



ET4GVB

Essential Training for Labour Challenge after Gender-Based Violence (GBV)

Focus Group's Survey Results Report

**Result 1 Curriculum of communication and social skills
module through digital tools for GBV victims'**

**(Activity 1): Carry out an analysis to specify the core
competencies mainly communication social skills, and digital
literacy for this target group and for the established goals**





SURVEY

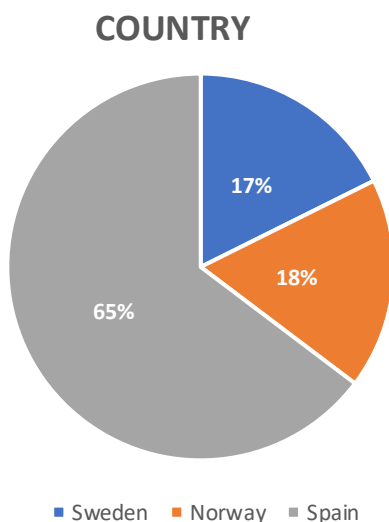
1. Participant data

There are **17 participants** in total

With the following **position in their organizations**

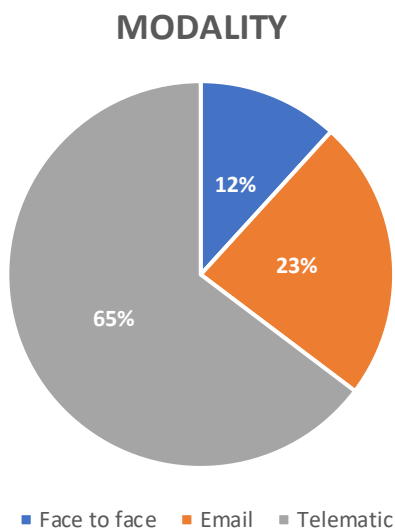
- VET teacher
- Hired Professor Doctor. Faculty of Social Work
- General Directorate for Employment Promotion
- Head of Communication
- Head of Social Planning and Innovation Service
- Head of service
- Secretary for Equality and Union Training
- Lawyer responsible for the management of cases of gender violence
- Researcher and investigator
- Self-employed
- National coordinator for human Trafficking
- Researcher
- Leader
- I represent NAV in KT

From the **3 partners countries**





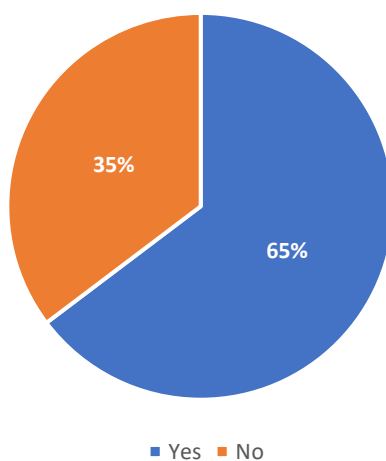
They contribute by the following **modality of participation**



2. GBV and labor inclusion sector

The 65% are currently **involved in activities related to GBV prevention or intervention**

GBV FIELD INVOLVEMENT





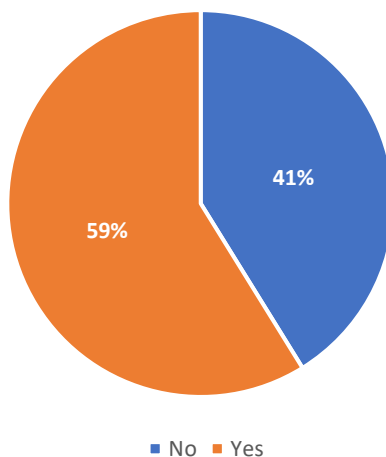
With several types of involvement and activities

