



# INTRODUCTION

## URCS Activation Points

*Support to protection, recovery  
and restoring livelihoods*

## Training Employment

24 October 2023

# PROGRAMME

DAY 1. Tuesday 24 October	DAY 3. Tuesday 31 October	DAY 5. Tuesday 7 November
<b>INTRODUCTION</b> <ul style="list-style-type: none"> <li>Expectations</li> <li>Training's goal and programme</li> <li>Introduction to Livelihoods</li> <li>Why an Employment intervention with vulnerable groups is needed</li> <li>Activation Points. Intervention proposals</li> </ul>	<b>MODULE 2.</b> <b>Work methodology</b> <ul style="list-style-type: none"> <li>Fundamentals of the intervention</li> <li>Activities               <ol style="list-style-type: none"> <li>Information</li> <li>Labor orientation</li> </ol> </li> </ul>	<b>MODULE 3.</b> <b>Promoting an inclusive labour market</b> <ul style="list-style-type: none"> <li>Changing mindsets for the socioeconomic integration of vulnerable groups</li> <li>Collaboration with local companies</li> <li>Diversity on the workplace and Corporate Social Responsibility (CSR)</li> </ul>
DAY 2. Wednesday 25 October	DAY 4. Thursday 2 November	DAY 6. Thursday 9 November
<b>MODULE 1.</b> <b>Context of the intervention</b> Adaptation of the project proposal to the region's needs and the local labour market	<b>MODULE 2.</b> <b>Work methodology (cont.)</b> <ul style="list-style-type: none"> <li>Activities               <ol style="list-style-type: none"> <li>Professional/Skills training</li> <li>Micro business initiatives</li> </ol> </li> </ul>	<b>MODULE 4.</b> <b>Implementation tools</b> <ul style="list-style-type: none"> <li>Data recording</li> <li>Follow up of participants</li> <li>Monitoring and reporting tools</li> <li>Tool Kit</li> </ul>

# INTRODUCTION

Training on Employment support



## Introduce yourself

- Name
- Regional office
- Position
- Expectations toward the training
- Three **skills** that you can bring to the project (1 **red**; 1 **blue**; 1 **green**)

**Self-confidence**

**Self-control**

**Communication skills**

**Tasks and rules compliance**

**Basic numeracy skills**

**First aid skills**

**Food handling**

**Forklift**

**Driving license**

**Safety at work**

**Project Management**

**Advanced digital skills**

**Flexibility**

**Interest in learning**

**ICT orientation**

**Relationship skills**

**Team work**

**Client orientation**

**Quality of work**

**Frustration tolerance**

**Initiative and decisión-making**

**Self-organization**

**Results orientation**

**Analysis and problems solving**

**Creativity and innovation**

**People management**

**Negotiation**

# Livelihoods | Definition



**Livelihoods:** **capabilities**, **assets** and **activities** required for generating **income** and securing a means of living.

**Sustainable livelihoods:** **people's capacity to generate and maintain their means of living**, and enhance their own well-being as well as that of **future generations**.

Households have **sustainable livelihoods** when they **can cope with** and **recover from** shocks and economic stress, and can maintain their capabilities and assets without undermining their natural environment.

## Livelihoods groups

- factory workers
- livestock herders
- fisher folk
- skilled craftsmen
- daily waged workers
- employees with a labour contract
- street food vendors




The most common way of characterizing livelihoods is to identify and classify the **assets** and **resources** associated with livelihoods activities into **five groups**.

Sustainable livelihoods

A concept useful in identifying the specific vulnerabilities of different livelihoods groups.

