



**WORKING GROUP ON
"GENDER EQUALITY"**

APPENDIX

**QUESTIONNAIRE ON PARLIAMENTS SENSITIVE TO GENDER
AND DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION**

PRELIMINARY CONCLUSIONS

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REPLIES RECEIVED: 21

SPAIN: 10

- ➔ Parliament of Catalonia
- ➔ Parliament of Cantabria
- ➔ Parliament of Andalusia
- ➔ Parliament of the Balearic Islands
- ➔ Basque Parliament
- ➔ Parliament of Galicia
- ➔ General Junta of the Principality of Asturias
- ➔ Regional Assembly of Murcia
- ➔ Parliament of the Canary Islands
- ➔ Parliament of Extremadura

PORTUGAL: 2

- ➔ Parliament of the Azores
- ➔ Parliament of Madeira

ITALY: 2

- ➔ Regional Council of Tuscany
- ➔ Regional Council of Lombardy

BELGIUM: 4

- ➔ Parliament of the Federation Wallonia-Brussels
- ➔ Parliament of the German-speaking Community
- ➔ Parliament of Wallonia
- ➔ Parliament of Flanders

AUSTRIA: 3

- ➔ Parliament of Tyrol
- ➔ Parliament of Alta Austria
- ➔ Parliament of Styria

1. NUMBER OF DEPUTIES IN THE REGIONAL PARLIAMENT PER SEX. % WOMEN

	Asturias	Catalonia	Murcia	Canary Islands	Andalusia	Balearic Islands	Basque Country	Galicia	Cantabria	Extremadura
No. of deputies	45	135	45	60	109	59	75	75	35	65
Men	24	76	29	30	64	30	43	47	21	35
Women	21	59	16	30	55	29	32	28	14	30
% women	46.7	43.7	35.6	50.0	50.5	49.2	42.7	37.3	40.0	46.2

	Wallonia-Brussels	Wallonia	German-speaking Community (Belgium)	Flanders	Lombardy	Tuscany	Azores	Madeira	Tyrol	Upper Austria	Styria
No. of deputies	94	75	25	124	80	40	57	47	36	56	48
Men	53	43	17	70	65	29	42	37	26	35	28
Women	41	32	8	54	15	11	15	10	10	21	20
% women	43.6	42.7	32.0	43.5	18.8	27.5	26.3	21.3	27.8	37.5	41.7

- Of the 21 parliaments analysed, 9 do not achieve parity. Two of them are Spanish.
- A greater presence of women is observed in the Spanish regional parliaments

2. COMPOSITION OF REGIONAL PARLIAMENT BODIES PER SEX

	Asturias	Catalonia	Murcia	Canary Islands	*Andalusia	Balearic Islands	Basque Country	Galicia	Cantabria	Extremadura
Presidency										
Men	1				1			1		
Women		1	1	1		1	1		1	1
Bureau	5	7	5	4	8	5	5	5	5	6
Men	3	4	3	3	5	2	3	2	2	3
Women	2	3	2	1	3	3	2	3	3	3
Parliamentary group spokespersons	6	6	4	6	5	7	5	5	5	4
Men	4	3	4	4	3	4.5	5	2	3	2
Women	2	3	0	2	2	2.3	0	3	2	2
Board of spokespersons	11	12	5	13	13	11	10	10	5	11
Men	7	8	4	10	8	6.7	8	4	3	6
Women	4	4	1	3	5	5.6	2	6	2	5
Permanent Council	13	23	16	20	33	18	20	22	22	15
Men	8	11	10	12	16	8	14	14	12	8
Women	5	12	6	8	17	10	6	8	10	7

	Wallonia-Brussels	Wallonia	German-speaking community (Belgium)	Flanders	Lombardy	Tuscany	Azores	Madeira	Tyrol	Upper Austria	Styria
Presidency											
Men	1	1	1	1	1	1		1	1	1	1
Women							1				2
Bureau	6	6	6	14	5	5	5	5	11	30	18
Men	2	5	4	11	4	4	3	1	3	10	7
Women	4	1	2	3	1	1	2	4	8	20	11
Parliamentary group spokespersons	4	4	6	does not exist		6	6		6	4	5
Men	1	4	6			6	5		5	3	3
Women	3	0					1		1	1	2

