GIZON DUZ

ACTIVITY REPORT 2025

BASQUE SERVICE FOR WORKING WITH MEN AND MASCULINITY FOR EQUALITY

EMAKUNDE
EMAKUMEAREN EUSKAL ERAKUNDEA
INSTITUTO VASCO DE LA MUJER

EUSKO JAURLARITZA
GOBIERNO VASCO

GizonduZ

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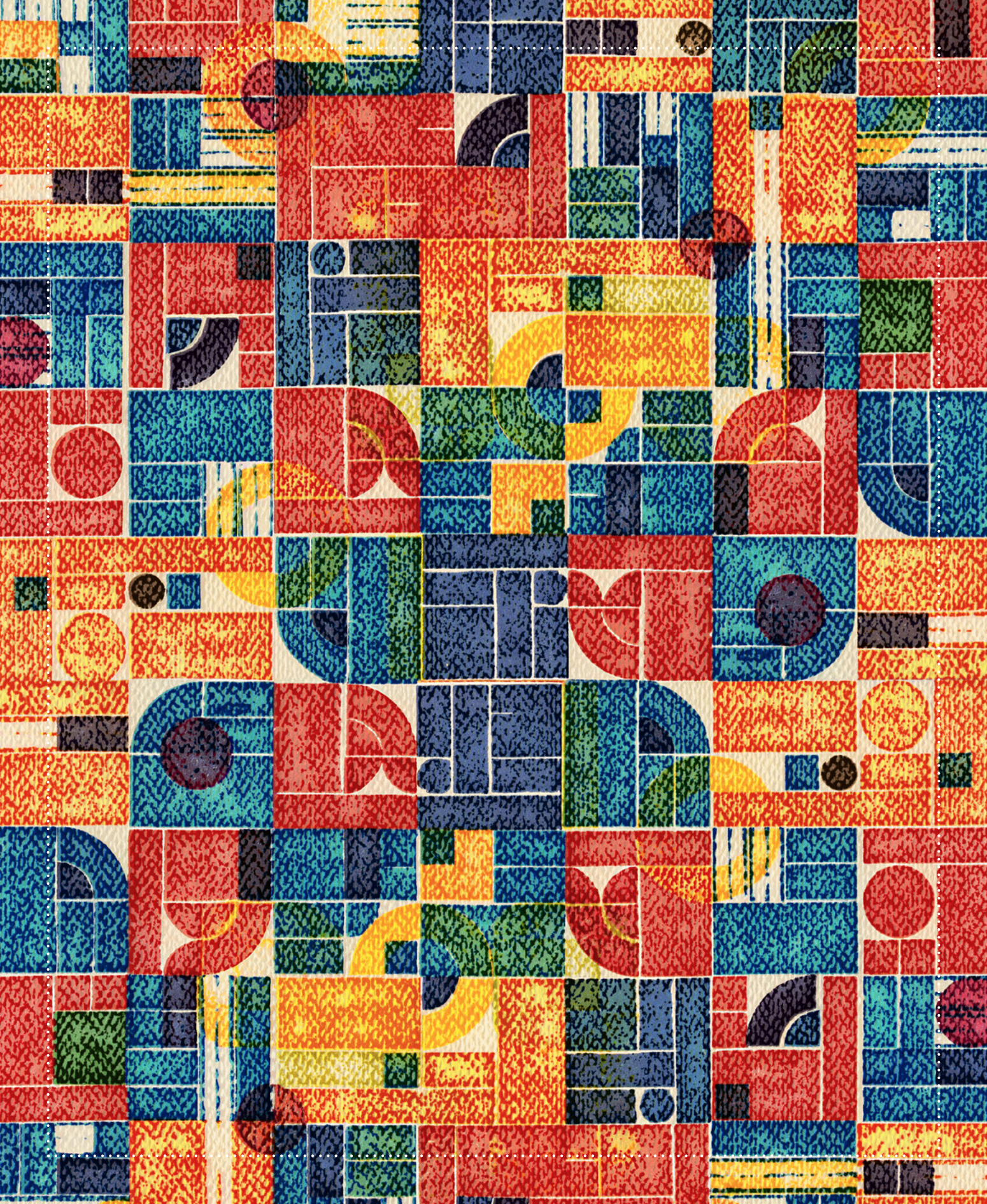
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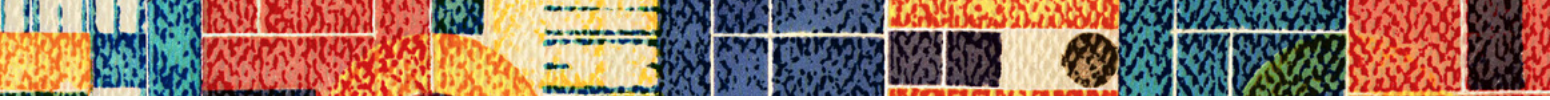
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1.0 Introduction

Gizonduz began as a pilot project in 2007 and is currently the Basque Service for work with men and masculinities in support of equality, managed by Emakunde, the Basque Institute for Women.

The **overall aim** of Gizonduz is to promote awareness, responsibility, participation and involvement among men in support of equality between women and men, as well as to foster positive relationships through the promotion of diverse and egalitarian masculinities.

Its **specific objectives** are as follows:

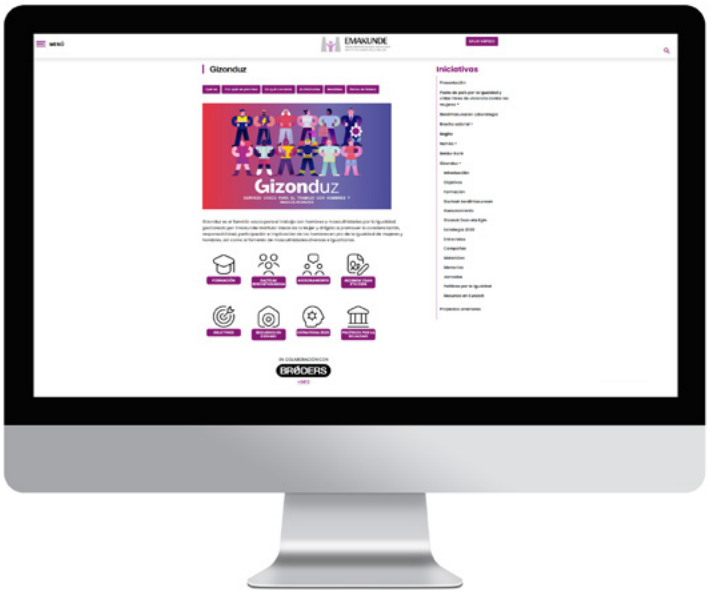
- Increase the number of men who are aware of, trained in, and committed to promoting equality between women and men and fighting gender-based violence, with a particular focus on young people, those from socially vulnerable sectors, and leaders and role models with the ability to influence others.
- Increase co-responsibility of men in terms of domestic and caregiving work and promote caregiving ethics and practices among them in order to achieve a balanced distribution of said work — both for their own and others' development and well-being, and to reduce gender inequalities, gender-based violence, and risky behaviours that are harmful to people and the environment.
- Guarantee counselling and psycho-educational support services and tools to promote equality and fair treatment, as well as to prevent problematic sexist behaviour.
- Increase the number of public and private organisations that undertake initiatives in the field of men, masculinities and equality.

The activities carried out by Gizonduz in previous years are recorded in the annual reports from 2007 to the present: link to reports

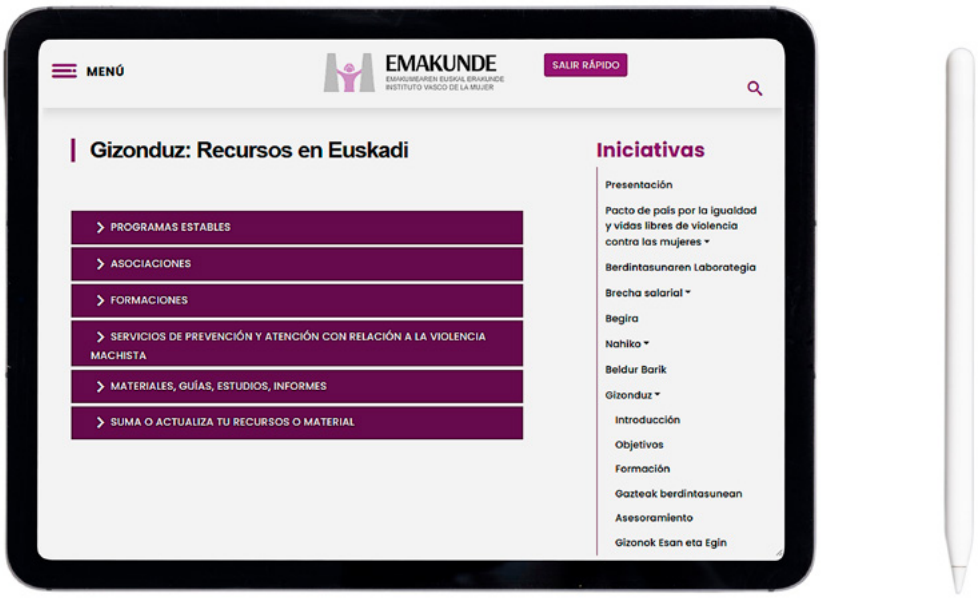
2.0 Activities carried out in 2025

2.1. WEBSITE

In 2025, management of the Gizonduz section on Emakunde's website continued. This section has been revamped with a new organisation of its content. It contains extensive information in various formats relating to the initiative, as well as several different sections: training, interviews, campaigns, men's groups, materials, Gazteak Berdintasunean, conferences, advice, resources in the Basque Country, Strategy 2030, etc.



It is important to highlight the inclusion of a new section entitled "Resources in the Basque Country". This section brings together various resources available in the Basque Country focused on work with men and masculinities, and includes stable programmes, associations, training courses and prevention services related to gender-based violence. It also compiles materials such as guides, studies and reports. Furthermore, a section has been created where associations, institutions and groups can add their own resources and materials under the heading "Add or update your resource or material". The aim is to create an interactive space that keeps information up to date and facilitates the dissemination and socialisation of the various initiatives and materials produced in the Basque Country.



During 2025, the Gizonduz website had a total of 5,622 visits, of which 4,322 were in Spanish, 1,134 in Basque and 166 in English.

2.1.1. SOCIAL MEDIA

Gizonduz has been on Facebook since 2009. In 2025 it had 5,155 followers, an average of 14,812 views, and reached 5,864 people, comprising 42.2% women and 57.8% men. During 2025, 118 posts were published.

Gizonduz has been on Instagram since 2022. It has 509 followers with a reach of 6,908 views in 2025. During 2025, 54 posts were published.

The Gizonduz account on X (formerly Twitter) has 2,083 followers, and a total of 7,359 tweets have been published since 2011, 67 of them during 2025.

Gizonduz also has a YouTube channel which features videos of conferences, seminars, workshops, advertisements, and audiovisual material related to equality and masculinities. The Gizonduz YouTube channel has 82 videos. They have been viewed a total of 1,196 times in 2025 and a total of 31,224 times since the account was created in 2009.

2.2. TRAINING AND AWARENESS PROGRAMME

During 2025, a total of 245 courses were held, in which 4,844 people participated, of which 2,921 were men (60.30%), 1,862 women (38.44%), 18 non-binary people (0.37%), and 43 (0.89%) did not respond to this question. This figure includes face-to-face and online courses, as well as those held under the "Gazteak Berdintasunean" and "Men in Politics for Equality" projects.

