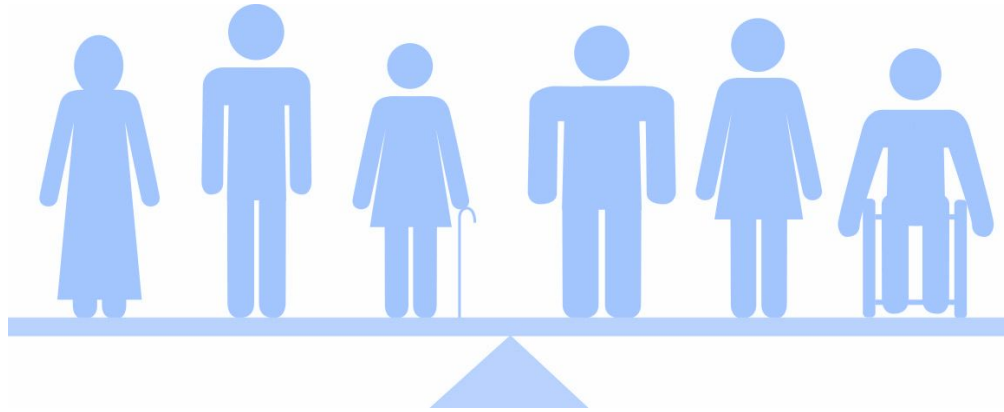


# EQUAL OPPORTUNITIES IN SPAIN



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Equal opportunities in Spain is a fundamental principle of social justice and equity that seeks to ensure equal rights and opportunities.

In Spain, despite legal and social advances, structural inequalities persist in several areas: gender, ethnic origin, disability, socioeconomic, among others.



# GENDER INEQUALITIES

1. WAGE GAP: Women earn 20% less than men, on average, for jobs of equal value.
2. UNDERREPRESENTATION IN MANAGEMENT POSITIONS: Women face barriers to accessing leadership positions, mainly due to the lack of work-life balance.
3. GENDER VIOLENCE: Despite advanced laws, such as the Law for Comprehensive Protection against Gender Violence (2004), it continues to be a serious problem in Spanish society.



# DISABILITY INEQUALITIES

1. ACCESS TO EMPLOYMENT: Although there are laws to promote the labor inclusion of people with disabilities, many still face barriers to obtaining decent employment.
2. ACCESSIBILITY: Despite efforts to improve accessibility in public and private infrastructure, many people with disabilities continue to face obstacles in their daily lives, especially in rural or less developed areas.



# EDUCATIONAL INEQUALITIES

1. EARLY SCHOOL LEAVING: Spain has improved in terms of reducing school leaving, but rates remain high compared to other European countries. Young people from disadvantaged backgrounds, particularly those from migrant are more likely to leave school early.
2. ACCESS TO HIGHER EDUCATION: The costs associated with university education and the lack of resources make it difficult for low-income students to access and complete higher education.



# HEALTH

Equal opportunities in the field of health in Spain is a fundamental aspect to ensure that all people, regardless of their socioeconomic situation, gender, ethnic origin or place of residence, have access to quality medical care.

## Access to Health Care

Spain has a public health system that provides universal and free care. However, the reality is that there are inequalities in access to health services, especially in rural areas or in autonomous communities with fewer resources. This can result in longer wait times and reduced availability of services.

## Mental health

Mental health has become more relevant in recent years, but it still faces stigmas and barriers to access. Resources for mental health care are often inadequate, which can affect vulnerable groups and cause them to not receive the care they need.



# INMIGRANTS

Equal opportunities in Spain with respect to immigrants is a complex issue that involves social, economic and legal aspects. Here are some key points:

## Access to Basic Services

Immigrants in Spain, especially those in a regular situation, have the right to access basic services such as education and health. However, irregular migrants can face significant barriers, limiting their access to health care and education.

## Labour market

Immigrants often face challenges in accessing the labor market. This includes discrimination, lack of recognition of qualifications and jobs in low-paid sectors. Although the law prohibits discrimination on the basis of origin, the reality of work may be different.



# WHAT IS SPAIN DOING TO SOLVE IT?

Spain has implemented various measures to address inequalities of opportunity in several areas. Some of the most prominent include:

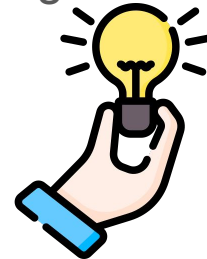
## 1. Legislation

- Equality Laws.
- Comprehensive Protection against Discrimination Act.



## 2. Education

- Inclusion Programs to support students from vulnerable groups.
- Scholarships and grants to facilitate access to higher education for students from families with fewer resources.





### **3. Employment**

Equality Plans: Companies with more than 50 employees are required to develop equality plans to ensure equity in hiring, training, and promotion.

Training and Career Guidance, especially for young people and groups at risk of exclusion.

### **4. Health**

Universal Access to Health through Public Health

Mental Health Programs: Mental health services are being strengthened.



### **5. Integration Policies**

Welcome programs to facilitate the integration of immigrants, such as language classes and cultural training.

Promotion of Diversity: Campaigns are promoted to raise awareness of cultural diversity and the importance of social inclusion.

## CONCLUSION

In summary, Spain has made progress in promoting equal opportunities, but it continues to face challenges in a number of areas. It is essential to continue working on inclusive policies and the removal of barriers to ensure that all people, regardless of their origin or situation, have access to the same opportunities.

