

asociación
CORUÑA  SOLIDARIA

enplandeigualdad

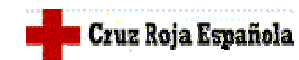


Fondo Social Europeo

eQual

Association of the D.P. Coruña Solidaria:

asociación
CORUÑA  SOLIDARIA



En Plan de Igualdad

Objectives of intervention

To validate and implement new strategies to **eliminate gender discrimination** from the labour market

To activate and arrange the **co-ordinated intervention of the main public and private agents** in the territory, to reach the proposed goals

En Plan de Igualdad

Project Target Groups

Labour Insertion Itineraries

- **Women in risk of being socially excluded** (gender violence victims, women that receive the insertion minimum income/benefits, immigrants, minor ethnical groups, women in rural areas)
- **Organizations that work with these target groups**
- **Enterprises**

Equality Itineraries

- **Firms & organizations** interested in incorporating the gender perspective in their HR management
- **Employees of these firms and organizations**

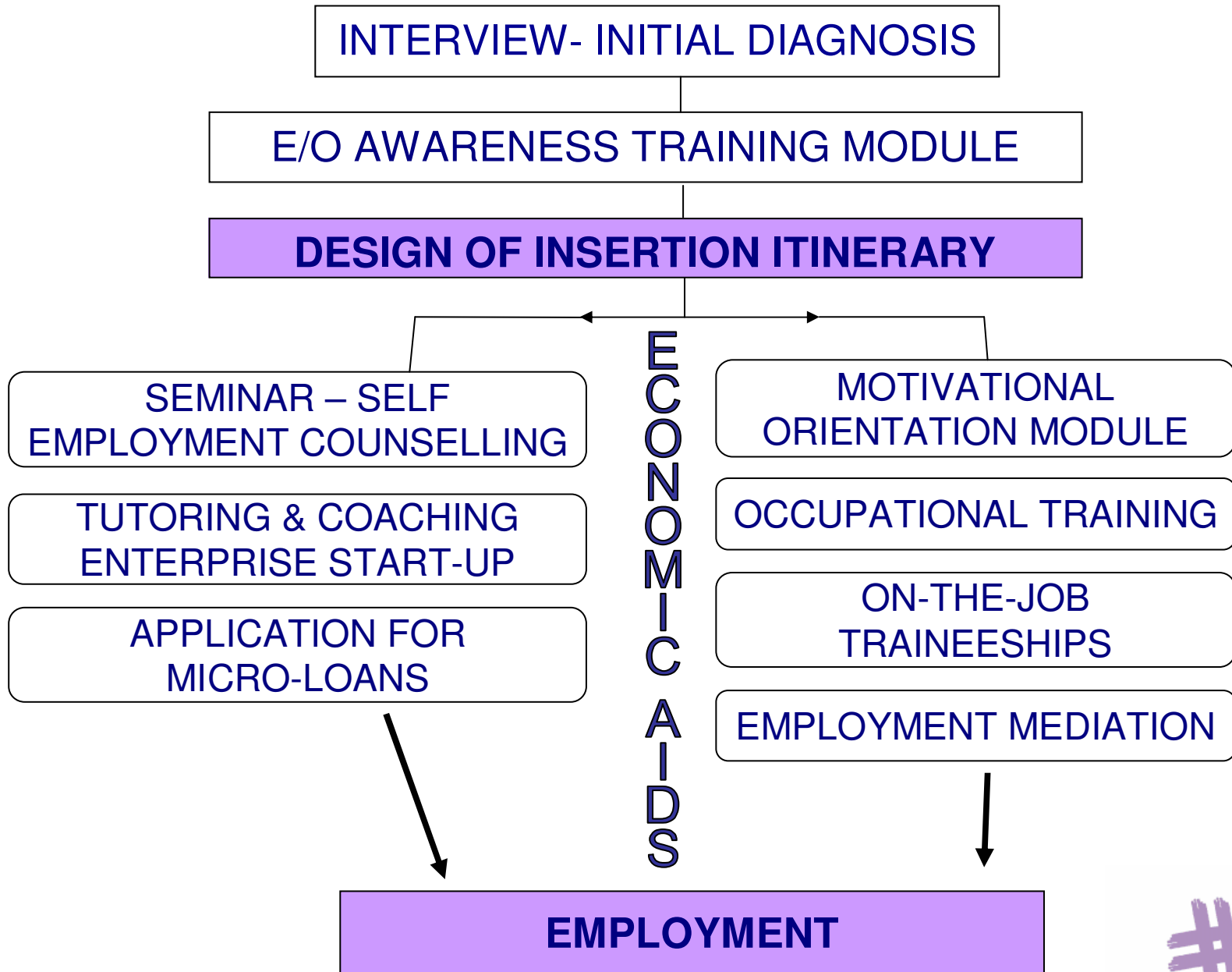
Labour Insertion Itineraries

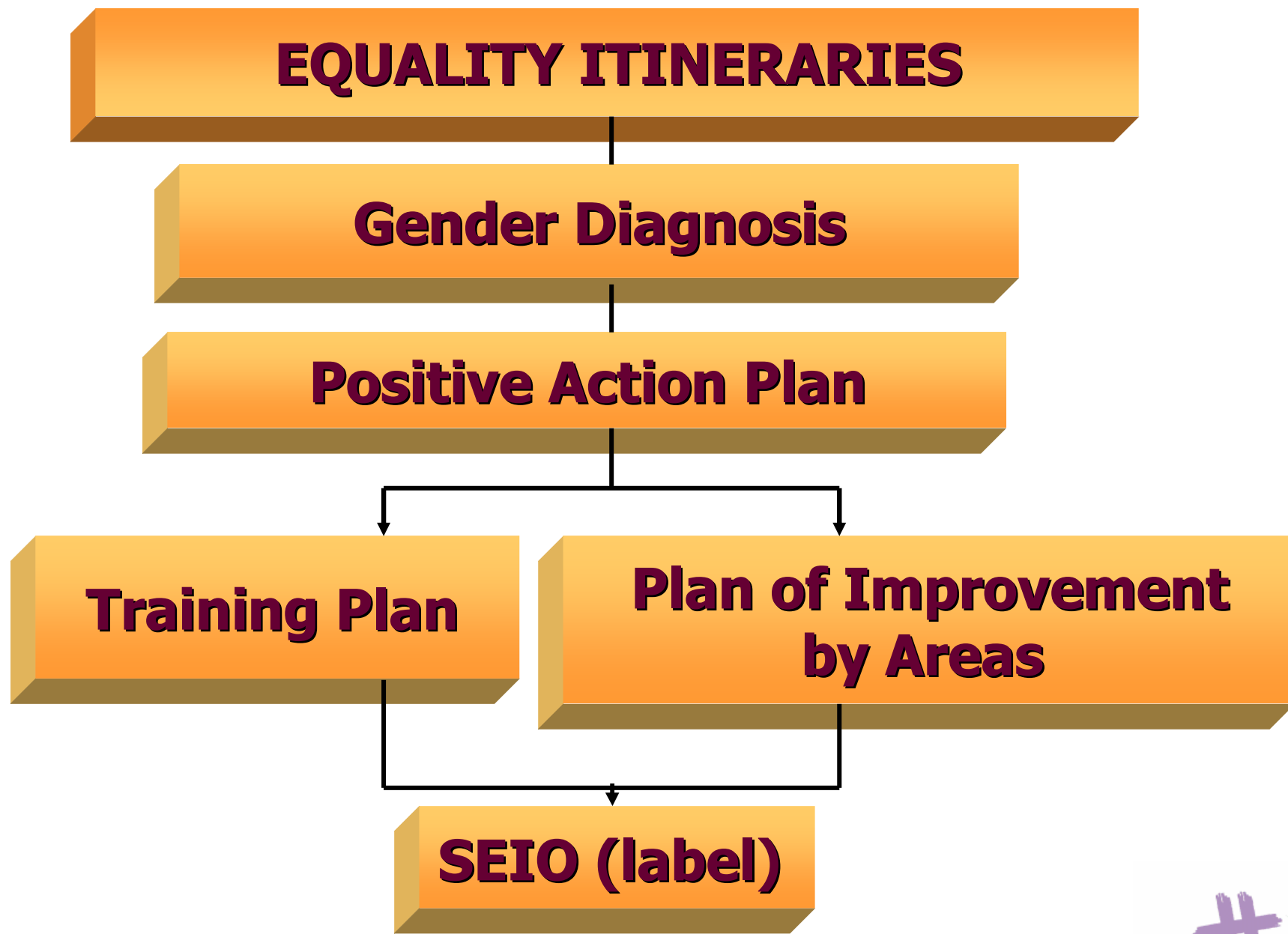
- Work towards the elimination of barriers to enter the labour market
- Encourage diversification of professions:
Increase employment and presence of women in certain sectors as is construction & civil works and activities related to environment & recycling
- Promote networks supporting employment



