

WOMEN IN THE WORKPLACE

Student's name:

Year: 2017

Academic course: 1st/2nd Batxillerat

Teacher:

October 16, 2017

Feminism isn't about making women stronger.
Women are already strong.

It's about changing the way the world perceives that
strength.

G. D. Anderson

Resum

Aquest treball és l'estudi de la situació de les dones al món laboral. Vaig decidir fer una comparativa portant a terme una investigació de la història del paper de les dones a les feines de casa i al món laboral. A més a més, vaig considerar que havia de fer un anàlisi de la història del feminisme, els seus orígens, la seva evolució a diferents països i cultures i de com ha evolucionat marcant la situació de les dones a l'esfera domèstica i al món laboral en l'actualitat a Catalunya i Espanya. Finalment, per corroborar-ho he decidit fer un petit estudi focalitzant l'estat de les dones des del moment de la seva possible inserció al món professional fins la jubilació a la nostra zona, les Terres de l'Ebre.

Paraules clau

Dones, lloc de treball, història, feminisme, igualtat, rols de gènere

Abstract

This work is the study of the situation of women in the workplace. I decided to do a comparison by carrying out an investigation into the history of the role of women concerning both housework and the workplace. In addition to this, I considered that I had to do an analysis of the history of feminism, its origins, its evolution in different countries and cultures and how it has evolved marking the situation of women in the domestic sphere and in the workplace currently in Catalonia and Spain. Finally, to confirm this, I have decided to do a small study focusing on the state of women from the moment of their possible insertion into the professional world until retirement in our area, Terres de l'Ebre.

Key words

Women, Workplace, History, Feminism, Equality, Gender Roles

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1 Introduction

Terres de l'Ebre have always been considered one of the most disadvantaged areas of Catalonia, and within the Ebro society women are the most affected collective.

1.1 Personal reasons for doing the job

I have always realised that women are treated differently from men in some circumstances, in fields such as work, sports, politics, home chores... I could never understand why. When I was a child I always wondered why my mother did the washing up and the laundry whereas my father always fixed things and did the lawn mowing. Why could they not change it? Then I went to my friends' home and saw that in their majority, the situation was so similar. I went to the hospital and most of the times there was a doctor and a nurse. On television, I only saw men playing football or basketball and women doing ballet. On the planes there were always the pilot and all the flight assistants, or the trucks were always driven by men. And as I did not understand it, I asked all the adults I had around me about it and most of the answers were 'this is for men' or 'only women do it', but I still had the same question 'why can't they change it?' If I want to be a truck driver, can't I? And if my brother wants to dance can't he? After many years trying to understand it, I got it. There is no explanation, it is called prejudice. So when they told me that my research project had to do with something that intrigued me and caused me a lot of curiosity I had it clear from the beginning. With the help of my tutor I saw that it was too general to speak of all the inequalities that had existed and are still present hence, I decided to focus on the workplace. In addition to corroborating everything that I was finding I decided to confirm it with the situation of women in my territory, Terres de l'Ebre.

1.2 Methodology

I started to work with the history of women to know what their situation was like in the past. Then I decided to continue with the three waves of feminism, because it did not make sense to speak of inequalities between men and women without mentioning feminism. And I already focused on my topic, the workplace, I divided it into several parts, such as salary, gender roles, maternity, etc. And finally, I also did a brief study of the situation in Catalonia and Spain. For the field work, I did not have many options and I decided to carry out several interviews and a survey. Finally, I thought of showing what I had seen in my territory and I did it with the activity of a school, to see if everything that I had studied had taken place in Terres de l'Ebre.

1.3 Difficulties

As a difficulty, the only thing I had was that I did not find anything that would convince me to put it in the field work. I decided to do what many students do, a survey and many interviews, but I wanted to add something more interesting, that made the work unique and that furthermore corroborated what I had explained, so I prepared the school activity.

2 Gratuudes

First of all I want to thank my tutor of this work, Mònica Subirats Sebastià, for all her help and dedication and for having decided to guide me in this work even though she was not working in our high school any longer. I also want to thank Miquel Angel Llorenç Oltra for his help in some difficulties that I have had. I also want to thank my parents for all their daily support.

Next, I will mention people who have helped me disinterestedly with this research work:

- Natalia Pedrajas Sanz-Young Entrepreneur
- Itziar Llambrich- Student in vocational formation
- Carlos- Male midwife
- Sàgar Malé- Cooperant working on gender matters
- Rodrigo Valles Gallardo- Nurse
- Marisé Ruiz- Psychologist at the SIAD
- Ma. Carme Selma- Soriano Montagut school Schoolmistress
- Iolanda Espuny- Teacher of 4th B
- Anna Solé and Marga Pujol- Teachers of 4th A
- F de figa and Natza Farré- People in charge of the presentation of the book 'Curs de feminisme per microones' by Natza Farré

3 Objectives and hypotheses

3.1 Goals:

- Study how the history of women in the workplace has evolved.
- Study the history of feminism, the first feminist movements and how it has changed nowadays.
- Study which the current situation of women in their workplace is in my area to corroborate what I said before.

3.2 Hypothesis

Despite all the achievements in their history, nowadays women are still in inequality towards men in their workplace.

4 Theoretical work

4.1 Women's history

Women's immense contribution to society has often been made invisible by a historic lack of social status and confinement to the home. The social, political and labor history around us has, in previous centuries, largely been recorded as the history of man. However, women's achievements and experience have left a deep impression on the historic environment.

4.1.1 Europe

4.1.1.1 Women in the Prehistory

The women of the Prehistory played a great role for the survival of the tribes. They gathered, cultivated the land, hunted, worked with the metal and the pottery, and took care of children and their elders. Many anthropologists think that women brought to the development of the humanity.

4.1.1.2 Women in the Old Age

In the Roman Empire, it was considered that women were a property of their husbands, as well as daughters and servants. A woman could be considered a mere tool or a friend of the man, but always, lower than him by nature. In Rome it existed the divorce but generally it was the man who requested it.

Boys and girls were educated together at schools. When they finished their primary studies, rich girls continued studying literature, Latin and Greek; and they learned to play the lyre, to dance and to sing. Wealthy Roman women could study until they were twelve and at fourteen they were considered adults and their parents searched a husband for them. Women also directed their slaves

and they also did some delicate works like embroidery.



Cornelia, Mother of the Gracchi, Pointing to her Children as Her Treasures by Angelica Kauffman

4.1.1.3 Women in the Middle Ages

In order to best describe the role and position of women in the Middle Ages, it is first necessary to look at the social standing of women. In general, women at this point were considered inferior to men and their duties were primarily confined to the home and family life. Whether a woman in the Middle Ages held the occupation as a mother, nun, artisan, peasant, or noble, her role in life was set from the beginning. Women were not allowed to choose a husband, their father chose him. Through marriage women were able to deserve more respect from men or other women. Though in appearance and everyday activity poor women and rich women were worlds apart, they were both restricted by their sex and seen as inferior by men and society, they only existed to serve men.



Different roles of women in the Middle Age

4.1.1.4 Women in the Modern Age

In the Modern Age, according to men, women could be "classified" as: mothers, daughters, widows, virgins, prostitutes, saints or witches. All the powerful political states were still following a patriarchal model which restricted the woman to a subordinated role, despite that fact that there existed women, who had a small intellectual role, especially in the 17th century. There were some educated ladies who could read and write, and they were also present at literary academies, always under the satirical view of some masculine authors. There were some humanists who defended the equality between sexes, but the division of genres continued standing out in the society and in the family. In all groups, parents decided the marriage of their daughters after long negotiations. Among the nobility and the aristocracy, the marriage was in addition an instrument of diplomacy to seal political alliances, to solve conflicts and to assure peace.



Marie- Antoinette and her children (1787) by Élisabeth Vigée Le Brun

Among the nobility and the high middle class, noble women also learned to seam and, sometimes, music. Up to seven years of age, women were

responsible for the education of their children. Later, it was the father who taught them a trade. The mother taught girls always what they needed to be a good wife. It was not necessary that they learned a trade. Women could not form part of the armies (though some of them like Joan of Arch), they couldn't be public notaries or occupy charges of representation in the local parliaments. They could only take part in the supervision of some hospitals.

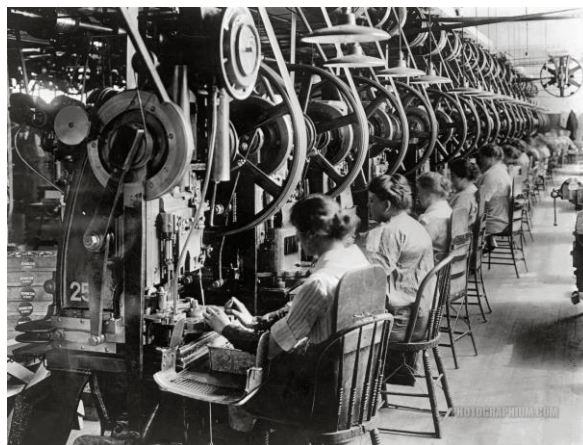
Maternity was their profession and identity. Rich women had more children than poor ones to assure the offspring and also because they had more money to bring them up. In poor families, the women did any type of task: cleaning, preparing the food, taking care of their children or breeding animals, etc. They could also work in the small trade of food, or in the domestic service (maids, wet nurses, midwives, etc.)

4.2 Women in the Contemporary Age

The contemporary age is the period between the French Revolution and the present day. During this period the situation of women has changed a lot. In the French Revolution, women began to have a voice in society. However, they had no rights like men.

In 1791, Olympia de Gouges published the Declaration of the Rights of Women and of the Citizen, which was a copy of the Declaration of the rights of man and of the Citizen (1789). It claimed for freedom, equality and political rights, especially the right to vote for women. During the govern of the Jacobins, Olympia de Gouges was imprisoned and murdered, which slowed down the feminist movements.

During the Industrial Revolution, many ideological changes took place. Most women were engaged in domestic service, dress-making and textile industry. The working conditions of women were terrible, with long hours and bad salaries.



Women working in a textile factory

During the 19th century women who wanted to publish a book, had to use men names like George Sand or Fernán Caballero. Moreover, the women who wanted to study at university had to dress up like a man.

During the first world war, the role of women was very important. While men were at war, the women did jobs which hadn't been allowed to do prior to that moment. In addition, women worked in military hospitals. At the end of the

war there were feminist movements that claimed the right to vote and to continue working outside the house. In 1918, Britain passed the vote of women over 30 and in 1920 age was reduced to 21. During the following years, women's suffrage was instituted, with the same rights as men, in different countries. However, in Spain it wasn't until 1931 when women over the age of 23 years old could vote.

During the Second World War, women also worked doing men jobs because they were at the battlefields. Women took the country forward. In addition, some of them also participated in the war as Soviet pilots, working in American arms factories, as British spies, or at German hospitals.

On 10 December 1948, the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of human rights. It states that everybody has the same rights, men and women, regardless of their origin.

It is obvious that the situation of women has evolved a lot. However, there are still some countries where women are considered inferior to men.

4.2.1 Asia and the Pacific

4.2.1.1 China

Pre-modern Chinese society was predominantly patriarchal and patrilineal. The freedom and opportunities available to women varied depending on the time period and regional situation.

