



Raising the awareness of companies about combating gender stereotypes (VC/2007/0350)

BREAK GENDER STEREOTYPES, GIVE TALENT A CHANCE

SPAIN

NATIONAL INSTITUTION IN CHARGE OF IMPLEMENTATION OF THE INITIATIVE AT NATIONAL LEVEL:

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No. of SMEs associated: More than 3,050,000

Sectors: Commerce, industry and services

Organisational network: Network of 85 local Chambers of Commerce, and seven regional Chambers.

Institutional partnerships:

- EUROCHAMBRES
- Instituto de la Mujer (Women Institute)

National Focal Points:	Expert on Gender Issues and SMEs in the country:
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DATE AND VENUE OF THE WORKSHOP “Break Gender Stereotypes, Give Talent a Chance”:

21, 22 and 23 October 2008

Chambers of Commerce respectively of Valencia, Santander, and Sevilla

NATIONAL AND LOCAL STAKEHOLDERS INVITED/INVOLVED IN THE INITIATIVE:

- SMEs associations – national and regional CEPYME, national and regional sectoral associations
- Directorates-General for SMEs
- Trade Unions
- Equal opportunities institutions – national and regional authorities
- Chambers of Commerce

SMEs IN THE COUNTRY:

According to the 2004 report on SMEs in Spain, published by the General Directorate of Small and Medium Enterprises in 2006, in January 2005 99.87% of total Spanish enterprises were SMEs. Micro enterprises accounted for 92.3% of all enterprises, while small enterprises accounted for 6,8% and medium enterprises for 0.8%. Since 2000, the number of SMEs has grown steadily in Spain, with an annual increase of 4.01% in 2004. Particularly encouraging is the strong increase in the number of medium sized enterprises in 2004 (5.4%). In 2004 SMEs accounted for 79.1% of total employment in Spain, while large enterprises accounted for the remaining 20.9%. Micro firms had the largest share of employment (38.9%) followed by small (25.5%) and medium enterprises (14.7%). Managers of SMEs are predominantly men (91.8%).

According to the Eurostat publication *European Business: Facts and Figures 2008*, in 2004 the number of firms in Spain was almost two and a half million, larger than the number in UK, France and Germany, but below the number in Italy, the country with the largest number of firms at more than three and a half million.

GENDER SEGREGATION IN THE LABOUR MARKET (*):

- | | |
|---|-------|
| ➤ Gender segregation in economics sectors | 20.4% |
| ➤ Gender segregation in occupation | 26.6% |



These indexes measure gender segregation in the Spanish labour market in 2005; the higher the value of both indexes, the higher the segregation biased against women.

The segregation index in Spain is close to the EU average, and women are concentrated in "care-related" occupations and economic sectors such as education, health and social work. Women are widely represented among mostly public sector employees. In the private sector, they concentrate in occupations linked to retail trade, and as domestic workers in the private sector.

Some improvements in "horizontal desegregation" have occurred, mostly in sectors in which women were very heavily under-represented. The trend may change depending on the region of the country and, in a country like Spain, with high decentralisation, this is a relevant issue.

Furthermore, vertical segregation in Spain, as in the rest of the EU, shows that less than one-third of managers in the private sector are women, which seems to indicate that the situation in Spain has worsened comparing 2001 and 2006.

GENDER ISSUES AND STEREOTYPES (*):

Cultural factors such as gender stereotypes can also explain differences in the labour market between men and women. Traditionally, women have acted as housewives and sacrificed their work life in order to take care of their families. The common stereotype in society is to view women as mothers in charge of house chores. In addition, women occupy fewer high ranked and better remunerated jobs than men. Nonetheless, women are more qualified than men: 60% of European graduates are women. Two factors could explain women's lesser pay despite their higher qualifications. First, girls predominantly choose less well-paid professions, which will influence their future careers. Second, women's careers are frequently interrupted by maternity leaves or periods of part-time employment. Consequently, women access jobs with the highest pay and responsibilities less often than men.

()From the review of the national situation for the purpose of the workshop in Spain produced in the framework of the Contract "Raising the awareness of companies about combating gender stereotypes", commissioned by the European Commission to the International Training Centre of the ILO in partnership with EUROCHAMBRES.*



This document was prepared by the International Training Centre of the ILO in partnership with the Association of European Chambers of Commerce and Industry (EUROCHAMBRES) under the framework of the Contract "Raising the awareness of companies about combating gender stereotypes" commissioned by the European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities.

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The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

PROGRESS mission is to strengthen the EU contribution in support of Member States' commitments and efforts to create more and better jobs and to build a more cohesive society. To that effect, PROGRESS will be instrumental in:

- (1) providing analysis and policy advice on PROGRESS policy areas;*
- (2) monitoring and reporting on the implementation of EU legislation and policies in PROGRESS policy areas;*
- (3) promoting policy transfer, learning and support among Member States on EU objectives and priorities; and*
- (4) relaying the views of the stakeholders and society at large.*

For further information, see:

http://ec.europa.eu/employment_social/progress/index_en.html.

The information contained in this document does not necessarily reflect the position or opinion of the European Commission.

