



Bundesministerium
für Familie, Senioren, Frauen
und Jugend



How to successfully integrate immigrant mothers into the work force

Outcomes and insights - the ESF federal programme “Stark im Beruf” [Strong in the Workplace] of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, Germany

Women in Migration, EMN, June 23, 2022

Mother, migrant, motivated

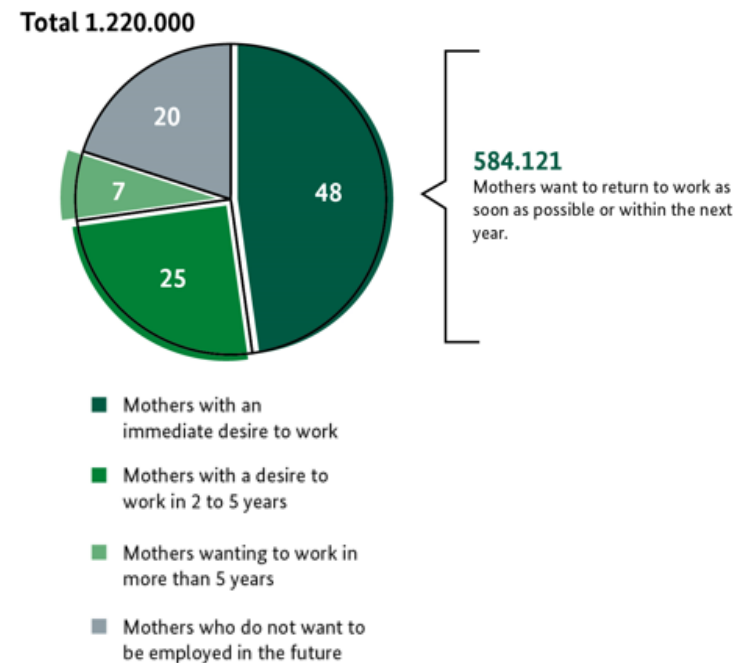


One out of two migrant mothers non-working, half willing to take up work ASAP → largest group with largest gap between aspiration and work participation

Aim: **enable integration**, gender equality and gain skilled labour

Gainful employment leads to

- Self-Empowerment
- **Economic stability of the family**
- Lower poverty rate
- Role models for children



Source: SOEP 2018 und Sonderauswertung Mikrozensus 2018; own presentation Ramboll Management Consulting
Figures in percent

“Strong in the Workplace” - Guiding principles



All mothers: reconciliation of family and job



Gainful, high-skilled employment, no temporary jobs



Add-On to employment agencies and close cooperation

“Strong in the Workplace” at a glance



- Facilitates access to the labour market for migrant women with children
- Develops tools for migrant women’s integration



- Coaching, small women’s groups, 6-12 months
- occupational recognition, vocational training, gainful employment
- Involvement of the family, child care

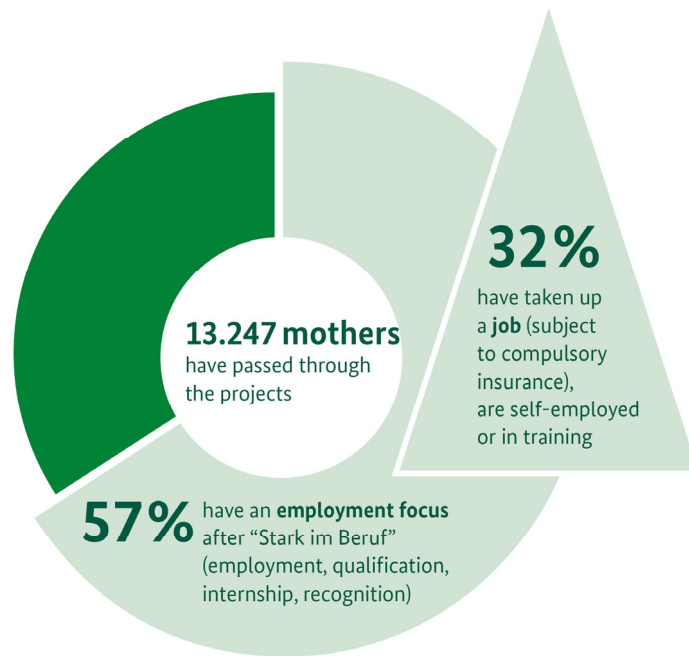


- 85 “Stark im Beruf” contact points: 75,000 EUR ESF funding per year 2015-2022 (40 Mio EUR), federal funding till end of 2022
- ESF Plus: MY TURN Ministry of Labour and Social Security



- Mandatory locally: Job centre/Employment office
- Federal Employment Agency and umbrella organisations of the economy