- Of the 10 Spanish parliaments analysed, 7 are chaired by women and 3 by men.
- Of the 11 European parliaments analysed, 10 are chaired by men
- As for the composition of the Bureau, those corresponding to the Spanish parliaments are all equally represented
- This is not the case in the regional parliaments studied, with some major imbalances
- Regarding the spokespersons' representation in the parliamentary groups, there is parity except in the case of the Basque Country, where the 5 spokespersons are men
- In the European parliaments analysed, parity is an exception (Parliament of Styria)
- The Spokespersons' Commissions and the Permanent Delegations are bodies that - with the odd exception - do not exist in Regional European Parliaments. In the case of Spain, there is a tendency towards parity (with a few exceptions)

2. DISTRIBUTION OF THE REGIONAL PARLIAMENT INTO COMMISSIONS, PER SEX

Asturias	6 of 16 permanent commissions chaired by women
Catalonia	Social Services and Family 17 women/7 men Children's 17 women/7 men Company 7 women/17 men
Murcia	7 of 22 commissions chaired by women Several commissions with fewer than 3 women (average 10 members)
Canary Islands	8 of 20 commissions chaired by women Quite high parity and high level of representation by women in almost all the commissions Committee on Petitions: only 3 women (tendency in other parliaments to high representation by women in this area)
Andalusia	Only 3 of 21 commissions chaired by women Quite good parity
Balearic Islands	6 of 13 commissions chaired by women. Parity in general.
Basque Country	9 of 14 commissions chaired by women. Education and employment (10 women/5 men in each)
Galicia	6 of 20 commissions chaired by women Higher representation on social policy/disability/women's commissions
Cantabria	7 of 12 commissions chaired by women Disability (8/3)

Extremadura	10 of 17 commissions chaired by women Quite good parity and high representation of women on almost all commissions 8 of 17 commissions with more women than men Total: 111 women / 118 men
Wallonia-Brussels	4 of 7 commissions chaired by women
Wallonia	3 commissions of 8 chaired by women Quite generalised parity, except for the transport commission (2 women/ 9 men)
German-speaking Community (Belgium)	No commission chaired by women Female representation for social affairs and education, the rest very low (1 or 2 women)
Flanders	5 commissions of 12 chaired by women Generalized parity. Equal opportunities commission 9 women and 6 men.
Lombardy	No commission chaired by women Female representation very unequal on commissions
Tuscany	No commission chaired by women Female representation on commissions very low
Azores	2 of 5 commissions chaired by women Economic commission 2 women/12 men
Madeira	3 of 11 commissions chaired by women Several with no women, or just 1.
Tyrol	3 of 11 commissions chaired by women Unequal representation. 7 commissions with one or no women.
Upper Austria	5 of 13 commissions chaired by women
Styria	5 of 15 commissions chaired by women

4. COMPOSITION OF REGIONAL GOVERNMENT BODIES PER SEX

	Asturias	Catalonia	Murcia	Canary Islands	Andalusia	Balearic Islands	Basque Country	Galicia	Cantabria	Extremadura
Presidency										
Men	1	1	1	1			1	1	1	1
Women					1	1				
Regional Ministries	8	13	9	10	13	10	8	10	8	5
Men	4	8	3	4	8	5	4	6	6	2
Women	4	5	6	6	5	5	4	4	2	3
Regional govt. spokespersons										
Men	1			1	1		1	1		
Women		1	1			1			1	1

	Wallonia-Brussels	Wallonia	German-speaking Community (Belgium)	Flanders	Lombardy	Tuscany	Azores	Madeira	Tyrol	Upper Austria	Styria
Presidency											
Men	1	1	1	1	1	1	1	1	1	1	1
Women											
Regional Ministries	7	8	4	9	15	8	8	8	8	9	8
Men	4	7	3	6	9	4	6	6	4	8	6
Women	3	1	1	3	6	4	2	2	4	1	1



Regional govt. spokespersons											
Men	1	5	1			1			1	1	
Women		3			1						

- - Of the 10 Spanish Regional Governments, 8 are presided by men and 2 by women. There is parity in the distribution of regional ministries except in the case of Cantabria, which has a clear imbalance. The regional spokespersons are distributed in a balanced manner; 5 are men and 5 women.
- - In the case of European Regional Governments, all 11 are presided by men and only in 4 of them is the government balanced. The role of spokesperson is mainly carried out by men