Sons were preferred to daughters, and women were expected to be subordinate to fathers, husbands, and sons. A few women were educated, and many of their readings consisted of books such as "Nü Xun" (Advice for Women) and "Lienü zhuan" (Biographies of Notable Women), which instructed them to be subjects of men. Bound feet, which were customary even for peasant women, symbolized the painful constraints of the female role.



A group of Manchu noblewomen and a maid servant, Beijing, China.

4.2.1.2 Japan

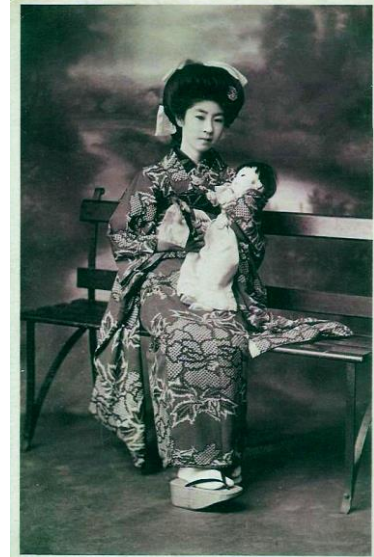
The extent to which women could participate in Japanese society has varied over time and social classes. In the 8th century, Japan had women emperors, and in the 12th century, women in Japan could inherit property in their own names and manage it by themselves.

Women in the workplace

From the late Edo period, the status of women declined. In the 17th century, the "Onna Daigaku" (Learning for Women), by Confucianist author Kaibara Ekken, spelled out expectations for Japanese women, saying that "such is the stupidity of their personality that it is incumbent on them, in every particular, to distrust themselves and to obey their husbands".

During the Meiji period, industrialization and urbanization reduced the authority of fathers and husbands, but at the same time the Meiji Civil Code of 1898 denied women legal rights and gave them to the household heads.

After World War II, the legal position of women was remade by the occupation authorities, who included an equal rights clause in the 1947 Constitution. Women as well as men were guaranteed the right to choose husbands and occupations, to inherit and own property in their own names, and to retain custody of their children.



Japanese woman with a doll

4.2.2 Australia

Women came to play an important role in education and welfare during colonial times. They energetically participated in the war effort, with few signs of defeatism or resistance to government policies. In 1922, the Country Women's Association was formed with the intention to improve the lives of women in rural Australia. It has since expanded to become the largest women's organization in the country. Australia had led the world in bringing women's suffrage rights during the late 19th century. Propertied women in the colony of South Australia were granted the vote in local elections (but not parliamentary elections) in 1861. Western Australia granted voting rights to women in 1899.

4.2.3 Africa

It is only over the last three or four decades that women's role in the history of Africa has been given some recognition. Previously the history of women's political organization, their struggle for freedom from oppression, for community rights and, importantly, for gender equality, was largely ignored in history texts, they virtually left women out of African history.

The reason for this 'invisibility' of women in African society is patriarchal. Men were t



The 1956 Women's March in South Africa



women were seen as subordinate to men. Women's role was primarily a domestic one; it included taking care of the family. Economic activity beyond the home (in order to help feed and clothe the family) was acceptable, but not considered 'feminine'. Despite the fact that the situation has changed a little there is still a long way to go.

4.2.4 United States

Many historians argue that in a pre-market, farm economy, women enjoyed something much more like equality. On a family farm, men and women typically did different jobs—men did heavy field labour, woodwork and repair, and worked with large edge tools and women typically did food and clothing preparation, and food preservation. Children were raised by both. A farm simply could not survive without the skilled labour of both men and women, and in this sense men and women's contribution to the economy of the family farm was equal. True, the law clearly favoured men, and gave women few formal rights.

But as a subsistence economy began to be replaced by a market economy, in which more and more household goods were bought instead of made at home, women's household work became literally less valuable. A farm family could buy cloth instead of making it, buy prepared foods... Women's work became less crucial, as market goods increasingly replaced goods made in the home. Men and women's relationship to each other had radically changed, Americans began reconsidering gender roles.



Rosie the riveter

On the one hand, some argued that women should concentrate on the home and domesticity—that women had an especially loving and gentle nature, and that they were naturally suited to child care and to the "domestic arts". In this line of reasoning, the man's world was understood as tough, rational, self-advancing, competitive, and harsh, and the woman's world was soft, irrational, emotional, self-sacrificing and loving. Women should not vote, or work outside the home, or be involved in politics, they should work to reform society by raising moral children.

On the other hand, other men and women began arguing that men and women were basically equal—that women had the same mental abilities as men,

Women in the workplace

the same talents, and the same mental and physical toughness and capacity for logic and rational thought. These early feminists also argued that the rights and liberties men enjoyed should apply to women as well.

Debates like this deeply upset tradition: they suggested that women were equal to men and did not naturally desire subordination.

4.3 History of feminism

One of the most important social movements of the past two centuries and certainly the social movement which has brought about the most enduring and progressive transformation of human society on a global scale. Today feminism means many different things to different people. Feminism is both a movement and a theory. The movement strives to try to improve the situation of women and unmask sexual inequalities in society. Feminist theory dismantles certainties that the scientific community has taken but only under the male point of view. That movement was slow to start, and it wasn't until the late 1880s that the term 'feminism' actually appeared. Before then, the more usual term was 'women's rights'. It is customary to divide the history of feminism into a First, Second, and Third Wave, with each period signaling a different era in the struggle to achieve equality between the sexes.



Two European women holding a sign for women's suffrage

4.3.1 The first wave: the illustrated feminism

This period claims the citizenship of the women and its most representative book is 'Claims of the women's rights' by Mary Wollstonecraft.

Its main characteristics were:

- It spreads from the French Revolution until middle of the 19th century.
- The debate focuses on the equality of education.
- It based its recoveries on the thought of the Century of Lights, due to the fact that many authors like Rousseau were displacing the woman to a background inside the liberal condition.
- Its main authors are Poullain of It Sweeps, Olympe de Gouges and Mary Wollstonecraft, as well as the citizens who presented in 1789 to the French Assembly their " Notebook of reforms ", which already included the right to vote, the reform of the institution of the marriage and the custody of the children.
- One of the big thinkers, the revolutionary Girondino Condorcet writes in 1790 the test ' On the admission of the women in the right of the city '.

4.3.2 The second wave: the liberal feminism suffragist

It claims principally the right to vote of women and its principal work is 'The submission of the woman', written by John Stuart Mill and Harriet Taylor in 1869, which laid the foundations of suffragism.

Its main characteristics are:

- It spreads from middle of the 19th century up to the decade of the fifties of the 20th century (end of the Second World War).

- It begins with the Declaration of Seneca Falls, of 1848. Between 100 and 300 women and men belonging to different social movements and organizations, led by Elisabeth Cady Stanton and Lucretia Mott, met in the Seneca Falls (USA) and, taking as a base the declaration of North American Independence, they claimed the



Demonstration of the Suffragettes

- independence of women concerning the decisions of parents and husbands as well as the right to work, to which they were giving priority over the right to vote.
- In England the suffragists led by Emmeline Pankhurst appear, and the debate on the universal suffrage becomes increasingly intense. During the first half of the 20th century, they joined the democratic legislations, sometimes limited in age or social stratum.
- Activism spreads to the middle and low classes. It also links itself to other reasons of civil laws, as the abolition of slavery in The United States.
- From 1880 women begin to be admitted into the university.

4.3.3 The third wave: Contemporary Feminism

It claims a change of values and that the justice legislates aspects previously considered as "deprived".

Its principal characteristics are:

- It begins with the revolutions of the 60s up to now, although some historians mark the final point in the 80s.

- Fights against sexual stereotype of women in the mass media, the art and the advertising. The fifties define a type of femaleness, of which advertising is done on television and the cinema. The sixties and seventies face these models.
- Becoming aware of , beyond the right to vote, the education and other achievements of the first feminists, it is the social structure the one that provokes inequalities and continues establishing hierarchies that benefit males.
- They enter in the debate of the feminine sexuality, the violence against the woman, the feminine health, abortion or contraception, etc.



Feminism in the 90s

4.3.4 Feminism nowadays

Nowadays, it is so easy to dismiss the need of feminism because the 'big issues' have been solved, but there is still so much discrimination against women out there. And when it says 'out there' it means right outside that home, office or tube window.

In May, a YouGov survey of over a thousand Londoners, commissioned by the End Violence Against Women Coalition, found that 43% of women aged 18-34 had experienced sexual harassment in public spaces the previous year, one in 25 of these cases involving unwanted sexual touching. Their research also showed that the previous year 45,000 incidents of domestic violence and 3,000 rapes had been reported.

You may be telling yourself that this still doesn't concern you because only a minority of women are affected and only a minority of men are committing these horrific acts. And in the case of physical or sexual abuse you're right, it is a minority, but encroaching upon the basic human rights of women comes in many forms.



Recreating a demonstration of the Suffragettes

A 2010 study conducted by Springer's journal of Law and Human Behaviour concluded that 90% of women have suffered sexual discrimination in the workplace including offensive sexist remarks or being told they could not do

their job properly due to their sex. In addition to this, the study found that 10% of women had been promised promotions or better treatment if they were "sexually cooperative". Women are also hugely underrepresented in politics all over the world.

Clearly, any female political representation shows we have come a long way since the feminist movement began in 1848, but we have not come far enough.

A recent Netmums poll found that only one in seven women surveyed by the parenting website consider themselves feminist. This is partly because a lot of people don't understand what feminism means.

"One day we will see our daughters earning as much as their husbands, wearing what they want without fearing being hailed, or going wherever they please no matter the location or time of day, but for this we need to continue with feminism and finish the work that our ancestors started once."

By KIMBERLEY READER

4.3.5 Feminism in Spain

From the restoration of the first Republic, women begin to have more rights like the right to vote, but it is not up to the restoration of the second Republic when the Spanish feminist movement acquires so much force. There are three women who stand out, Clara Campoamor, Victoria Kent and Margarita Nelken who turned into the first deputies of the Spanish Parliament.

The famous Dolores Ibárruri known as "La Pasionaria" and Julia Álvarez Resana are part of the Popular Front. There are so many women who are part of the parliament in the year 1936 that Spain is the country that has more women in the political arena.

During the Spanish Civil War a group of free women with anarchist ideas emerged in Catalonia, an active and radical feminist group fighting as militias on the front, specifically 20,000 women. At the same time, they created the magazine "Mujeres Libres", where they asked for basic claims. In this group we would highlight women like Amparo Poch, Lucía Sánchez Saornil and Mercedes Comaposada.

