



CORPORATIVE PRESENTATION

Services

Products

Clients

Projects

www.almenaraestudios.com

Who we are?

Almenara Estudios, authentic vocation for social issues



- A socioeconomic consultancy firm, expert on gender issues, quantification of social phenomena and evaluation of public policies.
- Almenara is placed in the vanguard of social reality in Spain and Europe, contributing to knowledge with scientific rigor and working, at the same time, to improve society.

Our Services



Studies and Investigations



Development of highly specialized Products



Technical assessment, Follow-up and Evaluations



Training Oriented to the Public Administration



Fields of action

**Gender
and
Economy**

We promote Equality of Opportunities, focusing in an economic perspective



Social Exclusion

We contribute elements for the improvement of social policies that try to guarantee social equality

**Organizational
Culture**

We favour the implementation of measures that help take advantage of talent and, at the same time, improve the productivity.

Our Services in Gender Issues

Incorporation of Gender Transversality into Public Policies

- ✓ We provide technical assistance in each one of the implementation phases of gender transversality
- ✓ We revise, as experts, previous studies or designed actions
- ✓ We work for organizational change



Gender Responsive Budgeting (GRB)

- ✓ Almenara has attained great international prestige in the introduction of Gender Responsive Budgeting as tool to incorporate gender transversality into public policies.
- ✓ We provide technical assistance or the introduction into budgets and specific training

Analysis, Follow-up and Evaluation of Policies

- ✓ We are experts in the accomplishment of gender analysis
- ✓ Follow-up and evaluation of plans and programs with a gender approach
- ✓ We develop participative methodologies

Follow-up and Evaluation of Public Policies

- ✓ We carry out gender analysis as the first step in the design and development of plans and programmes
- ✓ We follow-up and evaluate plans and programmes already in progress from a gender perspective: ex-ante, intermediate, ex-post and final, for the adequate incorporation of gender transversality in the different activities that have been carried out
- ✓ We are expert in participative methodologies



Peer Reviews (Evaluation between equals)

Since the year 2003, we provide Technical Assistance to the European Commission in the accomplishment of joint evaluations and in situ of successful policies between different public administrations

Objectives of a Peer Review:

- ✓ To improve policies adopted through participative methodology of great technical quality
- ✓ To facilitate knowledge and the exchange of good practices by doing an in-depth analysis of the policy
- ✓ To analyze the reach and the suitable transferability of public policies



Technical Assistance and Training in Gender Budgeting (GRB)

GRB allows the introduction of the transversality principle to economic and social policies, as well as to assure that the adequate budgetary items are planned and executed to fulfil the objectives of the gender equality policy.

Almenara is an international expert in the supply of technical support and the development of methodologies for the introduction of Budgets with Gender Approach

In-class and on-line Training Basic and advanced modules directed to technical and political staff

What are the objectives of GB?	What conditions is budget added to a report?
What are the objectives of GB?	How is GB added to the budget?
What conditions is GB added to the budget?	How is GB added to the budget?
What are the 'solution' points?	What are the 'main' points?
What are the 'main' points?	What are the main points with GB?

☒ Basic Package

Module 1: Theoretical frame

Module 2: Successful experiences

Module 3: Tools

☒ Advanced Package + Practical Module:

This module, through a practical exercises designed to fit your budgetary planning, facilitates the incorporation of GB.

Training in Equality for Public Administrations

In-class and on-line training Basic and advanced modules

We try to contribute to the complete introduction of transversality in the different policies and actions carried out by the Administration.

Training directed to politicians and technicians in charge of its programming, execution and evaluation is an essential activity that must be set-up in the processes of incorporating gender transversality.



☒ Basic package:

Module 1: Theoretical frame

Module 2: Successful experiences

Module 3: Tools

☒ Advanced Package + Practical

Module:

Allows carrying-out a diagnosis and implementing different tools through applied practical exercises.

Other Almenara Products

- ☒ Equality Plans
- ☒ Conciliation Labour, Family and Personal Life Plans
- ☒ Action Protocols on Gender Violence
- ☒ Diagnosis and Reduction of Absenteeism
- ☒ Diversity Management
- ☒ Management and Resolution of Conflicts

Organizations



International Clients



United Nations

UNIFEM (United Nations Development Fund for Women)
UNDP (United Nations Development Programme)
UNECE (United Nations Economic Commission for Europe)
UNFPA (United Nations Population Fund)



International Labour Organization

ICT-ILO (International Training Centre of Turin - International Labour Organisation)
ILO Arab Countries (Regional Office, Beirut)



European Commission

General Directorate of Employment, Social Affairs and Equality of Opportunities
General Directorate of Investigation
European Agency of Reconstruction
Cooperation Office



European Parliament

General Directorate of Internal Policies
General Directorate of Investigation

International Clients



Government of Belgium (Belgian Technical Cooperation)

UIP (Inter-Parliamentary Union)



Bundeszentrale für Politische Bildung (Federal Centre for the Political Education)

Women Alliance Development (Bulgary)



Universidad de Alcalá de Henares - Madrid



University Alexander von Humboldt (Berlin, Gender Kompetenz Zentrum)

Companies



ÖSB Consulting GmbH (Vienna)

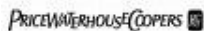
Particip GmbH (Germany)



ECOTEC (London)



Deloitte & Touche



Price Waterhouse Coopers (Madrid)

Spanish Clients

Government of Spain



Ministry of Health and Social Policy
Ministry of Labour and Immigration (Permanent Observatory of Immigration)
Ministry of Environment and Rural and Marine Areas
Ministry of Equality (Woman Institute)
Ministry of Science and Innovation
Ministry of Progress (SASEMAR)
Ministry of Foreign Affairs (AECI)



