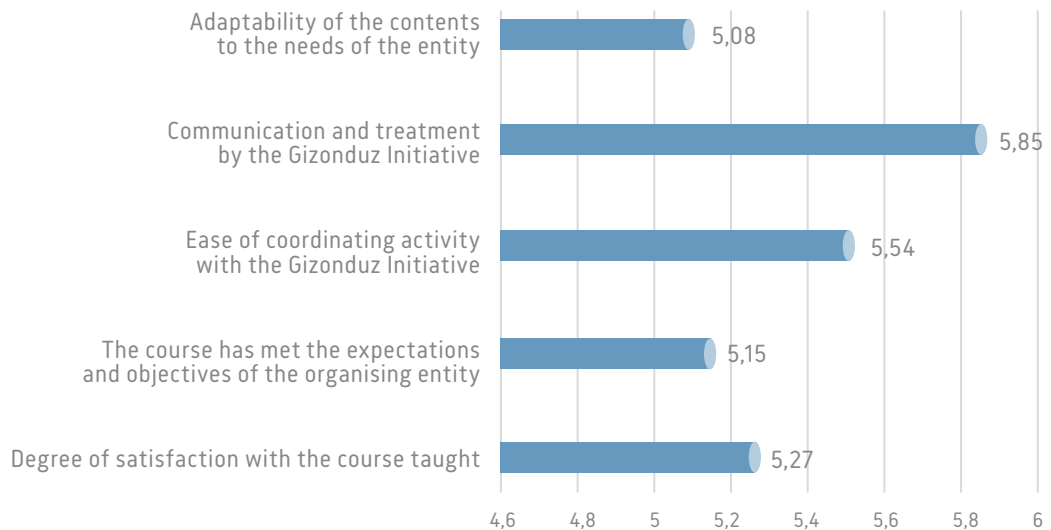
During 2023, training was carried out in 14 schools, listed below:

SCHOOL	MUNICIPALITY
Azkue Ikastola	Lekeitio (Bizkaia)
Berrio-Otxoa Institutua	Bilbo (Bizkaia)
Calasanz	Santurtzi (Bizkaia)
CIFP Don Bosco LHII	Erreterria (Gizpuzkoa)
CIFP Don Bosco LHII	Tolosa (Gizpuzkoa)
EAGI Eraikuntza Eskola	Lasarte-Oria (Gizpuzkoa)
Easo Politeknikoa	Donostia (Gipuzkoa)
Fraisoro Eskola	Zizurkil (Gipuzkoa)
Fundación ADSIS	Vitoria-Gasteiz (Araba)
IES Bizarain BHI	Erreterria (Gizpuzkoa)
IES Kantauri	Santurtzi (Bizkaia)
IES Oñati BHI	Oñati (Gizpuzkoa)
IMH Fabrikazioaren Zentro Aurreratua	Elgoibar (Gizpuzkoa)
UNI Eibar-Ermua	Eibar (Gipuzkoa)

Although the number of schools has been lower, the number of students has increased slightly, from 1,057 in 2022 to 1,067 in 2023. Of this number, 393 girls, 661 boys, 5 people who identify themselves as non-binary and 8 who do not answer have participated. In total, 214 hours of training were given to students in 60 class groups.