At the time of Franco's regime women's rights disappeared, towards the years 60-70 there is a significant economic growth in Spain by tourism, which allows for another

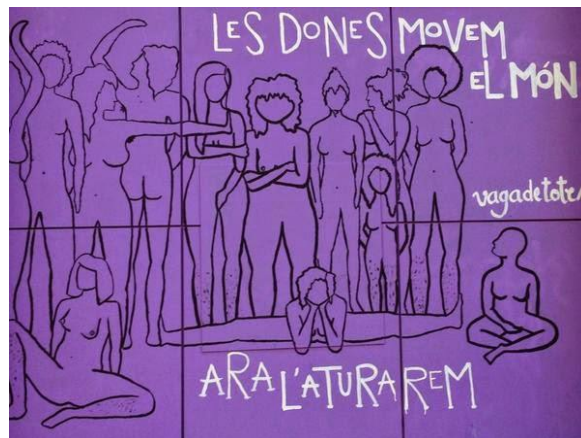


First publication of the "Mujeres Libres" magazine in 1936

concept of women and they become aware that they have more rights although the reality is that until the Constitution of 1978 such rights will not be accepted.

4.3.6 Feminism in Catalonia

Catalan feminism began in the early twentieth century. It was a sign of cultural and social questioning the exclusion of women from the world of culture and female subordination. It focused on the promotion of women's rights in the fields of education, culture and employment, oriented to the achievement of suffrage and individual political rights. Dolores Monserdà



Feminist poster

began his intense activity in this field with the creation of the Board of Workers of the Needle in 1912 and tried to organize a League of Buyers. Also a women's movement was created to support Catalan politics, "d'Or I Grana" (1906-07), "setminari autonomista per a dones", which advocated Ladies Patriotic League; were part of this group, among others, Josefa Dachs de Prat de la Riba, Eulalia Forment Vinyals or Dolores Monserdà. However, this season was not a feminist claim, since rejected the vote of women and the direct action of this policy.

In 1907 the magazine *Feminal* began to come out, directed by Carme Karr, and in 1910 Francesca Bonnemaison created the Institute of Culture and Popular Library of Women.

During the first quarter of the twentieth century it appeared associations such as: la Federació Sindical d'Obreres (1912) (founded by Maria Domènech de Cañellas), el Cercle de la Dona de l'Avenir (1919), l'Institut de la Dona que Treballa (1920) or Acció Femenina (1921), in Barcelona, l'Agrupació Concepció Arenal (1920), in València, etc.; some books with a feminist character were published like *Breus consideracions sobre la dona* (1904), by Joaquina Santamaria, *El feminisme a Catalunya* (1907) and *Estudi feminista* (1919), by Dolores Monserdà, *Ço que deu ésser el feminisme* (1915), by Maria Poal-Aragall, *Las reivindicaciones femeninas* (1927), by Santiago Valentí i Camp, etc.

Frederica Montseny as Minister of Health of the government of Largo Caballero, defended the decree on abortion, which, moreover, was approved by the Government of Catalonia in December 1936.

Women in the workplace

The war and Franco's regime represented the suspension of any claim of feminist character, the only feminist organization authorized was Sección Feminista de la FET y de las JONS. It was not until the sixties that again aroused interest in this topic.

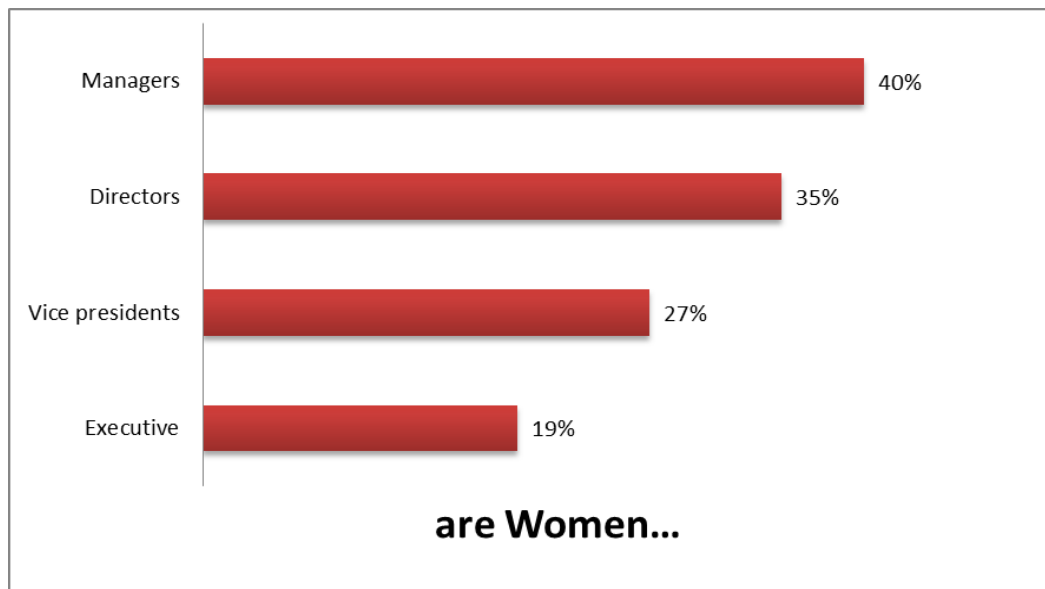
Already in the democratic transition, the Feminist Party, headed by Lidia Falcon, emerged.

4.4 Situation of women in their workplace

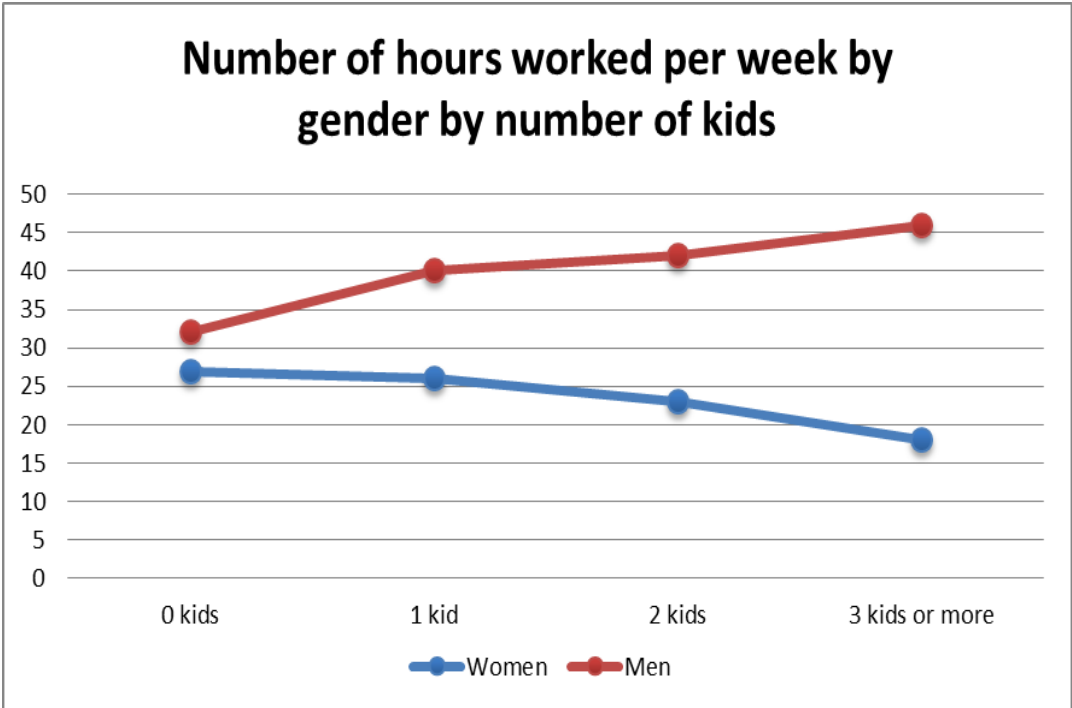
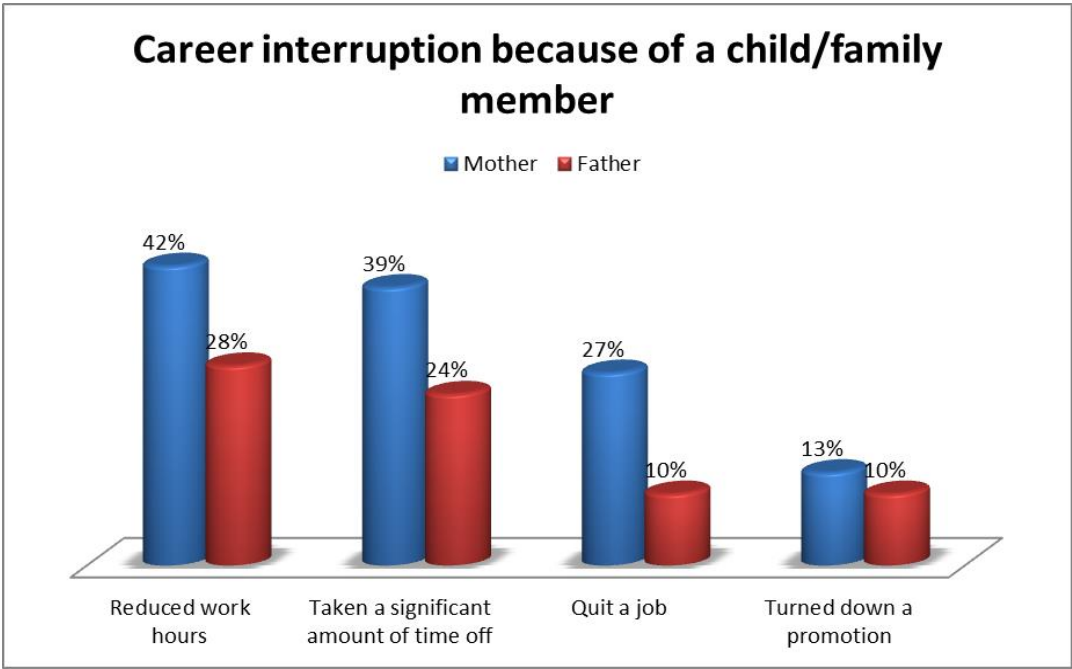
Women still face a gender bias – especially in the workforce. Despite the best efforts of companies to promote diversity and equality, women still dominate the lower paying administrative ranks while men continue to dominate at the executive level. This inequality is hurting corporate performance.

Women have made astonishing gains in the last 50 years, shattering gender barriers in all aspects of life. More young women are choosing careers in traditionally male-dominated fields such as engineering, the trades, and technology. They are running for political office, starting their own businesses, and blasting into space, and they no longer have to choose between marriage and family or high powered careers. Today's women want it all – like their male

**38% of women
have a career and
31% of men have one**



counterparts. And a few are succeeding.



4.4.1 The Salary

4.4.1.1 In the World

A recent report by the World Economic Forum confirms that the gender gap has been widest since 2008.

This year's report on the wage gap between men and women finds that, despite working longer hours, women around the world earn an average of just over half the men's salary.

The forum also points to the stagnation of women's participation in the labor force, which stands at 54% as opposed to 81% of men, and adds that equality will not be reached until 170 years ahead.

In 1980 a woman earned 55¢ for every \$1 a man made and nowadays a woman earns 77¢ for every \$1 a man makes

The countries in the Nordic area remain the most gender-equitable societies in the world. Iceland, Finland, Norway and Sweden are the top four.

Saudi Arabia, Syria, Pakistan and Yemen that are at the bottom of the list. In terms of salary, there are countries where women charge up to 75% less per month than men. This is the case in Iran, where men earn an average of 21,000 euros per year compared to just over 4,000 that women earn.

