



GENDER AND RACE STEREOTYPES ERADICATION
GRASE
IN LABOR MARKET ACCESS

Spain COP



María Ángeles García Fernández

Servicio Andaluz de Empleo

The Ministry of Employment, Training and Autonomous Work is attributed the coordination and promotion of active employment and job intermediation policies based on article 3 of Law 4/2002, of December 16, creating the Andalusian Service of Employment. In addition, the Decree of the President 2/2019, of January 21, of the Vice Presidency and on restructuring of Ministries, establishes that they correspond to the Ministry of Employment, Training and Self-Employed Work. the competences attributed to the previous Ministry of Employment, Business and Commerce, except those corresponding to the new Ministry of Economy, Knowledge, Business and University as well as those attributed so far to the previous Ministry of Knowledge, Research and University related to self-employment and social economy. In this way, it assumes:

1. Labor intermediation, through the orientation of the demand and the dynamization of the job offer, facilitating the adjustment between employers and job seekers.
2. The promotion of employment and its quality and stability.
3. The promotion and development of local employment, attending to the specific needs of each territory and in coordination with the Local Administrations, as well as the monitoring of the Agricultural Employment Promotion Program.
4. The execution and coordination of the actions derived from the European Strategy for Employment in the Autonomous Community of Andalusia, as well as participation in community programs and initiatives related to matters that fall within the competence of this Ministry.
5. Prospecting the labor market and disseminating information on the labor market.
6. The execution, as its own competences, of the training actions that are determined in the field of vocational training for employment, in accordance with the planning of the training offer carried out by the competent Ministry in the field of vocational training for employment. To this end, it will manage, as its own competences, the employment training centers that are determined by the competent Ministry of vocational training for employment.
7. How many other functions are attributed to it, for their exercise as their own powers, by any regulation or agreement of the Governing Council of the Junta de Andalucía or those that, in the future, could be transferred to the Junta de Andalucía in matters of policy of employment.

I work in the demand department and in the offers department. I serve job seekers and companies, managing job offers

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Sara Bounajm Pérez

Fundación Acción contra el Hambre



Fundación Acción contra el Hambre's mission is to save lives by eliminating hunger through the prevention, detection and treatment of malnutrition. Vives Proyecto provides support, advice and training for the social and labor inclusion of people who are at risk or in a situation of social exclusion. At Vives Proyecto we promote gender equality and fight against discrimination for reasons of race, gender, sexual identity, religion or ideology.

The project "You Live Employed: Job Opportunities for the Migrant Population" promotes the social and labor integration of the national migrant population from third countries, offering the tools and skills necessary to obtain and maintain a stable job in the Spanish labor market.

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Paz Aloisi

ONG Rescate Internacional



We provide support to refugees, displaced people, migrants and victims of major political, natural and / or social crises, contributing to rebuilding their lives, finding a lasting solution to their situation and facilitating access to their fundamental rights.

We work for this from the respect of their human dignity, inside and outside of Spain, and with a special interest in the most vulnerable people by gender or childhood.

I am part of the Direct Attention department, developing my task as an Employment Technician, accompanying women and people belonging to the LGTBIQ + community extra-community migrants in their socio-labor insertion and in the creation of support networks.

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M^a Carmen Gracia Vidal Aprose

APROSE is a provincial non-profit federation promoted by Associations of parents and relatives of people with intellectual and / or developmental disabilities. It was created in October 1978 from the concern of a group of associations in Seville and the province concerned with seeking an answer to the problems and needs posed by people with intellectual disabilities.

Our mission is to provide representation, support and advice to organizations in Seville and the province and to people with intellectual or developmental disabilities and their families, in defense of their rights and improvement of their quality of life.

Description of her job at the entity: I am an employment technician for the Incorpora Program.

Main function:

- Facilitate access to the labor market for people with intellectual disabilities, improving their employability and contributing to the awareness of companies regarding social responsibility.

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Juan Manuel Crespo Flores Fundación Cepaim

Cepaim is an independent, cohesive and sustainable organization that responds to social dynamics related to migration and processes of social exclusion. Practical and theoretical reference in the coherent application of transversal policies of interculturality, diversity management, gender equality, social cohesion, local development and co-development, taking the territory as the basis of action.

Socio-labor orientation technician in the + Adelante program. This includes a series of actions aimed at women in vulnerable situations, companies and key agents in the application of the gender approach to the entire job search process. These actions range from direct work with the participants to cross-cutting actions that include awareness-raising actions on equality and joint responsibility in companies and training for professionals.

