

SURT

GUIDANCE WITH A GENDER PERSPECTIVE

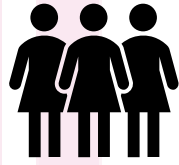
Best practices in supporting woman into employment

Presented by

Sandra Melús Cunqueiro

SURT

HISTORY



DONES RIU



TESTIMONIALS



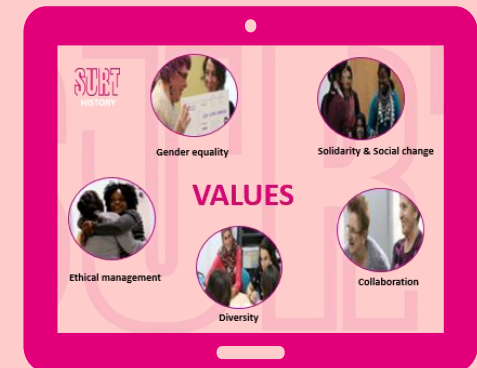
METODOLOGY



CONCLUSIONS

HISTORY

SURT



www.surt.org

SURT

BACKGROUND & HISTORY

PROUD of 30 years making a bond

Founded in 1993 thanks to the inspiration of Fina Rubio, we work to make effective the economic, social and cultural rights of women.



The organization honors its origins and reaffirms its commitment to empowering women.

SURT

VISION



To construct a society with gender equality and free of all forms of male violence.



To lead the action aimed at eradicating any discriminations that condition the lives of women.



Fina Rubio Serrano, President and founder of SURT

* source "El Diari del Treball"

SRRT

MISSION

**PERSONAL
EMPOWERMENT**

**ECONOMICAL
EMPOWERMENT**

**SOCIO-POLITICAL
EMPOWERMENT**

**COMMUNAL
EMPOWERMENT**

SURT



Gender equality



Solidarity & Social change

VALUES



Ethical management



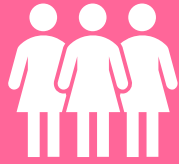
Diversity



Collaboration

SURT

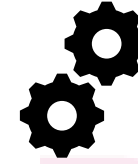
HISTORY



DONES RIU



TESTIMONIALS



METODOLOGY



CONCLUSIONS

DONES RIU

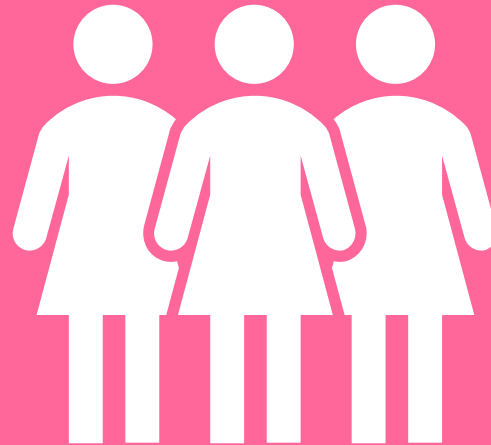
QUANTITATIVE KPI'S

Active program in three territories in Catalonia since 2019. **RESULTS:** 520 women have participated and the 30% of them achieved job placement.



QUALITY KPI'S

To witness the participant's journey of awareness, growth, and evolution.



