



5 GENDER EQUALITY



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GOAL



CHALLENGES



DATA



ACTIONS



It is a reality that matters of gender equality have advanced considerably in recent years; however, it is hard to celebrate these achievements as so much remains to be done, when gender-based discrimination is still so obvious in most sectors and areas of society, when the situation of submission and lack of opportunities are so obvious, and when we wake up almost every day with another addition to the number of women who have been victims of gender-related violence.

It is true that the main answer should be based on institutions and governments, with the proposal and implementation of laws and reforms empowering women in all areas, with it being considered essential to raise greater awareness in society of the urgent need to implement corrective actions in this area, and to reflect and urgently handle this matter more intensively in the area of the home and school education. We must be aware that there is still great room for improvement in order to prevent and eradicate future negative actions causing and maintaining gender inequalities.

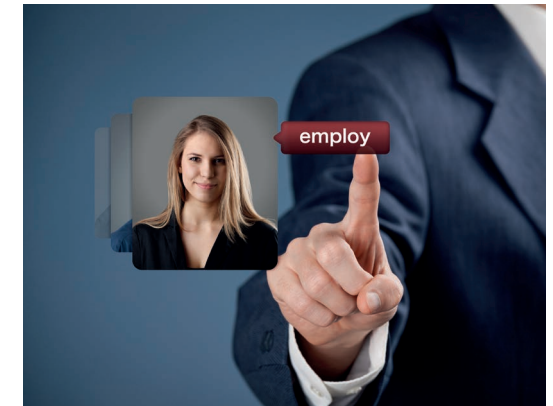
However, responsibility for this fundamental human right does not lie exclusively with the political and ruling classes, and attributing this to those governing us should be no excuse for us, as the citizens we are, not

to propose and take initiatives around us at present in favour of greater gender equality.

On a business level, we also have social responsibility in this area, and should request measures from our managers for greater sensitivity regarding this aspect and measures aimed at equal opportunities and results, resources and responsibilities, thus generating greater organisational and social growth and development.

In the Auren consultancy department, we accompany companies in the implementation of equality plans, carrying out diagnoses, establishing goals, designing strategies and practices to be adopted in order to achieve them, and organising efficient monitoring and evaluation systems for the goals set.

In this sense, Auren has established gender equality as a clear goal focusing on avoiding discriminatory behaviour and collaborating in order to achieve a fairer, more prosperous and more sustainable society.





- End all forms of **discrimination** against women and girls everywhere.
- Eliminate all forms of **violence** against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation.
- Eliminate all **harmful practices**, such as child, early and forced marriage and female genital mutilations.
- Recognize and value unpaid care and **domestic work** through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate.
- Ensure women's **full and effective participation** and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.
- Ensure universal access to **sexual and reproductive health** and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the

outcome documents of their review conferences.

- Undertake reforms to give women equal rights to **economic resources**, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources in accordance with national laws.

- Enhance the use of enabling technologies, in particular ICT, to promote women's empowerment.
- Adopt and strengthen **sound policies** and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.





In 1993, the United Nations established the Declaration on the Elimination of Violence against Women.

1 out of every 3 women continues to suffer physical or sexual violence.

In Spain in 2017, 55 women died from gender-related violence.

In 2015, there were 45% fewer maternal deaths than in 1990.

Despite the reduction, around 800 women still die each day from causes related to pregnancy, 99% of them in developing countries.

Around 50% of women are in paid employment.

Women earn between 10% and 30% less for doing the same work as men.

In the last 20 years, the number of women in Parliaments has doubled.

Women only represent 22% of the seats in Parliaments.



In the last 25 years, more than 2 billion people have been able to access drinking water.

Women spend 16 million hours a day fetching water in 25 sub-Saharan countries.



ACTIONS

Actions: adopt a girl

Many companies and organisations like us feel **committed to and aware of** gender equality and think we should contribute to this goal through various actions.

- Ensuring the principle of a cross-sector approach inherent in any gender policy integrated into all the policies and actions it implements.
- Preparing action plans aimed at totally equal opportunities.
- Raising awareness over gender equality among the leaders of the organisations, thus creating a “cascade” effect.
- Implementing specific policies as regards new hires and internal promotions.
- Encouraging measures of flexibility enabling personal and professional lives to be reconciled.

In general, all of us have been lucky enough to have had the **opportunity** to study and have an education in our childhoods.

We probably had no serious health problems preventing our growth, had suitable food each day and our



environment was appropriate for our development.

In some countries of the world, attending class is unthinkable, girls have to look after younger siblings, not having shoes means not going to school, and under other circumstances, work and a precarious salary from selling in the street or collecting rubbish take priority over learning to read or count.

We can collaborate with our contribution to change this unfair situation by

adopting a girl, thus helping her future opportunities to be a little closer to ours and those we have had.

Sponsoring a child is simple, and between all of us, we can contact the girl and monitor her progress. It is possible to exchange photos, letters, send gifts on special dates and even visit her in the holidays to see how she is doing and visit the administering organisation.



committed to



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- Ireland
- Italy
- Luxembourg**
- Malta
- Montenegro
- Norway

- Poland
- Portugal**
- Romania
- Russia
- Serbia
- Spain**
- Sweden
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- The Netherlands**
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- United Kingdom

America

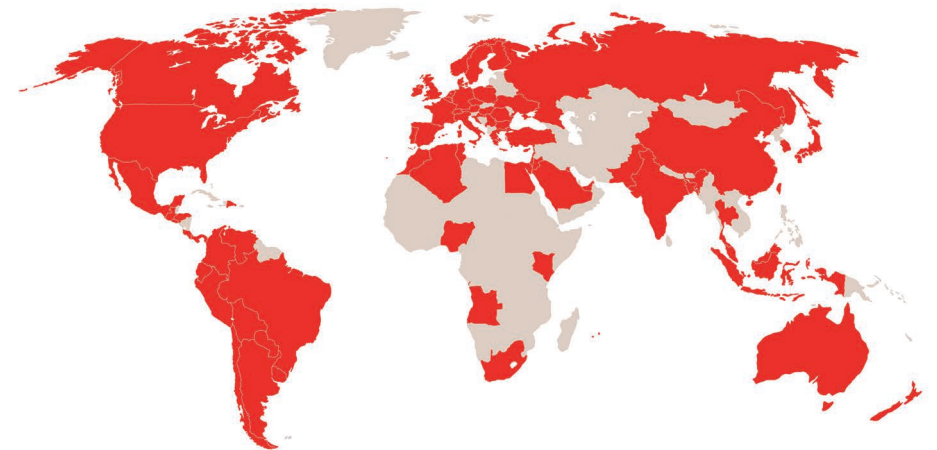
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