The distribution of participants by course type is as follows:

2025	Women	Men	Non-binary[1]	No Answer	Total
FACE-TO-FACE COURSES	671	1.373	1	0	2.045
GAZTEAK BERDINTASUNEAN	682	951	16	41	1.690
MEN IN POLITICS FOR EQUALITY PROJECT	0	96	0	0	96
60 HOUR ONLINE COURSE	0	0	0	0	0
10 HOUR ONLINE COURSE	119	102	1	2	224
TAILORED ONLINE COURSE	223	268	0	0	491
15 HOUR ONLINE COURSE	25	10	0	0	35
25 HOUR ONLINE COURSE	123	109	0	0	232
30 HOUR ONLINE COURSE	19	12	0	0	31
TOTAL	**1.862**	**2.921**	**18**	**43**	**4.844**

The first edition of the Training and Awareness-Raising Programme by Gizonduz was launched in March 2009, and until December 2025, 41,904 people had taken part in the different courses, distributed as follows, according to the type of course:

[1] 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



2025	Women	Men	Non-binary	No Answer	Total
FACE-TO-FACE COURSES	8.451	14.259	102	123	22.935
60-HOUR ONLINE COURSE	602	393			995
10-HOUR ONLINE COURSE	1.287	973	1	2	2.263
TAILORED ONLINE COURSE	1.257	2.117	24	33	3.431
15 HOUR ONLINE COURSE	25	10	0	0	35
25-HOUR ONLINE COURSE	1.918	945	2		2.865
30-HOUR ONLINE COURSE	68	25	2		95
35-HOUR ONLINE COURSE	8	5		1	14
GAZTEAK BERDINTASUNEAN[2]	3.121	5.523	74	86	8.804
MEN IN POLITICS FOR EQUALITY PROJECT[3]		467			467
TOTAL	**16.737**	**24.717**	**205**	**245**	**41.904**

[2] This section includes participants in the study centre projects (students and teachers) and in the Basque Country Child Reception and Protection Centre Project, including participants in the Young Foreigners Project, which was carried out in 2022.

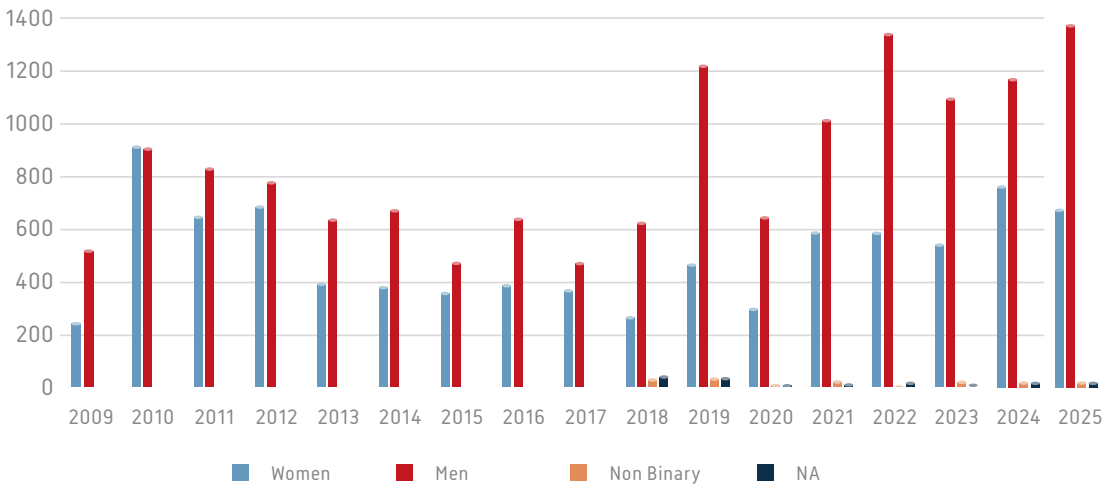
[3] Participants since 2017 are counted.

2.2.1. FACE-TO-FACE COURSES

During the year 2025, 128 face-to-face courses were given, of which 13 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 connected live from their homes or workplaces and were able to participate in the courses. The total number of participants was 2,045, of whom 1,373 were men, 671 were women and one identified as non-binary. It is worth noting that this is the highest figure for participation by individuals and by men in Gizonduz's face-to-face courses since the programme began.

From 2009 to 2025 (inclusive), there were 1,271 face-to-face courses (128 of them in 2025), with the participation of 22,935 people[4], of which 14,259 (62.17%) were men, 8,451 (36.85%) were women, 102 people (0.44%) identified as non-binary, and 123 people (0.54%) did not answer this question.

Evolución of the participation in face-to-face courses[5]



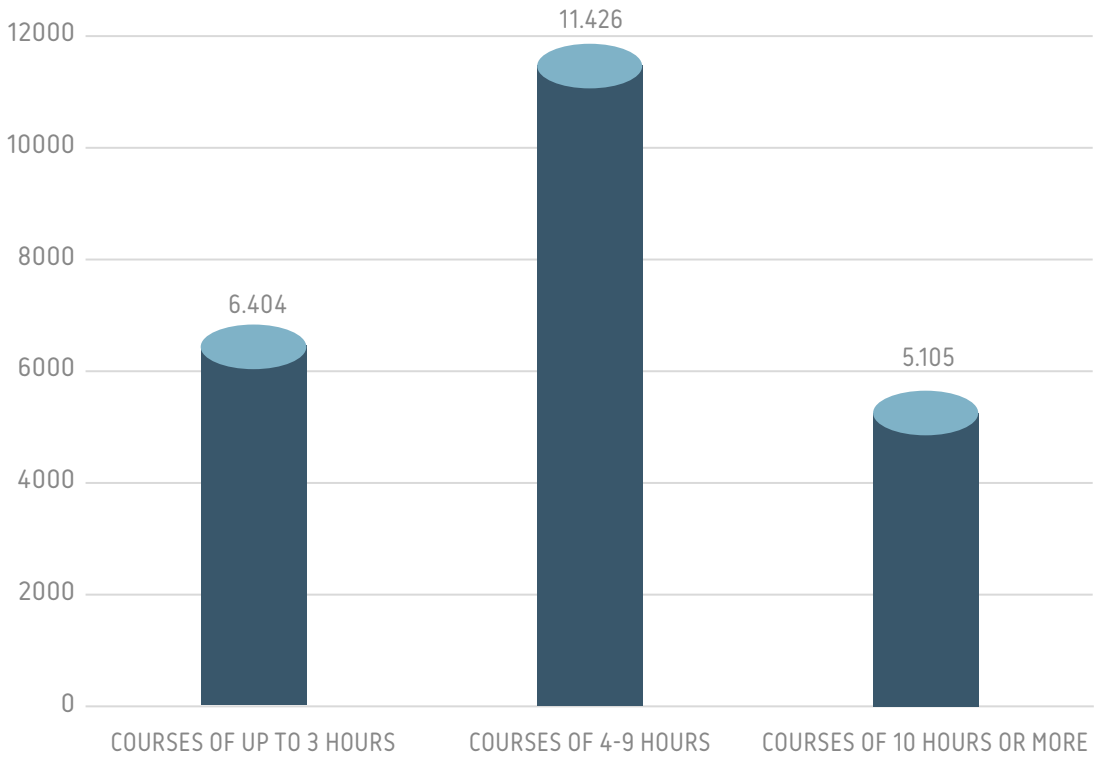
[4] This data does not include students enrolled in the Gazteak Berdintasunean programme, which is described below.

[5] 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 sex and 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
2024	741	1.164	9	11	1.925
2025	**671**	**1.373**	**1**	**0**	**2.045**
TOTAL	**7.780**	**12.886**	**101**	**123**	**20.890**

Student participation in the different course duration categories, from 2009 to 2025, is as follows

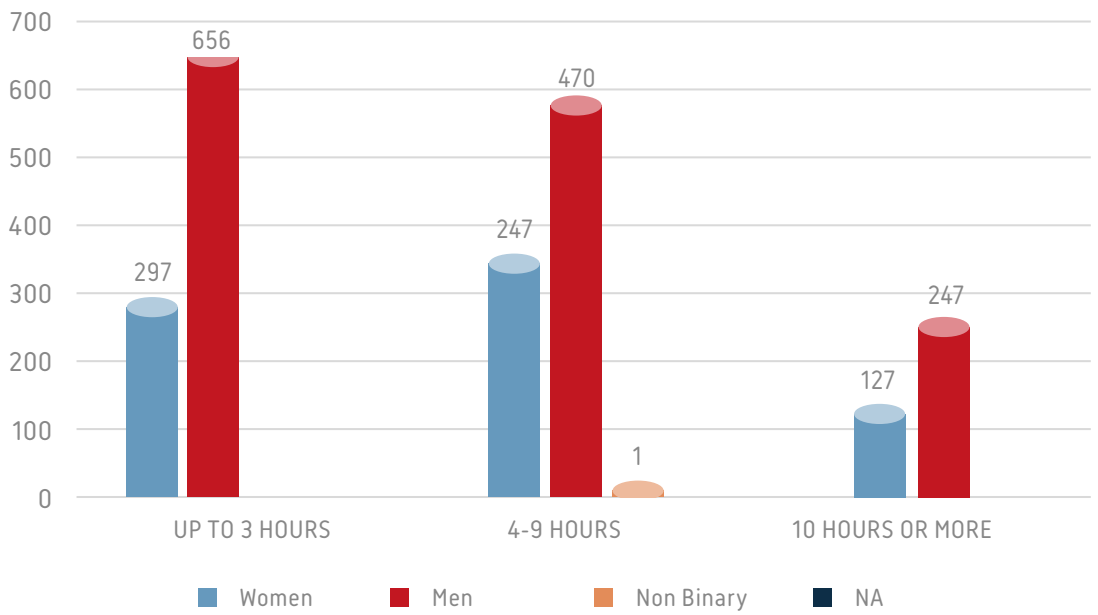


From 2009 to 2025, 27.9% of students participated in face-to-face courses lasting up to three hours, 49.8% in courses lasting four to nine hours, and 22.3% in courses lasting more than ten hours. In 2025, 46.6% of students have participated in face-to-face courses lasting up to three hours. Meanwhile, 35.1% of students took part in courses lasting four to nine hours. Lastly, 18.3% of students took part in courses lasting ten hours or more.

As was the case in 2024, it is worth noting that in 2025 the ten hours of face-to-face training continued through the courses run in collaboration with the Basque Academy of Police and Emergencies, which reports to the Department of Security of the Basque Government, where the training was provided in a hybrid format (ten hours online via the Moodle platform and ten hours of face-to-face training). As a result, the total number of training hours increased compared with the previous year. Courses were delivered to 22 groups from the 33rd intake, comprising a total of 227 face-to-face training hours and 10 hours online per person.

2025 COURSES	No. of hours	% of total hours	Total students	% of total students	Men	Women	No Answer	Non-binary
58 courses of up to 3 hours	135,5	22,33%	953	46,6%	656	297	0	0
45 courses of 4-9 hours	214,5	35,33%	718	35,1%	470	247	0	1
25 courses of 10 hours or more	257	42,34%	374	18,3%	247	127	0	0
TOTAL: 128 courses	**607**	**100%**	**2.045**	**100%**	**1.373**	**671**	**0**	**1**

Attendance for face-to-face courses in 2025



In 2025, the distribution of face-to-face courses by 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
TH COMPANY	Men, masculinities and equality in the world of work	Staff members	3	4	12
ORBINOX	Masculinities, equality and co-responsibility	Staff members	3	4	12
SORALUCE COOP.	Men, masculinities and equality in the workplace	Staff members	1	3	3
ORMAZABAL	Men, masculinities and equality in the world of work	Equality Committee	3	1 course lasting 4 hours, 2 courses lasting 3 hours	10
INETUM	Men, masculinities, equality and prevention of sexual and gender-based harassment	Staff members	5	4	20
ARTIACH	Men, masculinities and equality in the world of work	Equality Committee and Management	1	4	4
RPK	Men, masculinities and equality in the world of work	Staff members	2	2	4
TEKNIA	Masculinities, equality and changing values	Staff members	5	1	5
BPG	Masculinities, equality and occupational risks	Staff members	4	1	4
ULMA	Men, masculinities and equality in the workplace	Management	1	4	4
FAGOR	Men, masculinities and equality in the workplace	Staff members	1	4	4
IKERLAN	Masculinities and equality	Staff members	1	1,5	1,5
IKERTALDE	Men, masculinities and equality in the world of work	Staff members	1	4	4
ITSASMUSEUM	Men, masculinities, prevention of sexual and gender-based harassment	Staff members	1	4	4
AVANZA TRANSPORTE GROUP	Men, equality, homophobia, occupational risk prevention, road safety education, and accident prevention	Staff members	6	7	42
HUTCHINSON-INTECSA	Men, masculinities, co-responsibility and care	Staff members	5	2,5	12,5
DANOBAT	Men, masculinities and equality in the world of work	Staff members	1	3	3