PARTICIPANT PROFILE

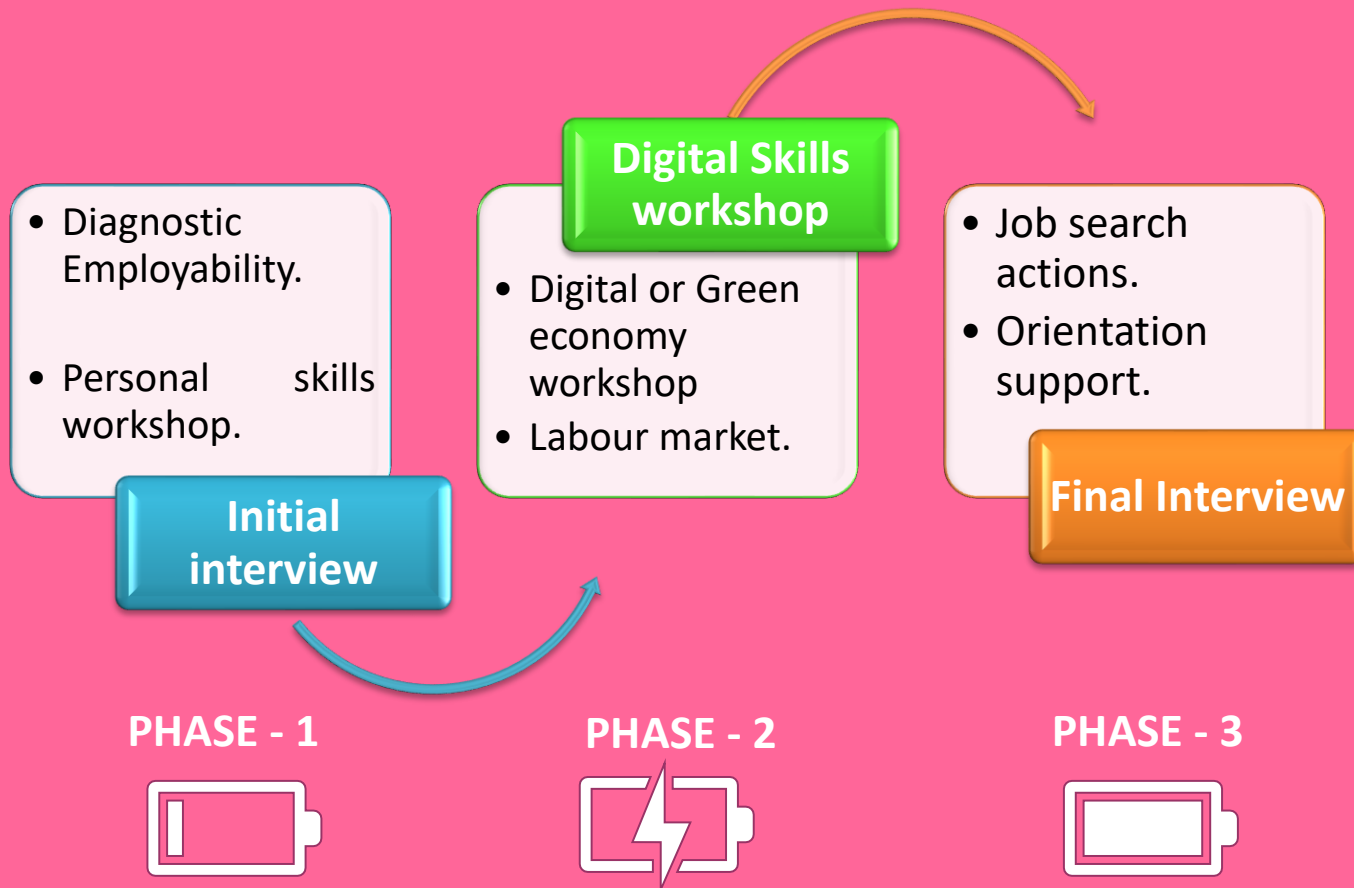
Woman at working age who is unemployed and needs qualification or requalification. Very polarized profiles: from women illiterates to women with PhD.



TEAM

Cooperative, well prepared, mature, complementary fields of knowledge, formed and human.

Dones RIU orientation actions:



SURT
HISTORY


DONES RIU


TESTIMONIALS


METODOLOGY


CONCLUSIONS



DONES RIU'S TEAM



Humans working with humans

SURT
HISTORY


DONES RIU


TESTIMONIALS


METODOLOGY


CONCLUSIONS



Dones RIU 2022-
2023, Alt Empordà



[\(Link\)](#)



Dones RIU 2023-2024:
Mont-roig del Camp



[\(Link\)](#)

TESTIMONIALS

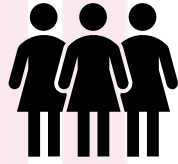


““I feel energized. I’ve spent a lot of time alone at home, and participating in the group has opened my mind and fulfilled me. At 59, I’m studying again! They reminded me that I am capable!”

