



**Women's Initiative
for New Growth and Skills
Empowering Migrant Careers**

Project 2024-1-DE02-KA220-ADU-000247718



**Co-funded by
the European Union**

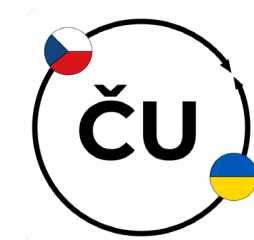
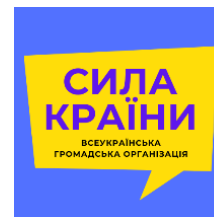
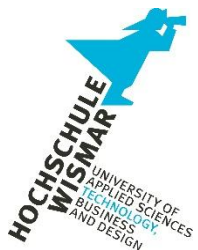
Comprehensive Integration Learning Program "Leap Forward: Women's Career Transformation" for Adult Women - Forced Migrants

Lesson 7:

Mother, children, war

WINGS: Women's Initiative for New Growth and Skills - Empowering Migrant Careers

01/09/2024 - 31/08/2026



DISCLAIMER



Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

Authors

© November 2025 – Hochschule Wismar University of Applied Sciences Technology, Business and Design, Fundacja Marki Polskiej im. prof. Witolda Kieżuna, NGO Syla Krainy, Czech-Ukrainian Scientific Society, Akademi Kultur ve Egitim Dernegi

This publication was carried out with the financial support of the European Commission under Erasmus + Project “WINGS: Women's Initiative for New Growth and Skills – Empowering Migrant Careers”, Project Number 2024-1-DE02-KA220-ADU-000247718.

Attribution, share in the same condition



(CC BY-SA) : You are free to Share- copy and redistribute the material in any medium or format and Adapt – remix, transform, and build upon the material for any purpose, even commercially. The licensor cannot revoke these freedoms as long as you follow the license terms under the following terms:

Attribution – you must give appropriate credit, provide a link to the license, and indicate if changes were made. You may do so in any reasonable manner, but not in any way that suggest the licensor endorses you or your use

ShareAlike- If you remix, transform or build upon the material, you must distribute your contribution under the same license as the original

No additional restrictions – you may not apply legal terms.



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Mother, Children, War

Features of Employment, Support and Development Programs



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Learning Objectives

- Identify employment barriers faced by mothers during war and displacement.
- Learn about existing support and development programs.
- Explore strategies to balance family, education, and work.
- Build confidence to seek employment or training.



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Context: Motherhood in Forced Migration

The Reality of Forced Migration for Mothers

Title: *Motherhood Under Pressure: New Realities of Displacement*

Key points:

Sudden separation from family members, partners, or social support networks.

Trauma caused by war, uncertainty, and repeated relocations.

Loss of stability – housing, income, education for children.

Mothers often become the sole providers and emotional anchors for their families.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Context: Motherhood in Forced Migration

Barriers to Employment and Education

Title: *Interrupted Paths: Work, Learning, and Childcare*

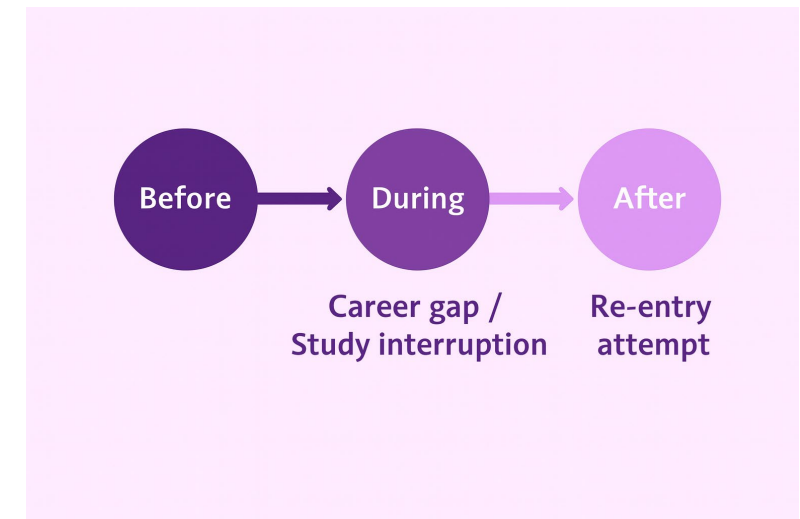
Key points:

Interrupted education or professional careers due to migration and caregiving duties.