- Trainer, insertion tutor
- Social and labor insertion VVG
- We carry out training for young people on the prevention of Gender Violence. We also manage foster homes. And we help women victims of social exclusion in insertion formulas.
- I have worked in different programs as a socio-labor counselor and employment and training programs in which I have cared for and worked with women victims of gender violence. In addition, in my current job as a teacher of the Socio-Labor Guidance subject, we study how the intervention is in these cases
- As the majority union, we participate in the negotiation of equality plans in which we always incorporate the section on gender violence, and we try to implement measures to improve life in general and the employment situation of women victims. The negotiation and implementation of protocols for sexual and gender-based harassment are also one of our priorities, to stop another form of violence against women.
- I currently work in the field of specialized social services and more specifically in the coordination between social services and employment and the MVVG are people subject to intervention among many other situations.
- I develop specific projects that support public administrations and other organizations in the development of equality projects and against gender violence. As a member of the UPTA association we promote gender equality in the self-employed group
- Violence at work derived from sexual and/or gender harassment and employment counseling for women victims of violence through the SIAM program
- Awareness activities for knowledge of the dynamics and processes of gender violence in employment workshops, women's groups, associations, as well as training of professionals in the field of health, social services and police forces. Accompaniment and advice to women victims of gender violence in their training process and job placement. I will take part in a tutoring film/educational device that aims at defining gender based violence at work for women working in public sector. Also in a start up with the Swedish SAR (Sea rescue) to prevent gender harassment on boats and within cruise in the Sea Rescue, a male dominated area.
- I do research on understanding of sexual violence among youth, with perspectives both on victims and perpetrators. And I am involved in research on experiences of and perpetrating digital sexual abuse. I also have written a handbook against sexual harassment at the workplace.
- I do research in this field. I mainly look at violence against pregnant women and consequences for pregnancy.
- I represent NAV in the Competence Team and guide vulnerable people and the support system in relation to rights according to NAV's legislation. I also raise expertise in my own directorate (NAV) on the phenomena of honor-related violence, negative social control, forced marriage and genital mutilation and how NAV can work preventively, uncovering and what the victims may need.



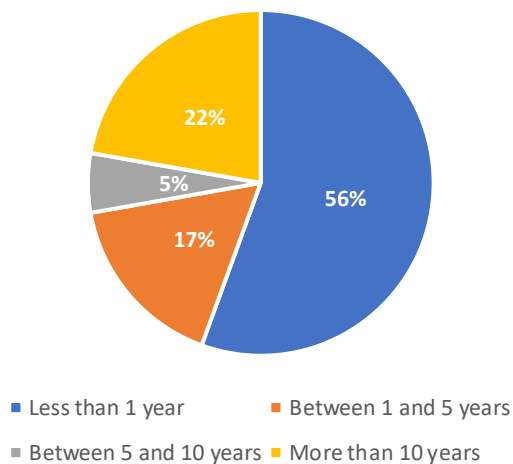
More than the half of them was you required to **support the development of skills and competences in labor inclusion**