Lyudmila Kravchyk, participant of DONES RIU’s programme second edition in Girona.

SURT

HISTORY



DONES RIU



TESTIMONIALS



METODOLOGY



CONCLUSIONS

METODOLOGY



1. WORKING TOOLS:

- Establish connection with the participant (BOND).
- Global and comprehensive support with participant.
- Awakening their **mindset**.



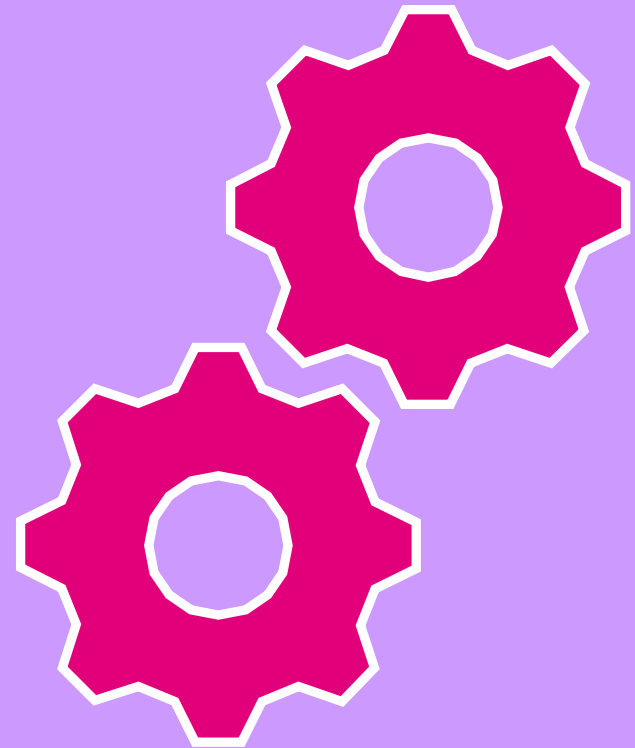
2. STRATEGIC POINTS:

- Vital balance.
- Rescue skills.
- Intersectionality.



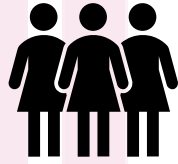
3. KEY SKILLS:

- Self confidence, communication and critical Thinking.



SURT

HISTORY



DONES RIU



TESTIMONIALS



METODOLOY



CONCLUSIONS

METODOLOY

PART 1 (individual performance)



SURT
HISTORY


DONES RIU


TESTIMONIALS


METODOLOY

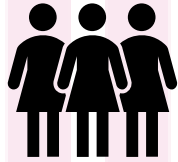

CONLUSIONS

METODOLOGY - PART 2 (social performance)



SURT

HISTORY



DONES RIU



TESTIMONIALS



METODOLOGY



CONCLUSIONS



CONCLUSIONS

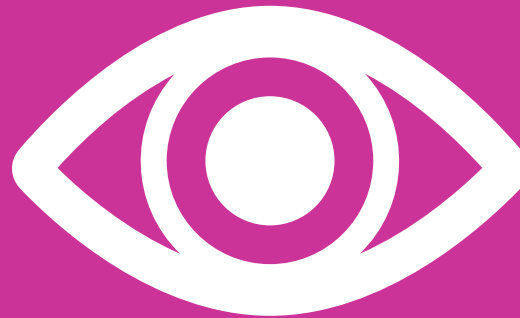


When a woman achieves autonomy, she produces an IMPACT that has a multiplier effect on her environment (family, social, work).

Digitization of the female population is key in order to get shorter the gap and always wearing our "glasses" of gender perspective. Not only us we should bring them, but also the companies.



The program is too short in relation to the needs of the women participants (tension between the institutional tempus and the real life of people).



These types of programs are necessary, but isn't enough. There is a real demand. We are doing well and must continue to do so.

THANKS FOR YOUR TIME!

If you would like to discuss the issues raised in this presentation in more details, please contact us



Sandra Melús

HR – talent seeker / Fundació SURT

+34 681 138 104

Sandra.melus@surt.org