Lack of affordable childcare and limited access to kindergartens.

Host-country legal restrictions on employment, work permits, or recognition of qualifications.

Many forced migrant mothers rely on informal or precarious jobs for survival.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Context: Motherhood in Forced Migration

Resilience and Hope

Title: *Mothers as Builders of Peace*

Key points:

- Despite challenges, mothers remain symbols of resilience and care.
- They play a crucial role in rebuilding communities and cultural bridges.
- Empowerment programs and peer networks strengthen their confidence and independence.

Quote:

“Every woman who protects her child from fear becomes a builder of peace.” (*Anonymus*)





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Employment Challenges

Employment Barriers Faced by Migrant Mothers

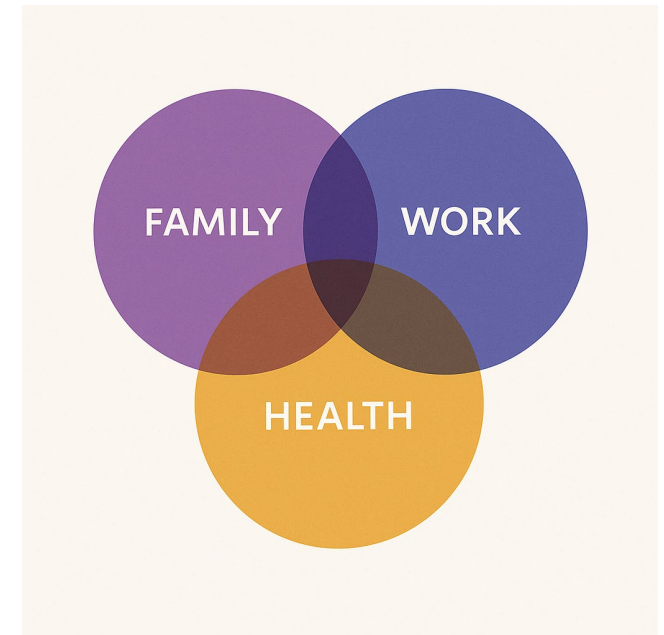
Title: *Challenges on the Path to Employment*

Main points:

- Language barriers: limited host-country language skills hinder interviews and workplace communication.
- Documentation gaps: missing diplomas, unverified experience, or unrecognized degrees.
- Non-recognition of qualifications: skills and education often undervalued in host countries.
- Restricted childcare options: few flexible jobs allow combining paid work and parenting.

Trainer note (for the “speaker notes” area):

Encourage participants to share which of these barriers they experience most strongly and how they've tried to overcome them.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Employment Challenges

Invisible Barriers: Discrimination and Emotional Strain

Title: *When the Mind Carries the Heaviest Load*

Main points:

- Psychological burden: constant stress from uncertainty, cultural adjustment, and guilt about family care.
- Burnout and self-doubt: pressure to “be strong” while rebuilding a life from scratch.
- Need for self-care and support: emotional well-being is a foundation for successful integration.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Rights & Protections

Employment Rights and Family Protections

Title: *Know Your Rights as a Working Mother*

Main points:

- Maternity and parental leave – guaranteed in some EU countries; duration and pay vary.
- Right to safe working conditions during pregnancy and after childbirth.
- Protection from dismissal due to pregnancy, maternity leave, or caregiving duties.
- Access to childcare benefits and subsidies offered by local authorities.
- Flexible working arrangements (remote work, part-time, flexible hours) — increasingly protected by law.

Trainer note:

Encourage participants to share whether they've received this information in their host country and how accessible it felt to them.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Rights & Protections

EU and Local Support Frameworks

Title: *Where to Turn for Help and Information*

Main points:

- EURES network – free EU-wide service connecting jobseekers with verified employers; includes rights and mobility guidance.
- National Labour Offices – provide job counseling, benefits registration, and childcare subsidies.
- Women's and Family NGOs – offer legal advice and advocacy for mothers facing workplace discrimination.
- Local integration programs – mentoring, workshops, and legal clinics for migrant families.