LABOR INCLUSION INVOLVEMENT



And the half of them for **less than 1 year** involved

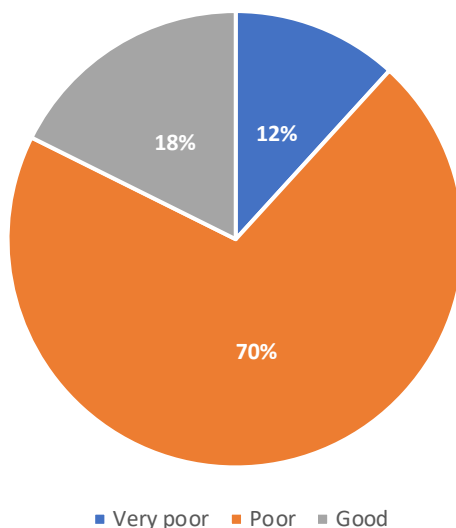
TIME OF INVOLVEMENT





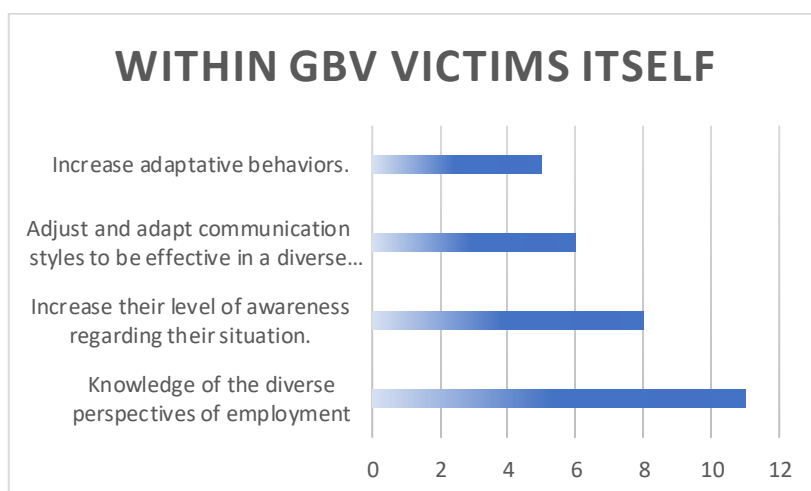
3. Training in labor inclusion

According to their experience, the current **level of adaptability of training in labor inclusion in the field of GBV prevention and intervention**, especially in terms of skills and competences required are mostly poor or very poor



According to their experience, they voted the following proposed **competencies of the different actors in the labor inclusion process**

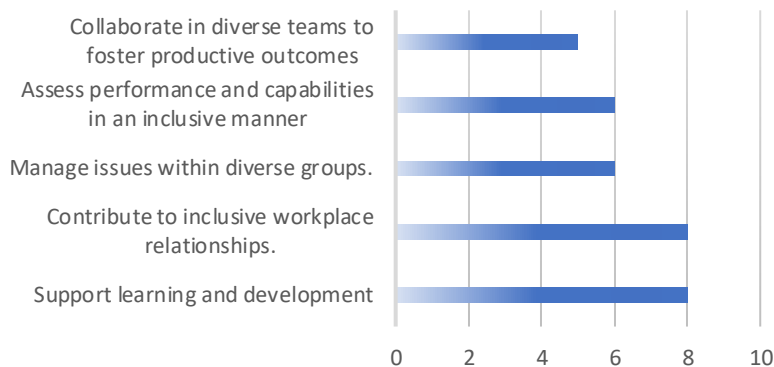
About the proposed competencies related to **GBV victims** the most valued are the knowledge of the diverse perspectives of employment followed by the increase of their level of awareness regarding their situation.





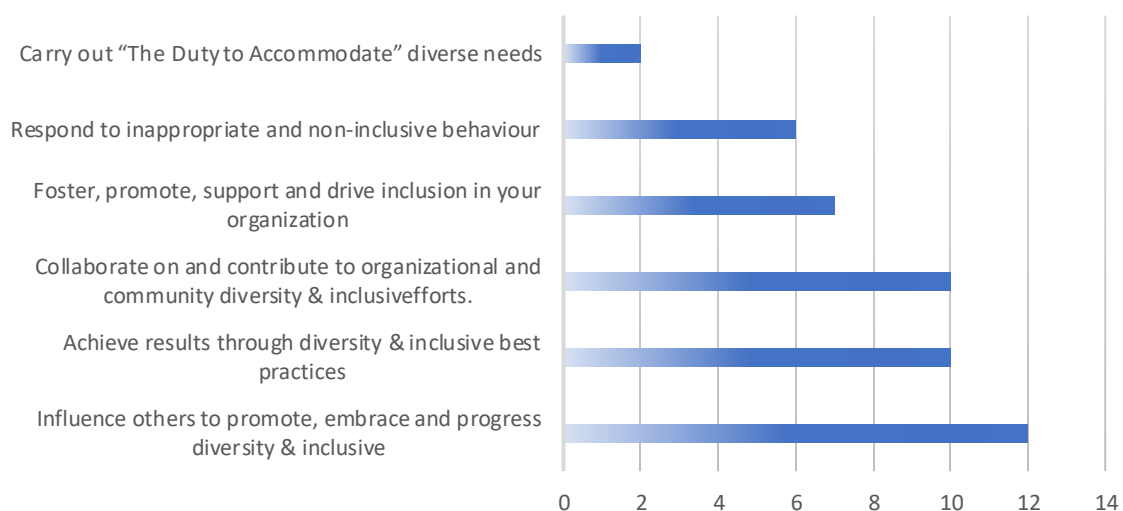
About the proposed competencies related to the GBV victims **work team** they are valued equally, support GBV victims professional learning and development and contribute to inclusive workplace relationships.

