

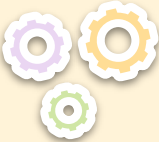
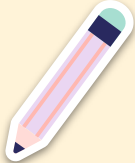




Essential Training for Labour Challenge after Gender-Based Violence



Communication and social
skills mapping






ORIGIN OF THIS MAPPING




PROJECT OBJECTIVE

Concrete the needed essential core competencies of GBV victims to facilitate their incorporation or return to the professional qualification path and their transition to the labor market



PROJECT ACTIVITY

Carry out an analysis to specify the core competencies mainly communication social skills, and digital literacy for the GBV victims





TOOLS FOR THE ANALISYS

01

SURVEY



Google form complete by 5 experts per country to obtain a proposal of competences and recommendations for the GBV victims training and labor inclusion



EXPERTS:

- GBV victim's services
- core competences training and digital literacy
- labor inclusion

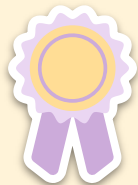
02

FOCUS GROUPS



One meeting per contry with 5 experts to concrete the 4 main competences propose contents and methodologies for the training





COMPETENCES PROPOSAL

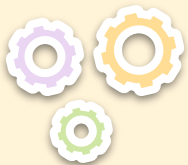
For the SURVEY



Within GVB victims itself



Within the Organization,
Workplace and
Community



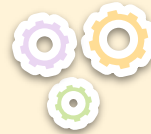
Within their Team



Within GVB victims itself



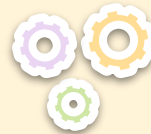
- Increase their level of awareness regarding their situation
- Knowledge of the diverse perspectives of employment.
- Adjust and adapt communication styles to be effective in a diverse workplace.
- Increase adaptative behaviors



Within their team



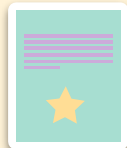
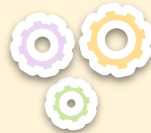
- Contribute to inclusive workplace relationships.
- Collaborate in diverse teams to foster productive outcomes.
- Manage issues within diverse groups.
- Assess performance and capabilities in an inclusive manner.
- Support learning and development

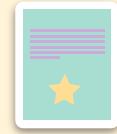


Within the Organization, Workplace and Community



- Foster, promote, support and drive inclusion in the organization.
- Achieve results through diversity & inclusive best practices.
- Respond to inappropriate and non-inclusive behavior.
- Collaborate on and contribute to organizational and community diversity & inclusive efforts.
- Carry out “The Duty to Accommodate” diverse needs.





SET OF COMPETENCIES

01

Resilience



02

**Diversity and
inclusion, GVB
effects**



03

**Inclusive behavior
and self reflection**



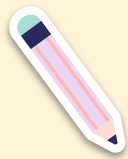
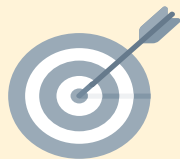
04

**Labor inclusion and
vocational training**





01 Resilience



What is "resilience"

What helps me to be resilient

How to develop resilient behavior

Leadership and resilience

The resilient organization

Benefits of practicing resilience.





Basic differences in communication styles.

Barriers to effective communication

Strategies to overcome communication barriers

Impact of cultural values on communication

How to identify unwritten rules, ways of doing things, norms, organizational culture

Ways to adapt to different communication styles

Mindfulness: definition and impact

02 Diversity and inclusion, GVB effects





03

Inclusive behavior and self reflection



Techniques to dispel common myths, perceptions and stereotypes about people, diversity and inclusion

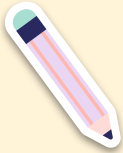
Work in a team

Self-reflection methods based on psychological practices.

Strategies to overcome barriers as GBV victim.

Methods for de-constructing current life

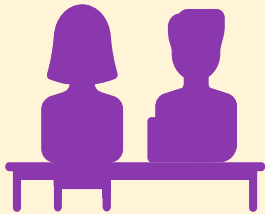
Being able to gain different perspective "me -as a victim" - changing the mindset - moving towards different life scenario.





04

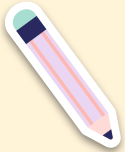
Labor inclusion and vocational training



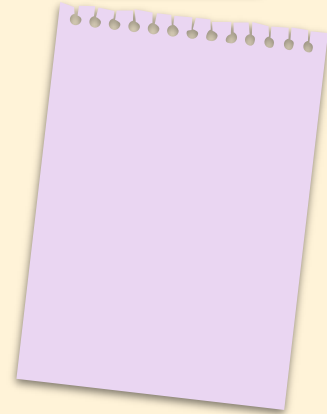
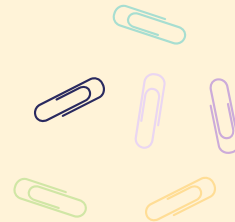
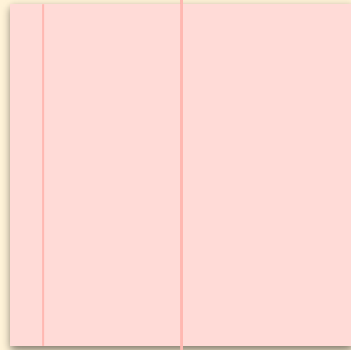
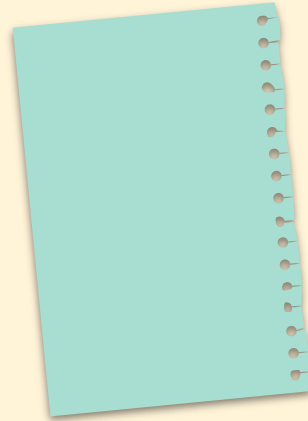
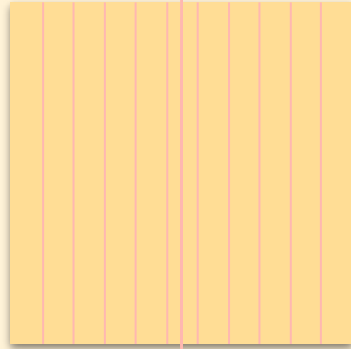
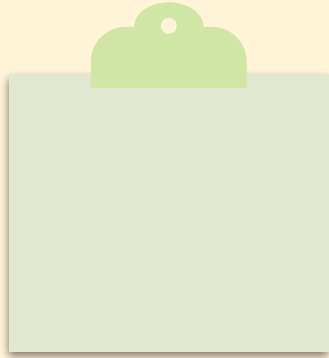
Knowledge on VET training possibilities, to upskill, change career path.

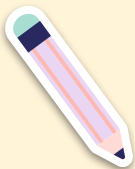
Knowledge on labor market employment possibilities

Understanding the significance of employment and/or VET training as a key factors



ALTERNATIVE RESOURCES





OUR TEAM



**ASOCIACION
EMPRESA-MUJER**



MIR AKADEMIEN



**EUROPEAN
CENTRE FOR
WOMEN AND
TECHNOLOGY**

**ASOCIACION
FRESS**



EMPRESA
MUJER

THANKS

Do you have any questions?
imiralles@fundaciofress.org
+34 651903946
<https://www.et4gbv.eu/>

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