

## Good practice of working on the project WO-MENT

TRAINING COURSE ON: *MOTIVATION LINKED TO THE ACTIVE SEARCH OF EMPLOYMENT: A style of adaptive and positive confrontation when having an unemployment situation*

TARGET AUDIENCE: *immigrant women older than 45*

*Organized by the area of equality of the town hall of Estella- Lizarra*

### ARGUMENT

Some of the conclusions extracted from the report "The role of the women in Navarre's Strategy 2030" Plan Modern, realized in the frame of the Observatory of Employment of Navarre, and the European reports on the labor situation of the women in Europe, support and base themselves the suitability of this formative proposal.

One of the first conclusions gathered in the mentioned report says to us that, in this moment in Europe, there exists an enormous potential linked to the number of women in age of working that is being wasted by the labor "market".

On the other hand, and attending on what could look like good news as it is the approach between the rates of feminine and masculine unemployment, it is not so much considering the phenomenon of "equal to the low" to which the mentioned report refers. This approach does not owe to a progress of the situation of the women, but to the devastating effect of the crisis on the masculine employment joined to the increase of the feminine working population.

Also, the information gathered in the report keeps on sending us to the difficulties of access to the indefinite hiring by women (not in vain, part-time work continues to be the refuge of female employment) as well as to a hiring of worse quality. This is much more difficult when they join together diverse grounds for discrimination, as is being immigrant and age 45 or older.

The wage gap, the horizontal and vertical labor segregation and the feminization of the poverty, are also conclusions reflected by the information of the report.

Although the whole previous argumentation is very important, it is of special relevancy for this course to stop in how the different uses of the time and the uneven distribution of the same between women and men, are having an impact in the conciliation and hence in the difficulties of access to employment in the case of women. In case of the men, the time dedicated to the stipendiary work is what determines the time devoted to the home and family responsibilities. The situation is inverse in case of the women. Their dedication to the family is what determines the time available to dedicate to paid work.

We can conclude by saying that the crisis cannot be an excuse to relegate gender equality to a background in any area of life and of course, neither in relation to employment.

This course aims to promote not only the motivation for the active search for employment as a facilitating process to access to paid work, but also as a strategy of co-responsibility and real equality between women and men. As well as that in this process is not excluded any women wherever she comes from or how old she is.

We want women to know their skills to take advantage of them and give them tools of empowerment

### **PURPOSE OF THE COURSE**

The development of the contents programmed for each and everyone of the meetings will maintain like backdrop the fact that the participants develop a style of adaptive confrontation to the unemployment situation incorporating the genre perspective.

Considerations to reach the purpose:

- The personal position before the search of employment and the possible determinants linked to rolls of genre.
- The experimentation of the emotional answer tied to the decision to carry out a process of active search of employment.
- Critical position with possible distorted and disfunctional answers as regards the plan of action directed to the labor insertion
- Learning of psychological, emotional and behavioral resources that help reaching the achievement.
- Learning of basic notions of English for the area of Santiago's Way
- Knowledge of fast-food skills and pastry.
- Participation in program Woment as mentor and student.

### **DEVELOPMENT OF THE COURSE**

12 sessions with a total of 28, 00 hours. The sessions on the following dates:

- Fridays from February to June 2014
- Place: House of culture and youth house

### **CONTENTS**

#### **I.- PSYCHOLOGICAL RESOURCES**

- Group constitution

- Evolutionary trip and intergenerational changes happened in the roll of the women in the different ambiences of the life and its relation with the employment.
- Physiological, cognitive and behavioral dimension of the emotional answer caused before the job search and possible links with gender factors.
- Identification of our own "icebergs" (beliefs), understanding of the same and possible links with gender factors.
- Critical position and cognitive restructuring for distorted or dysfunctional answers as regards the action plan.
- Self confidence
- Self Efficacy and performance
- Intelligent optimism and hope as platform that opens the human action.
- Human strengths and links with the labor insertion
- Motivation of achievement: determination and passion for the objective

## **II.- RESOURCES LINKED TO THE ACTION PLAN**

- Social support network
- Analysis and definition of the professional objectives.
- Planning of the itinerary of insertion: Agenda
- Tools
- Access routes: Intermediaries, mass media, network of contacts and autocandidacy.
- Job interview and other processes of selection.
- Participation in Woment program as mentor and student.

## **METHODOLOGY OF LEARNING**

"If you want me to understand it, tell it to me, if you want me to comprise it, teach it to me, but, if I have to learn it, I have to live through it"

The methodology on which is based the learning on the course, receives sense from the participation and implication of the participants in the designed activities. Nevertheless, in all the cases, this method presents us and offers us frames and spaces of learning that depart from the more absolute and sacred respect for the individuality and to the type and intensity of answer that the person wants or desires.