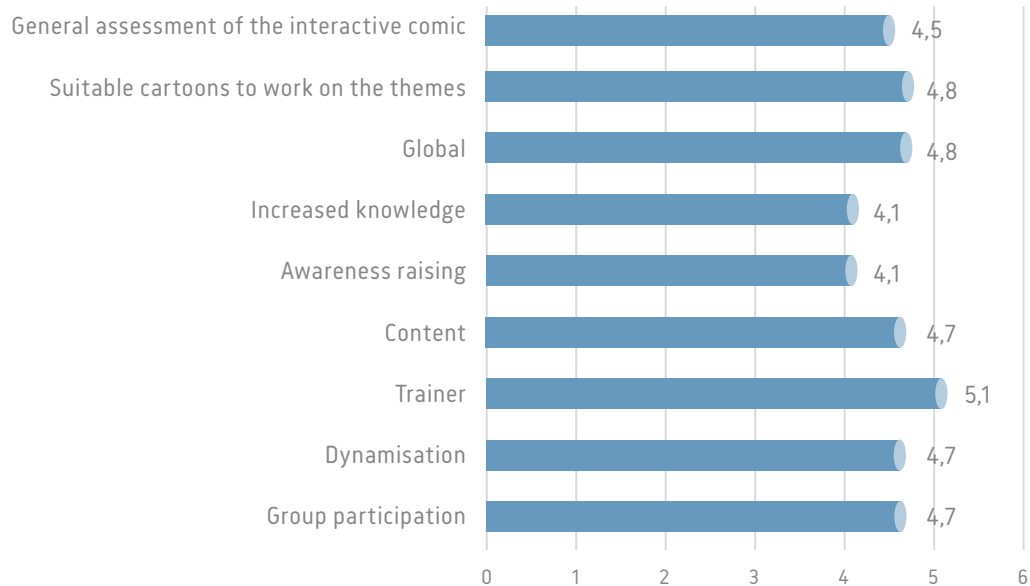


**The ratings by the schools (from 1 to 6) where training has been carried out show a high degree of satisfaction with the course given**



A total of 767 assessments were received from the pupils regarding the interactive comic and the sessions corresponding to the work with the cartoons: A total of 428 ratings were collected from boys, 310 from girls, 7 from students identifying as non-binary and 22 from students who did not answer this question.

The overall assessment by the pupils of the new tool (between 1 and 6), the interactive comic, is positive.



## 2.4 “MEN IN POLITICS FOR EQUALITY” 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.

And from 2019 onwards, similar training processes were carried out with male politicians belonging to the associations from Ayala and Campezo-Montaña in Alava.

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. This involved talks with equality experts, and also what are called “training meetings”, i.e. regular online sessions in the form of training pills designed especially for men in politics. Since 2021, 9 training activities have been carried out.

In 2023, within the framework of the *International Congress on Equality, Science and Technology. For a change of paradigm* organised by Emakunde, an online meeting was held on 24 October on “Sexist male attitudes and violence on the Internet (Manosphere) and the role of men in favour of equality in this type of space” with Alan Greig, an expert on masculinity and the digital sphere. A total of 38 politicians from the following parties participated: EAJ-PNV, EH-BILDU, PSE-EE and Elkarrekin Podemos-IU.

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 “OLDER MEN FOR EQUALITY” PROJECT

This pilot project has been designed and developed with a view to launching a new line of intervention with older men with a gender approach, aligned with the strategies for action with older people, oriented towards men, which includes reflection on masculinity and the ageing process, with a view to promoting equality between women and men and improving the quality of life of older men.

The project is entitled *What happens to men as we age and how do we deal with it?* The central themes are awareness of the construction of masculinity in relation to the moment of life, the transition from employment to retirement and the new uses of time, co-responsibility and care, self-care and health, social relations and loneliness.

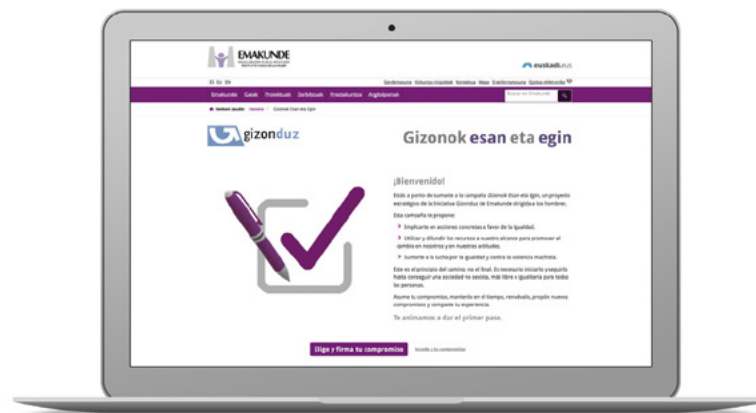
Two training processes of five and six sessions, respectively, lasting an hour and a half, have been carried out in two Senior Citizen Centres in the BIZAN Network of the Vitoria-Gasteiz City Coun-

cil. The first took place at the BIZAN Coronación Centre in June (5 sessions lasting an hour and a half). Twelve men took part, with an average age of 71. The second took place between October and November (six sessions of an hour and a half duration) with the participation of 7 men, whose average age was 76.