In Iceland, 9 out of 10 women went on strike on 24 October 1975 to protest wage inequalities. Thousands of Icelanders stopped working one day at 14h38 to denounce the painful wage gap with their male colleagues. At that time they theoretically stop being paid if their salary is compared with that of their male colleagues. There, men earn 14% less than women according to the OECD. They are not paid after 2:38 pm, while men are paid until 5:00 pm. In Turkey, for example, females are no longer paid at 1.37 pm. The rest of the day they work for free in relation to their Turkish colleagues. Spanish women workers are paid until 15:59, Brits until 13:45 pm, Greek until 14:57 and French women until 14:38 p.m.

The European Union advocates reducing the pay gap between men and women, providing equal educational opportunities for boys and girls, equitably sharing family responsibilities and increasing the value of women's careers.

4.4.1.2 In Spain

The wage devaluation suffered in recent years in Spain has been accentuated even more in the case of women, according to UGT. Of the almost two million workers who charge a maximum of 645 euros gross monthly, a 67% are women. Far from slowing down, the wage gap between men and women seems to have stagnated and now stands at 24%, the highest in the last six years. While most of the countries of the European Union are narrowing the gap, in Spain is happening the opposite.



Salary gap

For UGT, "the high concentration of women with low or very low wages and the low presence of women in the higher salary brackets" explains why the gap in Spain is so high. Although in the last year the gap has only increased 0.7%, since the crisis began in our country in 2008 has done more than 2%. The average annual salary of men is 25,675.17 euros, that of women is 19,514.58 euros. For UGT, this data shows that the current legislation is insufficient to correct the discrimination suffered by women. Almudena Fontecha, responsible for equality of men and women, "women continue to take care of "family responsibilities" since maternity is still conditioning to find employment." The UGT Equality Secretariat calls for "fiscal and economic measures to be promoted so that family responsibilities are shared by all members of the family unit."

4.4.2 Gender roles

Gender roles in society means how we're expected to act, speak, dress, and conduct ourselves based upon our assigned sex. For example, girls and women are generally expected to dress in typically feminine ways and be polite, accommodating, and nurturing. Men are generally expected to be strong, aggressive, and bold.

Every society, ethnic group, and culture has gender role expectations, but they can be very different from group to group. They can also change in the same society over time. For example, pink used to be considered a masculine color in the U.S. while blue was considered feminine.

Stereotypes about gender can cause unequal and unfair treatment because of a person's gender. This is called sexism. There are four basic kinds of gender stereotypes:

Women in the workplace

- Personality traits — For example, women are often expected to be accommodating and emotional, while men are usually expected to be self-confident and aggressive.
- Domestic behaviors — For example, some people expect that women will take care of the children, cook, and clean the home, while men take care of finances, work on the car, and do the home repairs.



Gender roles example

- Occupations — Some people are quick to assume that teachers and nurses are women, whereas pilots, doctors, and engineers are men.
- Physical appearance — For example, women are expected to be thin and graceful, while men are expected to be tall and muscular. Men and women are also expected to dress in ways that are stereotypical to their gender (men wearing pants and short hairstyles, women wearing dresses and make-up).

4.4.3 Working and Motherhood

One could define a working mother as a woman with the ability to combine a career with the added responsibility of raising a child. Within this broad term two different categories of working women may be encompassed: the one who stays at home as a mother who works from home and the one who works away from home while managing to fulfill her maternal duties, in both cases including unmarried women as a current model nowadays.

Material aspirations and the necessities of daily life often compel both parents, in the case of a two-person parenthood, to work. A qualified woman may insist on working to



Work or children?

Women in the workplace

maintain an effective career and be financially independent. The single working mother is a combination of these entities, working not only to run the family, but also to maintain her position as a financially independent head of the family. On the other hand, we must keep in mind the fact that there are still women, both qualified and unqualified, who prioritise raising their children.

The incorporation of the women to the labor life in the last decades has supposed substantial transformations in the familiar life. The condition to be a hard-working mother in most cases means authentic heroism since the structures of the companies and of the own community have not been modified at the same pace of the needs that these new circumstances require.

In a recent survey realized by the "Consejo Superior de Investigaciones Científicas (CSIC)", Ministry of Economy and Competitiveness in Spain, 9.767 women were interviewed and its result reflects: 60 % of the women affirm that to have children is an obstacle for their professional life. The ones who seem to be most aware of it are women aged from 30 to 39. 28 % of the professionally active women who have had children assure to feel obliged to reduce their activity. 28 % have had to interrupt their work, at least for one year. 21 % think that the maternity limits their opportunities of promotion in the employment market. 8,2 % hold that for being a mother they suffer from labor discrimination. 18 % demonstrate that they have stopped working definitively due to their maternity.



Rosie the riveter and her son

The study concludes that 70 % of the polled ones think that the ideal model of familiar conviviality is the one in which both parents have a job of similar dedication and they share equally the care of their children and the household duties. But only 47 % say that they belong to a family of these characteristics.

In Spain, there has been a rise in the rate of feminine employment up to 53,2 % (in Sweden and Denmark they overpass 70 % and the European average is in 57,3 %). In these countries in which the feminine employment is very high, the rate of fecundity (number of children per woman) is of 1,80, exceeding that of Spain, 1,54.

Another important aspect to stand out is that the delay of maternity is extremely determined to the professional career and, therefore, to the educational level of women. The average age when women who have both higher studies and children is 33,5. Nevertheless, those who only have basic studies delay the maternity up to the age of 28.

In another recent study led by the University of Seville other different priorities have been analyzed. To start with, in 2010, 17.888 women from Madrid left their labor career after becoming mothers to devote themselves to the care of their children. Nevertheless, only 1.248 men left their jobs. To 20,7 % of the polled women stated that what most matters for them is the compatibility with their family, but only a 9,4 % of men gave importance to this, they were more worried about the salary. In addition, increasingly people request maternity leaves (or paternity), though 98 % of them are still women. In the same survey it is also valued ' mobbing maternal ', an unfortunately very current aspect. In fact, 9 out of every 10 pregnant women in Spain suffers from it in her labor area and 25 % are dismissed by this reason. The gestation, the maternity leave, the reduction of working hours and the thought of wanting to have family reverberate negatively in the renewal of the labor contract and in the contracting of these women between 25 % and 80 % of the cases.

4.4.4 Gender discrimination at work

Women have shown themselves equally capable of accomplishment in employment, sports, academics, and politics, but discrimination against women has been among us for a long time which results in a troublesome aspect of our society. Despite legislative and social efforts to achieve equality, women continue to earn lower salaries and have fewer opportunities than are available to their male counterparts. Sexual discrimination takes many different forms but always amount to unequal treatment on the basis of sex. Pay disparity, discriminatory job standards, failure to promote, and differences in working conditions are all common forms of sexual discrimination.

One unique aspect of sexual discrimination is sexual harassment. Both men and women have a right to be secure and perform their jobs free of unwanted demands for physical or sexual relationships, unwanted communication, or sexual behaviours that interfere with their ability to work. Sexual harassment includes the harassment of lower-tier employees by a manager or executive of a lower position and as well among coworkers.

4.4.5 The future

Gender equality is now a top priority for 78% of companies (up from 56% in 2012), yet less than half of employees feel we are doing enough. While the pay gap (for equal work) is closing, the promotion gap is not, leaving women making 76 cents on the dollar compared to men. And the gender gap is not expected to close for another 170 years.

The number of women will continue to increase in the workforce. Women will continue to have primary responsibility for home and family matters, thus affecting work attendance negatively.

Despite all the inequalities that still exist between men and women as we could see in this research work, there's still hope. If we continue fighting for this issue we will achieve what we want, equality. We can't stop because we can't lose and waste what our ancestors accomplished. It's our duty to bring up future generations in a way where they see no gender differences or mistreatment just because of their sex in the workplace. Equality is a must and as long as we consider one another equal, we will beat any controversy, notwithstanding, the fight must never stop, both in the domestic sphere and in the labor market.



The future at work

5 Field work

For the field work I decided to do some interviews to add extra information and to corroborate what I explained at the theoretical part. I interviewed: Natalia Pedrajas Sanz, Itziar Llambrich, Carlos Lozano, Sàgar Malé, Rodrigo Valles Gallardo and Marisé Ruiz. I also did a survey to see what the opinion and involvement about this issue was of the people in my area. And finally I had the idea of doing an activity with some children of the Soriano Montagut school, where I could see which the current situation of women concerning the home duties in my area was.

5.1 Interviews

5.1.1 Natalia Pedrajas Sanz

Natalia Zaira Pedrajas Sanz, psychologist and social entrepreneur. She is Founder and CEO of Psychological Support At Home, a social company with a clear mission: to make psychology more accessible to people; through a network of professionals of the Psychology in Spain and Latin America, that carry out the interventions in the own house of the people. Coordinator of programs related to personal growth and emotional intelligence at t-Emociona and CELERA. Coordinator of communities such as Global Shapers Madrid and the project "What you want to do with your life". Participant in processes of creation and growth of social organizations of recent creation like ICTA - Integral Center of Therapies and Animals - and the Spanish Association of startups. Writer of chapters in collaborative books directed at young people: "Diferencia(te)" and "What you study and what you work for".



1. What's your company's name? What's your working field?

APEC (Psychological Support At Home) is a social enterprise that has a double objective. On the one hand, to create a new way of doing and seeing psychology, more accessible and affordable to the population performing the interventions in the home itself, at an appropriate price. On the other hand, it provides job opportunities to psychologists who want to promote a new way of working from the people's own home. APEC is firmly committed to creating job opportunities for our country's psychologists, who in turn reconcile with the mental health needs of the population that are not currently covered.

2. When did you decide to create your own business?

I'm not sure but I think that it was in 2011, but certainly before 2010 I was already creating it, although I did not know yet.

3. Why did you decide to create your own business? And why?

The analysis that my colleague and co-founder Carla Rodríguez and I did was:

- In the Public Health System patients are seen most of the time in groups, and the consultation of the psychologist who treats you individually has two basic characteristics; The first to reach a psychologist you have to be referred by a psychiatrist, and the second is that the space between sessions is usually very long, sometimes a month or even more.

- In the Semiprivate Health System, insurers, the two main characteristics are that there is on the one hand a maximum of contracted sessions, about 20, and on the other hand, a duration of sessions of no more than 30 minutes per patient.

- In the Private Health System, consultations, offices or psychology centers, prices are high and around 50 euros, which usually prevents in most of the difficulties that a person can go more than twice a month to see their psychologist, and this for certain types of disorders is more than unfeasible.

Therefore, we decided to organize a network of professionals, specialized and committed to psychology, where the price for consultation was affordable to people and where in addition psychologists had other motivations and incentives to participate in this network. Thus was born Psychological Support At Home, a reflection of the state of psychology in our country.

4. Have you always had the support of your family and friends?

My parents initially believed that I was working as a teacher at home, teaching children. I was asked if I was doing well and making money. I always told them what I was doing was to create a project and that had nothing to do with that, but they were still incredulous. Until they did the first interview in a media or I won some prizes, they did not take me seriously; It was here that they began to support me, but for that, before, I had to show them that I was going to have a viable project that filled me personally and professionally. The first barriers that the entrepreneurs have to overcome are those that we have closer.

