

National Research Report

THE 'AS IS' SITUATION IN SPAIN

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DATE

NEOTALENTWAY

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1. Introduction

1.1 Scope of the project

Research has depicted the linkage between environment-oriented activities and gender disparities. In fact, gender equality matters to environmental sustainability with women performing two thirds of global working hours and being more dependent on natural resources in comparison with men (Irish Aid, 2013). However, the agenda promoting the importance of gender equality for the ecosystem still remains unfinished despite all the initiatives taken towards the establishment of eco-friendly activities (UN women, 2014). Therefore, while there is still a high level of gender inequality, women act as half of the world's resource managers, making their role crucial towards safeguarding the environment (Global Environment Facility, 2018). With clothing upcycling being the new trend for green fashion, there has been no concrete initiative promoting women's active participation in upcycling practices, despite EU's endeavor towards environmental sustainability. Therefore, the need for VET trainers and textile professionals (manufacturers, designers, colorists, etc.) to engage in an open dialogue in order to support gender-based training towards buckling down environmental challenges through clothing upcycling activities constitutes a brand new initiative in alignment with EU goals for resource efficiency (Europe 2020 Strategy).

1.2 Purpose of the document

This document aims to provide useful insights of the current needs with regards to the level of awareness among textile professionals about men and women's role and participation in environmental activities towards sustainable development of the industry.

The insights will derive from the thorough research conducted at national level, while the findings will be used in a comparison analysis scrutinizing the best practices applied in other European countries in order to identify the gap between the 'as-is' situation and the 'to-be' situation.

The research focuses on the training needs of textile experts for environmental consciousness in order to identify the main pillars of the training materials to be developed for the purpose of the 'ReClothing Training Guide'.

1.3 Project target groups

The target groups addressed and affected by this research are:

- Directly:
 - Textile professionals (manufacturers, designers, colorists, stylists, converters, etc.) interested in or already taking initiatives towards environmental sustainability
 - VET & Textile experts willing to actively participate in an open dialogue about green methods that establish the importance of gender equality for the ecosystem
 - HEI with Textile departments



- Indirectly:
 - VET training organizations
 - Public bodies
 - NGOs or other organizations/authorities taking initiatives towards renewable resources and energy efficiency
 - AR developers or developers/organizations willing to embrace innovative digital solutions for sustainable training purposes and enhanced learning experiences
 - Policy makers

2. Methodology

In order to efficiently identify the current practices, each partner organization will opt for different case studies applied in the country as indicative examples of the state of the art.

The desk research focuses on the following pillars:

1. Eco-sustainable practices initiated or implemented by women
2. Green practices for safeguarding the environment
3. Initiatives for clothing upcycling awareness
4. Practices related to gender-based training
5. Existing dialogues for the role of gender in environmental sustainability
6. Technologies used as innovative sustainable practices

Therefore, the project consortium will cast about for any practices – or the lack of them – among the partner countries with a view to formulate a training solution tailored to the needs of the target group. The findings of the current research document will be validated directly by the project target group so as to ensure their active involvement in the project activities throughout its implementation. To that end, partners (except ATERMON as an IT company and UNICERT as an accreditation body) will contact at least 25 participants demonstrating the results of this report and involving them in a needs verification survey.

3. National Practices

3.1 Eco-sustainable practices initiated or implemented by women

Name of the organization: Leticia Valera



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Name of the action:	Regeneration
Year of implementation:	2019
Objectives of the action:	Promote African culture through its products and services.
Description of methodology:	Offering exclusive garments made only by women, using artisanal techniques and fabrics of African origin, as well as organic or recycled fabrics that merge with current trends. Through multidisciplinary projects and collaborations with artists and artisans from all over the world
Impact:	The hand-woven garments and decorative elements are handmade by a group of women at risk of exclusion in Senegal, donating 5% of their profits to the NGO Kassumay.
Website:	https://www.leticiavalera.com/
Skills required to implement such an action	<ul style="list-style-type: none"> ▪ Passion for other cultures ▪ Solidarity ▪ Sharing ▪ Teamwork ▪ Self-motivation
Potential challenges	

3.2 Green practices for safeguarding the environment

Name of the organization:	Ecodicta
Name of the action:	Reuse, redistribute
Year of implementation:	2020
Objectives of the action:	Responsible textile consumption awareness
Description of methodology:	The function of this company is based on the purchase of textile products from other industries in the sector and then renting them to its customers.
Impact:	Reduce your ecological footprint Save more than 29% of CO2 emissions.





Website:	www.ecodicta.com
Skills required to implement such an action	<ul style="list-style-type: none"> ▪ Share ▪ Care ▪ Self-motivation ▪ styling ▪ Reuse
Potential challenges	<ul style="list-style-type: none"> ▪ Make this activity a new activity in shopping ▪ Reducing the impact of waste from the textile industry ▪ That this activity reaches more possible countries.