The assessment of the participants, the organisation and the facilitator was very positive, highlighting the participation, the atmosphere of trust and the need to create spaces like this.

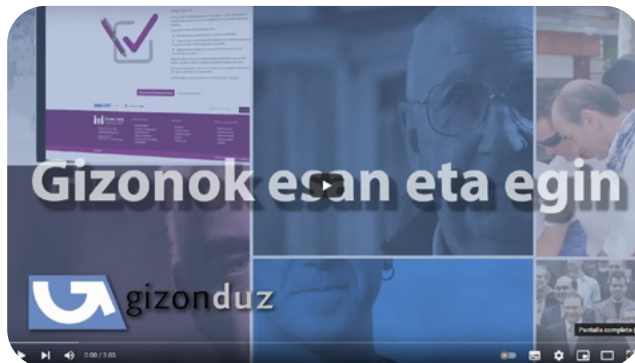
## 2.6 “GIZONOK ESAN ETA EGIN” CAMPAIGN

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 2023, a total of 275 men have accessed the app and made personal commitments.




This video summarises the ideas and objectives of the experience.

“Gizonok esan eta egin” campaign

## 2.7. ACTIVIDADES DE SENSIBILIZACIÓN Y FORMACIÓN

In order to raise awareness about Gizonduz there were interventions in several media outlets and participation in various awareness-raising and training activities:

- On 16 June, the lecture “Men, equality, risks and safety at work” was given at the UPV-EHU summer course “Updating the legal and technical framework of occupational risk prevention”, organised by OSALAN.
- On 30 May, there was participation in the conference “Maskulinitateak, Erantzunkidetasuna eta zaintza-lanak” in Azkoitia, organised by Azkoitia Town Council.
- On 10 March, a paper entitled “Working with men, masculinity, equality, appropriate behaviour and against male violence” was presented at the regional seminar for teachers in prison classrooms organised by the Calatayud Centre for Teachers.
- On 26 July, there was participation in the round table “What about the men?” within the 2nd Congress on Coeducation and Feminist Pedagogies, held in Donostia-San Sebastian.
- On 14 September, as part of the UPV-EHU summer course “Mental Health with a Gender Perspective. Working with masculinity”, organised by the Official Association of Psychology of Bizkaia, there was participation in the round table “Contextualisation of psychotherapeutic work with masculinity from a gender perspective”.
- On 25 June, there was online participation in the round table on international experiences at the 2nd National Meeting of Social Organisations for Equal and Diverse Masculinities, held in the Piura region of Peru.
- On 20 October, there was online participation in the 1st International Meeting “Men and Public Policies: Commitments to Equality” held in the Piura region of Peru.
- Teaching has been given on the third edition of the postgraduate degree in masculinity, gender and equality at the Miguel Hernández University of Elche.



Teaching has been given on the second edition of 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.

## **2.7. GUIDANCE AND COLLABORATIONS**

In 2023, 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.

In addition, a technical cooperation agreement has been established within the framework of the international project “Dare to Care” (2023-2026), aimed at engaging men and boys in equality through care, led by UN Women and funded by the Basque Agency for Development Cooperation (eLankidetzta). Technical cooperation will address issues such as working with youth, male politicians and religious leaders and institutions.

