



Migrant Women Training, A Reflexion

1. About the target group

Language: In what language do we offer the training? Should we notify participants about it in advance? Should we use migrant languages? Then, is it possible to broadcast the result?

Victimise: We victimise this group. We have to be careful to not increase the stereotype of the migrant women as a victim. It is important to focus on their capacities, their skills and work with them. (The capacities can be the diversity of language and cultures).

Sensationalism: It's related to the victimisation. In what way do we talk about this target group?

Childcare: If normally children's care is women task, perhaps we have to offer spaces where they can come with the children's.

Precariousness: In recent months, and especially in recent years, a lot of changes happen in the situation of migrant women. We have noticed three different situations:

- Women that are waiting to return to their country
- Unemployed women
- Women that are working in very precarious employment conditions

It is true that we have always known that migrant women encounter very poor working conditions. This situation would have an effect in their emotional situation.

2. About the training

Space: It's important to carry out the training in a comfortable and safe venue. We need to take the time to create a comfortable space.

Aim of the training: What is our aim? Do we want them to produce programmes for our radio station? Or we want to empower them? If we want them to become volunteers, should we review our radio organisation (hours, way to organise ...) to facilitate their participation in the organisation? Is it multilingualism allowed in our station or not?

Their expectations of the training: We have to know their **needs and desires**. We can't force them to talk about things even we think it could be interesting. See [Integration and Empowerment of Migrant Women in Media](#)

3. Set Ground rules

Feminism or gender equality: Do we develop this point with them? (We believe that gender inequality is at the root of this situation. These women are working in domestic work, underpaid, their job is undervalued because it's work traditionally associated to women. This might cause them to feel that they are unimportant to the others, and that their stories and opinions have not value to others. It is important that they feel that they are important and that their stories and experiences are important to us and the listeners. So we have to work the empowerment, and the radio is a tool for empowerment too.

Feedback: At the end of the formation is very important to do a **feedback** to fix the concepts and ideas that are more important, and for know how they feel after this learning process.

Examples: What examples we use when we are doing training? And when we are talking? Which images we use? Try to promote equality.

4. About the trainer

Note that we are in disequilibrium of power (authority) so we have to try to balance it.

- White, national, men VS. Black, migrant, women

Ideally, we should train migrant women as trainers so they can train other women in the same situation, or during the workshop we have a co-trainer (migrant women) to distribute the roles.

5. About the project

See [Integration and Empowerment of Migrant Women in Media](#)