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DIAGNOSIS

We will analyze, from a gender perspective, the following six areas:

- 1) *Labour conditions and decision making*
- 2) *Personnel Selection (Recruitment)*
- 3) *Training*
- 4) *Internal Career Promotion*
- 5) *Conciliation*
- 6) *Transversal issues*

POSITIVE ACTION PLANS

***programs arranged with
companies/organizations
after the Diagnosis***

***objective: improve HR
management concerning E.O.
between men and women***



PLAN OF IMPROVEMENT BY AREAS

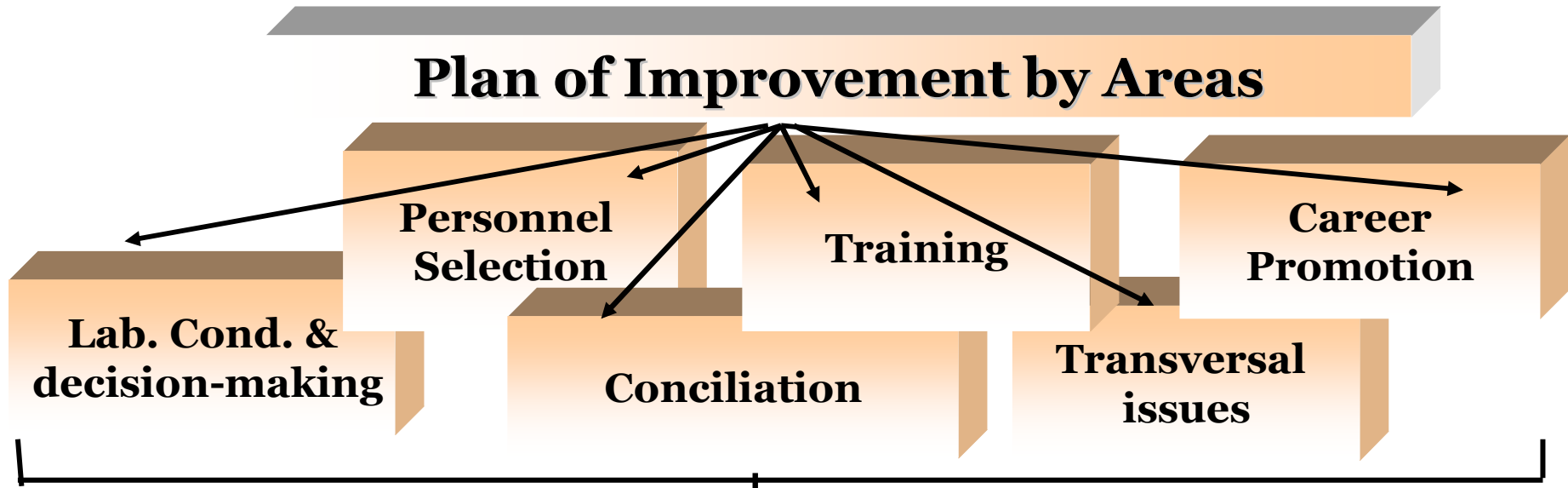
**Part of the
Positive Action Plan**

**Will take place parallel
to the Training Plan**

**Implies positive action
measures in
6 possible areas of
intervention**

**Will allow us to know:
Where have we improved?...
....And also...**

How much have we improved?



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