With regard to my friends, those of the whole life, not the friends of the venture, I think I have always felt supported, but I have never felt that they helped

me in the hard day of the entrepreneurial path, but I suppose it is reciprocal since I have not helped them in their hard day with their company.

The truth is that now I can say that some of my friends and family are or have been making a process of personal development with Apec, and that nothing makes me happier that the company has served the people closer.

5. Which was the most difficult thing about it?

I always have the feeling that I am studying my second career, that of entrepreneur. By training in business skills, I became familiar with an unknown world. We create a project, not a company. We set up our trademark to make the name strong, without having a legal form behind. There are people who are obsessed with this and it is essential to be backed by an entrepreneurial figure. We started working on promotional material and started to sell our product; A hard step but it was necessary to give. We did not have a great strategy because we did not have entrepreneurial skills, but we compensated this with many hours of work. When you lack training in something, you have to supplement it with extra efforts. There were many hours, but they were very productive, because the feedback that the market gave us was very valuable and it is precisely there, where the business plan does not arrive.

6. Have you felt that because you are a woman, you have had more difficulties?

I did not notice it because my world is of women, at first certainly not, but when you get big, you play in other leagues, and the intelligent and struggling woman happens to be the pretty and nice woman.

I realize that I am a minority, that not everyone believes that I can do something great, and every time I grow up I find myself with more men and fewer women. Although it is true that the matter is changing and the social entrepreneurship is more led by us, it is noticed in the environment who handles the letters.

7. Have you experienced a situation of discrimination for being a woman?

Yes, it has taken my colors out, drawing attention in a group without telling, on my legs or my tight pants. These are very uncomfortable situations, which mark a line of inferiority. I do not go around in a group saying "what a nice ass you have," it would sound badly and out of place, but the opposite seems different.

8. What would you like to say to future women entrepreneurs?

That they paint their lips, that they do not renounce their femininity, that they smile and that they create viable and stable social enterprises to serve as inspiration for other women.

Conclusion: She is a very strong and persistent woman, that although she had had a lot of difficulties, she has achieved her goals. And as she said she had had more complications due to the fact of being a woman.

5.1.2 Itziar Llambrich

Itziar Llambrich is a student in vocational formation which is doing a course of plate and paint and is working in the ITV.

1. What are you studying? And where do you work?

I am studying the middle course of plate and paint, but I also have a degree of Electromechanics of vehicles. Now I'm working on the ITV.

2. What motivated you to do so?

Since I was a kid I like motor vehicles and you always learn something new because they are always evolving.

3. When did you decide to do it?

I decided that I wanted to study this seven years ago. Because when I was studying at high school I liked everything related with technology and electricity and I was good doing this.

4. What do you do in class?

At the first part we do some theory, then we go to the workshop to put into practice the knowledge that we've studied.

5. Have you ever heard a sexist comment about your degree?

I know that the comments that I've heard are just to annoy me and make some jokes, and that they do not say the truth, because my classmates value me a lot.

6. Have you always had the support of family and friends?

No. My father and my ex-partner didn't like the idea of studying this. My father wanted me to study cooking, because he said that there are more jobs on that, and my ex-partner didn't like it because in my class I was the only girl.

Conclusion: She had been told some bad comments about her choice but she didn't get offended because of them, since as our society thinks these are just jokes, she was used to them. However, they are not. The other thing that shocked me is that she didn't have her boyfriend's support.

5.1.3 Carlos Lozano

Carlos Lozano is a male midwife and he works in the Verge de la Cinta hospital, in Tortosa.

1. Which is your job?

I work in a hospital as a male midwife.

2. When did you decide that you wanted to become a male midwife?

It was not a vocational question because being a sanitary, is not specifically my specialty. I was working in intensive care part time and had time to study so I decided to introduce myself to midwife's oppositions as it was a job opportunity.

3. Do you like your job? Which is the thing that you like the most of your job?

I like, although it is not vocational, it is necessary to have aptitudes, ability to behave, empathy, ability to manage the emotions of others, etc ... I like that it is a part of the nursing with a lot of autonomy and that in most cases are not pathological processes but it is a kinder face of healing. People are very grateful for your dedication.

4. What motivates you to go to work every day?

The bond that is created with the pregnant women who practically incorporate them in your new family. It is a vocation to help.

5. Do you have a good relationship with your workmates?

Yes the relationship is excellent, I think the guys in this profession are very nice for the rest of professionals.

6. Do you believe in stereotypes at work?

What counts are personal qualities, not gender.

7. Have you ever heard a sexist comment about your job?

On occasion, I find myself dissatisfied by some users because of fundamentally religious issues. But about being a man not at all.

Conclusion: He has been working for a long time now, and despite being a man in a “women’s field” he has not experienced bad moments or comments, he is really happy with his job and that is what really matters to him.

5.1.4 Sàgar Malé- Cooperant working on gender matters

He has a degree in Geography and History and Audiovisual Communication. He works in development cooperation (especially in Muslim and conflict countries such as Palestine, Afghanistan or Tunisia, among others), development education, human rights, transitional justice, communication for development, strengthening of civil society, gender and development, sexual and reproductive rights, food sovereignty, rural development, youth and volunteering. Screenwriter and documentary filmmaker, and editor of reports on social, cultural and music issues in the world. Work experience in Palestine (4 years expat), Afghanistan, Tunisia, Congo. Uganda, Senegal, Mali, Mauritania, Morocco, Honduras, El Salvador, Nicaragua, Bolivia, Guatemala, Cuba, Dominican Republic, Haiti, Pakistan, India, Lebanon, Syria and Jordan .



1. What does ASDHA do, which is its function?

The Association for Human Rights in Afghanistan (ASDHA) is a non-governmental organization dedicated to supporting Afghan women during the Taliban regime.

2. When did it start?

The Association for Human Rights in Afghanistan (ASDHA) was formed as an initiative of some girls, the writer Anna Tortajada and a journalist, Mònica Bernabé who went to Afghanistan during the Taliban period in 2000, apparently one of the toughest periods for the status of women, where all the women’s rights were private. To enter in the country they had to do it clandestinely, and

set up an organization to support a clandestine network of women, and educated them, because during this time were not allowed to have access to education.

3. Which is your role in it? What do you do?

I was at that time in professional cooperation, I joined them because I saw it through the media, and I was really interested. I ended up being a technical cooperant.

4. Which is your aim doing this?

We wanted to support women from various facets. Because normally on gender issues and development is not enough to care, you have to do a process called empowerment. Empowerment means giving power to the group that does not have it. Considering that we worked in several projects. As NGO we have three goals:

1. Promote awareness and mobilization in Spain and the rest of the international community to achieve the full development of Afghanistan, based on respect for human rights, especially those of women- and peace with justice.

2. Support for projects in Afghanistan sponsored by local associations, especially those led by women-whose objective is the promotion of human rights, especially of women, and transitional justice in the country.

3. Strengthen Afghan civil society, supporting their initiatives, promoting its network structure, and strengthening their capacity for political pressure. All with the aim of getting the state to assume its role as a guarantor of the fulfilment of human rights, especially those of women, acting according to international law.

5. Why did you start working in this field? When did you start?

I studied History of Art and Audiovisual Communication but I finished working as a cooperant. I became interested in it because when I was studying history of art I saw that it wasn't my future work and I've always liked politics. What I wanted was to work for justice and not to spend all day thinking about art. I started as a volunteer in an NGO and then I was lucky that while I was unemployed a NGO offered me a job in their office. Although the job was boring I liked being all day thinking about issues of justice and human rights. Also, I really liked the idea of travelling.

6. What countries have you visited with your NGOs?

I have worked in: Tunisia, Afghanistan, Senegal, Palestine, Jordan, Congo, Uganda and many other countries.

7. Can you explain to me some experiences that you have lived in some of the countries you have been?

While I was filming a documentary about these issues I met a very specific case. It was a girl whose house was bombed during the war. Her father became mad and her brother was shot in the street and died. She had three sisters and there weren't any men in the family. She had half of the body burned and she spent half a year in a hospital in Kabul, finally when she recovered she realized that there were no men to support the family. She decided to dress with the clothes of her brother and went to work. She changed her name, from Nadia to Sumarai. I met her like a man. Instead of taking care of her family we decided to pay her studies because she was really smart. She managed to work for an NGO and quickly learned English. And after a while an entity called Surgeons Mundi offered to operate her as she had half of the body burned. She came to Barcelona and she was operated. A family from Badalona learnt about her and said that they wanted to take care of her. She started living in Barcelona. Currently she has written several books and also asked me to help her to set up a NGO.

8. What do you think about your trips? How do you feel when you come back?

There is a part in relation to the work you've done that you think about how you feel that is selfish because you come to help people who have nothing, and I try not to think about me. But I generally have both a sense of satisfaction and frustration.

9. Which is the situation of women in the countries you've been to?

The situation is as what I've told you, you can imagine, it is ominous. You help people who have nothing, and no rights because what you find in these countries you can't even imagine.

10. Is there equality between men and women?

No way, it is seen that there is still a large gap between men and women. In many places, the woman is a mere object. They don't deserve rights and we have to work for it.

11. Do you think you are a feminist? Why?

If you understand feminism as equality, then yes, I am a feminist. For me feminism must exist because it defends the human rights. The only fight that gives me visions and alternatives is feminism.

Conclusion: He has a lot of experience in development cooperation, and he has helped a lot of women in a lot of countries, especially in Palestine. I have learned a lot of things with him and he has explained to me a lot of experiences he had had. He is doing an essential role helping women in still under development countries.

5.1.5 Rodrigo Valles Gallardo

Rodrigo Valles Gallardo is a nurse in "Clínica Terres de l'Ebre" in Tortosa.

1. Which is your job?

I work as a nurse at the Pediatric department.

2. When did you decide you wanted to be a nurse?

After high school I had to choose studies, nursing was not the only option, I was between Teaching, Engineering and Nursing. I chose Nursing because of the proximity of those studies, for the following two years I could study in Tortosa.

1. Do you like your job?

Yes I like it, there are always moments and / or situations that make you question your work, but over time, although it was not the first choice, I was captivated.

2. What do you like the most about your job?

I like the work of primary care for their autonomy, while working with other professionals, especially with the pediatrician, you have space to program you work and make decisions. I like the contact with people, with the children and to help people look after their health.

3. What motivates you to go to work every day?

Approximately two years ago, I ordered the change of my work to the Hospital Verge de la Cinta in Tortosa. The work is totally different, I am currently in Pediatrics this new assistential facet motivates me, especially in disease prevention for children, promote the health and healthy habits in this population. And of course, the economic compensation required for living.

4. Have you got a good relationship with your colleagues?

Generally yes, although as in all places, there are people with you have a better relationship than others.

