

## TRANSNATIONAL PARTNER SEARCH APPLICATION

<b>Project name:</b>	<b>Theme:</b>	<b>DP type</b>
CONFIO (Reconciliation of the Family and Equal Opportunities)	Reconciliation of familiar and professional life	Geographical- Rural area
<b>Country:</b>	<b>Region:</b>	
Spain	Extremadura	
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<b>Main partner:</b>		
Organismo Autónomo para el Desarrollo Local- Diputación de Cáceres Local Administration		
<b>Other partners:</b>		
Confederación Discapacitados Físicos de Cáceres- Association ( Caceres Physical Disabled Confederation) Fundación Mujeres- Foundation (Women Foundation) Unión de Trabajadoras Autónomas y Emprendedoras de Extremadura- Association (Extremadura's Autonomous and Enterprising Women Workers) Asociación de Derechos Humanos de Extremadura- Association (Extremadura's Human Rights Association) Asociación Extremeña para la Cooperación Este-Oeste- Association (Extremadura's Association for Cooperation between East and West) Instituto de la Mujer de Extremadura- Regional Administration (Extremadura's Women Institute)		
<b>Project description:</b>		
<p>CONFIO is a project that confronts the challenge of <b>promoting the reconciliation of the familiar and professional life</b> to favour the access and maintenance in the labour market of people with familiar responsibilities in the county of Cáceres. This project arises of the need detected in our society to facilitate people with familiar responsibilities the possibility of joining two of the fundamental pillars in any person's life: the family and the employment.</p> <p>With this last objective we outline the strategic plan that will consist on the implementation of four action axes: <b>research, sensitisation, reconciliation measures and training and orientation.</b></p> <p>Through the <u>Investigation axis</u> we will stress three aspects which are basic for the appropriate development of the remaining axes: identification and analysis of the needs on reconciliation, analysis of the third sector as possible borrower of services for reconciliation and, finally, the analysis of the labour market evolution in order to identify the professional profiles where orientation and occupational training actions will be focused. Through the <u>Sensitisation axis</u>, the project touches upon all the actors that have responsibilities regarding conciliation: enterprises, public administrations, women and men. The axis of <u>Measures of Reconciliation</u> aims to define and try out new organisational ways for the labour structures and the mechanisms for borrowing</p>		

services that allow the reconciliation, in order to offer alternatives to workers, big enterprises, SMEs and familiar companies. Finally, the Formation and Orientation axis intend to, on one hand, strengthen the capacity of the project members to introduce the gender mainstreaming in their actions and, on the other hand, to carry out guiding actions that will lead users to several formative activities that will improve their qualifications, help them to apply for a job and to enterprising initiatives.

### **Objectives:**

The **main objective** of the project CONFIO is to promote the reconciliation of the familiar and professional life to favour the access and maintenance in the labour market of people with familiar responsibilities in the county of Cáceres.

As **specific objectives** we want to:

- analyse the different obstacles that interfere with the equal opportunities for women and men to access labour market and to identify measures that give an answer from a reconciliatory point of view;
- using spreading actions and analysing the obstacles already identified by means of investigation, we want to help the population to build a critical attitude to the existing sexist models and to fight against discrimination based on sex that hinder the participation of women in all fields;
- by spreading contrasted experiences in this issue, we want to promote an active attitude in labour organisations towards adopting measures which encourage the reconciliation of the familiar and professional life;
- promote closeness services in order to facilitate the participation in the training and employment of the EQUAL project users;
- promote the supplying of services of reconciliation from the third system for non organised workers;
- create second degree structures in order to give reconciliation services;
- implement tested qualitative methods adapted to reconciliation in order to incorporate measures in human resources management that facilitate the reconciliation of familiar and professional life;
- and promote professional insertion to people with difficulties for reconciliation familiar and professional life carried out by an individualised support of training and guidance.

### **Innovation:**

#### **Innovative objectives:**

- strengthening the closeness services to facilitate the reconciliation;
- including the incorporation of reconciliation measures in the public administration and private companies;
- and facilitating training and employment to people that have given up the labour market and the education due to reconciliation problems;

#### **Innovative contents:**

- incorporation of strategies of qualitative methods in order to implement reconciliation measures in human resources management;
- promotion of second degree structures in companies for self-management of services that facilitate the reconciliation of familiar and professional life;
- and promotion of social participation through women's organisation for searching local solutions in order to promote reconciliation.

#### **Innovative intervention procedures:**

- use of IT for information and accompaniment of different actions developed by the

- project;
- and introducing integral models of training and orientation.

**Innovative internal work mechanisms:**

- network strategies.

**Target groups:**

**Working situation**

- Unemployed men- 27%
- Unemployed women- 62%
- Working men- 3%
- Working women- 8%

**Immigrants**

- Ethnic minorities, refugees and immigrants (men)- 3%
- Ethnic minorities, refugees and immigrants (women)- 10%
- Other national men- 27%
- Other national women- 60%

**Disabled**

- Physical disabled men- 1%
- Physical disabled women- 2%
- Sensory disabled men- 1%
- Sensory disabled women- 2%
- Mentally disabled men- 1%
- Mentally disabled women- 2%
- Women affected by a mental disease- 63%
- Other men, not disabled- 27%

**Age**

- <25 men- 15%
- <25 women- 28%
- men between 25-50- 15%
- women between 25-50- 42%

**Educational level**

- men without studies- 6%
- women without studies- 14%
- men with primary studies- 9%
- women with primary studies- 21%
- men with compulsory secondary studies- 6%
- women with compulsory secondary studies- 14%
- men with secondary studies- 6%
- women with secondary studies- 14%
- men with University degree- 3%
- women with University degree- 7%

**TRANSNATIONAL PROGRAM**

**Transnational aims**

- To investigate and gather policies and application instruments for reconciliation in the partner countries;
- to identify obstacles and gaps to reconciliation in the different partner countries;
- to improve partner's abilities in order to develop formula, methods and actions for reconciliation in the different partner countries;
- to set up objectives and concrete actions related to equal opportunities in the transnational

project;

-to urge European integration to improve quality of life in Europe (cultural differences);

### **Intended transnational activities (program proposal)**

#### **Actions**

- Comparative studies of different reconciliation policies in partner countries;
- European seminars for reconciliation;
- thematic conferences;
- advertising campaigns;
- comparative workshops;
- transnational meetings in order to collect data and for study monitoring;
- visits for exchanging good practices;
- training periods: students, technicians and DP responsible persons;
- elaboration of products (that can be applied in all partner countries) that favour reconciliation.

### **Preferred transnational partners:**

Poland, Czech Republic, Hungary, Rumania, Italy, Finland and Denmark