

Integrating Single Parents into Employment – an Issue for Gender Mainstreaming in Germany

Workshop „Gendering the Flagships“,
Brussels – 20 June 2012

Single parents – a group at risk



Data & Facts

- 90 % women
- 45 % fully or partly dependent on social assistance or other transfer payments
- 20 % of recipients of social assistance for persons of working age (SGB II) are single parents

Single parents – a gender issue

	mothers	fathers	
Analysis	Role perception (perception)	Internal: mother External: single-mother	Internal: victim External: „unusual“
	Willingness to change	high willingness to create a better future	average, gridlocked situation
	Style of networking	networking, Info-exchange	„single warrior“
	Participation	willingly, constant, low drop-out rate	averse, discontinuous, high drop-out rate
	„Parenting“	job and mother	“full-time job”
Transfer	Gender related counseling	Female specific instruments + child care	re-defining the role perception

Particular disadvantages on the labour market



Disadvantages

- Lack of professional skills and work experience
- Lack of jobs matching the needs of single parents (e. g. part time jobs)
- Lack of child care opportunities
- Family- & work-life balance

Approaches for improvements (example)



Context

- **National Initiative „Gute Arbeit für Alleinerziehende“ (Good Work for Single Parents)**

- Federal Ministry of Labour and Social Affairs
- Funded by the European Social Funds
- Funding period: 09/2009 – 12/2012

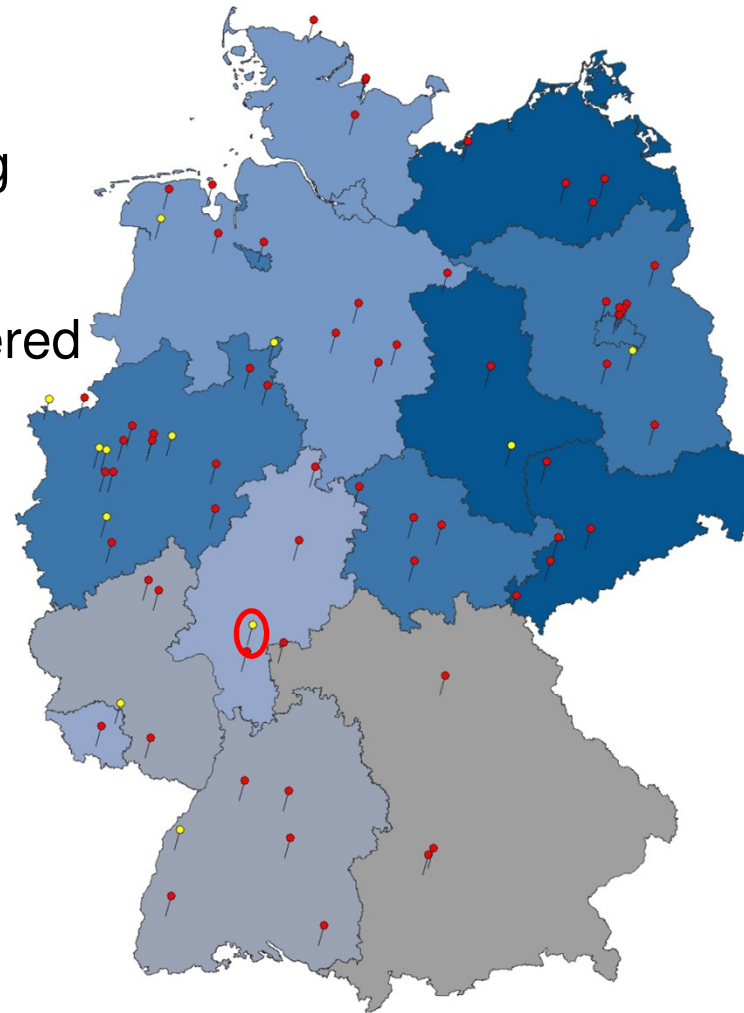


Aims

- Addressing recipients of social assistance for persons of working age and their families (SGB II)
- Development and dissemination of good practice on the local level
- Promote and strengthen networks among participants

The Single Parent Initiative in Germany

- 77 Projects working nationwide
- Almost 15.000 entered in this projects till September 2011
- More than 90 Percents of the participants were female



Type of Service Providers

- Local Job Agencies
- Support Organizations

Auxiliary Rates of Single Parents

- up to 30 percent
- 30 to 35 percent
- 35 to 40 percent
- 40 to 45 percent
- 45 to 50 percent
- above 50 percent

The Single Parent Initiative of MainArbeit – Jobcenter Offenbach



Context

- Delivery of social assistance to all needy individuals of working age and their families within the City of Offenbach
- Appr. 12.500 persons in 8.200 families
- Among these: **1.568 single parents**



**Jobcenter
Services**

- Counseling and placement services
- Linking with regional and local employers
- Instruments of active labour market policy (e. g. skills training, orientation courses)

The Single Parent Initiative of MainArbeit – Jobcenter Offenbach

Funding

- 600.000 € ESF
- 360.000 € National-Fund
- 240.000 € City of Offenbach

Gender-Specific Empowerment

- Special team for single parents within the Jobcenter
- Helping to get a positive attitude towards work (even for single parents with children under 3 years of age)
- Training and sensibilisation of the staff to overcome all clichés to the role understanding, especially for parents with children under 3 years of age

Specific Support

- „Family Service“-Unit
- Special counseling for skills development

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Steps

- Profiling and orientation
- Case Management
- Encouragement, work experience
- Developing skill strategies for migrant mothers
- Job placement and job intermediation
- Networking with employers in order to get more suitable jobs and stabilizing the employment of those already placed

The Single Parent Initiative ...

Achievements

- ✓ Raising of integration rate
- ✓ Raising of activation rate (participation in active measures)
- ✓ Specific labour-instruments implemented
- ✓ A reputation as center of expertise for the family- & work-life balance
- ✓ A contribution to make the City of Offenbach inclusive, family friendly and a place with good opportunities for all

Perspectives

- Fine-tuning the Jobcenters policies with regard to single parents
- Mainstreaming the projects achievements

Single parents – a group at risk

Recommendations for counselling and activation of single parents

The gender perspective allows the necessary differentiation to successful integration into the labour market

- Activities with an holistic approach to consulting
- Different consulting and activation offers with childcare
- Consulting / activation / placement and the actual organization of specific childcare
- Institutional understanding of gender perspective (Training of staff / reconcile work and family), institutional consequences
- Structured dialogue with other institutions (childcare), cooperation
- Targeted speech to employers
- A duration of projects over four years

Contact and further information

Charlotte Buri

Program Director

Tel. 0049 - 69 - 8065 8250

Charlotte.Buri@offenbach.de

Régine Bozon

Program Manager

Tel. 0049 - 69 – 8065 8380

Regine.Bozon@offenbach.de

www.mainarbeit-offenbach.de