

LOCAL ACTION PLAN

Increasing the representation of women in employment and local development and their participation in the knowledge based economy

The City of Santiago de Compostela has been working on strategies to promote the full participation and equality of opportunities for women in all aspects of social, economic, political and cultural life and reinforce women's possibilities and abilities, as well as those of their organizations to knock down the obstacles which women still find today in society in general, and in science in particular.

Aims and Objectives

- To promote equality of treatment and opportunities from a gender perspective to the access and permanence in employment and its quality.
- To increase the participation of women in the knowledge based economy and innovation.

Timeliness of the proposal

The proposal occurs at a time of growing uncertainty for women in the Spanish economy, and the pool of skilled workers for achieving recovery is restricted by the low level of involvement of women in the knowledge based economy and enterprise.

Actions Proposed

A range of actions have been proposed to achieve the objectives. They include:

- Increasing positive actions that promote women's access to quality employment e.g. lobbying to create awareness of the general and specific rights of working women, bearing on the fight against work precariousness.
- Developing labour activation policies to favour women's insertion into the job market and to strengthen equality of opportunities in the working environment e.g. special measures for women with added difficulties.
- Drawing up of studies and conferences from a gender perspective in different activity sectors.

- Stimulating and reinforcing positive actions that promote access to management positions in the public and private sectors under equal conditions.
- Supporting the creation of companies set up by women and stimulating Business Networks.
- Articulating measures for gender training in collaboration with trade unions, to foment a balanced presence in Collective Negotiation tables.
- Setting up joint actions among different women's associations locally.
- Providing technical and economic support to women, women's associations and enterprises to favour access and use of new technologies.
- Carrying out actions to promote those university degrees in which women are under-represented and sensitizing professional orientation to gender issues.
- Creating a committee to analyse women's contribution to science and technology and a lobby to increase the influence of women in future science projects.

Stakeholders involved

Municipality of Santiago, University of Santiago, Syndicates, Chamber of Commerce and Industry, Association of Industrial Area of the Tambre, Federation of rural associations, The Official Association of Psychologists.

How has transnational work contributed to the ideas for local action plan?

The WEED project has been the baseline of the structure of the Santiago Local Action Plan.

Contact:

FERNANDO PIÑEIRO LAMEIRO, Técnico
Servizo de Apoio á Empresa
Rúa do Hórreo N° 100 Baixo Tfno. 981 56 87 52 EMAIL:
fpineiro@santiagodecompostela.org

JAVIER FERREIRO CAMPOS, D. Office of
Economic Promotion and Employment, City
Council of Santiago de Compostela email:
jferreiroc@santiagodecompostela.org



EUROPEAN
PROGRAMME
FOR
SUSTAINABLE
URBAN
DEVELOPMENT