Face-to-face courses delivered in collaboration with public institutions and companies

Organisation	Content	Target audience	No. of courses	Duration in hours per course	Total hours
METROBILBAO	Men, masculinities and equality in the world of work	Staff members	22	2,5	55
BASQUE ACADEMY OF POLICE AND EMERGENCIES	Masculinities, risks and equality	Students of the 33rd intake	24[6]	10	247
ETXEBARRI CITY COUNCIL Men's group	Men, masculinities and equality	Men from the municipality	6	2	12
EGUZKI RESIDENCE IN ZALLA	Men, masculinities, caregiving, and co-responsibility	Staff members	2	4	8
PROVINCIAL COUNCIL OF ARABA/ÁLAVA	Men, masculinities, caregiving, and co-responsibility	Men in politics	2	1,5	3
ELORRIOKO UDALA	Masculinities, equality and value change	Staff members	2	5	10
DONOSTIA/SAN SEBASTIÁN CITY COUNCIL (MOBILITY)	Masculinities, equality and changing values; gender-based violence and risk prevention	Staff members	2	10	20
Basque Energy Agency (EVE)	Men, masculinities, caregiving, and co-responsibility	Staff members	4	4	16
BASQUE HEALTH SERVICE	Masculinities, equality and change of values; co-responsibility and care; gender-based violence and sexual and gender-based harassment	Own staff	7	6 courses lasting 3 hours, 1 course lasting 6 hours	24
PROVINCIAL COUNCIL OF GIPUZKOA	Masculinities, equality and respectful treatment in social intervention	Staff from partner institutions	2	8	16
URA Basque Water Agency	Equality, masculinities and prevention of occupational risks	Staff members	1	4	4
EUSKOTREN	Men, masculinities, equality and the world of work	Staff members	4	5	20

[6] Twenty-four groups were recorded, although 22 groups made up the Academy's total, and three additional days of training were provided so that students who could not participate in their group because they were sitting other exams could receive the Gizonduz training.

Face-to-face courses delivered in partnership with associations and other sports, social, and educational organisations

Organisation	Content	Target audience	No. of courses	Duration in hours per course	Total hours
ERAGINTZA	Masculinities, equality and respectful treatment	Users	3	1,5	4,5
APDEMA	Masculinities and equality	Staff members	1	2,5	2,5
LOIOLAETXEA	Men, masculinities, caregiving, and co-responsibility	Staff members	2	4	8
ARRATS ELKARTEA	Masculinities, equality and changing values	Service users and staff	3	1 curso de 2 horas y 2 cursos de 4 horas	10
AEK	Masculinity and equality	Staff members	6	2	12
AMARABERRI Jai Batzordea	Men, masculinities, co-responsibility and gender-based violence	Men from the association	1	4	4
HUHEZI	Masculinities, equality and sport	Students	1	4	4

RATINGS OF FACE-TO-FACE COURSES:

Listed below are the average ratings given by individuals who attended the face-to-face courses, on a scale of 1 to 6.

1,504 ratings were collected in total: 461 completed by women (30.65%), 1,022 by men (67.95%), nine falling under the non-binary category (0.6%) and 12 who did not answer that question (0.8%). 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. This data is therefore not included in the following tables.

Number of assessment questionnaires collected according to gender and age

Ratings according to gender and age	18 – 24 years	25 – 30 years	31 – 54 years	55 and over	No Answer	Total
Women	38	92	281	46	4	461
Men	83	150	606	159	24	1.022
Non-binary		2	6	1		9
No Answer		3	4	2	3	12
TOTAL	**121**	**247**	**897**	**208**	**31**	**1.504**

Ratings (from 1 to 6) collected [7]

	Women	Men	General
Overall rating for the course	5,2	4,8	4,9
Previous knowledge of the subject	3,8	3,5	3,6
Increase in knowledge	4,9	4,6	4,7
Increase in awareness	4,9	4,5	4,6
Content	5,0	4,6	4,7
Speaker	5,5	5,2	5,3
Level of stimulation	5,1	4,8	4,9
Group participation	4,8	4,5	4,6
Organisation	5,1	4,8	4,9
The space	5,0	4,8	4,8
Materials used	4,9	4,6	4,7
Useful for personal life (%)	95%	88%	91,5%
Useful for profesional life (%)	89%	81%	85%

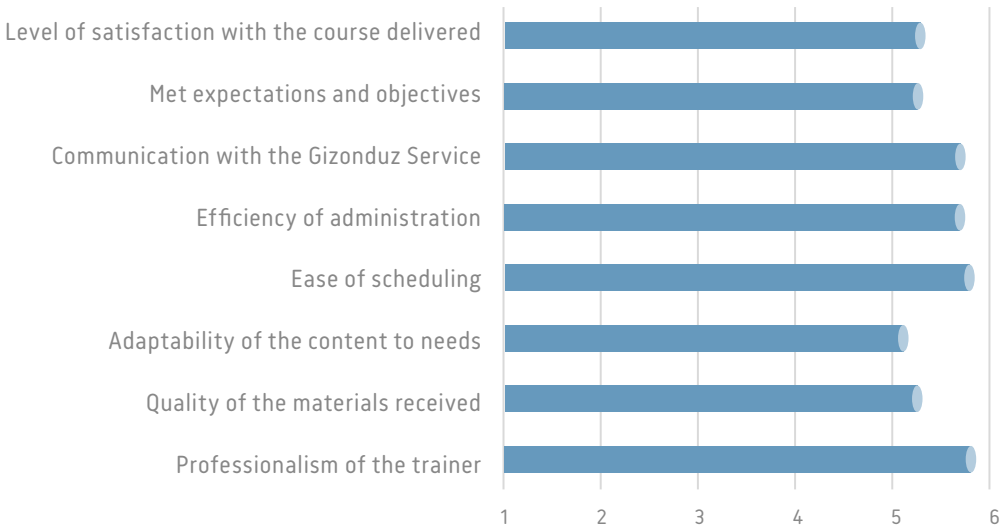
[7] The averages for individuals identifying as non-binary and people who did not answer are not included, as they are not statistically significant (accounting for 1.2% of the total evaluations) and they distort the overall averages and may lead to misleading conclusions.

As in previous years, the students rated the speakers, facilitation, organisation and participatory methodology employed very positively. The overall rating for the course stands at 4.9. The only rating 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 around 5. Generally speaking, the face-to-face courses offered as part of the Gizonduz programme met the expectations of the students taking part, as well as fulfilling the expectations 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 were very positive.

The most highly rated aspects were the “professionalism of the trainer” (5.87), “ease of scheduling” (5.83), “communication with the Gizonduz Service” (5.75) and “agility in administration” (5.75).

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

2.2.2. ONLINE COURSES

2.2.2.1. TEN-HOUR ONLINE AWARENESS-RAISING

This course addresses the following content:

- The origin of gender inequalities.
- The role 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.
- The gender-related problems that sexist socialisation generates for men.
- The role that the legitimation of violence plays in the construction of masculine identities.

The online course was launched in 2009. Up to 2025, 2,095 people (1,191 women and 894 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
2024	148	138	286
2025	119	102	224
TOTAL	**1.191**	**894**	**2.095**

In the year 2025, a total of 224 people successfully completed the course (119 women, 102 men, one non-binary person and two who did not answer). The proportion of men who completed the course (45.5%) is similar to that of the previous year (48.2%).

2.2.2.2. 15-HOUR ONLINE TRAINING

In 2025, a 15-hour online course was delivered in collaboration with IVAP and on its training platform, entitled "Men, Masculinities and Equality: Looking to the Future, Building Public Policies for Equality".

After several years of delivering the 25-hour course "Masculinities. Men and Equality: Challenges and Resistance", it was deemed appropriate to adapt its content and duration.

ORGANISING BODY	COURSE	WOMEN	MEN	Students who completed the course TOTAL
IVAP (Basque Institute of Public Administration)	Men, Masculinities and Equality: Looking to the Future, Building Public Policies for Equality	25	12	37

2.2.2.3. 25-HOUR ONLINE TRAINING

This course, entitled "Masculinities. Men and equality: challenges and resistance", helps students develop theoretical and practical skills for analysing how models of masculinities 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 reality, 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 gender-based violence, including among the younger population, and its most common causes and manifestations.

In 2025, Gizonduz (Emakunde) held two editions of this course online. In addition, an edition with two versions of the course (one in Basque and one in Spanish) was offered in collaboration with the University of the Basque Country (UPV-EHU) via its EGELAPI training platform, as well as one edition (in Spanish) in collaboration with the Basque Academy of Police and Emergencies via its online training platform.

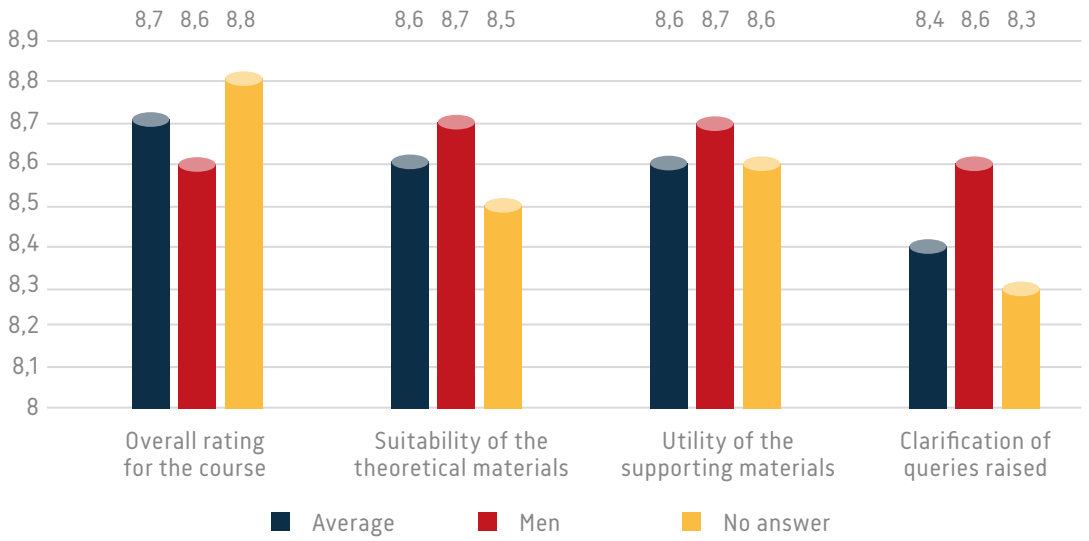
Collaboration also took place with the University of the Basque Country (UPV-EHU) Master's degree "Gender-Based Violence: Network Intervention", which included the 25-hour online course among its content, adapting it to the training scheme of the Master's with a duration of 25 teaching hours over four weeks.

2025: People who completed the 25-hour online course on masculinities

ORGANISING BODY	COURSE TITLE	MEN	WOMEN	NON-BINARY	Students who completed the course TOTAL
Emakunde-Gizonduz	2025 Maskulinitateak. Gizonak eta berdintasuna: erronkak eta erresistentziak (1. edizioa)	4	9	0	13
Emakunde-Gizonduz	2025 Masculinities. Men and Equality: Challenges and Resistance (1st edition)	27	27	0	54
BASQUE ACADEMY OF POLICE AND EMERGENCIES	2025 Masculinities. Men and Equality: Challenges and Resistance	11	5	0	16
Emakunde-Gizonduz	2025 Masculinities. Men and Equality: Challenges and Resistance (2nd edition)	29	26	0	55
University of the Basque Country	2025 Maskulinitateak. Gizonak eta berdintasuna: erronkak eta erresistentziak	11	7	0	18
University of the Basque Country	2025 Masculinities. Men and Equality: Challenges and Resistance	15	32	0	47
Emakunde-Gizonduz	2025 Maskulinitateak. Gizonak eta berdintasuna: erronkak eta erresistentziak (2. edizioa)	12	18	1	31
	TOTAL	**109**	**123**	**1**	**233**

In 2025, 120 assessment questionnaires were collected from the online courses of 25 hours. 56 women and 42 men responded; the remaining individuals did not answer.