# 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 2023 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>2020</b>	<b>2023</b>
1.1 Number of men who have participated in a Gizonduz awareness course (up to 10 hours).	-	1.066	4.297	6.151	9.513
1.2 Number of male students who have participated in the Gazteak Berdintasunean 2.0 programme.	-	-	-	1.068	3.240
1.3 Number of men who have signed the Charter of Basque men for equality and against violence against women. <sup>4</sup>	-	10.230	10.289	10.381	10.381
1.4 Number of men who have signed personal commitments within the Gizonok esan eta egin campaign.	-	-	-	244	275
1.5 Percentage of men who agree or strongly agree that equality is important. <sup>5</sup>	77%	77%	91%	99%	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>2020</b>	<b>2023</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	3.402	5.942
2.3 Percentage of men who consider Gizonduz awareness and training courses useful for their personal lives.	-	96,80%	94,65%	92%	95%
2.4 Percentage of men who consider Gizonduz awareness and training courses useful for their professional lives.	-	86,60%	89,75%	91,6%	89%
2.5 Average degree of increased knowledge among men attending the face-to-face courses (1-6 scale).	-	-	-	-	4,8
<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>2020</b>	<b>2023</b>
3.1 Average time spent by men in the Basque Autonomous Community per day on housework and care duties. <sup>6</sup>	-	6 hours	5.6 hours	6.6 hours	6.8 hours
3.2 Percentage of housework and care duties carried out by men in the Basque Autonomous Community. <sup>7</sup>	28,6%	28,6%	33,3%	32,8%	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>8</sup>	21,1%	21,9%	17,8%	24,2%	24,1%
3.4 Percentage of men out of the total number of people who take a leave of absence to care for children. <sup>9</sup>	5,2%	4,7%	6,7%	28,45%	14,4%

<sup>4</sup> From 2010 onwards, no public actions to collect signatures have been carried out.

<sup>5</sup> Source: Sociological Prospecting Office of the Presidency of the Basque Government.

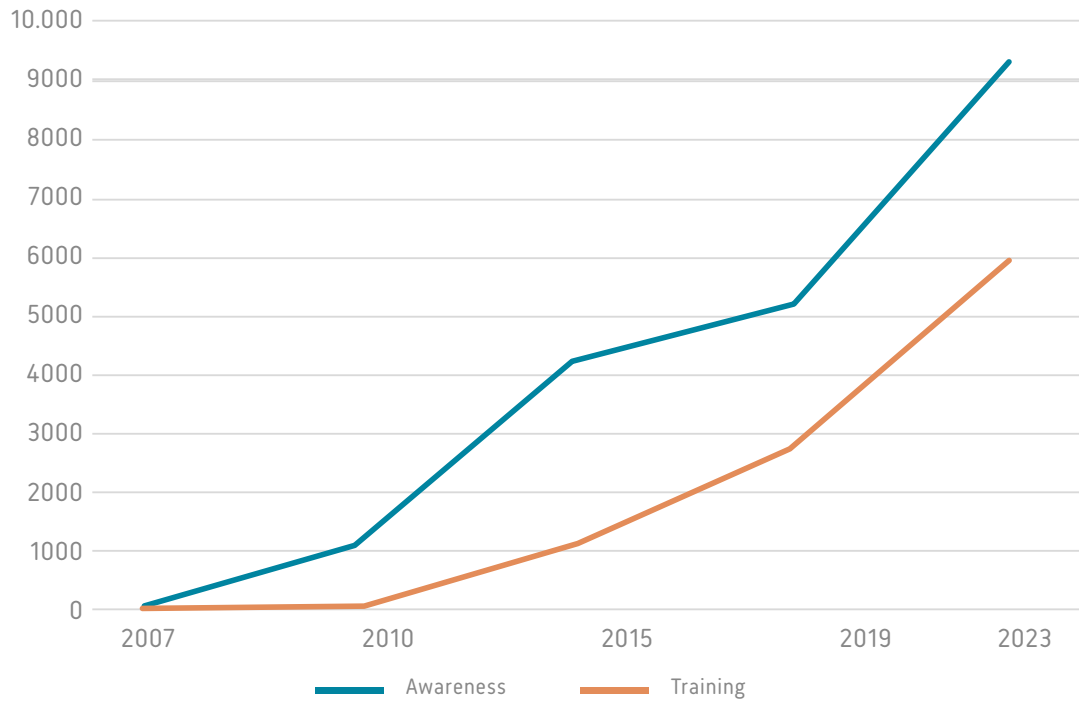
<sup>6</sup> Source: *Survey on the balance between work, family and personal life*. Eustat. 2023.

<sup>7</sup> Source: *Household production satellite account*. Eustat. 2020.

<sup>8</sup> Source: Statistics of the Ministry of Employment and Social Security. 2023.

<sup>9</sup> Source: Statistics of the Ministry of Employment and Social Security. 2023.

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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