



Education and Culture DG

Lifelong Learning Programme

A project within the framework of the Lifelong Learning Program of the European Union

Women in focus

Good examples for a strategic support in Germany



Labour market re-entry

More than 2/3 of women make demands on parental leave. But the labour-market re-entry is not always possible by the previous employer.

Therefore there is a wide range of services offered by the Employment Agency which supports this life-stage:

- * individual consultancy concerning all questions related to the integration into the labour market
- * individual employment service
- * job search through JOBBÖRSE www.arbeitsagentur.de
- * information about promotion proposals of the employment office
- * life-work balance counselling

Back to the labour market

Before the labour market re-entry you have to take into consideration following:

Checklist:

- * how can I balance my family and work?
- * how is my personal situation?
- * which time is convenient for the re-entry?
- * am I mobile? Do I have a driving licence and own car? Does a good connection exist to the public transport? Does a removal come into question?
- * how do I like to plan my working time? What kind of working time is more appropriate or realizable-part time or full time? Can I work only in the morning or also in the afternoon?

* which kind of expertise, competences, and qualification do I have? Are these demanded on the labour market?

*How do you think about further education (re-qualification)? Which kind of competences did you develop during your family-phase (for example planning, organization, voluntary work, etc.)?

*Is the childcare efficient organized and secured (day nursery, kindergarten, after school care-club, day nanny, full-time school)? Who can support me in emergency situation (parents, grandparents, friends beyond the regular care time)?

“Perspektive Wiedereinstieg”

The action program „**Perspektive Wiedereinstieg**” (Perspectives of labour market re-entry) is an initiative of the Federal Ministry for Family Affairs, Senior Citizens, Women and Young People in the cooperation with the Employment Agency financed by the European Social Fund (ESF) which includes counselling and information around labour market re-entry (LMR). Through the re-entry-map (Wiedereinstiegskarte) you can find a helpdesk close to you.

Furthermore interested people can find practical checklists, list of useful links, interesting interviews and portraits as well as book recommendations. In the rubric “My story” women get a word in edgewise and talk about their personal experiences. The rubric “Question of the Month” includes e.g. questions about rights of



returner which are answered by experts. The website includes a calendar with dates for events organized about LMR in each city.

Different work time models ensure the adequate way to re-enter the labour market.

There are following working time models practiced in Germany:

* *flexible work time*

Arrange work individually between 6:00 to 8:00 p.m.

* *classical part-time*

The daily working time is reduced. For example: five days á four hours in the morning; its mean regularity and this kind of working time model makes the planning of child care easier to schedule.

* *variable part-time*

The work time is shared from two to six working days. Thereby the daily and the monthly number of ours can vary. For example: two days full-time, one day part-time

* *team-oriented work time*

Individual working time is planned and negotiated in team. The needs of the team and the opportunities of the person are brought in line. Example: Team with 5 persons (30 h weekly)

Daily times of service: Mo to Fri 8:00-20:00

08:00-10:00 h

Two employees from

10:00-16:00 h

Three employees from

16:00-20:00 h

Two employees from

* *time bank hours*

This kind of model includes the situation if you work full-time but you are paid part-time. The difference is booked to a time- or money-deposit-account which can be used in the case of leave of absence. Example: six months project work in full-time and six weeks leave of absence

* *teleworking*

Teleworking aims the full-time or part-time work at home. Return journey is omitted. The working time is flexible which allows to take the family needs easily into consideration. The "presence days" ensure the existence of the connection to the company. Example: three days work at home, one day presence in the company.

Vocational qualification

If the Employment Agency find out, that according to the outcomes of the personal counselling with women there is a need for a purposeful re-qualification or further qualification, behind the seminar costs for further education also travel costs and the cost

for childcare can be inherited by the Employment Agency.

Useful links:

www.familien-wegweiser.de
www.perspektive-wiedereinstieg.de
www.frauenmachenkarriere.de
<http://www.equalpayday.de/>
<http://www.infoboersen-fuer-frauen.de/>

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