



Commitment to the principles of the European Pillar of Social Rights

Principle 2 "Gender equality"

Gijón is a city with a long tradition in promoting equality policies between women and men. Prior to the entry into force of the specific regulations on equality, different actions were promoted to get real the effective quality for women from the City Council. The current management of these policies is supported by the "Local Charter for the Equality between women and men in the municipality of Gijón". This document has been promoted by the Gijón Women's Council and endorsed by the Local Government.

Currently, the Mayor has the competences on Gender Equality and the General Director for Equality Policies has the responsibility to design, develop and implement the policies to support the equality policies. This dual model is really positive to manage the structures and specific programmes, with the development of a transversal action. Gijón City Council has a Department for Equality Policies with a total budget of 385,700.00 Euros. Nevertheless, the global budget of the Gijón City Council dedicated to the Gender Equality is higher than this amount because some programmes are managed from other departments: Employment; Social Services; Education; plus other programmes that are managed in collaboration with the "third sector" and specialized organizations. The direct global budget of Gijón City Council dedicated to the Gender Equality is 655,100.00 Euros.

Gijón City Council has a Covenant with the Region "Principado de Asturias" to manage the Integral Care Centre for Women Victims of Gender Violence (known as "Casa Malva") and the Advice Centre for the Women dedicated to give support to the women in different law fields (criminal, social, labor) with special attention a gender violence situations.

"Gijón does not tolerate sexist attacks" is the motto of a global campaign that integrates the protocols activation; "Lila Point" (service for the direct attention to young women victims of gender violence in leisure activities); anti attacks bus stops; and intervention in urban furniture. Also, the Council has active covenants with specialized associations for the host services and support to the social incorporation and employability actions to women that have suffered gender violence.

The Employment and Training Department develops different initiatives directed to solve the main difficulties of the women employability with the idea to contribute to their economic empowerment. The employment local policies are created as an integral roadmap with different options to adapt to many situations. The Local Employment Plan establishes specific programmes that promote social activation, training, employability for the women victims of gender violence. On the other hand, the Council designs actions to improve the employability for the women in underrepresented sectors with a special bet to incorporate women to technological jobs.

Gijón City Council assumed the compromise to promote the services to facilitate the conciliation between labor and personal life, and in consequence achieve the incorporation to



the labor market for the women. In that sense, the Municipality has an integrated network of 12 kindergartens for children from 12 weeks to three years. The Programme “12 x 11” lets that the schools open 11 hours per day, 12 months per year and this schedule generates a combined programme of entertainment , cultural activities and time for the homework.

Regarding the education framework, Gijón boosts different actions to improve the education in values and the equality through activities to prevent the gender violence and the breaking off the stereotypes and gender roles that conditioned the personal, academic, and professional development of the children.

The transformation of the social model requires the implication of the labor associations as active agents of the change. In that sense, Gijon City Council promotes the approval of Equality Plans and the creation of training areas. This action has contributed to create a network of companies committed with the equality gender. Currently this network is integrated by 67 companies. Gijon City Council and the cleaning, mobility and water local companies have showed their commitment in this field and they have approved the Equality Plans fixing different objectives and measures. One of the main measures is the elaboration of a study about the gender pay gap in Gijon City Council that has generated results as the implementation of some measures to reduce it or the award given by the Equality Ministry “Equality in the Company” to the municipal cleaning Company (EMULSA).

Gijón has a strong association movement with a high level of women participation. The strengthening of women associations, the generation of participation spaces and the municipal commitment with the feminist agenda have been reinforced by the role of Women Council as advice, representation and participation body. Also, the Municipality has a meeting house for women, a space for the debate, reflection and participation. Finally, the Feminist School “Rosario de Acuña” has become in a referent in the development of feminist studies. Periodically, this school develops courses and programmes directed to improve the life quality and to promote the social and citizenship women participation of each neighborhood.

Currently, Gijon is in the road to initiate a social transformation process. In this way the intensification of transverse action and the commitment to innovation will be key factors in the building of a equality social model, which the men and women will have the same opportunities for the effective exercise of their rights.

Gijón, 31 de March 2020

Doña Ana González Rodríguez

Alcaldesa de Gijón