5. INITIATIVES AT THE REGIONAL PARLIAMENT LEVEL IN FAVOUR OF GENDER EQUALITY

	Asturias	Catalonia	Murcia	Canary Islands	Andalusia	Balearic Islands	Basque Country	Galicia	Cantabria	Extremadura
1 ¹	yes	yes	no	yes	yes	yes	yes	yes	yes	yes
2	no	yes	yes	yes	no	no	no	yes	no	yes
3		no	no	no	no	no	no	yes	no	no
4		no	no	no	no	no	no	yes	no	no
5	no	yes	no	no	yes	no	yes	yes	yes	no
6	no	yes	no	no	no	no	no	yes	yes	yes
7	no	yes	no	no	yes	yes	yes	yes	yes	yes

¹The numbers in column 1 are codes that refer to the following items evaluated:

1. Is there any national or regional legislation for increasing the number of women in the Regional Parliament??
2. Are there any measures to increase the number of positions of responsibility held by women in the Regional Parliament?
3. Is there any instrument to implement gender equality in the Regional Parliament both for deputies and for administrative staff (for example: Equality Plan, Strategy, Codes of conduct...)?
4. Is there any body responsible for ensuring compliance with the principle of equality between men and women in the Parliament's activities (for example, an observatory, committee, etc...)?
5. Are there any measures to incorporate non-sexist language to the activities of the Regional Parliament (for example on the website, press dossier, official journals...)?
6. Are there any specific measures put into place by the Regional Parliament to regulate deputies' maternity and paternity leave and vacancy replacements that occur in these periods?
7. Are there specific organizational measures of the Regional Parliament to promote reconciliation of work and family life within the Parliament (example: flexible hours, adapting to the school calendar, facilities for breastfeeding mothers, nurseries, financial aid, etc....)?

	Wallonia-Brussels	Wallonia	German-speaking Community (Belgium)	Flanders	Lombardy	Tuscany	Azores	Madeira	Tyrol	Upper Austria	Styria
1 ²	yes	yes	yes	yes	yes	yes	no	no	no	no	no
2	no	no	no	no	yes	yes	no	no	no	no	no
3	no	no	yes	yes	no	yes	no	no	yes	yes	yes
4	no	yes	no	no	yes	yes	no	no	no	yes	yes
5	no	yes	no	no	no	yes	no	no	no	yes	yes
6	yes	yes	no	yes	no	yes	yes	no	no	yes	no
7	no	yes	no	yes	yes	yes	yes	yes	yes	yes	yes

²The numbers in column 1 are codes that refer to the following items evaluated:

1. Is there any national or regional legislation for increasing the number of women in the Regional Parliament?
2. Are there any measures to increase the number of positions of responsibility held by women in the Regional Parliament?
3. Is there any instrument to implement gender equality in the Regional Parliament both for deputies and for administrative staff (for example: Equality Plan, Strategy, Codes of conduct...)?
4. Is there any body responsible for ensuring compliance with the principle of equality between men and women in the Parliament's activities (for example, an observatory, committee, etc...)?
5. Are there any measures to incorporate non-sexist language to the activities of the Regional Parliament (for example on the website, press dossier, official journals...)?
6. Are there any specific measures put into place by the Regional Parliament to regulate deputies' maternity and paternity leave and vacancy replacements that occur in these periods?
7. Are there specific organizational measures of the Regional Parliament to promote reconciliation of work and family life within the Parliament (example: flexible hours, adapting to the school calendar, facilities for breastfeeding mothers, nurseries, financial aid, etc...)?

- - As for initiatives in the parliamentary field, in Spain most of the parliaments analysed have regulations aimed at increasing the number of women. However, it is striking that there is no body with the responsibility for ensuring parity (except for Galicia, where - paradoxically - there is no parity). The existence of Equality Plans is also an exception, or other instruments to implement gender equality in the parliaments and among their personnel. 4 of 10 of the parliaments have measures to regulate paternal and maternal leave and substitution.
- - In the European parliaments analysed 5 of the 11 do not have regulations aimed at increasing the number of women; 5 have a body charged with ensuring parity; in 4 there are instruments such as Equality Plans to implement equality within them. There is a higher proportion of parliaments (in comparison with the Spanish ones) that regulate paternity and maternity leave and most of them (9 of 11) have measures to improve work-life balance.

