

Juggling Motherhood & Profession

CONFERENZA FINALE

**PRATICHE INNOVATIVE DI
COACHING E ORIENTAMENTO
PER DONNE FRAGILI
CON CARICHI DI CURA:
L'ESPERIENZA DEL PROGETTO**



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Training pathway in Croazia





Who is CESI?



- CESI is a feminist organization , founded in March 8th 1997, that advocates for advancement of women in our society and realization of gender equality, and for full implementation of all laws and international mechanisms for the protection of human rights. Development of civil society we perceive as important precondition for development of democratic society.
- Team of 5 and 10 external experts and 32 volunteers: activist and professionals in the field of women's human rights and gender equality (sociologists, psychologists, economists, political scientists, social workers, lawyers) on the tasks of program and financial managers, trainers, mentors and coaches, journalists, researchers, advisers, etc.
- Through the activities of research, analysis making, advocacy, campaigning, trainings, lectures, mentoring and coaching, we are working on 3 main programs: **Social justice and equal opportunities , Social activism and political processes, Sex, gender and sexual rights.**
- Our main stakeholders are : public institutions, gender equality bodies, schools, local authorities, MPs, other CSOs, media.



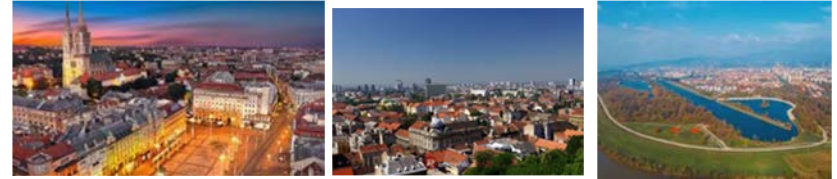
Labor market and situation of women in Croatia

- **Croatia** became an EU member in July 2013,
- Long recession period 2009 – 2016
- High level of emigration (around 54,000 people left the country) and continued outflows
- Majority of highly educated persons are women.
- Women in Croatia continue to have lower labour market participation, lower employment rate, and higher unemployment rate. Pay gap is around 12 % , higher is in private sector.
- Although the Constitution of the Republic of Croatia recognizes gender equality as one of the highest values, and the country has a comprehensive anti-discrimination and gender equality legislative framework (e.g., Anti-Discrimination Act, Gender Equality Act, and many other acts that guarantee equal treatment), gender equality in Croatia remains formal.
- The significantly unfavourable status of women in the Croatian labour market is also due to the fact that **majority of single parents are women** and there is a lack of day centres for the dependants.
- Women also **work part-time and take parental leave in greater extent** than men.
- **Traditional roles are strongly embedded in society** and women are feeling discrimination in private sphere
- Employers having **discriminatory practice** interfering in private life (interviews for the job, not hiring women over 40.)
- Education on gender equality **remains sporadic in schooling system.**

JUMP trainings

- 10 workshops October 2018 – March 2019
- 1 Follow up meeting
- 32 women from Zagreb and Petrinja
- Long term unemployed, single mothers, occasionally working on a contract or in a grey zone.
- Receiving social welfare
- seasonal workers taking jobs in tourism during summer periods
- earning money by taking care of elderly people in the town or nearby villages
- Age 25 – 58

- Zagreb, capital of Croatia, population: 779,145 (data from 2001)



- Petrinja, town in nearby region, population: 24,671 (2011)



JUMP trainings

- High engagement and participation
- Most liked topics: SOFT SKILLS & NETWORK OF SUPPORT
- Very active groups
- Bonds are easily made
- Having open talks and discussions
- Women from **small local community** already know each other so the bond was even faster made.



What have women said after trainings...

What I have like the most is positive energy and education.

I like dynamics of the work.

I have mostly liked the other participants in the workshop and facilitator.

The communication was good. Important thing I have realized that there is a wider network of support I can rely on.

I really like today's topic on parental roll.

I would like to know more about soft skill of communication since I think it is important for me.

I have clearer plans for my job search now.

This workshops are the best I have been till now.

I am happy I was here, although I was sceptic since most of the workshops I have been sent by the social counsellor were boring, but this was a good and useful for me.

What I liked about this workshops is the way facilitator worked with us, she gave us the possibility to talk and to exchange our problems and find solutions which we are ok with.

It was a time good spent! I have learned new things about myself and society I am living in. I have to put some thing I have learned into my life practice.

I like and appreciate the group experience. We should have group workshop like this every week or month.



JUMP training - Follow up meeting March 20, 2019

3 Simple questions

- **What have changed since last time?**
- **How are you now?**
- **What do you expect to happen till the end of the year?**



JUMP training - Follow up meeting March 20, 2019



What have changed since last time?

My confidence has increased.

I got new knowledge.

I have changed - a little:)

I have set priorities.

I got stronger.

How are you now?

After every workshop/ meetings I feel great.

There are plenty of things I can to make my life good.

I feel I have broadened my views.

What do you expect to happen till the end of the year?

To fulfill my wishes

Much positive happenings in life

That I will stick to decisions I have made on the workshop meetings and that I will be able to deal with some of the things I have not done so far.

Financial security.

Health and happiness.

Make use of the acquired knowledge

To apply this knowledge in improving my confidence, motivation, and communication.

What have we learned?

- Training course is **developed in line with the needs of participants and with a suitable methodology** prepared and provided.
- Important is that **facilitator has empathy and a great communication as well as excellent facilitating skills**. This training requires coaching and mentoring ability and knowledge. To feel the group and to know the issues the group is facing with is of a great importance.
- **Group dynamic is a challenge** especially if the group is larger than 10 as well as enough time to make all planned activities/ tools so they have to be well chosen.
- Based on the experience from the both groups it is evident that participants wanted to work more on **specific soft skills** so to provide them with it we have organized 2 extra hours of **communication skills, motivation and time management**.
- **Evaluation shows that all topics are to the point and well chosen for the unemployed single mothers.**



Q&A SESSION



Feel free to ask 😊

JU.M.P

GRAZIE

www.jumpproject.eu