5. Do you believe in stereotypes at work? Yes, I do. I strongly believe that men and women are still suffering from stereotypes which don't help us to evolve at work.
6. Have you ever heard a sexist comment at work? Yes, I have. Of course it's something so typical in our area. Maybe for many people, men are not expected to become nurses, but luckily we are increasing in numbers and that's a good symptom of being on the good way to reaching equality.
7. Or have lived a situation of inequality? Yes, I have. But I prefer not to speak about it.

Generally it is a profession where a very high percentage of workers are women, and they are the ones that, unfortunately, suffer more these sexist comments. People often confuse me as the doctor and sometimes being with the Pediatrician the patients and families talk to me.

Conclusion: He is very happy with his job even though he has lived some sexist situations.

5.1.6 Marisé Ruiz

1- What do you do?

At first I only worked at the office I have with another partner. We are both licensed in psychology in the clinical specialty and we are pedagogues, therefore we work in adults, young people and children. She is more specialized in sexuality issues and I work more with problems of anxiety, eating disorders, self-esteem, learning disorders, etc. And now I also work at SIAD.



2- Do you like your work? Because? And what motivated you to be a psychologist?

After more than thirty years working, I still love my work, I am lucky. I think I am a very empathetic person, who connects very well with people and I like to help. And I has always love the clinical part of psychology and I always had it very clear that I wanted to study this.

3- What is SIAD?

SIAD is the information and care service for women and what we do is a direct attention to women, and a guidance depending on the situation they present. And we also do different workshops. It depends on the Regional Council, there is one in each county. It is totally free and in the SIAD any woman can come from the age of 16 with any type of problem, such as separation, depression, etc. Then when we see what kind of problem that women have, we refer to the relevant service. For example, if we detect that it is a case of violence we send it to the SIE, if she have any type of addiction, we will move towards Jesus, etc. The SIAD is made up of a jurist, the coordinator and the psychologist. The lawyer explains the resources they have and help them, never represents them legally. For example, if a woman who has just separated comes and does not know what to do to divorce or does not have sufficient economic resources explains what to do in each case and where they have to go. Then, apart from the direct attention we do the gender violence prevention workshops, which are aimed at 3rd year ESO students from all the institutes of the region who request it. Then we also do coeducation workshops for 4th grade primary school children who also request it. And we also do different workshops (laughter therapy, mourning, social skills, self-esteem, bullying, harassment at work, music therapy, anxiety and stress ...) for women's associations, "Regidories", "AMPES", etc. And finally we make a thing called "Itinerancy", that is, every Thursday morning the lawyer and I are in different villages of the region for people who can't go to Amposta.

4- How long have you been working at SIAD?

I started working at the SIAD in 2000. First we called SCADIN ("Servei Comarcal d'Atenció a la Dona i a l'Infant Maltractat") then when EAES appeared ("Equips de Salvament a la Infancia") we stopped take the theme of children. And finally, the SIADs were created in each region a few years ago.

5- Can you describe any of the situations that most impacted you at work?

I have been impacted by many cases of violence that we took when SCADIN was working. As for example, the typical case of the 60-year-old woman who has always been at home and who has separated, and now this woman is lost, because she has never worked or quoted. Or cases of young girls who are 18 or 19 and who find themselves in situations of violence.

6- How do you see the future of many of the women who come to you?

There are a lot of cases, it is very important how long they have suffered from this problem, educational formation and work experience, also the relatives and friends around them.

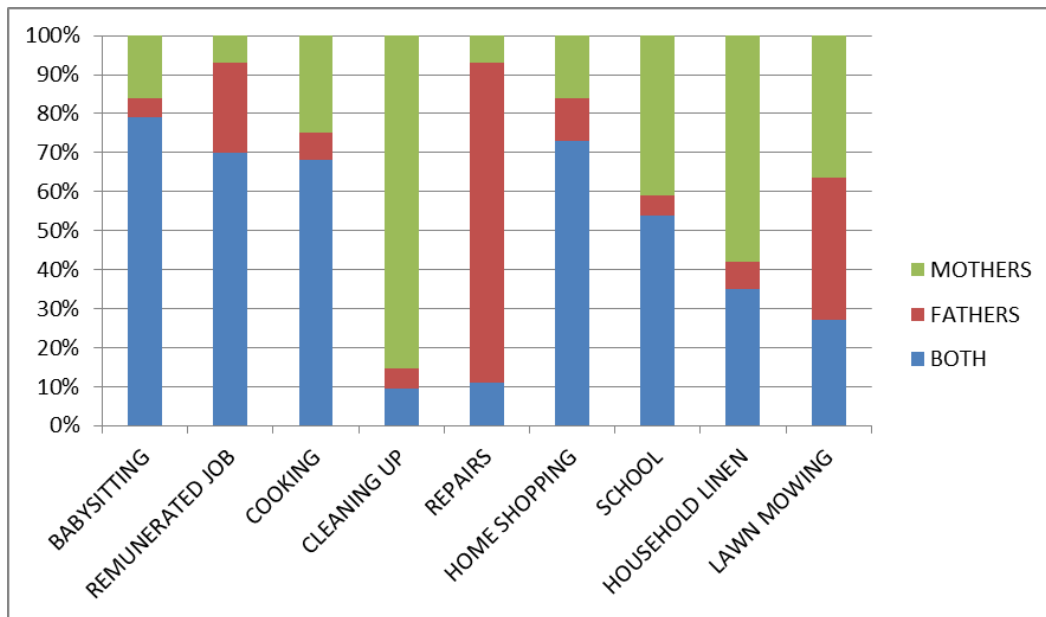
5.2 School Project

Friday 16th of June I went to Soriano Montagut primary school to do some activities with the children. I prepared three games with the goal of learning about the situation of women in Amposta nowadays. This study has been carried out in a total of eighty pupils and the graphics are all made with percentages.

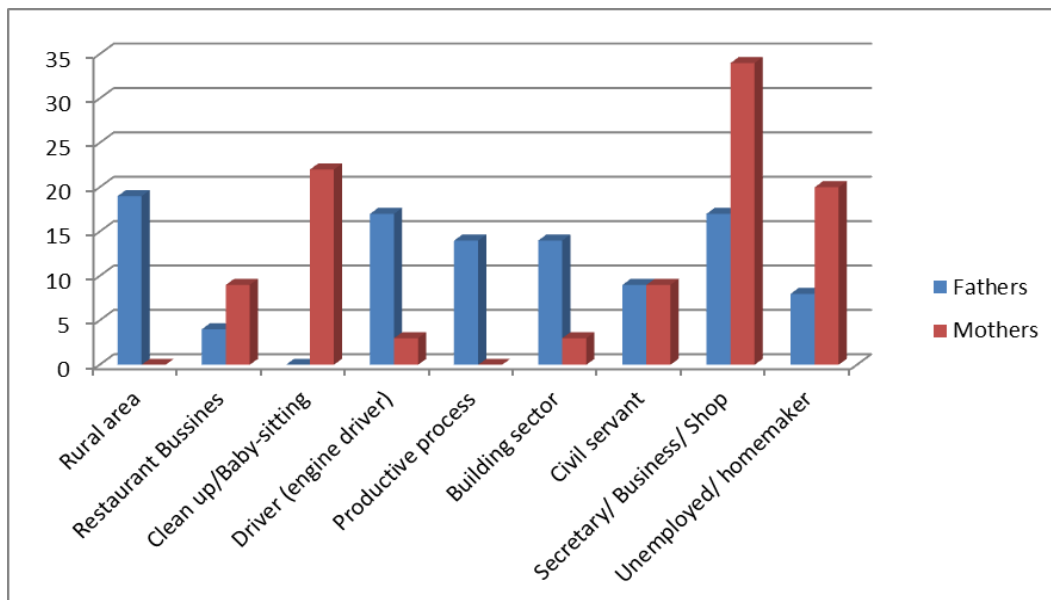
- The first game I prepared consisted of ten card games with pictures of the daily duties at home, for example: doing the washing up, cleaning the house, mowing the lawn, etc. With this game I discovered how tasks are distributed in families in Amposta. As you can see in the graphic I've made both of the parents do the majority of the tasks, although in some duties there's still a big influence of conventionalism. For instance, the cleaning up has always been seen as a responsibility of mothers and nowadays it is still seen like this. On the other side the reparations are mostly made by men.



Women in the workplace

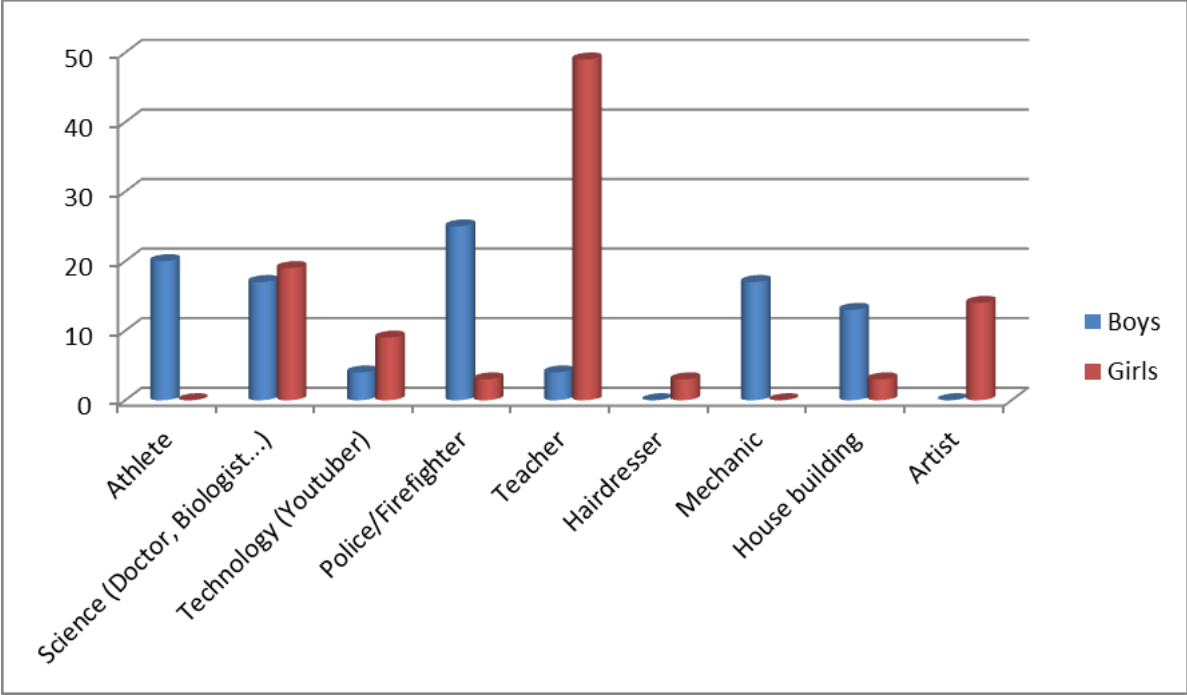


- The second game I thought was to imitate their parents' job. With this game I wanted to know if stereotypes are still present at work. The results showed that they are present in most sectors of work. No women worked in the rural or driving area otherwise only women worked in the cleaning or baby-sitting sector. I also saw that a lot of women are still homemakers or unemployed, and that men found work easier than women.