2025: 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	92%

The average overall rating for the course (8.5 out of 10) is very positive. Both the theoretical materials and the supporting materials were also highly rated (8.3 out of 10).

Interestingly, 95% of the people who completed the course satisfaction survey believed it was useful for their personal life and 92% considered it useful for their professional life.

2.2.2.4. 30-HOUR ONLINE TRAINING

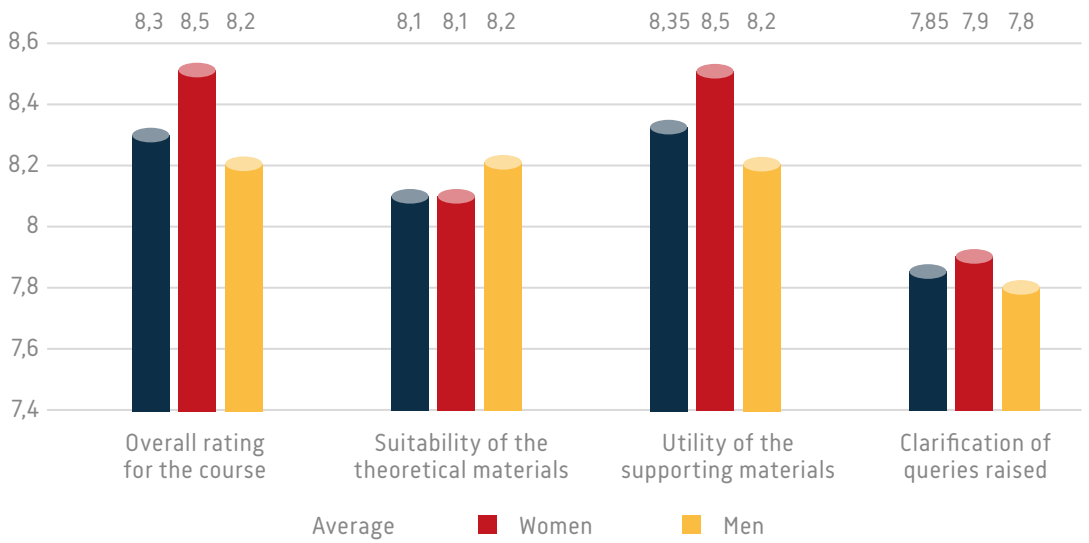
Sport is an important reference point and means of socialisation for many men and boys. The traditional sports world is highly masculinised, and its leaders, role models and practices are often based on the traditional sexist approach. To drive change for equality, it is necessary to provide training in the values of diversity and equality to people working in the field of sport. To this end, in 2025 a course in Basque was offered, "Masculinities, equality and sport", with six training modules addressing various aspects of masculinities, equality and sporting practice.

2025: People who completed the 30-hour online course

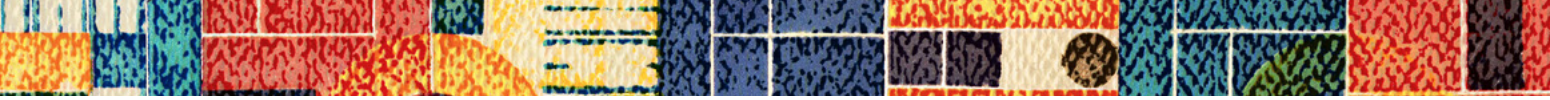
ORGANISING BODY	COURSE	WOMEN	MEN	NON-BINARY	Students who completed the course TOTAL
Gizonduz EMAKUNDE	Masculinities, equality and sport	19	12	0	31

In this edition of the 2025 course, 22 evaluation surveys were collected. The most significant results were:

Average rating



	Total
Do you think it has been useful for your personal life? Yes	82%
Do you think it has been useful for your professional life? Yes	82%



The average overall rating for the course (8.3 out of 10) is very positive. The rating of the adequacy of the theoretical materials was also very positive (8.1 out of 10), as was the rating of the support materials (8.3 out of 10). It is interesting to highlight the rating of the platform and its use (7.85 out of 10).

It is significant that 82% of the people who completed the course satisfaction survey believed it was useful for their personal life and likewise 82% 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.

2.2.2.5. ON-DEMAND ONLINE TRAINING

On-demand online training consists of online courses accompanied by face-to-face courses. During 2025, the following courses were offered.

ENTITY	WOMEN	MEN	NON-BINARY	TOTAL STUDENTS
AEK (1)	28	62	0	90
Huhezi	26	11	0	37
AEK (2)	9	23	0	32
Police and Emergency Academy	205	127	0	332
TOTAL	268	223	0	491

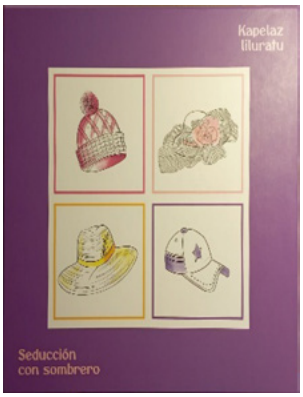
2.3. “GAZTEAK BERDINTASUNEAN” PROJECT

Gazteak Berdintasunean is the Gizonduz service aimed at youth, organised by Emakunde. Its goal is to increase the number of young men who are aware of, trained in, and committed to promoting equality between women and men, as well as fighting against gender-based violence, by providing tools to the professional groups working with them.

2.3.1. Training Programme for Study Centres

This is a project aimed at adolescents and young people in schools 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 the awareness, participation, and involvement of boys and young men in support of equality between women and men and against violence towards women (link). The programme also offers training for teachers.





Training with teachers

During 2025, demand from centres for the training of their teaching staff was maintained. As noted in the educational proposal sent to schools, it is important for this activity to be framed within the objectives and activities the school undertakes in relation to coeducation and equality. Teacher involvement is considered essential when implementing the activities. Therefore, we ask that teachers be made aware of and support this proposal, and that they attend the sessions in order to help with programme evaluation and monitoring in order to assess its impact. The training sessions last between two and four hours and focus on masculinities in the educational setting. This is an opportunity to raise awareness of both the comic and the board game, as well as their accompanying activities, so that teachers can use them with their students whenever they want or need to.

The educational centres where teacher training has been provided are the following:

STUDY CENTRE	MUNICIPALITY
BERRIO-OTXOA SECONDARY SCHOOL	Bilbao (Bizkaia)
BENGOETXE SECONDARY SCHOOL	Galdakao (Bizkaia)
OÑATI SECONDARY SCHOOL	Oñati (Gipuzkoa)
GOIERRI ESKOLA	Ordizia (Gipuzkoa)
MARKINA SECONDARY SCHOOL	Markina (Bizkaia)
EKIALDEA SECONDARY SCHOOL	Vitoria-Gasteiz

In total, there were 18 hours of training (16 hours in Basque) and 219 teachers attended the sessions (138 women, 78 men, three non-binary people, and none who did not answer).

Training with the students

From 2016 to 2025, courses were delivered in a total of 82 study centres. A total of 7,457 people participated, made up of 2,509 female students, 4,845 male students and 57 people who identified as non-binary and 46 who did not answer.

During 2025, training was carried out in 15 study centres, listed below. In seven of them, no intervention had taken place the previous year

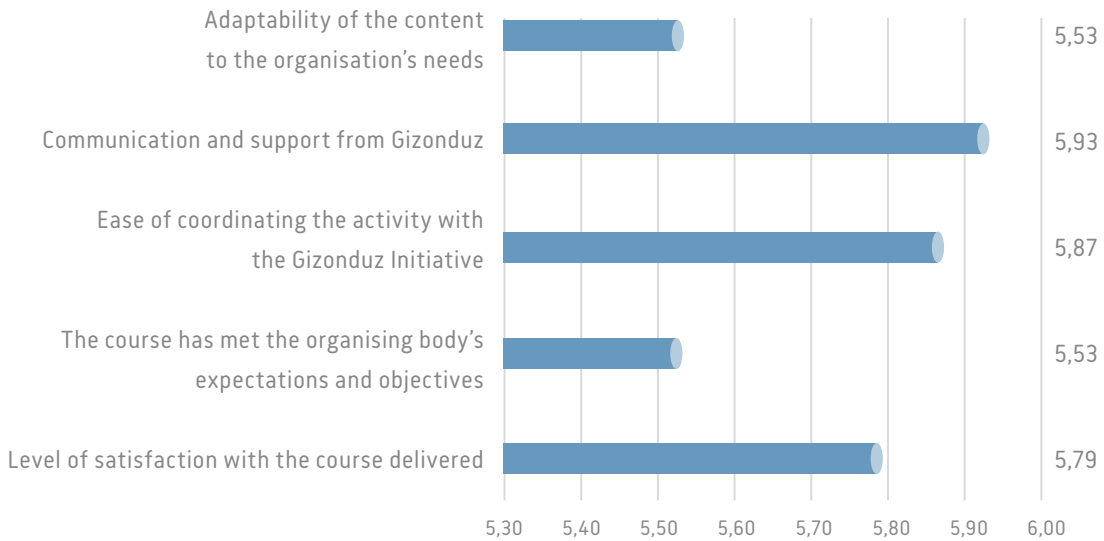
STUDY CENTRE	MUNICIPALITY
DURANGO SECONDARY SCHOOL	Durango (Bizkaia)
BENGOETXE SECONDARY SCHOOL	Galdakao (Bizkaia)
MENDIZABALA PRIMARY SCHOOL	Vitoria-Gasteiz (Álava)
MERCEDARIAS	Leioa (Bizkaia)
EASO VOCATIONAL TRAINING SCHOOL	Donostia/San Sebastián (Gipuzkoa)
OÑATI SECONDARY SCHOOL	Oñati (Gipuzkoa)
SAN NIKOLAS SCHOOL	Getxo (Bizkaia)
UNAMUNO SECONDARY SCHOOL	Vitoria-Gasteiz (Álava)
IMH Advanced Manufacturing Centre	Elgoibar (Gipuzkoa)
SEBER ALTUBE SCHOOL	Gernika (Bizkaia)
ARESKETA IKASTOLA	Amurrio (Araba)
EAGI	Lasarte (Gipuzkoa)
LASALLE	Donostia/San Sebastián (Gipuzkoa)
SAN VIATOR PRIMARY SCHOOL	Sopuerta (Bizkaia)
BERRIO-OTXOA SECONDARY SCHOOL	Bilbao (Bizkaia)

Regarding the student body, the number of participants has been maintained, going from 1,249 in the year 2024 to 1,229 in 2025. Of this number, 457 were girls, 718 were boys, 13 identified as non-binary, and 41 did not answer.

In terms of hours, 244 hours of training were provided to 71 class groups, distributed as follows: 12 groups from the 3rd year of compulsory secondary education, 26 groups from the 4th year of compulsory secondary education, and 33 groups from vocational training. This means that 46.5% of the total training provided to students was carried out in Vocational Training, with the majority of these instances occurring in highly male-dominated specialisms.

The language used in the sessions was predominantly Basque: of the 244 hours mentioned above, 200 were in Basque (just over 82% compared to 70% in 2024) and 44 were in Spanish.