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Coral Castellanos Fundación La Merced Migraciones



The La Merced Migrations Foundation has worked since 1987 in favor of the integral reception, full inclusion and empowerment of refugees and migrants, as well as with people deprived of liberty and vulnerable groups. It also develops projects with society and citizens for social transformation, the elimination of discrimination and inequalities.

Coral Castellanos, a graduate in Work and Organizational Psychology, has been working at the foundation since 2014 as an Employment and Diversity Consultant. He carries out his activity in the Integration area of the entity, specifically in employment, managing the INCORPORA project of La Caixa. It also collaborates with the Social Responsibility Area, supporting the DIVERSA project, financed by the Ministry of Inclusion, Social Security and Migrations.

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Lidia Tejerina

Adoratrices-Proyecto Esperanza

We are a specialized entity that has offered comprehensive support to more than 1202 women victims of trafficking of 74 nationalities in 22 years. Since 1999, we have developed a comprehensive care program, certified in quality according to the EFQM model, which includes individualized educational support supported by RESIDENTIAL SERVICES (shelters that serve women in phases according to their recovery itinerary) and SPECIALIZED SERVICES (legal, social, labor and psychological care) that are provided to both resident and non-resident women.

Social worker of the social intervention service: the social care service is articulated with a transversal approach accompanying and advising women in accessing those resources and benefits that allow them to recover and socially integrate as citizens with full rights. According to the priorities and needs observed in their history and social diagnosis, an Individualized Intervention Plan is designed together with each survivor, offering them the possibility of accessing the residential service and / or the specialized day center (legal guidance, psychological care, socio-labor orientation, health mediation and support for voluntary return).

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Carmen Bruñó Moya Adoratrices-Proyecto Esperanza

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Responsible for coordinating the social intervention service and within this service I accompany women in the training and employment program, in the design of their itinerary of social and labor incorporation.

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INMACULADA CORDERO FERNÁNDEZ RADIO ECCA FUNDACIÓN CANARIA



Description of the entity in which you work: Non-profit organization and official adult training center, whose mission is the cultural empowerment of people and communities through training, social action, communication and cooperation to the growth

Description of his work in the entity: DELEGADA EN ANDALUCÍA. Management and coordination of all the activities carried out by the entity in the Andalusian territory

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María José Hidalgo Torres **RADIO ECCA FUNDACIÓN CANARIA**

Description of the entity in which it works: Through training, social intervention and communication we promote a more egalitarian society and combat impoverishment and economic precariousness, social and health vulnerability and gender inequality. Education is thus, for Radio ECCA, the main tool to improve people's lives and promote social integration.

Description of her work in the entity: Work in the area of training-instructor of activities.

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Sergio Romero Espinosa Asociación La Casa de Todos

Our entity was founded in 2010 with the aim of favoring the most disadvantaged people in the Cerro Amate District of Seville

I am a psychologist of the entity, and my main functions are the processing of public and private subsidies, as well as the management of the training of adults and minors and the programs aimed at the immigrant population

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Alicia Rodríguez Landa CENTRO INTEGRAL DE ATENCIÓN A LA MUJER

INTEGRAL CENTER OF ATTENTION TO WOMEN TRIANA-LOS REMEDIOS Area of Equality, Education, Citizen Participation and Coordination of Districts. General Directorate of Equality SEVILLE CITY COUNCIL

Functions performed: Social Worker No. Col 49

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Cristina Macías Pernil Accem

Accem is a non-profit, nonpartisan and non-denominational organization that works to improve the living conditions of people in vulnerable situations. We defend equal rights, duties and opportunities for all people, regardless of their origin, gender, national or ethnic origin, sexual orientation and identity, religion, opinion or social group. Our mission is to defend fundamental rights, care and support people who are in a situation or at risk of social exclusion. For years we have worked specialized in assisting the group of refugees, immigrants and people at risk of social exclusion.

Graduated psychologist, I specialized as a socio-labor counselor and training technician, starting my professional career at the NGO Accem 14 years ago, where I continue in the area of employment and training.

I manage programs for the socio-labor insertion of migrants and refugees, under the principles of equal opportunities and non-discrimination, through individualized itineraries, based on skills management methodology and the promotion of employability, in order to promote real insertion in the context of reception of the participants.

During these years, I have participated in different forums of partnership and exchange of good practices, promoting direct action activities with the participants, and also directed at companies with social values, public, political and community agents.

My goal: to be part of a social and economic model where people can project their professional goals in line with their vital, professional and social development, providing the best of themselves, and facilitating the articulation of the business and economic fabric.

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