Women in the workplace

- The last game was the same as the second one but instead of the parents of the children. They did some beautiful drawings of what they wanted to be when they grew up. Here stereotypes were still present. For example, a lot of girls wanted to be teachers and artists, and a lot of boys wanted to be police officers, fire fighters, athletes or mechanics. This is because they see that a lot of women are teachers and a lot of men are police officers or athletes.



5.3 Book presentation

“Curs de feminisme per microones- Natza Farré”

The past 4 of February I attended a book presentation of the new publication by Natza Farré, a woman with very clear ideas. She works in the world of the media and she is an unconditional follower of the feminist movement. She explained that she wanted to write a book to bolster the paper of feminism in our society unreservedly. She said that this book is an express course of feminism with humor and irony. It is also to report the masochism in our daily life- in the education, language, culture, media, politics...- and she wants to face it with the feminist movement of the XXI century.

In my opinion it is an excellent book that everybody, not only women, should read to understand why this movement appeared and why it is necessary to support it. Another good thing of the book is that it speaks of this sad subject with humor and irony.

Finally I want to quote an excellent sentence that is found in the book: “The worst thing that it can happen to us is not that we get dirty with the mascara or that our heel break. The worst thing that can happen to us is continue as we are, like women.”



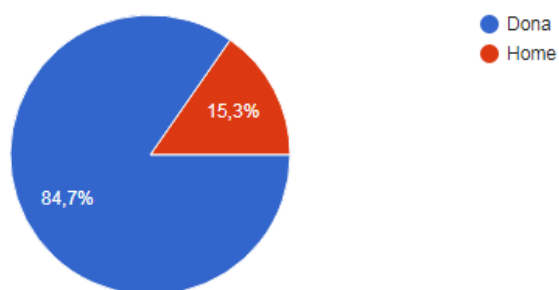
5.4 Survey

I did this Survey, Women in the Workplace, to know which was the opinion of this issue of the people in Terres de l'Ebre. More than 270 people answered it.

1. **Sex:** As you can see, a lot more women than men answered the survey.

Sexe

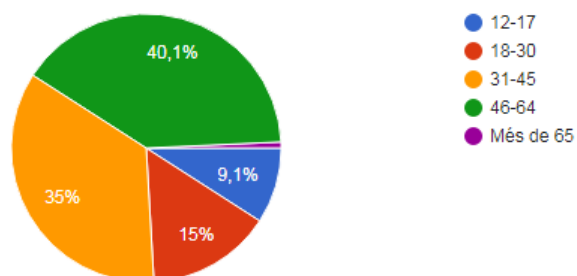
274 respostes



2. **Age:** The range of people of both sexes who answered more was the people between the age of 46 and 64.

Edat

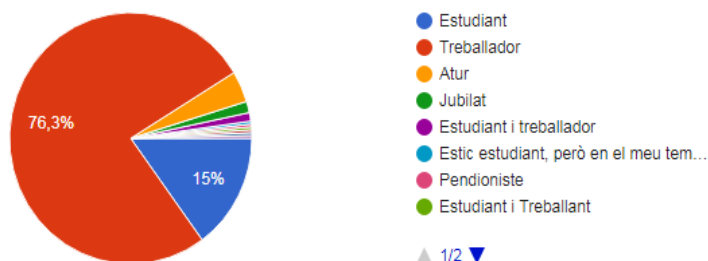
274 respostes



3. **Dedication:** The majority of the people who answered it were working people, students or both, but pensioners and retirees also answered it.

Dedicació

274 respostes



4. **Do you think that we live in an egalitarian world?:** More than the 96% answered no, but there are still people who think this way.

Creus que vivim en un món laboralment igualitari?

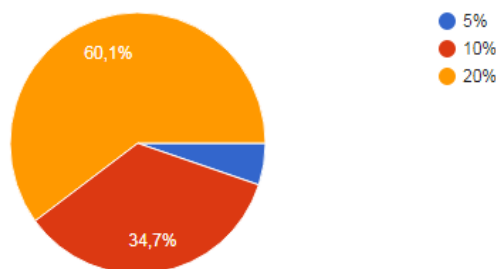
274 respostes



5. **Globally, women earn less money than men to do a job of equal value. Do you know what approximate percentage reflects this wage gap?:** To my surprise a lot of people knew the answer, it was 20%

A nivell mundial les dones guanyen menys diners que els homes per fer una feina d'igual valor. Saps quin percentatge aproximat reflexa aquesta bretxa salarial?

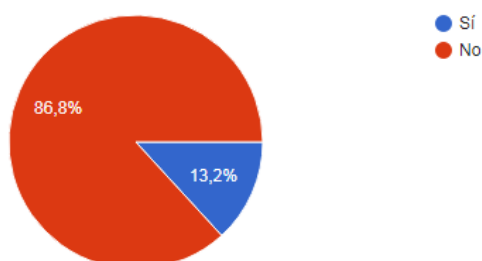
271 respostes



6. **Do you think that because of the difference in physical condition it is normal that in some jobs women earn less than men?:** Most of them answered No but almost the 15% answered Yes.

Creus que per la diferència de condició física es normal que en algunes feines les dones cobrin menys que els homes?

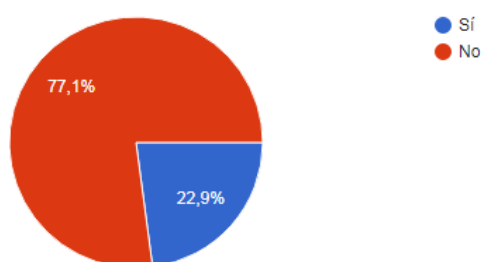
273 respostes



7. **The expression “This work is for men, or the opposite” has always existed. Do you think it's true?:** Almost a quarter part believed that it is true.

Sempre ha existit l'expressió: Aquesta feina es per homes, o al contrari. Creus que es veritat?

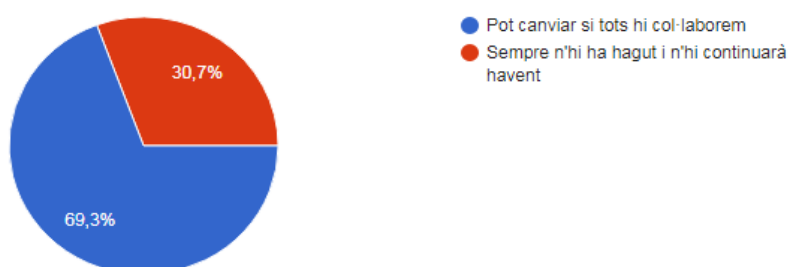
275 respostes



8. **Do you think there will always be inequalities between men and women in this topic or that can change?:** There were a lot of optimistic people but, some thought that it was not going to change.

Opines que sempre hi haurà desigualtats entre homes i dones en aquest tema o que pot arribar a canviar?

274 respostes



9. **Do you know what the feminist movement is?:** About this question, I realized that there is a lot of ignorance on this topic and some of them did not want to get any information.

Saps que és el moviment feminista?

272 respostes



10. **Have you ever experienced a situation of inequality in your job?:** Less than half of them had experienced one.

Has viscut mai una situació de desigualtat a la teva feina?

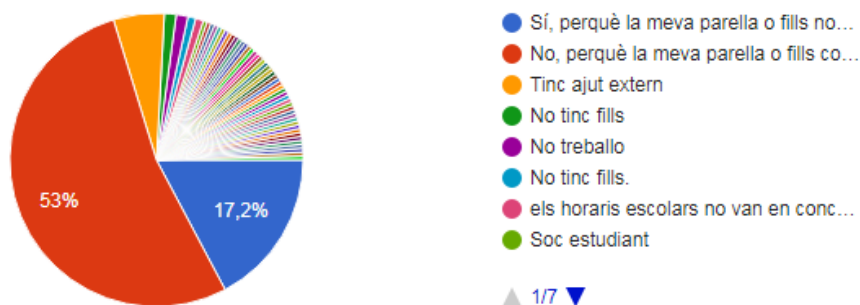
261 respostes



11. **Do you have difficulties combining work with housework and children?:** In this question there were a lot of answers but more than half said that their partner collaborated with them.

Tens dificultats per combinar la feina amb les feines de casa i els nens?

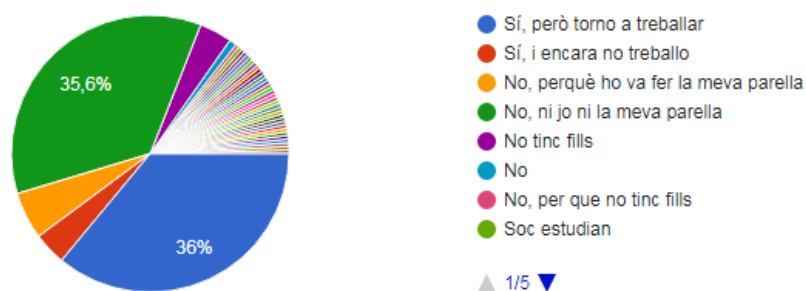
232 respostes



12. **Have you had to leave the job or reduce hours in order to become a father or a mother?:** The 36% said yes but only for a short time and the other 36% said no.

Has hagut de deixar la feina o reduir hores per haver sigut pare o mare?

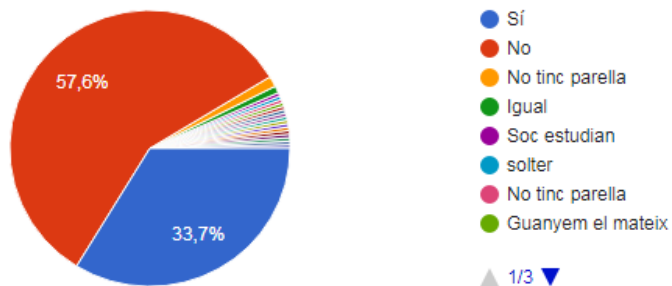
236 respostes



13. **Is your salary higher than your partner's?:** The majority said no.

El teu salari es superior al de la teva parella?

243 respostes



6 Conclusions

As I said in the introduction my goal in this research work was to study the situation of women in the workplace and the history of the role of women in housework. Furthermore, I did an analysis of the history of feminism, its origins, its evolution in different countries and cultures and how it has evolved marking the situation of women in the domestic sphere and in the workplace currently in Catalonia and Spain. Finally, to confirm this, I did a small study focusing on the state of women in working age in my area, Terres de l'Ebre.

First of all I discovered that I was right with what I was thinking, women had had a very rough past. But what surprised me the most was that in the Paleolithic, women had a more important role in the society than for example in the Middle Ages or in the Modern Age. They were considered more than only mums. They hunted or collected food and they were taken in account at the moment to decide things for all the group. What I also saw was that the situation nowadays has improved but not the same way around the world. There are a lot of countries that continue to think in the same way as 100 years ago.

Then, I sought information about the history of feminism. I saw that there had been three waves and I redial the most important facts in each period. I also examine how it appeared and evolved in Spain and Catalonia, and to my surprise in both cases it was later than I had expected.

Next, I focused in what my research work was about, the situation of women in the workplace. I started with the salary and the famous wage gap. And as I thought there is a huge gap between the women's and the men's salary. I compared with some countries and there were some variations but the general idea was the same, women's continue to be well below men's wages, and some governments are trying to do some initiatives to reduce the wage gap but they are not giving enough results.

