

Our aim, a job on equal terms



>> KIDEITU



Employment today is undergoing a profound transformation in a context of increasingly more complex characteristics, which can be summed up in the so-called Knowledge Society.

At the height of this process of change, women are making a tremendous effort to join our labour market. In this area knowledge and information are technically within women's reach, yet they continue to come up against obstacles and barriers that prevent them joining the world of employment in conditions of equality with respect to men.

This new scenario for action requires a profound change in the employment and training systems, which are facing the challenge of having to adapt to a complex environment of demand for labour that at the same time eliminates gender differences. This involves facing challenges, which include not only a new conceptual gender framework, but also new strategies and aims, new contents and priorities, new intentions, political agree-

ments and commitments, new tools for those who manage employment and new equality networks.

Dealing with these aspects requires an agenda with fresh horizons. This is our agenda and our project: KIDEITU: A HORIZON FOR THE QUALITY OF EMPLOYMENT AND TRAINING SYSTEMS IN THE AUTONOMOUS COMMUNITY OF THE BASQUE COUNTRY.

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Development Agencies; Diocesan CARITAS of Bilbao, and EUDEL-the Basque Association of Municipalities.

Convinced that rendering employment and training services with a gender focus constitutes rendering quality services, the KIDEITU project deploys a dual strategy directed towards the following:

Firstly, towards the design and introduction of a model for mainstreaming the gender perspective in the entities that participate, with actions ranging from the diagnosis of the starting point situation in the area of gender to the design and introduction of mainstreaming models and their evaluation. Secondly, towards the agents as a whole that intervene in the employment/training policies in the Autonomous Community of the Basque Country through awareness and training initiatives in the area of equality.

What we are talking about here is comprehensive intervention, which sets its sights on employment systems, rather than on women, since we are facing a structural problem which has to be tackled from the structures themselves and through an agreed strategy among all the agents involved. In view of the fact that these agents and institutions are the ones which establish the criteria, and design the employment policies in this territory, it is possible to assert that, KIDEITU is in itself a project designed to be transferred to general policies.

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