ROOT CAUSES

(economic, social, political, environmental)



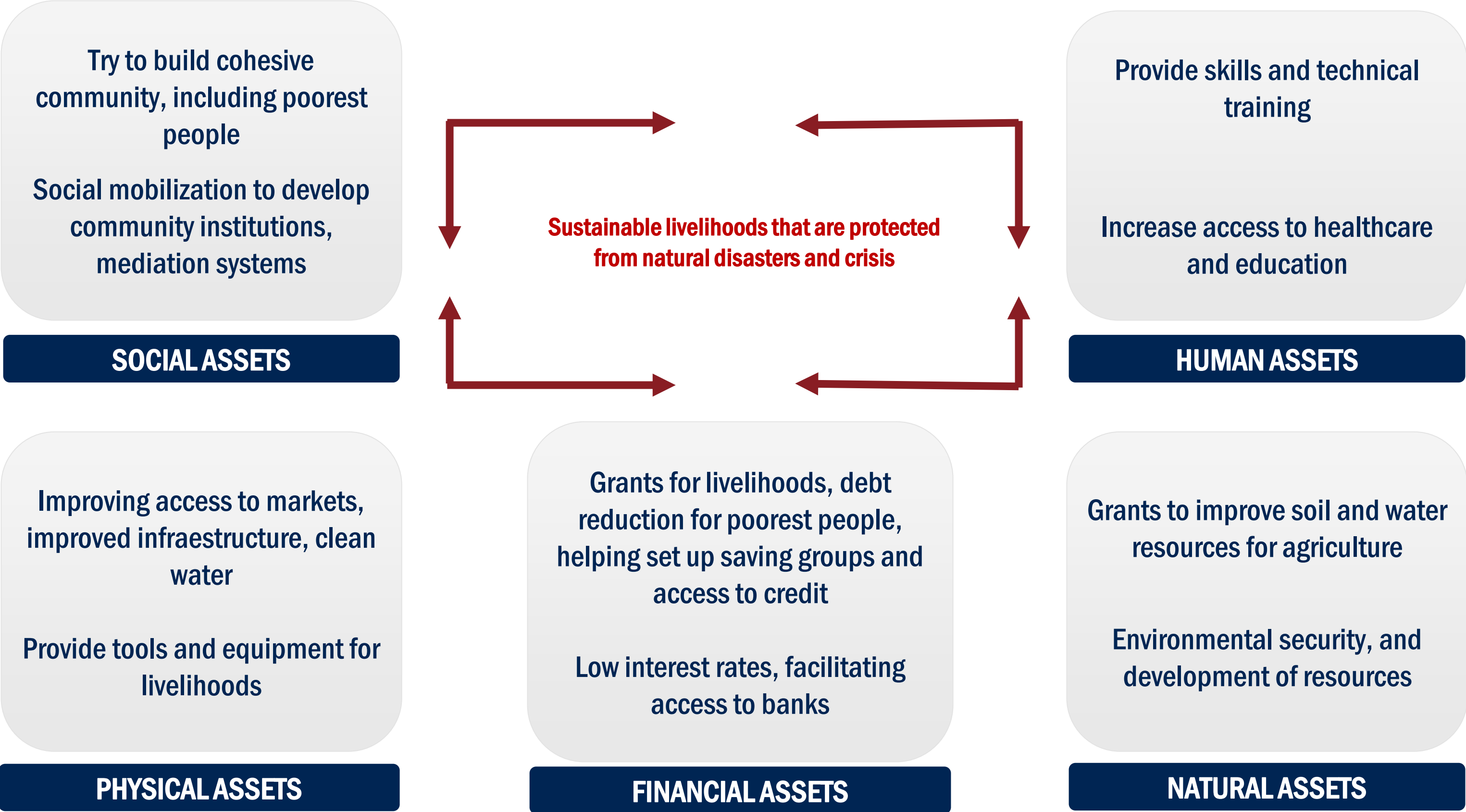
5 Livelihoods Assets	EXAMPLES
Human	Education, training, qualifications, skills, being healthy; being capable to work
Social	Participation in community groups, connections with kin elsewhere, religious linkages, membership of political parties.
Physical	Tools, equipment, roads, transport, electricity, sewerage, water Wells, livestock, fertilizer, seeds
Financial	Savings (including jewellery if relevant), access to credit, debts, pension, remittance, salary.
Natural	Land, water supply, forest resources, fishing resources, wild plants, fruit trees.