3.3 Initiatives for clothing upcycling awareness

Name of the organization:	Contrabanda Shop
Name of the action:	Recycle
Year of implementation:	2018
Objectives of the action:	Promoting conscious consumption and re-use of textiles
Description of methodology:	Through the implementation of clothing recycling, local trade, the creation of a beneficial circle of exchanges and awareness raising, we fight against the multiplication of waste and pollution caused by the fast fashion industry..
Impact:	Spreading the second-hand trade for a common interest; collaborating with similar businesses and creating networks. Reducing pollution from textile industry waste.
Website:	www.contrabandashop.es
Skills required to implement such an action	<ul style="list-style-type: none"> ▪ Have a very positive attitude. ▪ Commitment ▪ Solidarity ▪ Love for human relations ▪ Sharing ▪ Teamwork ▪ Self-motivation
Potential challenges	<ul style="list-style-type: none"> ▪ Lack of general awareness ▪ Difficulty in reaching out interested parties ▪ Lack of support by bigger stakeholder

3.4 Practices related to gender-based training



Name of the organization:	Talention
Name of the action/training:	Training
Year of implementation:	2020
Objectives of the action/training:	<ul style="list-style-type: none"> • Eliminating the wage gap • Elimination of real inequality • Abolishing inequalities within organizations
Description of methodology:	<ul style="list-style-type: none"> • Accompaniment and advice throughout the process of implementing the Equality Plan. • Preparation of the Diagnostic Study on equal opportunities in the company, as well as the final report with its results and the proposal of measures for the Equality Plan. • Drafting of the Equality Plan document. • Raising awareness and training in Equal Opportunities for the Negotiating Committee
Impact:	<ul style="list-style-type: none"> • Many of the large companies in Spain have one of our Equality Plans. • Compliance with Law 3/2007 of March 22nd. • Attraction and retention of qualified personnel • Increased staff commitment • quality improvement • increased productivity • improved company image
Website:	https://talention.es/plan-igualdad-empresas/
Skills required to implement such an action/training	<ul style="list-style-type: none"> ▪ Commitment to equality. ▪ Responsible entrepreneurship ▪ Responsibility with the workforce ▪ Commitment to social progress.
Potential challenges	<ul style="list-style-type: none"> ▪

3.5 Existing dialogues for the role of gender in environmental sustainability

Name of the association/synergy:	“Zicla”
Year of implementation:	2005
Objectives of the action:	It is estimated that by 2050, 70% of the world's population will live in cities. Zicla's challenge is to help make these cities accessible, sustainable, inclusive and friendly.



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Description of methodology:	<p>Design and develop solutions that help cities make their streets more accessible, sustainable, inclusive and friendly. To materialize these solutions with modular, eco-designed, recycled and recyclable products with a low environmental footprint.</p> <p>To focus on the continuous improvement of our products and their constant adaptation to the evolution of cities and their needs.</p> <p>To develop innovative solutions so that waste is transformed into materials and products that the market accepts for their low environmental footprint, quality and price.</p>
Impact:	Zicla has a great impact on products for cities and innovation with waste.
Website:	https://www.zicla.com/
Skills required to implement such an action	<ul style="list-style-type: none"> ▪ To carry out actions of this type requires a commitment to the environment, with the desire to reuse instruments and materials to offer them another opportunity for use..
Potential challenges	<ul style="list-style-type: none"> ▪ Among the challenges, highlight: Premios Solvay Premios Talent Premios Iniciativa BMW Construmat Barcelona

3.6 Technologies used as innovative sustainable practices

Name of the organization:	Fairphone
Name of the tool/technology:	Sustainable cell phones
Year of implementation:	2013
Objectives of the tool:	To create the fairest possible electronics industry
Description of methodology:	<p>By developing a more sustainable smartphone, with every phone they make, they are one step closer to making the electronics industry fairer and more sustainable.</p> <p>Designing products with longer service lives and that are easier to repair.</p>



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Impact:	They want all electronics manufacturers and suppliers to put sustainability and fair labor practices first. That they care about the climate and the delicate ecosystem of our planet. That they genuinely strive to ensure human rights and worker satisfaction. And where fair materials and responsible manufacturers don't exist, they work with local communities and industry to create them.
Website:	https://www.fairphone.com/es/
Skills required to use the tool:	<ul style="list-style-type: none">▪ To participate with this company, awareness of climate change, environmental improvement, sustainable technology... must be present.
Potential challenges	<ul style="list-style-type: none">▪ Fairphone 1, 2, 3, 4



4. Conclusions

Spain is a country very committed to gender equality in all areas, such as education, employment, ecology and decision-making. This commitment can be seen in the evolution of equality in the last 20 years, as in the European Gender Equality Index (EGEI) Spain has moved from 19th place in 2000 to 7th place in 2020 (DUPO, 2022).

All this has been thanks to the joint efforts of companies and governmental bodies, such as the Women's Institute or the Ministry of Equality, as well as state regulations such as the III Plan for Gender Equality in the General State Administration and in public bodies linked to or dependent of the law (Ministerio de Política Territorial y Función Pública, 2021).

This commitment to equality is also closely linked to care for the environment, as Spain is one of the European countries most affected by climate change, and these problems do not affect everyone equally (Instituto de la Mujer, 2020). For this reason, it is considered essential to work together to protect the environment and move towards a more sustainable world, transforming women into real agents of change. To this end, plans and strategies are promoted, from both the public and private sectors, such as benefits for sustainable companies, aid, increasing the role of women and training on ecology and the SDGs, among other measures.



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