Placement in employment is successful



17,500 migrant mothers reached in “Stark im Beruf” [Strong in the Workplace]

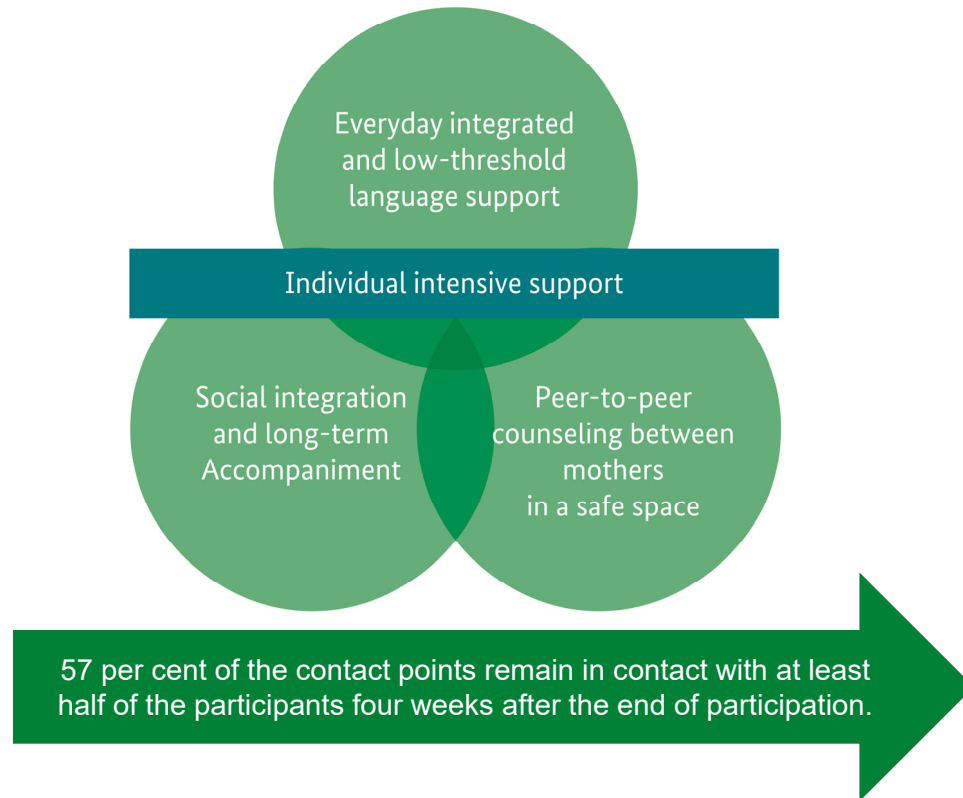
32 per cent of the participants have taken up (regular contributory) **employment** or **vocational training** or are self-employed
57 per cent have gained an **employment focus**

Source: Monitoring – Evaluation of participant monitoring in the ESF programme “Stark im Beruf” with the date of 01.09.2021.
Own presentation: Ramboll Management Consulting

Migrant mothers embrace the employment promotion



The EXTRA for the participants: The mix of language training, reconciliation of family and working life and psychosocial support



Lessons learnt

Local cooperation is key: municipal employment agencies/job centers, migrant organisations, companies

Women are strong and skilled – but profit most from **long-term support**

Women’s **peer-to-peer support** feeds into language skills and empowerment



How to get in touch



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Section 203M

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„Strong in the Workplace“ online

www.starkimberuf.de

Support and Monitoring

Servicestelle SPI

stark-im-beruf@stiftung-spi.de

Practical Insight: How “Strong in the Workplace” works

Elayla comes from Syria, is the mother of two children aged three and five and has been living in Germany for two years. In Syria she worked as a sports teacher for more than three years. She has German language skills at B1 level.



Elayla got to know a contact point of “Strong in the Workplace” via her contact person at the Jobcenter.



After an introductory meeting Elayla decided to take part in “Strong in the Workplace”.



During the individual coaching it becomes clear: Elayla wants to expand her professional experience and work as a social pedagogue. In order to achieve this goal, her contact person suggests the following procedure:

3 Placement in Apprenticeship

Elayla is placed by the contact point at a vocational school for social pedagogy.

Elayla begins an apprenticeship for a state-approved educator.



2 Inclusion of network partners

Language course provider
With the help of the course she reaches level B. The course is financed by the Jobcenter.

IQ-Network
The examination of their professional experience shows: Elayla can already work in his preferred field, but needs further training.

If the children are well looked after, Elayla is introduced to a language course provider.

1 Advice on reconciliation of family and working life

Child care
Support from the contact point in the search for a child day care centre to take care of Elayla's children.

How does childcare work and which form suits me?

