



SOIB WOMAN is a comprehensive employment policy helping women victims of male violence to build a better future.

SOIB WOMAN: Employment policies for women victims of gender violence

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SOIB WOMAN is dedicated to strengthening the emancipation of women who suffer from sexist violence by increasing their employability. Through tailored-made support, women can re-enter the labour market, get employed and become economically independent. The measure includes specialised guidance, benefits, activation support, training on demand, subsidised employment and intensive counselling.

Name of the PES	SOIB (Balearic Island Employment Service), Regional PES.
Scope of measure	Regional (Balearic Islands). 'SOIB WOMAN' is part of Reaction: Balearic Islands agreement against sexist violence 2017-2020.
When was the practice implemented?	For several years, SOIB has been deploying an employment guidance network attending to women victims of gender violence. A small-scale pilot project took place in 2018. From 2019, 'SOIB WOMAN' has been under full implementation.
What was the driver for introducing the practice? Was it internal or external?	In 2017, Balearic Islands was the Spanish Autonomous Community with the highest rate of gender violence (3.035 %). SOIB conducted an analysis and concluded that more efforts in employment policies are required to help victims of gender violence.
Which organisation was involved in its implementation?	The initiative came from SOIB Headquarters, but other regional public bodies were involved and cooperated actively: social services, medical services, social agents, women associations, courts and police services.
Which groups were targeted by the practice?	Women victims of gender violence, preferably with family responsibilities and without regular income.
What were the practice's main objectives?	To increase the employability of women victims of gender violence.
What activities were carried out?	<ul style="list-style-type: none"> ▶ Social services search for suitable candidates to follow the programme. A selected candidate is assigned to a specialised counsellor for support in employment or other needs. ▶ A deep employment analysis is conducted by SOIB, taking into account all needs such as health, dwelling, childcare and safety environment. Benefits and conditional cash transfers may be applied. ▶ The SOIB counsellor and the candidate agree jointly on a roadmap with clear, reachable milestones. The frequency of meetings and contact channels are well-defined, but flexible. The SOIB counsellor is always a woman, this increases empathy and assures personal adherence and trust. ▶ Following the roadmap, the candidate is enrolled in active labour market policies that enhance employability. The counsellor monitors the progress focusing on success and solving difficulties. ▶ Once the candidate has reached certain milestones, she receives a first contract in any public administration, NGO, trade union or business entity/association. The length of the contract is maximum one year and tasks are suited to her skills and employment diagnosis. To avoid stigmatisation, she works under an anonymous overarching scheme and receives periodic support from her counsellor throughout the contract. ▶ Gaining experience due to the formal contract allows the candidate to reskill and upskill her abilities until she becomes more employable and ready for the primary labour market. ▶ After the end of the contract, the candidate remains in contact with her counsellor for support and job search assistance, until she gets employed in the labour market. ▶ Coordination and cooperation with stakeholders is managed during the whole intervention to cover any possible need that may adversely affect the agreed employment roadmap.

What resources and other relevant organisational aspects were involved?	<ul style="list-style-type: none"> ▶ High specialisation and training of women counsellors in dealing with women victims of gender violence. ▶ Technological traceability and a high level of information classification to avoid stigmatisation and misuse of information. ▶ Consolidation, coordination and enforcement of an extensive network including all stakeholders. ▶ A campaign to sensitise and fight against gender violence.
What were the source(s) of funding?	SOIB budget.
What were the outputs of the practice: people reached and products?	<ul style="list-style-type: none"> ▶ 584 women victims of gender violence participated in the measure, leading to 1957 employment actions through individual roadmaps. ▶ 218 women received a benefit and 261 were granted training or family conciliation services. ▶ 13 contact points were set up through local employment offices in four islands.
What outcomes have been identified?	<ul style="list-style-type: none"> ▶ As of April 2019, 139 women victims of gender violence in employment. ▶ Greater awareness of gender violence as a barrier for women on the labour market. ▶ Better co-operation between stakeholders. ▶ Better understanding among counsellors of how to deal with women victims of gender violence.
What are the lessons learnt and success factors?	<ul style="list-style-type: none"> ▶ Addressing problems characteristic to women victims of gender violence leads to the design of targeted and suitable employment measures. ▶ Cooperation and broadening of the stakeholders network are needed when dealing with women victims of gender violence. ▶ Counsellors should develop better skills to enhance the intervention with women victims of gender violence. ▶ Intensive follow-up and mechanisms to respect data privacy is a key to avoid stigmatisation. ▶ Better enforcement of personal competences and self-esteem can be gained through short training actions and job experience. ▶ Labour market integration is a major target for real normalisation and empowerment.



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