Project 2-3

Region: Americas
Countries: Argentina, Bolivia, Costa Rica, Uruguay

Project:
Project Occupations: A training methodology to enhance employability and equity

Donors:
- Regional Programme to Strengthen Technical and Vocational Training for Low-Income Women (FORMUJER), implemented by the Ministry of labour, Employment and Social Security of Argentina, the National Foundation for Training and Capacity-building for Work (INFOCA) of Bolivia, the National Apprenticeship Institute of Costa Rica, co-financed by the Inter-American Development Bank.
ILO/CINTERFOR co-implemented and technically coordinated both these programmes.

Project Description:
The FORMUJER and PROIMUJER programmes aim at strengthening and introducing innovation into the focus and methodologies for the design and implementation of vocational training policies in Latin America by:
- Providing better quality training and responding to criteria of gender and social equality to meet the demands of the world of work
- Strengthening competency for employability and citizen participation of women and men – with special emphasis on poor women – to improve their productivity and their chances of landing a decent job
- Disseminating the transferring products and lessons learnt to other contexts, in order to meet the needs of other disadvantaged groups.

Project Occupations (PO) offers one of the most powerful methodologies developed; it is based on people’s capacity to draw up their own plans to change their unfavourable situation. People strengthen their employability and their participation as citizens when they are able to bring together their knowledge, abilities and difficulties with the competencies required for the world of work and see themselves as constructing opportunities for their own future.

Through PO, they develop competency to manage a viable plan of action aimed at successfully entering the labour market and improving their employment prospects. They experience an increase in self-esteem, autonomy, and capacity to actively plan their own training and labour market path, and to address productivity issues in order to identify new employment niches.

The PO can be individual or collective, oriented to formal employment, self-employment or micro-enterprise activity, since it articulates the orientation of the type of work with technical training and the learning of how to take initiative.

Principal Results
Through multiple examples and various implementation strategies, Project Occupation increased the quality of training and innovated in its use of technology. It redefined the role of the instructor and strengthened vocational training as a pro-active tool to link actors in the productive sector with local development in order to identify new job profiles and support the incorporation of the target population in the labour market.

The women involved were able to empower themselves, overcome limitations and gender barriers, and make their competencies more visible and stronger.
The competencies for employability acquired through the project were decisive in improving the scope of activity, productivity and quality of work in the informal economy.

The methodology was used as an input for national training policies and for combating poverty in Argentina, Bolivia, Costa Rica and Uruguay. It influenced the orientation of action taken by the ILO, the Inter-American Development Bank and the World Bank in relation to vulnerable populations and the informal economy.

**Gender and Ethnic Components:**
A gender perspective was adopted both as the conceptual framework and in the methodology. Gender was used as a criterion for the relevance, quality and degree of innovation of training and employment policies.

Employability, citizenship and gender are interdependent and cross-cutting dimensions that look at people from the perspective of gender and their socio-economic reality, which involves knowledge, livelihoods and the capacity to change their condition through individual and collective strategies. By strengthening these competencies, vocational training constitutes a tool for equity and inclusion and for overcoming discrimination and promoting equality of opportunity for all.

**Contact Details:**
Sara Silveira and Anaclara Matosas  
CINTERFOR/ILO  
Avenida Urugúay 1238  
Montevideo, Uruguay  
Tel. +598-2-902-0557 and +598-2-9086023  
Emails: silveira@cinterfor.org.uy; matosas@cinterfor.org.uy

**Project Website:** Gender, training and work website (género, formación y trabajo) at www.cinterfor.org.uy