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

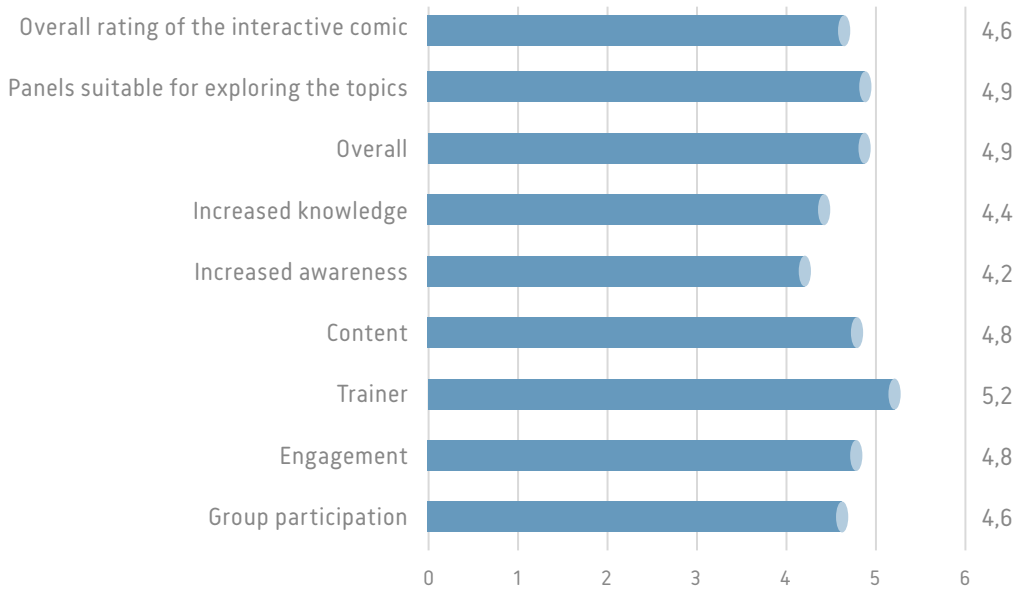


The interactive comic continued to be used, with its six panels. These relate to six situations experienced by various characters, whose attitudes allow us to reflect on sexism, homophobia, gender-based violence, respectful treatment, risky behaviours, etc. Each of the scenes in the comic ends with a survey, which serves as a starting point for working on the teaching units corresponding to each topic.

The other tool available to the centres is the board game *Seducción con sombrero* ("Seduction with a hat"), created as a co-educational recreational tool whose aim is to promote equality between women and men and promote egalitarian masculinities through strategies to work on emotional education and the acquisition of social skills.

There were 1,167 ratings by students: A total of 639 ratings were collected from boys, 468 from girls, 13 from students identifying as non-binary, and 47 from students who did not answer.

The overall assessment by the students of the sessions (from 1 to 6) was positive



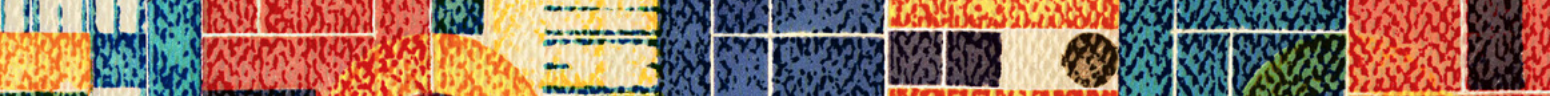
2.3.2. Training programme for unaccompanied children and young people and Children's Reception and Protection Centre.

This proposal aims to raise awareness and provide training in equality for women and men, for unaccompanied minors and young people, and for those who are in children's reception and protection centres in the Basque Country. Furthermore, this programme also includes training for professionals from centres, organisations, and institutions that work with this population. Consequently, work is undertaken from an intersectional perspective, taking into account different variables that intersect with the reality of the adolescents and young people who participate in the programme (link).

During 2025, a total of 163 hours of training were carried out, including those aimed at children and young people and those aimed at the professional teams working in the various centres and resources.

These training hours can be divided as follows:

- Training hours for children: 70 hours
- Training hours for professional teams: 93 hours



In this period, work has been carried out with nine different organisations, mostly organisations that have direct intervention in children's reception and protection centres. This year, interventions took place in a total of seven centres, some managed by the same organisation. It must also be noted that there are organisations that work with children and young people through projects or programmes in which the users do not necessarily reside in children's homes or protection centres. This is the case with IRSE-Araba and the programme of community-based judicial measures in Álava or the case of the Trapezistak Programme.

It should be highlighted that several training sessions have been carried out solely with the organisations' educational teams, as is the case with the Izan Foundation in its Norbera programme and the Eudes Foundation, in this case, since they work with children under the age of 13.

As in the previous year, an eight-hour training session was carried out with the Child and Adolescent Protection Service of the Department of Care and Social Policies of the Provincial Council of Gipuzkoa.

Below are the organisations and centres where work was carried out:

ORGANISATION	CHILDREN'S RECEPTION AND PROTECTION CENTRE	MUNICIPALITY
OBARBURU FOUNDATION	Bideberria Centre	Vitoria-Gasteiz (Álava)
BABESTEN	Aixola Children's Reception Centre	Elgeta (Gipuzkoa)
BIZGARRI	Orduña Residential Centre	Orduña (Bizkaia)
	Urduliz Residential Centre	Urduliz (Bizkaia)
PROVINCIAL COUNCIL OF GIPUZKOA	Norbera Project (professional team)	San Sebastián (Gipuzkoa)
EUDES FOUNDATION	Child and Adolescent Protection Service of the Department of Care and Social Policies	San Sebastián (Gipuzkoa)
ZABALDUZ	Lezo Home/Ulía Home (professional team)	San Sebastián (Gipuzkoa)
IRSE-EBI	Trapezistak Programme	Hernani (Gipuzkoa)
IRSEARABA	Urretxu Children's Residential Home	Urretxu (Gipuzkoa)
	Legorreta Children's Residential Home	Legorreta (Gipuzkoa)
IRSE-ARABA	Álava Open Setting Educational Centre	Vitoria-Gasteiz

Throughout 2025, a total of 23 courses were carried out, provided to both children and professional teams.

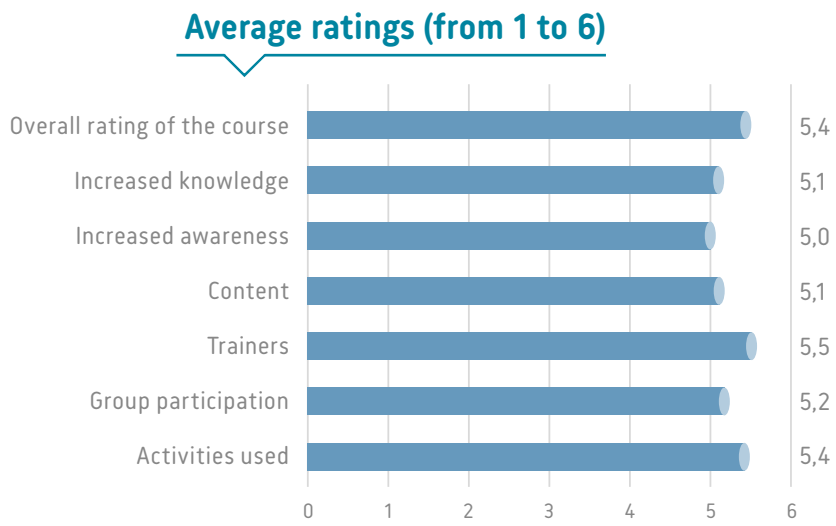
- Number of children: 110 (seven girls and 103 boys).
- Number of professionals: 132 (80 women and 52 men).

Lastly, it should be noted that a total of 242 people participated in the training courses, of whom 155 were men (64%) and 87 were women (36%).

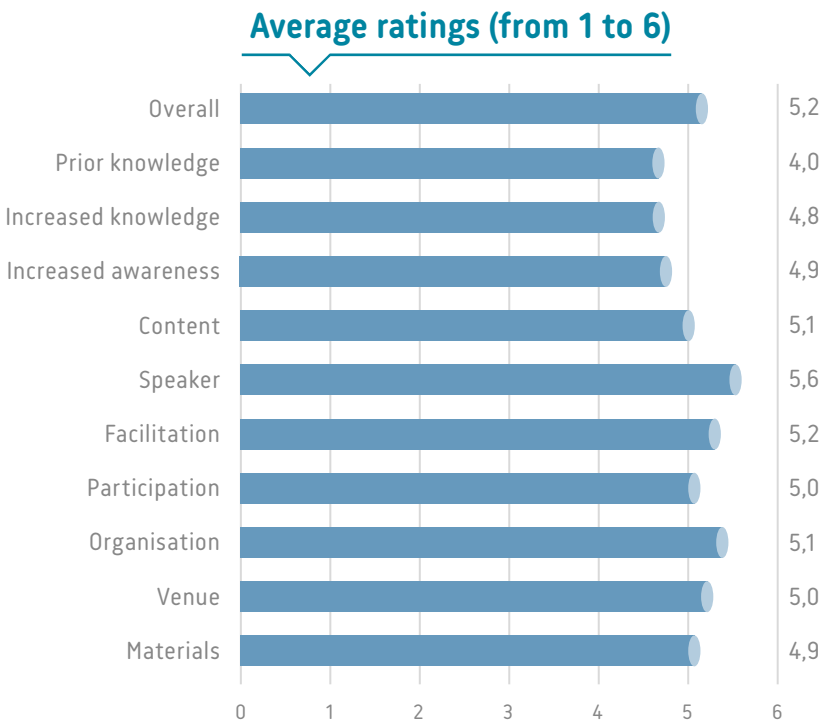
A total of 110 **ratings were collected from the students**. On occasion, apart from the quantitative evaluation, a more qualitative evaluation is also carried out orally, which allows for the collection of some ideas and proposals for improvement, since it is easier for some of the children and young people to express themselves verbally than in writing.

Regarding the evaluations of those who are members of the professional teams, the total number came to 127.

The overall ratings by the children are very positive (from 1 to 6), with all evaluated categories being above 5. Both the overall rating for the course (5.4), the dynamics employed (5.4) and the trainers (5.5) are rated very positively.

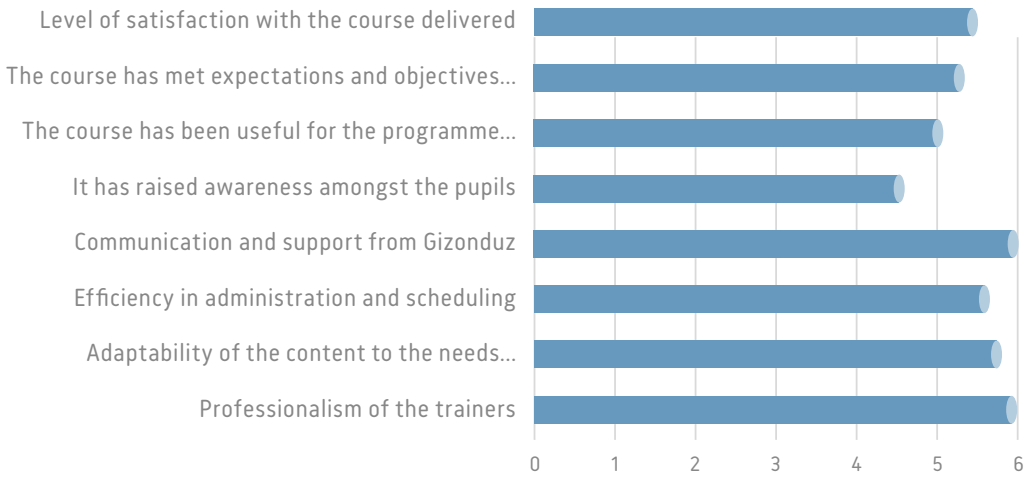


For their part, **the ratings given by the members of the professional teams** are also very positive. The general rating for the course is 5.2. The best rated category is that of the speaker (5.6). The categories of content (5.1), facilitation (5.2) and organisation (5.1) are also well rated. Although the lowest scores correspond to prior knowledge (4), increase in knowledge (4.8) and increase in awareness (4.9), these are considered very positive results that highlight the importance and need to continue working and exploring these themes in greater depth. It should be noted that the questionnaire used for the professional teams is different and more extensive than that used with children.



Lastly, we can see that the evaluations of the entities participating in the training courses are also very positive, highlighting "the professionalism of the trainers" (6), "communication and interaction by Gizonduz" (6) and "adaptability of the content to the needs of the entity" (5.83). It is important to highlight that the scores related to the degree of satisfaction with the course (5.49) and the fulfilment of the objectives and expectations of the organising body (5.35) were very high. Additionally, although the lowest score was related to an increase in awareness among children (4.63), we feel that said score is still good and it gives us the future challenge of continuing to work on raising awareness among the children participating in the programme.

Average ratings (from 1 to 6)



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.