6. INITIATIVES AT REGIONAL LEVEL FOR NON-DISCRIMINATION ON THE GROUNDS OF GENDER DIFFERENCE

	Asturias	Catalonia	Murcia	Canary Islands	Andalusia	Balearic Islands	Basque Country	Galicia	Cantabria	Extremadura
8³	yes	yes	yes	yes	yes	no	yes	yes	yes	yes
9	yes	no	yes	yes	yes	no	yes	yes	no	yes
10	yes	no	yes	yes	yes	yes	yes	yes	no	yes
11	yes	no	yes	no	yes	no	yes	yes	no	yes
12	yes	yes	yes	yes	yes	no	yes	yes	yes	yes
13	yes	yes	yes	yes	yes	no	yes	yes	yes	yes
14	yes	yes	yes	yes	yes	no	yes	yes	yes	yes
15		yes	yes	no	yes	yes	yes	yes	yes	yes
16	yes	yes	no	yes	yes	no	yes	yes	yes	no

³The numbers in column 1 are codes referring to the following evaluated items:

8. Is there a law regulating the effective equality between women and men in both the private and public spheres of your region?
9. Is it mandatory to include a report assessing the gender impact of legislative initiatives?
10. Are there any bodies holding the competence to ensure compliance with the law and for the development of measures in favour of gender equality in your region?
11. Are there any measures to ensure a balanced representation of women and men in governing or collegiate bodies?
12. Does your region develop any actions for the promotion of gender equality in education?
13. Does your region develop any measures to promote the reconciliation of work and family life and to promote the balanced distribution of family responsibilities?
14. Is there any law against gender violence in your region?
15. Are there any measures that guarantee the right of women in a situation of gender-based violence to effective assistance in the social, health and legal spheres?
16. Is there any policy or type of mechanism or action to prevent or mitigate female genital mutilation?

	Wallonia-Brussels	Wallonia	German-speaking Community (Belgium)	Flanders	Lombardy	Tuscany	Azores	Madeira	Tyrol	Upper Austria	Styria
8 ⁴	yes	yes	no	yes	yes	yes	yes	yes	yes	no	yes
9	no	yes	no	yes	yes	no	no	no	yes	no	yes
10	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes
11	yes	yes	yes	yes	no	yes	no	no	no	yes	no
12	yes	yes	yes	yes	no	yes	yes	yes	2	yes	yes
13	no	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes
14	yes	yes	yes	yes	yes	yes	yes	no	yes	yes	yes
15	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes

⁴The numbers in column 1 are codes referring to the following items analysed:

8. Is there any regional Government's legislation that recognizes the rights and explicitly guarantees the protection of women and men in the public and private sphere of your region?
9. Is it mandatory to draft a report assessing the impact on the grounds of sexual orientation, gender identity or gender expression of legislative initiatives?
10. Are there any bodies holding the competence to ensure compliance with the law and for the development of measures in favour of gender equality in your region?
11. Are there any measures to ensure a balanced representation of women and men in governing or collegiate bodies?
12. Does your region develop any actions for the promotion of gender equality in education?
13. Does your region develop any measures to promote the reconciliation of work and family life and to promote the balanced distribution of family responsibilities?
14. Is there any law against gender violence in your region?
15. Are there any measures that guarantee the right of women in a situation of gender-based violence to effective assistance in the social, health and legal spheres?
16. Is there any policy or type of mechanism or action to prevent or mitigate female genital mutilation?



16	yes		yes	yes	yes	yes	no	no	no	yes	yes
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- Regarding regional measures to promote equality, this is very much the case in Spain, with the Balearic Islands standing out, although this does not seem to be the case from the data provided.
- In the case of Europe, the situation is similar and the deficit in equality is clear in the regional parliaments in comparison to the measures taken for society as a whole.