Checklist: “Know Your Rights”

- Maternity protection
- Equal pay and non-discrimination
- Childcare access
- Right to training and career return programs
- Right to safe working conditions





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Support Programs in Partner Countries

Examples of Support for Mothers Across WINGS Partner Countries

Title: *Different Paths, One Goal: Supporting Mothers in Employment*

Main points:

- Across Europe and neighbouring regions, many programs help **displaced mothers** rebuild their professional lives while caring for children.
- The goal is the same: **integration through employment, education, and emotional support.**
- WINGS partners promote access to **training, childcare, and flexible job models.**

Trainer note:

Invite participants to identify which country they are in and ask if they've heard of or used any of these services.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Support Programs in Partner Countries

Good Practices from Partner Countries

Title: *Learning from Local Solutions*

Country	Example of Support Program	Focus Area
Poland	Labour Office childcare refund; Social cooperatives supporting single mothers	Work-life balance, social enterprise
Germany	Jobcenter integration programs with childcare subsidies	Employment activation, training support
Czechia	Community centers offering training and mentoring	Reskilling, confidence-building
Türkiye & Ukraine	NGO skill hubs and online micro-job platforms	Digital work, remote flexibility

Closing message:

“Support looks different in every country — but the spirit of helping mothers rebuild their future is the same everywhere.”



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Psychological Support & Empowerment

Emotional Recovery and Resilience

Title: *Healing the Invisible Wounds*

Main points:

- Trauma recovery – forced migration often leaves deep emotional traces: fear, guilt, and loss.
- Emotional health is a foundation for rebuilding life and career.
- Safe spaces – group meetings or women's circles help express emotions without judgment.
- Self-care is not selfish: rest, reflection, and connection are acts of strength.

Trainer note:

Encourage participants to share small self-care habits that help them regain calm and confidence.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Psychological Support & Empowerment

Empowerment Through Connection

Title: *From Isolation to Empowerment*

Main points:

Peer support – mother-to-mother mentoring builds solidarity and hope.

Counseling & helplines – free psychological services offered by NGOs or local centers (provide national contact examples in each country).

Grounding exercise (2 minutes):

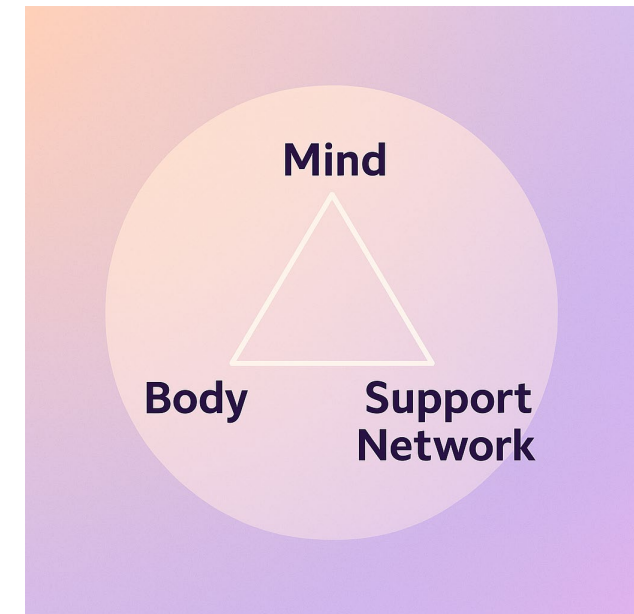
Sit comfortably, feel your feet on the floor.

Take a slow breath in (4 seconds), hold (2 seconds), exhale (6 seconds).

Notice three things you can see, two you can touch, one you can hear.

Repeat twice.

Message: “You are not alone — healing begins with connection.”





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Balancing Roles: Work – Child – Self

Finding Balance in Daily Life

Title: *The Triple Role of Every Mother: Worker, Caregiver, Woman*

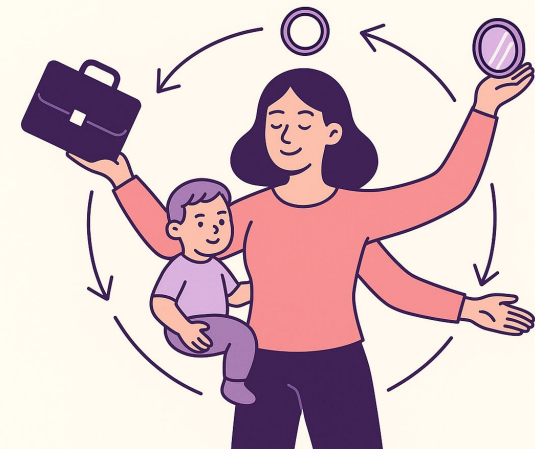
Main points:

- **Managing priorities:** accept that balance changes every day — it's progress, not perfection.
- **Plan your energy, not just your time:** choose 2 key tasks per day and celebrate completing them.
- **Create micro-routines:** 10-minute rituals (morning tea, short walk, bedtime reading with child) restore stability.
- **Use available supports:** family, friends, neighbors, and local centers can share childcare or errands.