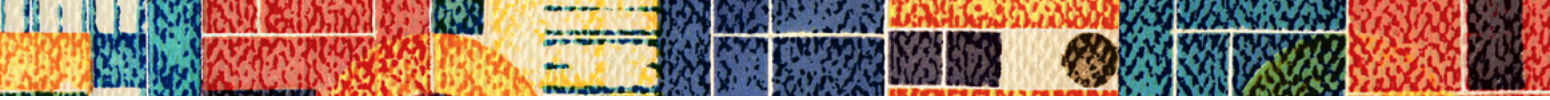
Two groups of men in politics were created: one within the Basque Government, and the other at the municipal level, in collaboration with EUDEL. These were spaces for training, reflection and exchange, whose aim was to strengthen the participation and engagement of men in politics with equality, insofar as they are role models and participants in decision-making spaces.

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 Council 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 men in politics belonging to the Ayala and Campezo-Montaña groups 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 capsules" designed especially for men in politics. Since 2021, 9 training activities have been carried out.

In 2025, several training sessions were held for men holding political office. In addition, two face-to-face sessions were held with deputies and directors in collaboration with the Provincial Council of Araba/Álava. The topics addressed in these sessions included: care and co-responsibility, as well as gender discomforts and risk behaviours associated with masculinity. Twenty-three men participated.

In December, the online session "The role of men as agents of change for equality in the current context of neo-sexist backlash" was held, featuring a presentation by Hilario Sáez Méndez. Seventy-three men in politics participated in the session, which was rated very positively by those attending, with an overall score of 8.1 out of 10. The content of the session received a rating of 7.8, the speaker an 8.5, the increase in knowledge on the topic a 7.6 and the increase in the level of awareness an 8.1.

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

As part of Gizonduz's political advocacy work, on 28 February 2025 the conference "Strategies for Working with Men and Masculinities for Equality in the Basque Country" was held at the Europa Conference Centre in Vitoria-Gasteiz. The event was aimed at individuals and organisations from the public and private sectors interested in this field of intervention. The conference had two main objectives: to present the foundations and main lines of the strategy promoted by Emakunde to further men's involvement in advancing equality, and to create a space for reflection and participation in order to gather contributions for the development and implementation of the strategy.

The programme was organised around several key areas: the main approaches, strategies and guidelines for working with men and masculinities for equality; the presentation of the results

of the study “The Man Box in the Basque Country”, focusing on the construction, attitudes and impact of masculinities among the Basque population; the evaluation of the development of the Gizonduz initiative, carried out by an external consultancy; and the presentation of the Gizonduz 2030 Strategy. The conference concluded with a participatory session organised around discussion groups, in which participants reflected on the proposed lines of work, put forward proposals for intervention in the field of men and masculinities, and shared the main conclusions in a final plenary session.

2.5. OLDER MEN FOR EQUALITY PROJECT

In 2023, a pilot project was designed and developed with a view to launching a new line of intervention with older men with a gender perspective, aligned with the strategies for action with older people, focused on men, which includes reflection on masculinities and the ageing process, with a view to promoting equality between women and men and improving the quality of life of older men.

The pilot project was called *What happens to men as we age and how we handle it*, and it consisted of five workshops at the BIZAN Coronación Centre in Vitoria-Gasteiz. The central themes for reflection were as follows: awareness of the construction of masculinity in relation to one’s stage of life, the transition from employment to retirement and new ways of using time, co-responsibility and care, self-care and health, social relations, and loneliness.

Following this initial project, and after a very positive assessment by both Gizonduz and the people responsible for the BIZAN Older People’s Centres, it has become included as part of Gizonduz’s training programme. In 2023, there was a new round of workshops in the autumn at the BIZAN Los Herrán Centre in Vitoria-Gasteiz, and in 2025 two calls for applications were launched that did not come to fruition, meaning that a change of strategy is being studied for 2026.

2.6. ADVISORY SERVICES AND COLLABORATIONS

Emakunde (working through Gizonduz) offers a free advisory service (up to 30 hours per year) to public and private entities for the design, implementation, and evaluation of projects related to men, equality, and masculinities.

The projects will be related to significant interventions aimed at increasing the commitment of men at said entities to gender equality, co-responsibility and caregiving, all the while being against gender-based violence; likewise, the adaptation of masculinised leadership and organisational models, and actions aimed at other purposes — provided that they contribute to achieving Gizonduz’s objectives.

The advisory service consists of tasks such as providing documentation, guidance, recommendations, contacts, best practices, training, and document review (link).

During 2025, the following advisory services were carried out

- Hutchinson-Intecsa
- Enkarterri Commonwealth
- Aretxabaleta City Council
- Idiazabal City Council
- Aloña Mendi Sports Club
- BRODERS Initiative

2.6.1. Hutchinson-Intecsa

During 2025, advisory services were provided to the company Hutchinson-Intecsa with the main objective of analysing the current situation of equality between women and men in this company, with a specific focus on the involvement of men in the promotion of equality.

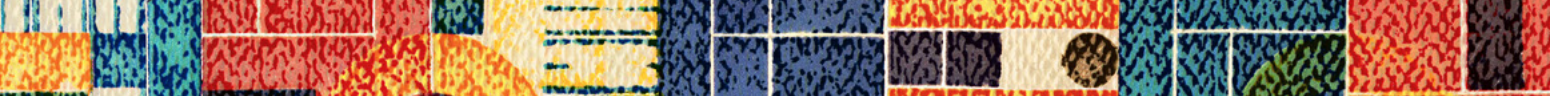
After several meetings between Hutchinson-Intecsa and Gizonduz, it was agreed, using the information obtained from the analysis of some key company documents related to equality, to draw up a report setting out conclusions and recommendations, with a specific focus on involving men in the promotion of gender equality.

The documents analysed were the following:

- Plan for equality between women and men.
- Plan for shared responsibility in work-life balance matters.
- Sexual and gender-based harassment protocol.
- Surveys carried out with the workforce on these topics.

The objectives set were as follows:

- To identify areas for improvement in gender equality with a focus on masculinities and their impact on organisational culture.
- To propose recommendations (among which training actions, awareness-raising campaigns, etc. could feature) to include and improve work on equality and on work with men and masculinities.



The actions and measures carried out were the following:

1. Review of the key documents of the company: the plan for equality between women and men, the plan for shared responsibility in work-life balance matters, the protocol on sexual and gender-based harassment and previous surveys carried out.
2. Meetings with the people or agents in charge in order to carry the project forward.
3. Development and completion of a survey for the workforce focused on the perception of equality, men and masculinities.
4. To produce a document with the conclusions and recommendations for including work on equality and masculinities in the company. This document includes a training proposal for working on equality and masculinities:

2.6.2. Enkarterri Commonwealth

Together with the Enkarterri Commonwealth, an action plan was designed for the years 2024-2025 which would involve various strategic areas and sectors.

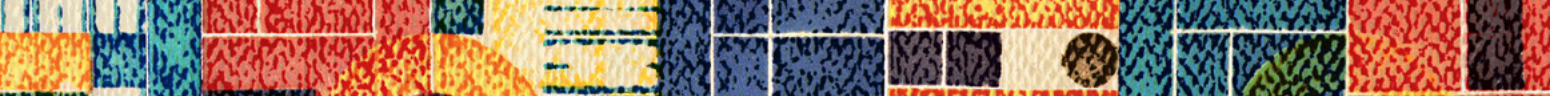
During 2025, a meeting was held with the Equality Technician of the Commonwealth and subsequent telephone contacts, with the aim of reviewing the actions contemplated in the intervention project within the collaboration agreement and promoting those considered most feasible.

The areas of action that were proposed to be resumed in the second half of 2025 or in the year 2026 were:

- Technical staff of the City Councils and Commonwealth: training aimed at technical staff.
- Business sector (ENKARTERRI GROUP): provision of training in the form of talks in the business sphere, as has been done on other occasions, with flexibility on the part of Gizonduz to adapt to the demands that may be made.
- Sporting sector: training proposal aimed at sports entities.
- General public: provision of talks aimed at the public in accordance with the objectives pursued by Gizonduz around significant dates of the year in relation to equality.

During 2025, the following actions were carried out:

1. Educational area: training sessions were held under the Gazteak Berdintasunean project for study centres at the San Viator School in Sopuerta.
2. Business area: Gizonduz submitted the training proposal for companies.
3. Sporting sector: likewise, the training proposal aimed at sports entities was sent.



2.6.3. Aretxabaleta City Council

With Aretxabaleta City Council's Committee on Equality and Youth, an action plan was drawn up for the years 2025-2026 with the aim of carrying out a diagnosis of the impact of hegemonic masculinities on the socialisation spaces of young men and drawing up a document of proposals for the development of a comprehensive and sustainable project on diverse and egalitarian masculinities aimed at the young men of Aretxabaleta.

Four meetings were held during 2025 to develop, draft and implement the action plan.

In 2025, the following actions were carried out:

1. A face-to-face session to carry out a survey on beliefs and attitudes in relation to masculinities with students from the 4th year of compulsory secondary education at the Kurutzebarri state secondary school in Aretxabaleta. A session in which a total of 57 boys and girls took part.
2. Interview with the head of the Unión Deportiva de Aretxabaleta (UDA).
3. A focus group with six young male students from the first year of the Intermediate Cycle of Care for Dependent Persons at the Aretxabaleta Vocational Training School.
4. Two questionnaires sent to local groups that form part of the local feminist movement, as well as LGBTQI+ groups.

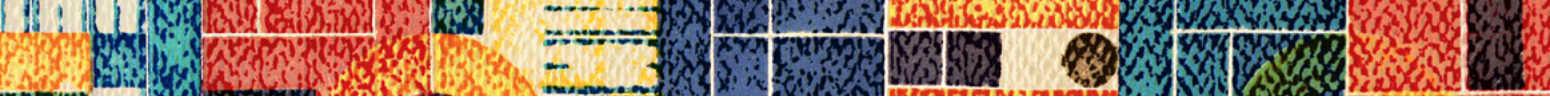
2.6.4. Idiazabal City Council

In September, a request was received from the Idiazabal City Council with the aim of carrying out a diagnosis of the impact of hegemonic masculinities on the socialisation spaces of young men and drawing up a document of proposals for the development of a comprehensive and sustainable project on diverse and egalitarian masculinities aimed at the young men of Idiazabal.

During 2025, three meetings were held from which an action plan for 2026 was agreed.

2.6.5. Aloña Mendi Sports Club

Alongside Aloña Mendi Kirol Elkartea of Oñati (handball section), an action plan was drawn up for the years 2024-2025 with the aim of reviewing the club's daily activities from a gender perspective, identifying and correcting gender inequalities and discrimination, raising awareness on and training the different levels of the club for equality and in the relationship between masculinity and sport, as well as preventing sexist violence and promoting respect and fair treatment in sports.



During the year 2025, three meetings were carried out for the preparation and planning of the actions to be developed in 2026.

In 2025, the following actions were carried out:

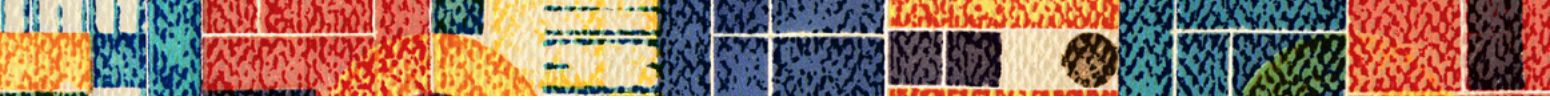
1. Visit to the club's facilities: changing rooms, courts, material.
2. Analysis of signage.
3. Analysis of organisational tasks: training schedules, meeting schedules, allocation of courts during training sessions, distribution of tasks among management, technical staff and volunteers, as well as the distribution and use of training material, among other matters. All of this from a gender perspective.
4. On-site viewing and analysis with a gender perspective of three matches of club teams of different categories in terms of age and sex.
   a. Girls' youth category
   b. Boys' youth category
   c. Men's senior category

   Among the main objectives of the match analysis was to examine: behaviours and attitudes of the public, the interaction of coaches and female and male players, as well as attitudes and behaviours of the players themselves.
5. Conducting three interviews with the different sectors that make up the basic structure of the club:
   a. Management: president of the club.
   b. Coaches: Two coaches of women's teams.
   c. Families: a father and a mother of players from different teams in the club. There were three online interviews lasting one hour each.