3. INITIATIVES AT REGIONAL LEVEL FOR NON-DISCRIMINATION ON GROUNDS OF SEXUAL ORIENTATION

	Asturias	Catalonia	Murcia	Canary Islands	Andalusia	Balearic Islands	Basque Country	Galicia	Cantabria	Extremadura
17⁵	no	yes	yes	yes	yes	yes	yes	yes	no	yes
18	no	no	yes		no	no	no	no	no	no
19		yes	yes	yes	no	yes	no	no	yes	no
20	yes	yes	yes	yes	yes	yes		yes	yes	yes
21	yes	yes	yes	yes	no	yes	no	no	no	no
22	no	yes	no	no	no	no	no	no	no	no
23	no	yes	yes	yes	yes	yes	yes	yes	No	yes

⁵The numbers in column 1 are codes referring to the following items evaluated:

17. Is there any regional Government's legislation that recognizes the rights and explicitly guarantees the protection -from all points of view of lesbian, gay, bisexual, transsexual, transgender and intersex persons?

18. Is it mandatory to draft a report assessing the impact on the grounds of sexual orientation, gender identity or gender expression of legislative initiatives?

19. Is there a catalogue of offences for homophobic, lesbophobic, biphobic and transphobic attacks? Are there any law enforcement protocols in this field?

20. Are there measures that guarantee public healthcare for assisted reproduction to lesbian or bisexual women?

21. Are there any bodies whose purposes are aimed at combating discrimination based on sexual orientation and gender identity?

22. Does your region develop any measures addressed to elderly lesbian, gay, bisexual, transsexual, transgender or intersex persons?

23. Is there any legislation in your region that recognizes the obligation to prevent discriminatory behaviour towards lesbian, gay, bisexual, transgender and intersex persons in education, health and social areas?

	Wallonia-Brussels	Wallonia	German-speaking Community (Belgium)	Flanders	Lombardy	Tuscany	Azores	Madeira	Tyrol	Upper Austria	Styria
17⁶	yes	yes	no	yes	no	yes	no	no	yes	yes	yes
18	no	yes	no	yes	no	no	no	no	yes	no	no
19	no	yes	no	yes	no	no	no	no	yes	no	yes
20	yes	yes	no	yes	no	yes	no		yes	no	no
21	yes	yes	yes	yes	no	yes	no	yes	yes	yes	yes
22	no	yes	no	yes	no	no	no	no	no	no	no
23	no	yes	no	yes	no	yes	no	no	yes	yes	yes

⁶The numbers in column 1 are codes referring to the following items analysed:

17. Is there any regional Government's legislation that recognizes the rights and explicitly guarantees the protection -from all points of view of lesbian, gay, bisexual, transsexual, transgender and intersex persons??

18. Is it mandatory to draft a report assessing the impact on the grounds of sexual orientation, gender identity or gender expression of legislative initiatives?

19. Is there a catalogue of offences for homophobic, lesbophobic, biphobic and transphobic attacks? Are there any law enforcement protocols in this field?

20. Are there any measures to ensure public healthcare assisted reproduction for lesbian or bisexual women?

21. Are there any bodies whose purposes are aimed at combating discrimination based on sexual orientation and gender identity?

22. Does your region have measures aimed at older people who are lesbians, gays, bisexuals, transsexuals, transgender or intersex?

23. Is there any legislation in your region that recognizes the obligation to prevent discriminatory behaviour towards lesbian, gay, bisexual, transgender and intersex persons in education, health and social areas?

- In the area of non-discrimination on the grounds of sexual orientation, 8 of the 10 Spanish regions have a **law that guarantees the rights** of LGTBI persons, and only 1 stipulates the incorporation of **legislative initiatives into a report to evaluate their impact on grounds of sexual orientation**, identity or expression of gender. Furthermore, in 8 there is a **catalogue of standard sanctions** for aggressive behaviour for homophobia, lesbophobia, biphobia and transphobia plus law enforcement action protocols. It is significant that only Catalonia carries out **measures aimed at older persons who** are lesbian, gay, bisexual, transsexual, transgender or intersex. Of the 10 regions analysed, 8 have some kind of **legislation that recognises the obligation to prevent discriminatory behaviour** towards lesbians, gays, bisexual, transsexual, transgender, in the areas of **education, health and social affairs**.
- In the European regions analysed, the proportion of them with laws that guarantee the rights of LGTBI persons is similar to that in Spain (7 of 9 in Spain and 7 of 11 in the other European regions) and, as in Spain, the number of regions that have decided to incorporate a report into their **legislative initiatives that evaluates the impact on the grounds of sexual orientation**, gender identity or expression. This is low (1 of 9 in Spain and 3 of 11 in Europe).