Following that, I talked about motherhood and work, and how one affects the other. Nowadays a lot of women have this dilemma, they have to choose if they want to be mothers or they want to continue with their professional career, because they can't do it all.

I also searched for information of the gender discriminations at work, and as we all know they are present every day in our society, not only in the salary. Women suffer of discrimination when they want to ascend in their workplace, or when they want to be in charge of a business because our society continues to think that a man would do it better.

Finally I did a small brief of from my point of view will be the situation in the future. And I want to be optimistic with it, due to the fact that our ancestors

have accomplished so much and if we continue fighting and we don't give up we will continue progressing.

Now, about my field work I did some activities with the target of demonstrating what I found. I decided to focus in my area, Les Terres de l'Ebre because it's an area that has always been considered one of the most disadvantaged areas of Catalonia, and women are the most affected collective.

I did some interviews to some people in my area who had a relation with this issue. And again to my surprise I saw things that I couldn't believe. Some people continue to hear bad comments because they are working in a work that our society see for women, or some teenagers are told of their boyfriends that what they are studying is not for women. I've also talked with a young entrepreneur and she explained that even her own family had difficulties to believe in her at the beginning. Or when I talked with Sàgar I awful histories of some women that are in horrible situations, in Palestine for example.

Then to see how families in Amposta and surroundings distributed their housework or which jobs each member of the family had I went to the Soriano Montagut school. I prepared some activities with the aim of knowing their family situation. And as you could see for being at the 21st century the results were amazing. The majority of women continue to clean the house or taking care of their children while his husband is working, something isn't going well. Or for example lots of mothers work in the cleaning sector and lots of men work in the construction sector, why?

Finally to allow people answer directly to some of my questions I did a survey about this issue. And first of all, only a quarter of the total people who answered the survey were men. Then, for example in the question "The expression "This work is for men, or the opposite" has always existed. Do you think it's true?" More than a quarter part answered yes. Really? This astonished me.

Owing to all of this, my conclusion concerning this research work is easy, we still have a lot to do in our area and worldwide. We can't continue like this because then we will start retroceding. Women have to continue claiming their rights and the equality between men and women.

In the end, I have an idea, is just a proposal to help to finally end with this issue. From my point of view, every problem has a start, and in this case are the children. Why if the children didn't see these inequalities, these injustices, the harassment? For sure they will not do it, because they will have been brought up in an environment of equality, and because they will never have had to hear that a girl is less than a boy. So, in order to achieve this, we have to start working with the family environment, and this is really difficult because this would mean to enter each house and start telling people how to raise their children. But I have a

better idea. Which is the place where every child goes and learns things? School, here is our solution. Thus, here below you'll find my proposals to get rid of these inequalities:

1. We have to start promoting an equalitarian education. For example eliminating single-sex schools, removing sexist uniforms, etc.
2. To even have a better impact, I had the idea of preparing some workshops to show children that they are all equal and that there's no reason to think that the girl they have next to them has to earn a lower salary to do the same job as them. Hence, if we show this to children they can show it to their parents, because parents do learn of their children.
3. After that, once we finish with the children's workshops we will start with all them, children and parents together, workshops, where with some activities children will show their parents what they have learned.

This is only a small idea, but with this simple beginning being followed by an another one and others following afterwards we can make a huge impact and before expected we can finally achieve equality.

7 Personal evaluation

As you can imagine I am not the same person now as when I began with this research work. Even though I had an idea about this issue because I had read some articles, I have learned a lot and this has changed the way I see things nowadays.

I have seen that despite having achieved a lot on this topic, we still have a lot to fight for. I have realized that women are in a huge disadvantage regarding men, and it implies not only in the workplace. Therefore, I reckon that I still have to fight hard because I want my children and the children of my children to live in an equalitarian world which offers the same possibilities to women as to men, where they can become whatever they want, needless to say it will not depend on their sex, and a place where people won't judge them because of their sex, skin colour, religion, sexual orientation, and more.



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- Survey

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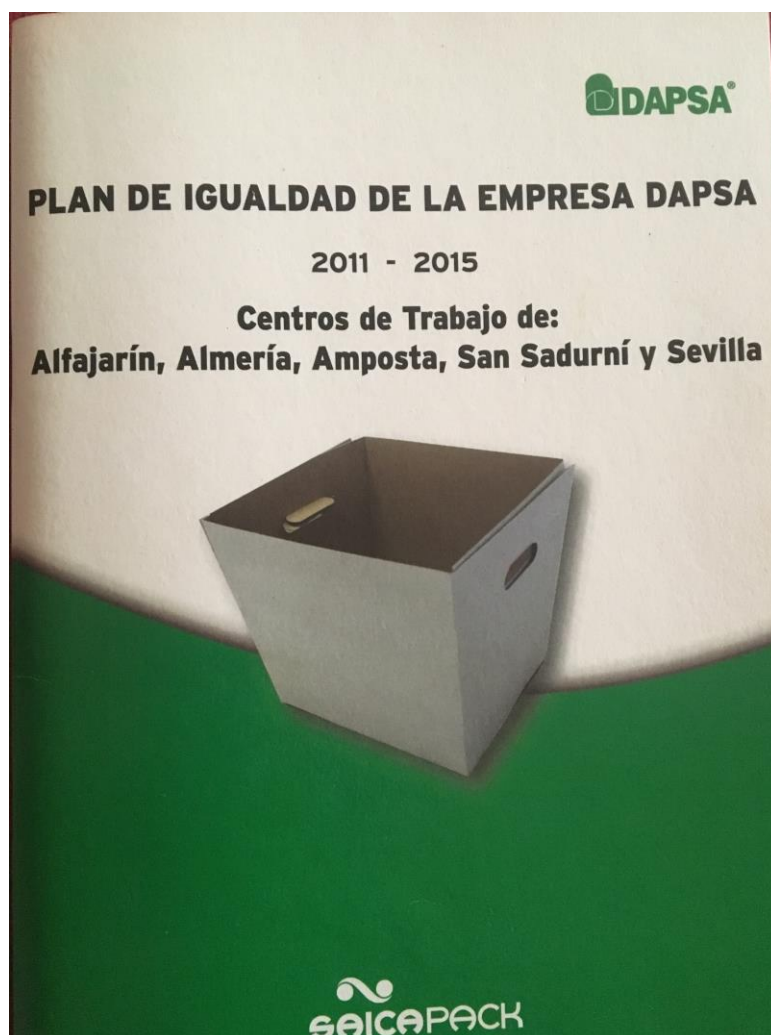
- Suffragette film

<https://www.youtube.com/watch?v=Dq1adkVIxqU>

Annex

9.1 Dapsa's equality plan

Searching for some information, a former factory worker gave me the book where it's all the Dapsa's equality plan from the year 2011 to the year 2015, so it is no valid, and they have renovated. I want to mention that is the first equality plan that was made in the paperboard industry. They discussed issues such as the selection and hiring of new workers, promotion, the conciliation of the personal life with the professional life, prevention of sexual harassment and a lot more. This made a significant change in the way how women in our area were treated, because Dapsa is a huge factory where a lot of people from Les Terres de L'Ebre work. This also encouraged other paperboard factories to develop their own equality plan, and other type of factories too.



9.2 Association "F de Figa"

F de Figa is a feminist group born from a group of friends with a common goal: to bring feminism closer to our territory, and they have generated excitement and enthusiasm. In their presentation they wanted to shake minds with their name, like Tatiana Franch said "F de Figa" wants to raise awareness and activate all those women who are "feminists by intuition" and face the differences imposed on the basis of sex. "You are a feminist if you find it normal for the man to make the purchase, if you find it normal that a child does twirling or that a farmer grows their land. You are a feminist if you think that being a man or being a woman should not be an impediment to fully develop yourself as a member of society," she said. A lot more issues are debated of this association, for example, women who have struggled to equal work at home, or that children continue to grow and educate themselves from the patriarchal conception of society, and a lot more. So if you do not agree with some things that happened in our territory and you want to be listened you should go to one of their meetings.



9.3 Suffragettes

Set in early 20th century London, this is a powerful depiction of the escalation of the Suffragette campaign from peaceful protest to aggressive demonstrations seen through the eyes of working-class laundry worker Maud. As a newly recruited suffragette she is drawn into its underground workings, despite her husband's disapproval. But as the movement becomes more radical, so do the police's reactions and Maud's commitment is tested.

With an all-star cast including Carey Mulligan, Helena Bonham Carter and Meryl Streep, Suffragette is the moving first film about the remarkable untold story of the real foot soldiers of the suffragette movement. These were working women who had seen peaceful protest achieve nothing. Radicalised and turning to violence as the only route to change, they were willing to lose everything in their fight for equality. The story of Maud – one of the suffragette foot soldiers – is as gripping and visceral as any thriller. An inspirational story told by women, about women, for everyone.

The acclaimed film was released in cinemas on Monday 12th October 2015.

From "Suffragettes" Project for 4th ESO students by M. Subirats





MICHELLE OBAMA

"Success isn't about how much money you make, it's about the difference you make in people's lives."



SACAGAWEA

"Everything I do is for my people."



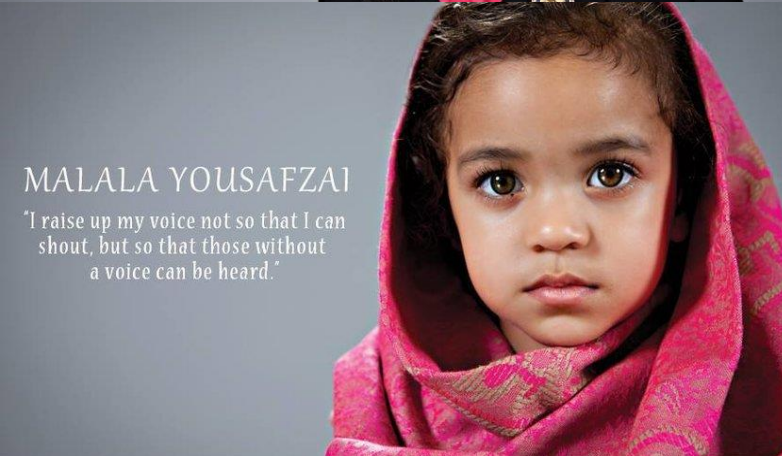
HILLARY CLINTON

"I believe that the rights of women and girls is the unfinished business of the 21st century."



MOTHER TERESA

"The good you do today, people will often forget tomorrow; Do good anyway."



MALALA YOUSAFZAI

"I raise up my voice not so that I can shout, but so that those without a voice can be heard."



MOMS MABLEY

"If you always do what you've always done, you will always get what you always got."

GLORIA STEINEM & DOROTHY PITMAN HUGHES

"A feminist is anyone who recognizes the equality and full humanity of women and men."



MADELEINE ALBRIGHT

"It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent."



SUSAN B. ANTHONY

"Forget what the world thinks of you stepping out of your place; think your best thoughts, speak your best words, work your best works..."



FRIDA KAHLO

"I paint my own reality."