Diverse Organisms of Regional and Provincial Administrations



Junta of Andalusia (Woman Institute of *Andalusia*)

Xunta of Galicia (Equality Services)



Community of Madrid (Council of Education)

Autonomous Community of Murcia (School of Public Administrations)

Autonomous Government of Valencia (Council of Social Welfare)



Autonomous Government of *Catalonia* (Woman Institute of *Catalonia*)



Junta of Communities of Castilla-La Mancha (Woman General Directorate)

Selection of International Projects

Social security systems in the European Union and its impact in the conciliation of work and family life. European Parliament, 2004

Gender Experts within the Study "Rising awareness in companies to fight gender stereotypes", ITC/ILO Gender Coordination Unit in partnership with Eurochambres. European Commission, 2008

Technical Assistance to the European Commission in the follow-up of the implementation of the Kingdom of Spain's National Action Plan for Social Inclusion. European Commission and ÖSB Consulting, 2003 - 2007

Diagnosis of the training needs to promote diversity management in companies in Cyprus. UNDP for Action Cooperation and Trust, Cyprus, 2009

Experts in the Platform of Technical Assistance in gender matter for the Cooperation Office of the European Commission - EuropeAid. Office of Cooperation of the European Commission, 2008

Coordination of the European Network of Independent Experts in Discrimination. European Commission, ÖSB Consulting and Human Consultancy, 2009

Selection of Projects Carried out in Spain

Increase of Productivity through the Application of Gender Policies in Positions of Decision Making. Innovative Programmes 2008, DG of Equality of Opportunities of the Labour Department of the Autonomous Government of Catalonia. AFAEMME, CEPYME Catalonia, 2009

Gender stereotypes and their impact in sanitary systems. Ministry of Health and Consumption. Observatory of Women's Health, 2007

Economic and social costs of violence against women in Andalucía. *Junta de Andalucía*, Woman Institute of Andalucía, Deloitte & Touche, 2003. Study's Technical Direction. **Published**

Characteristics of the immigrants from the UE-15 residing in Spain. Ministry of Labour and Immigration - Permanent Observatory of Immigration, 2008

Study on the advances in the implementation of Equality Plans in Companies of *San Fernando de Henares*. City council of San Fernando de Henares, 2007-2008. **Published**

Technical assistance for the Analysis and Evaluation of the activity of the National Coordination Centre of Marine Rescue. Ministry of Foment - SASEMAR, 2007-2008

Elaboration of training material directed to Public Administrations to favour the integration of women immigrants, Woman Institute - Ministry of Equality, 2008

Analysis of the Second Regional Plan of Social Integration of the *Junta* of Communities of Castilla-La Mancha 2002 - 2005, EAPN Castilla-La Mancha, Council of Social Welfare 2007

Specific Training in GRB

☒ Training Seminary on Gender to the Thematic Gender Group of the UNDP of Kuwait, United Nations Development Programme – UNPD, Kuwait, 2009

☒ On-line tutoring directed to technicians: “The global development agenda: gender sensible planning and implementation techniques”. International Training Centre of the ILO – Gender Equality and Non-Discrimination Programme, Turin

☒ Training directed to technicians in equality through the dissertation “Concepts and principles of gender budgeting” within the Gender Budgeting imparted in the International Training Centre of the ILO - Gender Equality and Non-Discrimination Programme, Turin, Italy, 2009

☒ Training directed to politicians, parliamentarians and technicians on Gender Budgeting within the United Nations Development Programme in Turkey - UNPD, Turkey, 2008

☒ Training and design of material for other international organisms and the Government of Spain, in every level (for more information, visit www.almenaraestudios.com)



We have already trained:

- **Congress women and men**
- **Parliamentarians**
- **Council women and men**
- **Heads of Department**
- **Equality Agents**
- **Technicians**

What can you expect when working with us?

- ✓ Personalized attention
- ✓ Working with pioneers in the quantification of social phenomena.
- ✓ Measurable results agreed in consensus
- ✓ High quality products adapted to your needs



Who form Almenara?

An interdisciplinary team that contributes added value to every project, led by:



**Elizabeth
Villagómez
Morales**

- ❖ Doctor in Economic Sciences, with an outstanding academic and research career, having used her knowledge to advance in the agenda of equality between men and women.
- ❖ Her professional activity has been mainly developed in the fields of Labour Economy, Gender and Social Policy.
- ❖ She has worked as Adviser of Economic Governability of the United Nations Development Fund for Women, UNIFEM, in NY, has formed part of the team of Experts in Economy of Development and Gender of the Gender Help Desk of the EC, has also been chosen to form part of the team of experts on GB recommended by UNIFEM and collaborates with the International Training Centre of the ILO in the elaboration of materials and training SME on gender equality topics.



**Emma
Oteo
Antuñano**

- ❖ Expert in Social Mediation and Conflict Resolution by the Universidad Complutense
- ❖ Specialized in the design of methodologies of individualized itineraries of insertion for underprivileged groups
- ❖ She elaborated the Draft Document of the regulating Decree of the companies of insertion in the Community of Madrid.
- ❖ She is co-author of the book "Social and professional orientation based on itineraries. A methodological proposal for intervention of people in risk of exclusion".
- ❖ Her professional experience has been mainly developed in the fields of local development and business support.
- ❖ She is an evaluator of socio-professional integration programmed.

almenara



ESTUDIOS
ECONÓMICOS
Y SOCIALES

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