WITHIN THE WORK TEAM



About that they expect from **organization and workplace management, also community stakeholders**, the most voted are influence others to promote, embrace and progress diversity & inclusive, achieve results through diversity & inclusive best practices and collaborate on and contribute to organizational and community diversity & inclusive efforts.

WITHIN THE ORGANIZATION, WORKPLACE AND COMMUNITY





According to their experience, **the professional competencies who intervene in to help labor inclusion of this target group** are:

Related to the **GBV Victims**

- Communication skills, empathy, assertiveness, and self-confidence
- Guidance and Guide to define training / work profiles.
- Reflection, decision making, initiative, adaptability and managing difficult decisions.
- Adaptation to the host society and its customs in the case of women who come from immigration.
- Self-awareness of one's own autonomy and professional skills and training needs.
- Teamwork.
- Organization of time around schedules and its distribution.
- Financial literacy and management of economic resources
- Legal aspects, rights and equal opportunities

Related to the **professionals** (Social workers, psychologists, lawyers, behavior experts, therapists)

- Capacity for orientation, information and accompaniment
- Skills for interpersonal understanding, listening skills, active listening
- Knowledge of the personal problems derived from the situation of gender violence, experience in individualized treatment with people in vulnerable situations.
 - Know how to help women to identify their strengths and potential, and to value them.
 - Knowing how to help women identify opportunities in the environment and the skills necessary to find them.
 - Analytical capacity to study, issue diagnoses and propose actions in a personalized way, adjusting to the circumstances and potential of each woman, as opposed to the use of generalist formulas
 - Help in the maintenance of the job
- Intersectoral teamwork aimed at very diverse profiles of women in class, ethnicity, citizenship, mental health, educational level, etc.

According to their experience, **the recommendations to the labor market** to help on hiring of this target group

- Train people in the company in inclusion and equality.
- Establish legislative mechanisms and social policies to actively support labor insertion. Development and dissemination of good practices for job placement in the field of intervention.
- Real knowledge of the profiles, eliminate stereotypes



- Train managers and HR responsables in the different phases in the work of social and labor insertion.
 - Emotional recovery work, personal and/or family reorganization and it must be considered that they usually have judicial, medical or psychological appointments
 - Employment recovery work, with the participation of public administrations, for example the Employment Workshops and the participation of associations and unions.
 - The work of labor intermediation, informing about the advantages in the form of hiring bonuses and raising awareness in the business fabric, also to guarantee that they are women who are highly motivated for employment and that they are involved and respond well to their jobs.
 - Follow-up and accompaniment work.
- Appreciate the wealth that these women bring to the teams, the serious and responsible commitment of these women, especially those who have family responsibilities and seek their economic independence to guarantee their autonomous life project also for their own.
- The social work that as responsible companies must develop, contributing to the eradication of this scourge that is GV
- Offer real part-time jobs, or weekend jobs, that allow a progressive approach to the world of work and that allows them to combine their family obligations. Flexibility of work and training, mixed (teleworking/face-to-face)
- Establish response protocols