# Livelihoods | Examples



Spanish  
Red Cross





**Coping strategies:** **mechanisms** that people choose as a **way of living** through **difficult times**.

Examples:

- short-term dietary changes
- migration of individuals for work
- use of savings
- solidarity networks.
- sale of land or productive assets (e.g. car; taxi-driver)
- child labour

**Resilience:** **capacity** of people and communities to **resist**, **cope with**, and **recover** from, a disaster of conflict

More safety and resilience means less vulnerability.



# The meaning of our action | Goals



**An intervention focused on the integration of vulnerable persons in the labor market seeks to:**

## **EXAMPLES?**

- **Diminish their personal hurdles and reducing those that come from the environment**  
Example: Self-esteem workshops and sensibilization events with private companies
- **Support them in their search for a professional goal**  
Example: Active job search tools
- **Build their skills**  
Example: Through digital skills training
- **Assist them in finding better conditions in the labor market**  
Example: Through technical training
- **Promote their personal independence**  
Example: Day Care service
- **Bestow the resources needed**  
Example: Intermediation with private companies

# The meaning of our action | Why?



## Why is an Employment intervention with vulnerable groups needed?

**EMPLOYMENT**  
**is more than just a**  
**Universal Right**

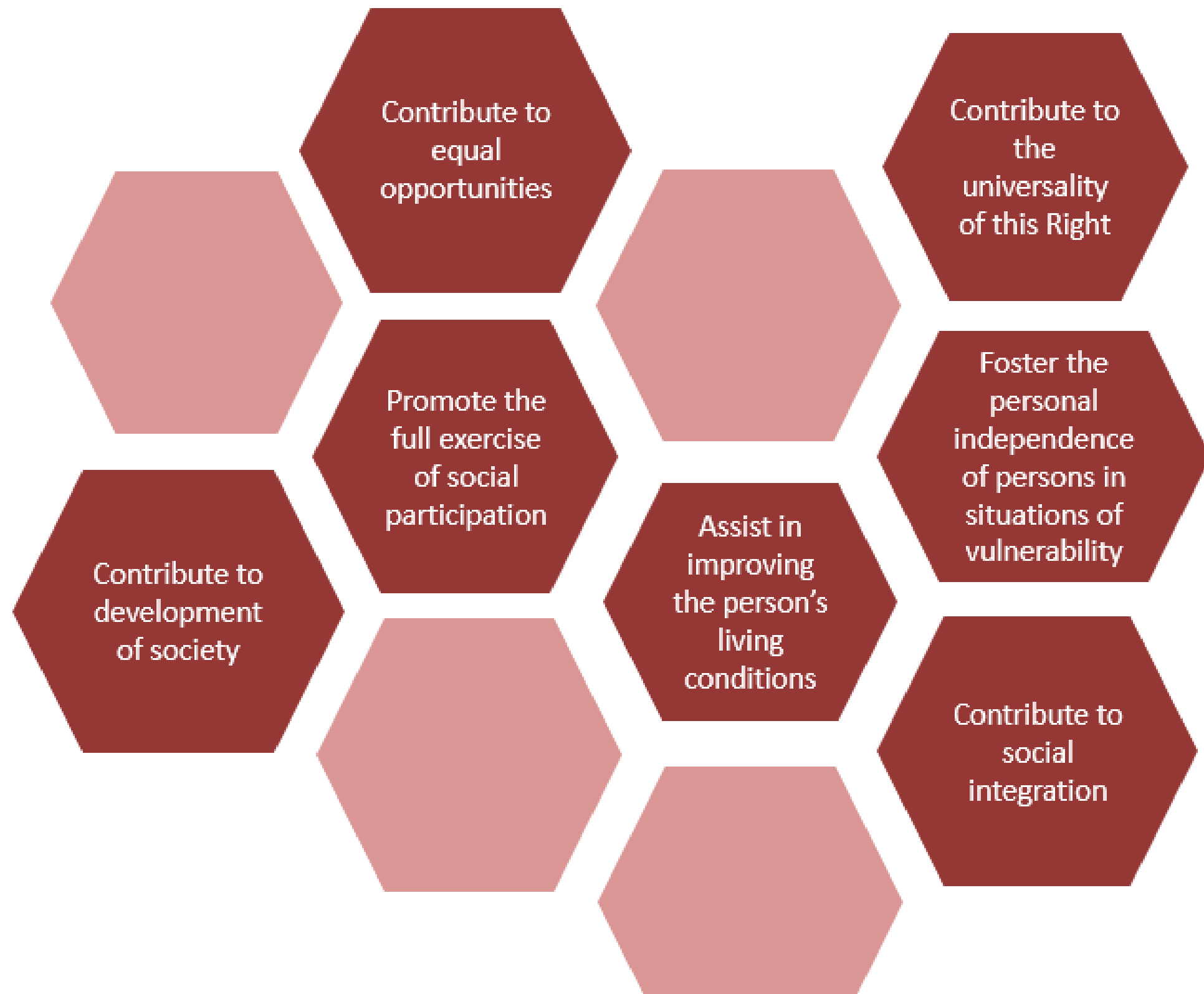
- A mean to gain access to a salary and welfare benefits
- A way to contribute to social and economic development
- A type of social identity and appreciation
- The beginning of a social and personal relationship network that determines social participation