   The main aim of the interviews was to collect perceptions on the models of masculinity perceived and experienced at the club, the organisational culture, values, leadership models, co-responsibility, as well as perceptions and beliefs regarding gender-based violence and diversity.
6. All these actions have allowed an accurate picture of the context to be obtained, as well as identifying challenges and opportunities for promoting equality and work on masculinities within the club.

Throughout May and June 2025, the preparation of the recommendations document was carried out, which was finally delivered to the club at the end of June 2025.

Subsequently, in July, a meeting was carried out to give details and the necessary explanations around the recommendations document, as well as the planning of future activities focused on local dissemination of the joint work carried out throughout 2024 and 2025. In 2026, the rest of the activities planned in the agreement will be developed, such as direct observation of matches, interviews with club representatives and further training activities, if necessary.



2.6.6. Dare to Care Programme

Technical cooperation has continued within the context of the international Dare to Care programme (2023-2026), aimed at promoting women's empowerment through the involvement of men in domestic and caregiving work. The programme, which is being implemented in North Africa and the Middle East, is led by UN Women and funded by the Basque Agency for Cooperation and Solidarity (eLankidetza), along with the Swedish and German cooperation agencies.

Technical cooperation is being undertaken in areas such as youth, religious leaders and institutions, and men in politics. In particular, in 2024 Emakunde participated on 4 and 5 December in Aswan (Egypt) in the first annual meeting of the network for the equality of men in decision-making positions in Arab countries. Emakunde presented the work it has undertaken since 2017 under Gizonduz in order to promote the involvement of men holding political office in the Basque Country. This work has served as inspiration for the creation of the network promoted by UN Women, which is made up of representatives from Egypt, Jordan, Lebanon, Morocco, Palestine, and Tunisia.

In 2025, collaboration with the programme continued. On the one hand, disseminating the Hand in Hand Campaign, aimed at involving men and boys in care, and on the other hand, participating in the second annual meeting of the international network for equality of men in decision-making positions on 10 and 11 December in Cairo (Egypt). The director of eLankidetza Francisco Javier Cortes participated in the inauguration and the head of Institutional Cooperation at Emakunde Ander Bergara presented the latest developments relating to the work carried out, under Gizonduz, to promote the involvement of men holding political office in the Basque Country.

2.6.7. BRÓDERS Project

Bróders is a project designed for boys and young men, offering them a space where they can talk, share doubts, ask for support and create a community that challenges gender stereotypes and promotes diverse and egalitarian masculinities. The project is run by the Fundación Iniciativa Social (FIS) and Laintersección and is based on a website containing the following elements:

A forum where questions and opinions can be raised on topics such as relationships, health or current affairs, always anonymously and respectfully.

An anonymous chat service, with volunteers specifically trained to listen and provide support.

Professional support by appointment.

A thematic section where users can find texts and videos on topics such as relationships, sexuality, appearance or personal success, with additional materials for further exploration.

In 2025, through Gizonduz, Emakunde initiated a collaboration that has mainly consisted of supporting the editing and launch of its website in Basque (link) and establishing a group of Basque-speaking volunteers to manage its various components. All of this is aimed at promoting, disseminating and utilising the website as an additional resource in the educational interventions carried out as part of Gazteak Berdintasunean.

2.7. "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 commit to taking specific actions in their everyday lives to support equality in spheres such as co-responsibility, caregiving, the eradication of gender-based violence against women, the dissemination of egalitarian ideas, and the calling out of sexist messages and behaviours.



An app allows men to self-assess their sexism in just a few steps and to choose from among a broad range of possible commitments. The app itself provides resources and a tracking system to support the implementation of these commitments.

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 2025, a total of 280 men have accessed the app and made personal commitments.



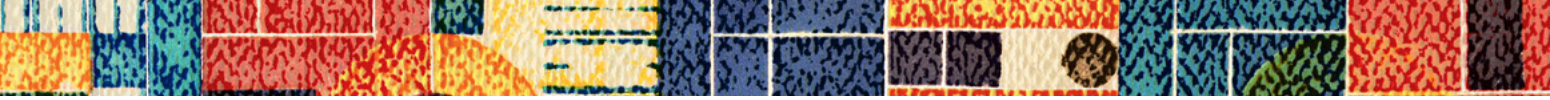
This video summarises the ideas and objectives of the experience.

"Gizonok esan eta egin" Campaign

2.8. PARTICIPATION IN CONFERENCES AND CONGRESSES

We have participated in various conferences and congresses to showcase the work carried out through the Service.

- 16 January (online). "Ventanilla abierta" workshop, organised by Fundación Iniciativa Social and MenEngage Iberia, on "Good Practices: Training for Companies on Co-responsibility and Masculinities".
- February 20 (Vitoria-Gasteiz): Mintzakafea, organised by the IES Koldo Mitxelena Secondary School, facilitating working groups on masculinities.
- March 7 (Bilbao): Event on 8 March, organised by SPRI Basque Agency for Business Development.
- 3-5 April CIMASIGUAL III (Elche): Conference on Communication, Culture and Audiovisual Media. The presentation "Gazteak Berdintasunean 2.0: an experience of working on masculinities in educational centres through video games and interactive comics"
- 13 May (Vitoria-Gasteiz): The conference "Masculinities, equality and changing values", organised by the Sirimiri cultural services association.
- 24 October. Second Forum on Co-responsibility and Egalitarian Masculinities (Cáceres): organised by Cepaim Foundation within the "Co-responsible masculinities" programme of Extremadura. Keynote speech on Equality policies and men, and presentation of good practice at the panel discussion "Masculinities, equality and the world of work".
- 7 November. Fourth Equality Conference of the Donostialdea Integrated Health Organisation. New Models for Equality (Hernani): Presentation of the Report "The Masculinity Box in the Basque Country: Construction, attitudes and impact of masculinities on the Basque population".



- November 21 (Bilbao): Awareness-raising session around 25N for users of Eragintza Fundazioa. Presentation of The role of men in tackling gender-based violence.
- 10-11 December (Cairo): Second annual meeting of the International Network for equality of men in decision-making positions, organised by the UN Women Regional Office for the Arab States. Presentation of "The involvement of men holding political office in the Basque Country".

3.0 Monitoring and evaluation

The table in this section sets out, based on the information available, the evolution up to 2025 of a series of monitoring and evaluation indicators related to four areas of intervention of Gizonduz: awareness-raising, training, collaborations and co-responsibility in domestic and care work.

The indicators relating to the first three areas (awareness-raising, training and collaborations) are outcome indicators. The outcome indicators measure the effects of some of the main actions carried out under Gizonduz 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.

The indicators relating to the area of co-responsibility in domestic and care work are impact indicators, which attempt to measure the changes produced in the social reality that the programme wishes 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 probably 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 achieving these changes and they are 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 produced annually. 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.

1. AWARENESS-RAISING	2007	2010	2015	2020	2025
1.1 Number of men who have participated in a Gizonduz awareness course (up to 10 hours).	-	1.066	4.297	6.151	11.254
1.2 Number of male students who have participated in the Gazteak Berdintasunean programme [8]	-	-	-	1.068	5.161
1.3 Average degree of increased knowledge among men attending the face-to-face courses (from 1-6).	-	-	-	-	4,6

[8] Starting in 2024, this section will also include men who have participated in the Basque Country's Children's Reception and Protection Centre project.

2. TRAINING	2007	2010	2015	2020	2025
2.1 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	7.361
2.2 Percentage of men who consider Gizonduz awareness and training courses useful for their personal lives.	-	96,80%	94,65%	92%	96,75%
2.3 Percentage of men who consider Gizonduz awareness and training courses useful for their professional lives.	-	86,60%	89,75%	91,6%	92,75%
2.4 Average degree of increased awareness among men attending the face-to-face courses (from 1-6).	-	-	-	-	4,5
3. COLLABORATIONS* **	**2007**	**2010**	**2015**	**2020**	**2025**
3.1 Number of organisations that have carried out face-to-face courses	*	51	197	328	480
3.2 Number of organisations that have carried out online courses	*	*	*	6	16
3.3 Number of organisations that have carried out Gazteak Berdintasunean courses	*	*	4	25	132**
3.4 Number of organisations that have received advisory support from Gizonduz	*	*	*	6	9
4. CO-RESPONSIBILITY OF MEN IN DOMESTIC AND CARE WORK	**2007**	**2010**	**2015**	**2020**	**2025**
4.1 Average time spent by men in the Basque Autonomous Community per day on domestic and care work.[9]	-	6 hours	5,6 hours	6,6 hours	6,8 hours
4.2 Social average time spent by men on domestic and care work.[10]	1,2 hours	1,4 hours	1,6 hours	1,4 hours	1,7 hours

[9] Source: Survey on work, family and personal life balance. Eustat. 2023.
[10] Source: Time use survey. Eustat. 2023.

4.3 Percentage of domestic and care work carried out by men in the Basque Autonomous Community.[11]	28,6%	28,6%	33,3%	32,8%	36,5%
4.4 Percentage of men out of the total number of people who take leave to care for relatives.[12]	21,1%	21,9%	17,8%	24,2%	27,8%
4.5 Percentage of men out of the total number of people who take leave to care for their children.[13]	5,2%	4,7%	6,7%	28,45%	15,7%

* It states that the programme did not exist, so there are no figures.

** In 2024, the programme aimed at unaccompanied minors and care homes was included in the Gazteak Berdintasunea scheme, which explains the increase in the number of organisations.

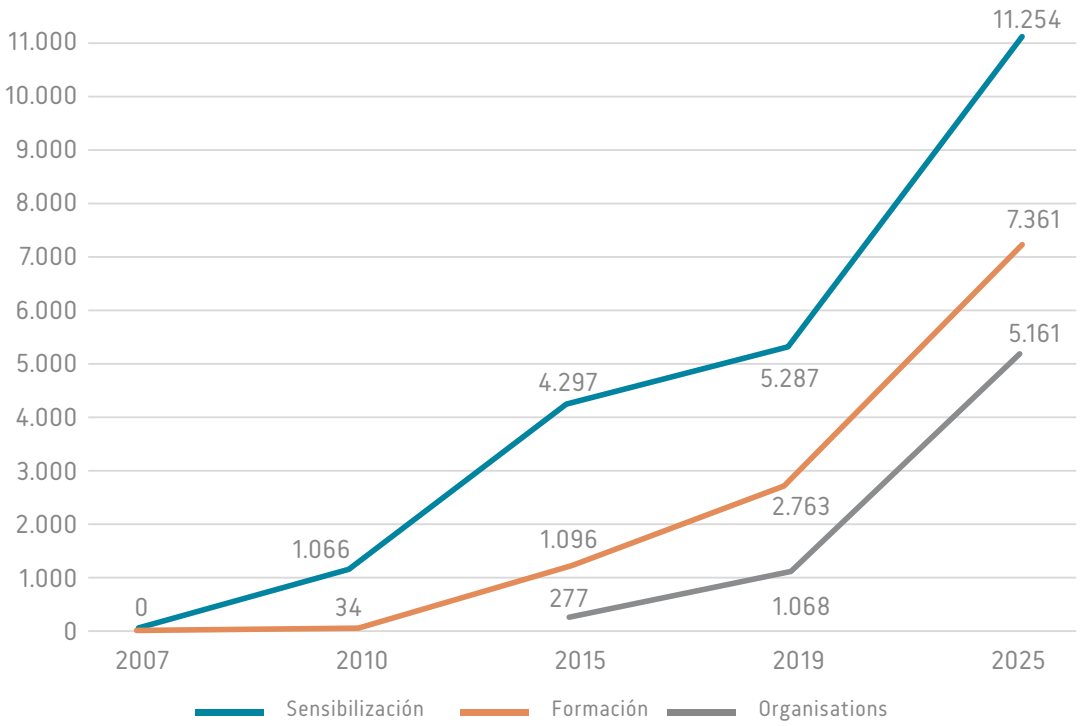
*** The total number of organisations with which there is collaboration each year. There are cases of organisations that collaborate over several years and are counted each year.

[11] Source: Household Production Satellite Account. Eustat. 2023.

[12] Source: Statistics of the Ministry of Employment and Social Security. 2024.

[13] Source: Statistics of the Ministry of Employment and Social Security. 2024.