4. MEASURES IMPLEMENTED AT PARLIAMENTARY LEVEL AND BEST PRACTICE AGAINST DISCRIMINATION ON THE GROUNDS OF GENDER DIFFERENCE AND SEXUAL ORIENTATION

Catalonia	<ul style="list-style-type: none"> -Hours of commissions and plenaries are modified. Immersed in a pilot programme. -Style Guide of non-sexist language. -Delegation of vote in case of maternity leave. - Best practice: Events and seminars in favour of gender equality and non-discrimination on the grounds of sexual orientation in recent legislatures: <u>9th legislature</u> <ul style="list-style-type: none"> – Seminar: Women and technology (held on 13/07/2011) – Seminar: Women, Work and the Economy. Cycle on female inequality according to universal gender indicators for social development (held on 01/10/2012) - Event to commemorate International Women's Day (held on 08/03/2012) - Seminar: Women and the rural world (held on 29/10/2012) <u>10th Legislature</u> <ul style="list-style-type: none"> - Event to commemorate International Women's Day (held on 08/03/2013) - Seminar: Women and Health (held on 26/04/2013) - Meeting: Women and Citizenship group (held on 30/09/2013) - Seminar: Women and Citizen Participation group (held on 28/10/2013) - Round table: Women and Power (held on 25/11/2013) - Event to commemorate International Women's Day (held on 07/03/2014) - Event to commemorate the 10th anniversary of the United Platform against Gender Violence (held on 24/11/2014) - Event to commemorate International Women's Day (held on 10/03/2015) - Seminar: Focus Group on Women, Science and Technology (held on 23/03/2015) - Seminar: Focus Group on Women, Education, Culture and the Media (held on 13/04/2015) - Presentation of the document "Women, Gender Equality and Development" (held on 10/09/2015) <u>11th (current) legislature</u> <ul style="list-style-type: none"> - Inauguration of the cycle "Effective equality of women and Men, a country challenge" (held on 24/04/2016)
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Galicia	<ul style="list-style-type: none"> - School competition: theme for 2015 “Gender Equality” - Young Parliament: theme for 2016 “Gender Equality” - International Plan: June 2016: “Girl4President” campaign.
Extremadura	<p>GENDER EQUALITY</p> <p>Institutional Declarations (1999-2016)</p> <ul style="list-style-type: none"> •Institutional Declaration which, on International Day against Violence to Women called by the United Nations on 25 November, the Parliament of Extremadura manifested its support to the proposal of the UN for all member states to pursue expressions of violence towards women under the criminal and civil codes, in the same way as with any other offence. DSAE 8 / 25-11-1999 •Institutional Declaration on the occasion International Day for the Elimination of Violence against Women on 25 November. DSAE 32-P / 26-11-2004 •Institutional Declaration by the Parliament of Extremadura on the occasion of International Day for the Elimination of Violence against Women. 24-11-2006 •Institutional Declaration of the Parliament of Extremadura on the occasion of the Institutional Declaration by the Parliament of Extremadura on the occasion of International Day for the Elimination of Violence against Women. 23-11-2007 •Institutional Declaration by the Parliament of Extremadura on the occasion of International Day for the Elimination of Violence against Women on 25 November. BOAE 160 (21-11-2008) •Institutional Declaration on the occasion of International Day for the Elimination of Violence against Women. 25-11-2009 •Institutional Declaration of n the occasion of International Day for the Elimination of Violence against Women. Plenary Session no. 71 of 25-11-2010. •Institutional Declaration against Gender Violence. 23-11-2011. BOAE 68 (25-11-2011) •Institutional Declaration on the occasion of International Day for the Elimination of Violence against Women” DSAE (22-11-2012) •Institutional Declaration on International Day for the Elimination of Violence against Women, approved in Plenary Session no. 64 held on 21 November 2013. BOAE 444 (22-11-2013) •Institutional Declaration of the Parliament of Extremadura in favour of a manifesto for the International Day for the Elimination of Violence against Women, approved in Plenary Session no. 90 held on 27-11-2014. BOAE 653 (01-12-2014) •Institutional Declaration of the Parliament of Extremadura on male violence, approved in Plenary Session no. 9 held on 5-11-2015. BOAE 77 (10-11-2015) <p>Institutional Acts</p> <p>Every year the Parliament of Extremadura holds an institutional ceremony on International Women’s Day and on International Day for the Elimination of Violence against Women.</p> <ul style="list-style-type: none"> -International Day for the Elimination of Violence against Women. Sala de la Autonomía, 25 November 2015 -International Women’s Day. Salón de Pasos Perdidos, 8 March 2016. <p>Congresses and seminars held in the Parliament of Extremadura</p>