# The meaning of our action | Outcomes



  
Spanish  
Red Cross

**Through an Employment  
intervention we achieve to...**



# The meaning of our action | URCS added value



**What added value can National Societies offer when working on employment interventions?**



**Our proximity and volunteer network** are clear advantages to address social exclusion.

# The meaning of our action | Activity 1



  
Spanish  
Red Cross



## Activity 1.1. The goal of Employment interventions

Complete the following sentence which describes the goal behind an employment intervention using **every** word given:

*It contributes to the social \_\_\_\_\_ of the most  
vulnerable persons, favoring their \_\_\_\_\_ into the labor  
market under conditions of \_\_\_\_\_ as  
\_\_\_\_\_ citizens.*

**EQUALITY**

**INTEGRATION**

**INSERTION**

**FULLY-FLEDGED**



## Activity 1.2. The line up between Employment interventions and the URCS One Plan

How and where we can line up  
the Employment intervention  
with the **VISION** of the URCS  
(One Plan 2023-2025)

In the Five-Year Strategy of 2021-2025, the URCS has been envisioned as  
“a powerful and socially recognized  
organization that responds with public participation to humanitarian and  
social challenges turning compassion  
into action. We help those who need it the most.”

THE FOLLOWING STRATEGIC DIRECTION HAS  
BEEN ADOPTED TO REALISE THE VISION:





# Vulnerability | Vulnerable groups



## Barriers and hurdles in labour integration



*Picture Author: Karl Dolenc, Beholdingeye.com.*

In every community there are groups of people that can't profit from the general benefits and rights that are accessible to the clear majority of the population.



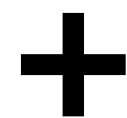


# Vulnerability | Vulnerable groups



## **PERSON**

Women / Men / LGTBIQ+ | Youth | People 45+



## **VULNERABILITY**

with disabilities | homeless | from other region/culture  
| with family/caring responsibilities  
without the skills demanded by employers | living far  
from training/employment

A vulnerable **person** is not born vulnerable.  
A person becomes vulnerable as a result of  
a number of factors that not always are  
under his/her control.

Every person is exposed to the risk to  
become vulnerable.

# Vulnerability | Vulnerable groups



**Employment interventions allow us to work in an integrative way**

**Mental health**

**Basic needs**

**Information**



**Home-based care**

**Shelter assistance**

**Restoring family links**

**Integration in the labor market enhances the socioeconomic integration of vulnerable persons**



## Activity 1.3. Life stories

**Think about a person (a relative, someone you know, a URCS beneficiary) who is not employed and is looking for a job or someone who wants to find a new job with better work conditions.**

**Prepare a brief description of him/her (age, sex, where he/she is living now and from where he comes, household composition, family responsibilities, previous work experience, education, challenges, if any).**