Trainer note:

Invite participants to draw their own “day clock” showing how time is shared between roles.

Balancing Roles: Work – Child – Self





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Balancing Roles: Work – Child – Self

Building Support Systems and Self-Care

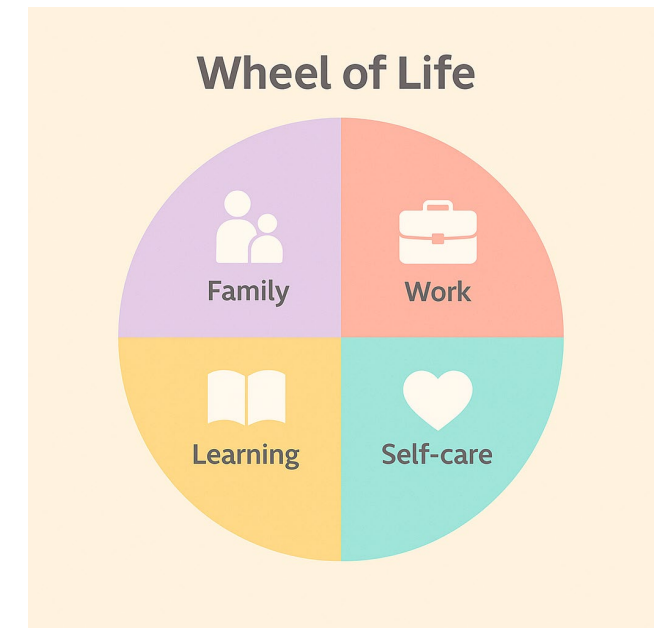
Title: *It Takes a Village to Stay Strong*

Main points:

- Ask for help early: community centers, parent groups, or mentors can share useful resources.
- Set boundaries at work and home: it's okay to say no to protect your energy.
- Model self-care for children: when a mother rests, children learn that peace matters.

Balance means connection, not perfection.

Reflection prompt: *What small change this week could make your life feel more balanced?*





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Reskilling and Flexible Work

New Learning for New Opportunities

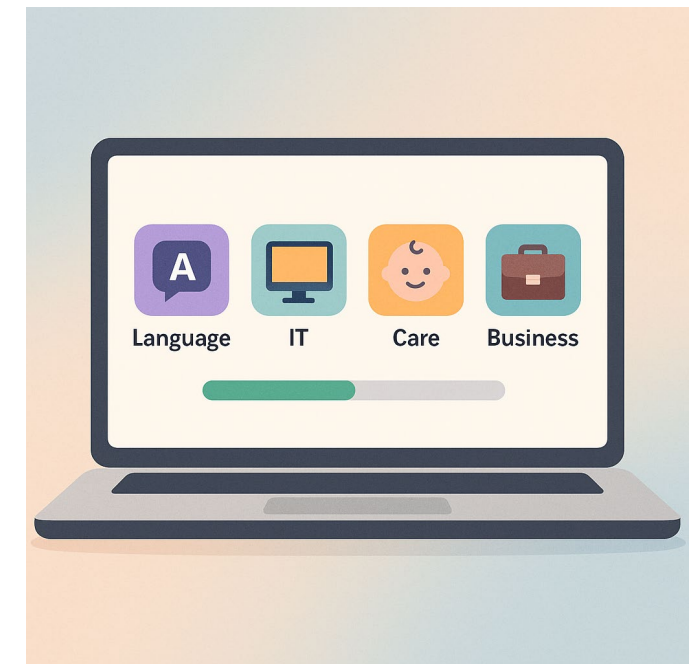
Title: *Reskilling: Learning That Fits Your Life*

Main points:

- **Online courses and micro-learning** allow mothers to study at their own pace — even during short breaks.
- **Digital tools** like Coursera, EU Academy, and YouTube tutorials make education flexible and free.
- **Small achievements build confidence** — one finished module can open a door to a new job.
- **Choose learning that matches your lifestyle:** evenings, weekends, or mobile-friendly lessons.