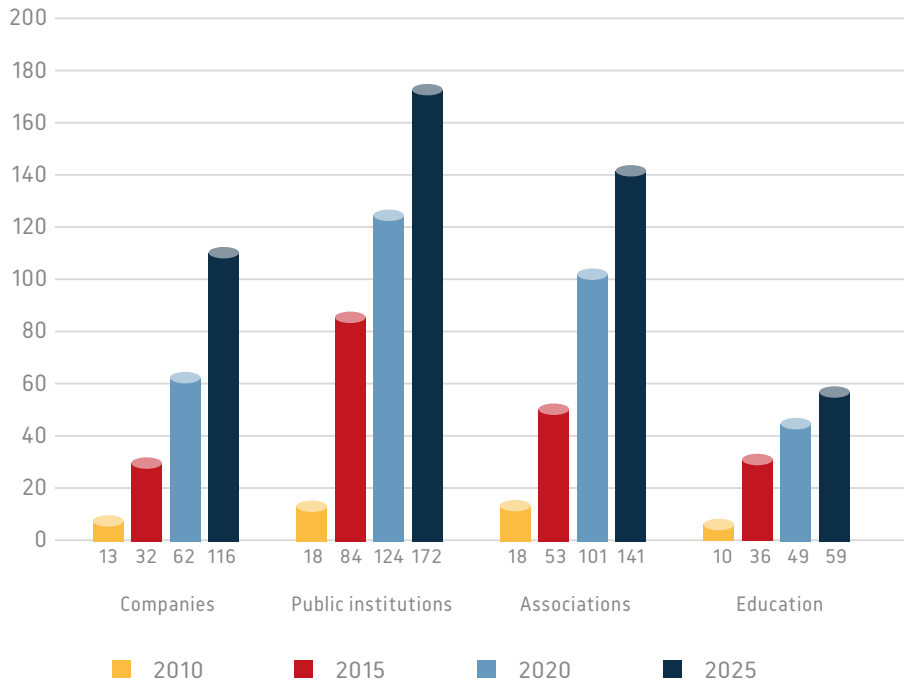
Lastly, several graphs are shown below with information on the progression of the number of men and organisations that have participated in Gizonduz's awareness-raising and training courses, as well as in its advisory service.



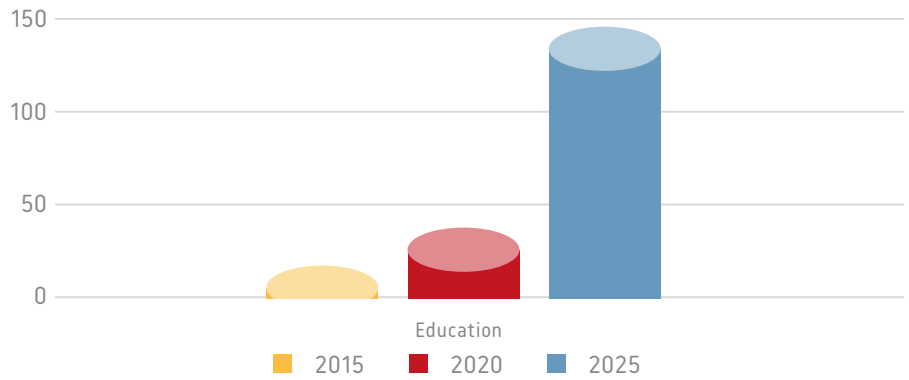
PARTICIPATING ORGANISATIONS

With regard to the information on organisations, it is important to bear in mind that the same organisation may have organised several courses, meaning there is no direct relationship between the number of organisations and the total scope of the activities carried out.

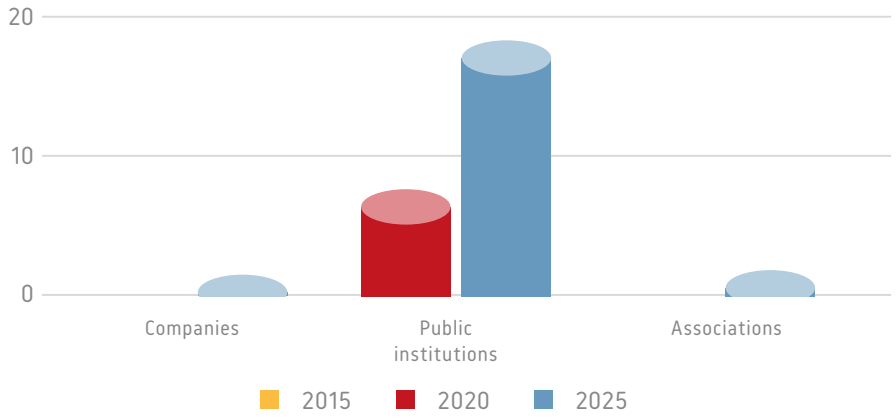
Organisations taking part in face-to-face courses



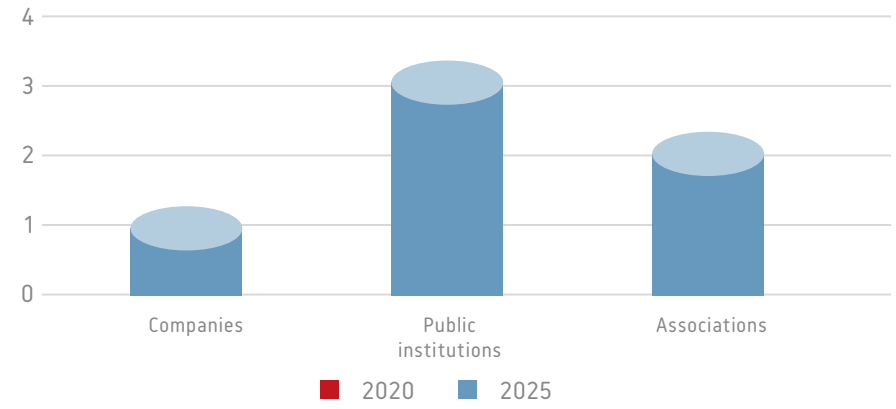
Educational institutions in Gazteak Berdintasunean

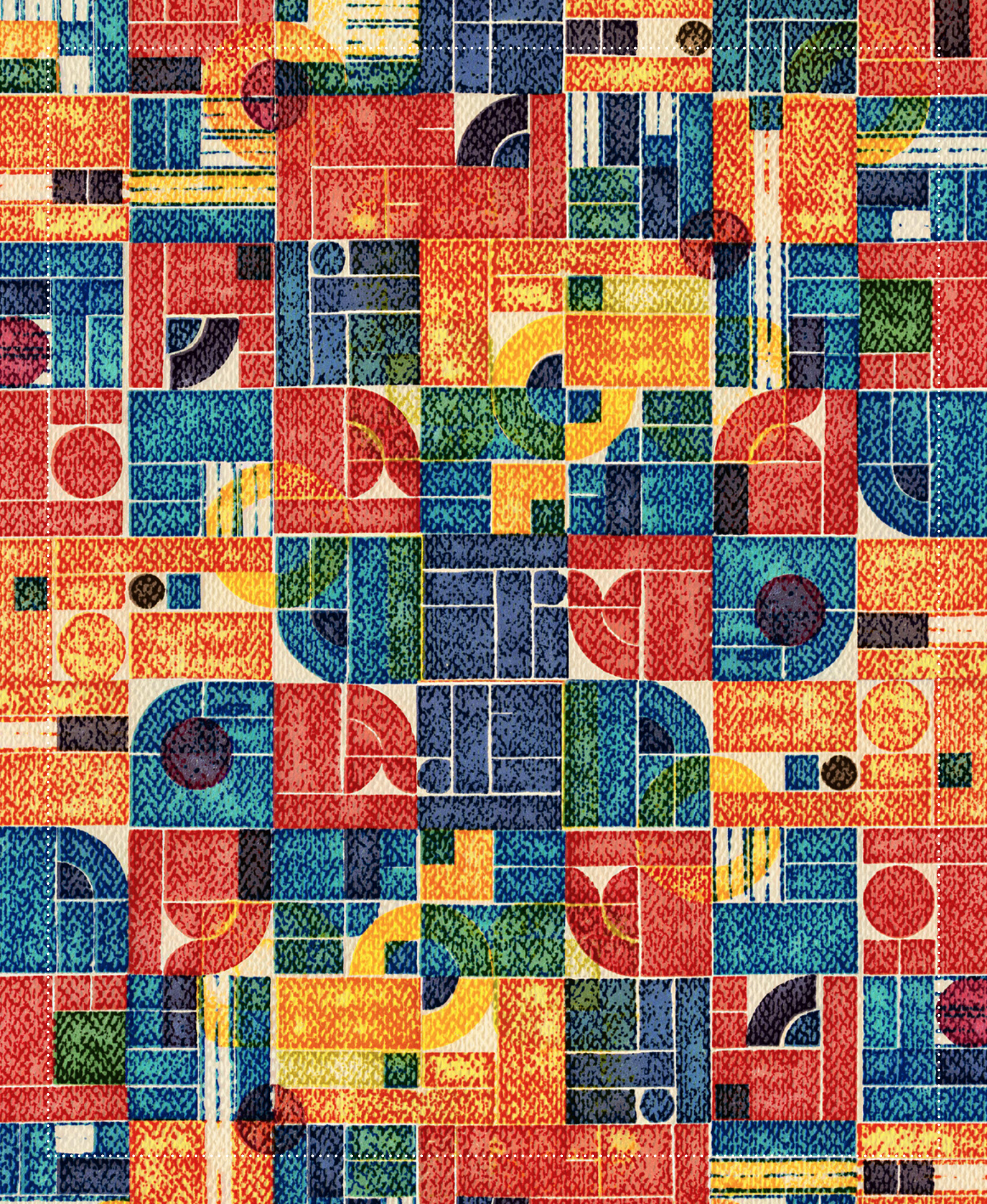


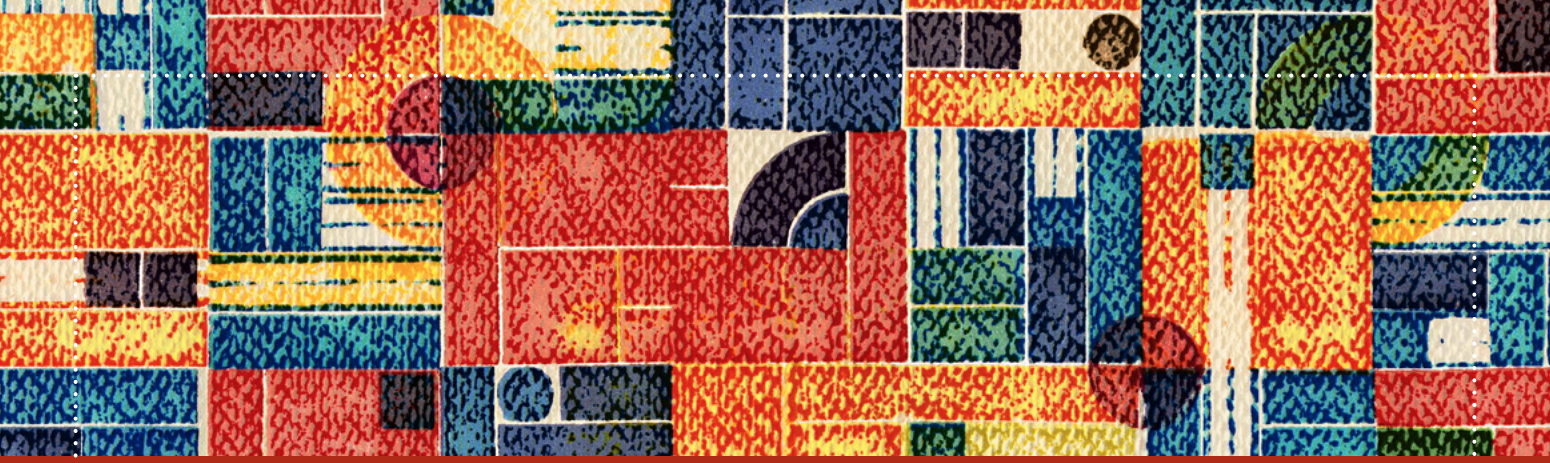
Organisations taking part in online courses



Organisations that received advisory







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