	<p>-Multidisciplinary seminar on Gender Violence: "Gender Violence: a problem of State". Salón de Pasos Perdidos, 23 November 2015.</p> <p>-17th International Summer Courses (UEX): Course on the challenges of equality in the 21st century, public policies, organised by the UEX and coordinated by Beatriz Muñoz González (University of Extremadura) and Soledad Murillo de la Vega (University of Salamanca). Mérida, Parliament of Extremadura, 19-21 October 2016.</p> <p>Books published by the Parliament of Extremadura</p> <p>-<i>El voto femenino y yo</i> (The woman's vote and I) 2006.</p> <p>-First Congress on Women in Extremadura. Minutes. 1996.</p> <p>-Leadership and gender in Extremadura: treatment of the regional electoral campaign in 2003 in the regional written press. 2007.</p> <p>NON-DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION</p> <p>Institutional Declarations</p> <ul style="list-style-type: none"> •Institutional Declaration of the Parliament of Extremadura in favour of the Right to Sexual Difference. 28-06-2005 (•Institutional Declaration of the Parliament of Extremadura on the occasion of the International Day of Gays, Lesbians and Transsexuals. 28-06-2006 •Institutional Declaration on the recognition of 17 May as International Day Against Homophobia and Transphobia, approved in Plenary Session no. 40 held on 28 May 2009. BOAE 232 (01-06-2009) •Institutional Declaration on the occasion of the International Day Against Homophobia and Transphobia. 17-05-2010 •Institutional Declaration del Parliament of Extremadura to coincide with the International Day Against Homophobia, Lesbophobia, Transphobia and Biphobia. BOAE 158 (28-05-2012) <p>Institutional Acts</p> <p>-LGTBI Pride Day. Reading of a manifesto by the President of the Parliament. Patio de los Naranjos, 26 June 2015.</p> <p>-Institutional act against homophobia, lesbophobia, biphobia and transphobia, organised by Fundación Triángulo and Extremadura Entiende. Sala de la Autonomía, 17 May 2016.</p> <p>Books published by the Parliament of Extremadura</p> <p>-Hidden pleasures: gays and lesbians in the Spanish cinema of the Transition Years. 2010.</p>
Balearic Islands	<ul style="list-style-type: none"> - A draft bill on equality between men and women is being drawn up - Tributes to the victims of male violence - Institutional declarations on the occasion of the Day Against Violence to Women - Institutional support to the LGBTI group on the occasion of LGTBI Pride Day.
Cantabria	<ul style="list-style-type: none"> - Efforts are made to use non-sexist language on the website and in the official journal - Telematic voting in cases of maternity and paternity leave
Andalusia	<ul style="list-style-type: none"> -The Parliament of Andalusia offers its premises for the holding of meetings, seminars and symposia on a range of subjects, always