Trainer note:

Ask participants to name one new skill they'd like to learn and find one online resource together.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Reskilling and Flexible Work

Flexible Work and New Career Paths

Title: *Work That Adapts to You*

Main points:

- **Freelance, remote, or hybrid work** offers flexibility for parents.
- **Examples of accessible roles:**
 - ✓ Translation, online tutoring, virtual assistance.
 - ✓ Child or elder care, sewing, catering, craft sales.
 - ✓ Data entry or digital marketing for small businesses.
- **Create your own “micro-business”** – turn skills into small income streams.

Motto: “*Small steps = big change.*”

Message: Every skill, even a hobby, can become a bridge to independence.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Case Studies – Stories of Success

Real Stories, Real Change

Title: *When Courage Meets Opportunity*

Main points (short storytelling format):

Anna – Teacher → Online Tutor

Lost her classroom but not her passion. After an online teaching course and mentorship, she now tutors children from three countries via video calls.

Olena – Nurse → Community Health Assistant

Couldn't work in her field without local certification, so she joined a training program at a community center and now supports families as a bilingual health mediator.

Marta – Accountant → Freelancer

Turned her Excel skills into freelance bookkeeping for small NGOs and entrepreneurs. She works remotely and balances family care and income.

Message:

Each story shows that **adaptation, learning, and persistence** open new doors — even after loss.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Case Studies – Stories of Success

Reflection and Discussion

Title: *What Helped Them Succeed? What Can Help You?*

Reflection prompts for group or individual activity:

What internal strengths did these women use? (e.g., resilience, curiosity, patience)

What external supports helped? (e.g., mentors, NGOs, training, family)

Which story feels closest to your experience? Why?

What one step could you take this month toward your goal?

Trainer note:

Encourage open sharing or small-group discussion. Highlight that success often comes from **small consistent steps**, not sudden changes.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Local Resources and Programs

Finding Help Where You Live

Title: *Local Support: You Are Not Alone*

Main points:

- Every country has **local organizations** supporting women and families in rebuilding their lives.
- These services offer **career counseling, childcare assistance, language courses, and legal help.**

Start with simple questions:

Where can I find job offers?

Who helps with CVs and interviews?

Where can I ask about childcare or benefits?

Examples:

- Local Labour or Employment Offices – job search, training vouchers, childcare subsidies.
- Social Cooperatives – employ mothers and migrants in community-based work.
- NGOs & Community Centers – language, digital, and entrepreneurship training.





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Local Resources and Programs

European and WINGS Network Support

Title: *Connecting to a Wider Circle of Support*

Main points:

EU-level Resources:

EURES Portal: job search and mobility support across Europe.

EU Rights for Workers Platform: guidance on working conditions, equality, and social protection.

European Women's Lobby & NGOs: programs supporting gender equality and family rights.

National Hotlines and Counselling Lines:

free legal or emotional support in local languages.

WINGS Partner Network (career mentoring and digital integration, guidebooks, workshops, migrant women support, educational materials and language mentoring, psychological support and reskilling for displaced mothers, entrepreneurship and training for women refugees :

DE **HSW (Germany)** - PL **FMP (Poland)** - CZ **PCU (Czechia)**

UA **NGO Syla Krainy (Ukraine)** - TR **AKED (Türkiye)**

Message: Each WINGS partner can connect you with local programs, mentors, and opportunities.





Activity: Personal Action Plan

Turning Insight into Action

Title: *From Reflection to Real Steps*

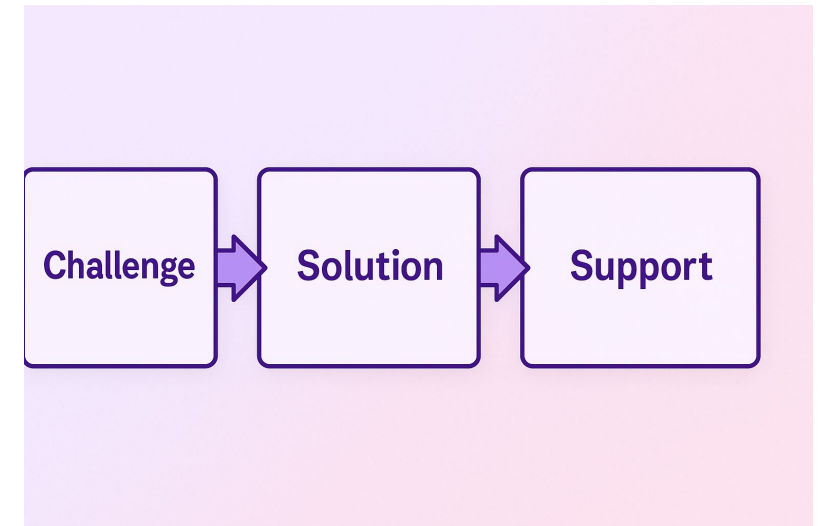
Main points:

- After learning about rights, opportunities, and support programs — now it's time to **apply it to your own life**.
- Every woman's path is different, but the first step starts with clarity:
 1. What is **my main challenge** right now?
 2. What **solution** could help me move forward?
 3. Who or what **support service** can I reach out to?
 4. When do I plan to take this step (**deadline**)?