	<p>bearing in mind the requests of the organising bodies, groups or associations. In the case of Gender Equality, among the major actions we would highlight agreement 7-07/AEA-000149 on criteria to avoid the use of sexist language and their application in official documents of the bodies and services of the Parliament of Andalusia; the approval and reading of institutional declarations on the occasion of the International Women's Day and the International Day Against Gender Violence, and other initiatives to promote gender equality based on the current needs and demands of stakeholders and/or citizens in general.</p> <p>The Parliament of Andalusia offers its premises for the holding of meetings, seminars and symposia on a range of subjects, always bearing in mind the requests of the organising bodies, groups or associations. In the case of non-discrimination on the grounds of sexual orientation, the most outstanding activity is the raising of the multi-coloured flag on the occasion of LGTB Pride Day (28 June). In the days prior to the event, LGTB groups visit the Parliament of Andalusia to hand over the flag to the President of the Parliament.</p>
Canary Islands	A non-legislative motion is being prepared on the creation and approval of a plan for gender equality in the education system (9L/PNL-0221).
Murcia	Awareness creation events around gender equality and the condemnation of gender violence have been organised.
Asturias	Institutional Ceremonies on 25 November and 8 March, with the approval of manifests by the political groups and the approval of an Institutional Declaration by the Plenary of the General Junta of the Principality of Asturias.
Wallonia-Brussels	<ul style="list-style-type: none"> - Subsidy to an association that fights homophobia - Assistance for theses / studies on LGBTI - Youth Parliament: candidatures on an equal basis. - In the first fifteen weeks after giving birth, a female Member of Parliament is considered present in the commissions and plenary sessions. In the case of paternity, this is applied in the first ten days. - Advisory committee responsible for examining issues related to equal opportunities between men and women (non-binding nature).
German-speaking Community	<ul style="list-style-type: none"> - Facebook-website with the colours of the rainbow to support campaigns against homophobia.
Wallonia	<ul style="list-style-type: none"> - Efforts are made to remove offensive behaviour, and language too (envisaged in the Regulations. The Presidency is responsible for ensuring this during debates). - Campaigns to raise awareness among schoolchildren. - A resolution to strengthen the fight against discrimination. - Committee charged with ensuring equality between men and women in the Parliament. - Efforts are made to remove offensive behaviour, and language too (envisaged in the Regulations. The Presidency is responsible for ensuring this during debates) - Campaigns to raise awareness among schoolchildren. - A resolution to strengthen the fight against discrimination.

Parliament of Flanders	<ul style="list-style-type: none"> -The Code of Conduct for parliamentary personnel includes the principles of respect and non-discrimination, both among colleagues and towards citizens. - The Code of Conduct for parliamentary personnel includes the principles of respect and non-discrimination, both among colleagues and towards citizens. - Maternity leave based on measures for employees: 15 weeks. The deputy is not replaced. They have reached agreement on setting a voting mechanism: if the deputy belongs to the majority, an opposition deputy abstains or vice versa. - Measures for a better work-life balance (no meetings in the late evening, holidays to coincide with schools) and the staff will help the deputy to find a quiet, discreet place for breastfeeding. - There are also measures in the case of adoption.
Tuscany	<ul style="list-style-type: none"> -Reference to regional legislation on appointments. -'Pink Code' for victims of gender violence.
Lombardy	<ul style="list-style-type: none"> -Legislative measures. See specific ones applicable to the Parliament. - Maternity/paternity leave applicable through national legislation. - Flexible working hours. Experimental plan: teleworking and new technologies. - Campaigns against male violence, call for proposals, institutional declarations, commemorative acts.
Azores	<ul style="list-style-type: none"> -Replacement of deputies in cases of maternal and paternal leave, without an increase in salary. - Flexible working hours for personnel with children younger than 12.
Madeira	<ul style="list-style-type: none"> - No option of replacement in the event of maternity/paternity. - Flexible working hours for personnel according to collective bargaining agreement.
Tyrol	<ul style="list-style-type: none"> - Strategy of equality for administrative staff. - Flexible working hours. - Crèche. - Awareness-raising campaigns among schoolchildren.
Upper Austria	<ul style="list-style-type: none"> -Reference to the legislation that regulates maternity/paternity leave - Making sessions of parliament coincide with the school calendar - Facilities in terms of flexible working hours and breastfeeding - Assistance and subsidies
Styria	<ul style="list-style-type: none"> -Working group on the gender and diversity perspective; integration of the gender perspective in all aspects, e.g. budgets. - Charter of living harmoniously within diversity, approved in 2011. - Strategy 20/20 on gender equality of Styrian women: participation of 700 people from 221 institutions from across the region, with 6 areas of action. This includes, among other measures: - Income inequality



- Access to public services
- Work-life balance
- Participation and representation of women
- Elimination of gender stereotypes
- Prevention of violence and protection against it
- Making sessions of parliament coincide with the school calendar
- Invitations to outstanding women.