Tip: Keep goals realistic and specific — small progress is success.

Quote for motivation:

“A goal without a plan is only a wish.” – Antoine de Saint-Exupéry





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Activity: Personal Action Plan

My Personal Action Plan

Title: *Activity: My 4-Step Plan for Progress*

Interactive structure:

My Challenge	Possible Solution	Support Service / Person to Contact	Deadline / Next Step
Example: I can't find childcare	Ask local NGO about daycare	Local Women's Center	Within 2 weeks
Example: My qualifications not recognized	Apply for diploma translation	Labour Office advisor	Next month
Example: I feel unmotivated	Join mothers' peer group	Community Center	This week

Group activity:

- Pair up and share one idea from your table.
- Give each other supportive feedback or add missing steps.
- Trainer encourages short sharing round: "What is one action you can start this week?"



Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

Reflection & Motivation

Title: *Strength to Begin Again*

Main content:

- Guided reflection:
 - ✓ *What gives me strength as a mother?*
 - ✓ *What kind of support do I need now — emotional, practical, or professional?*
- Encourage quiet reflection or sharing in small pairs.
- Trainer may collect a few answers to highlight resilience and shared experiences.

Quote:

“War can take many things away, but not your ability to start again.”

Visual suggestion:

Soft background — sunrise, open hands, or a growing flower. Use gentle purple or pastel tones to convey calm and hope.

Closing message:

Every new beginning starts with a moment of self-belief.



Summary & Next Steps

Title: *From Learning to Action: Your Journey Continues*

Main points:

Key Takeaways:

- *Rights* – You have legal protections as a working mother.
- *Resources* – Use local and EU programs that offer childcare, training, and job support.
- *Resilience* – Every challenge faced has made you stronger and more prepared.

Integration Mentorship:

- Connect with a **WINGS mentor** or local advisor who can guide you in career or personal development.
- Share your story — your experience can inspire others.

Next Steps:

- Review your *Personal Action Plan*.
- Contact at least one local organization from the resource list.
- Stay connected through WINGS networks and community meetings.

“Each small step forward is part of your larger journey toward stability, confidence, and self-reliance.” (*Anonymus*)





Co-funded by
the European Union



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

References

1. Al-Hamad, A., et al. (2024). Predictors, barriers, and facilitators to refugee women's employment: A systematic review. *Frontiers in Psychology*, 15, 11253926. <https://pmc.ncbi.nlm.nih.gov/articles/PMC11253926>
2. Gambaro, L., Huebener, M., Schmitz, A., & Spieß, C. K. (2024). Unlocking potential: Childcare services and refugees' integration, employment and well-being (IZA DP No. 17181). Institute of Labor Economics (IZA). <https://www.iza.org/publications/dp/17181>
3. Jolof, L., et al. (2022). Experiences of armed conflicts and forced migration among women: A systematic review of qualitative studies. *Conflict and Health*, 16(1), 59. <https://conflictandhealth.biomedcentral.com/articles/10.1186/s13031-022-00481-x>
4. Khatib, M., et al. (2024). Empowerment and integration of refugee women. *Humanities and Social Sciences Communications*, 11(1), 1254. <https://www.nature.com/articles/s41599-024-03723-w>
5. Obrizan, M. (2022). Poverty, unemployment and displacement in Ukraine: Three months into the war. arXiv Preprint arXiv:2211.05628. <https://arxiv.org/abs/2211.05628>
6. Hamari, L., et al. (2021). Parent support programmes for families who are immigrants: A systematic review. *International Journal of Environmental Research and Public Health*, 18(4), 2195. <https://pmc.ncbi.nlm.nih.gov/articles/PMC8854318>
7. Migration Policy Institute. (2020). Beyond work: Reducing social isolation for refugee women and other marginalized newcomers. Washington, DC. https://www.migrationpolicy.org/sites/default/files/publications/TCM-Social-Isolation_FINALWEB.pdf