

## Work-life balance & Commitment:

### Which trajectories and aspirations for migrant women in France?

#### 1. Introduction

The question of work-life balance is not experienced the same way by all social groups. Improvements of European policies are palpable. But, as we notice in many European countries, notably in France, vulnerable groups, women above all, have difficulties in widening their view and go beyond self-limitation related to gender, economic status, assignment to domestic chores and to children education.

In this context, it's difficult for them to explore the opportunities of a better coordination of family life in order to expand their employability within the framework of a better family life – working life balance; knowing that laws don't allow enough consideration to the characteristics of these vulnerable groups.

Public policy encourage women employability and there is a whole system of social protection and a type of care that enables women to harmonize work life and private life. However it appears that it's, above all, wealthy social categories and middle class that benefit more from the opportunities provide by public policy.

In this global context, the question is to know whether these measures meet the concerns and expectations of migrant women or not.

The situation of migrant women in the labour market, in social and cultural life and within urban spaces show a contrasting growth of women rights. The constraints related to sex relations and to migration influence the employability of migrant women and make that the balance between family life and work life is more difficult there than the average within native French women. This situation can't exclusively be explained by the impact of the community of origin nor by a patriarchal family system whereby domestic chores are on the shoulders of women. It's the result of that economic vulnerability that leads women to build survival strategies in order to meet critical needs. In this context many hindrances to a better reconciliation of work life and family life have been identified:

- ***Deskilling and concentration in services to individuals***

In their countries of origin, many graduated women are obliged to choose jobs like childcare and services to the individuals for survival. Here, deskilling concerns more particularly graduated women that face difficulties to validate the credentials achieved in the country of origin and that are obliged to accept unskilled or relatively unskilled jobs.



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*Co-funded by the Rights, Equality and Citizenship Programme of the European Union (2014-2020)*

- **Cumulated discriminations**

An action-oriented research of Grdr conducted in 2012 in African families of Île-de-France shows that 37% of these women work in the household and maintenance sector<sup>1</sup>. Women suffered from cumulated discriminations as women, migrants, living in poor areas. Access to employment is complicated for these women due to their scarcity and to their « migrant women » oriented aspect, especially towards household jobs, without any concerns regarding their professional paths or their degrees.

- **The(no) access to common law**

Migrant women and migrant people generally have difficulties in relying on common law. More often isolated, living out of any social circuit, weakened by a socio-economic precariousness, compelled to manage a variety of administrative difficulties, and sometimes in a situation of administrative dependence on French, dependence on their husbands, sometimes on their children, some of them have a poor knowledge of common law, of their rights and opportunities.

The situation of migrant women in France is at the crossroads of public policies involving different ministries. And the challenges of the work-life balance for migrant women must be analyzed taking into account this intersection point. It's therefore important to mention that the policies around the situation of migrant in France has only being seen for long from the male standpoint.

We can indeed notice a late positioning of decision-makers on the challenges of migrant women in the policies of integration and employment. This situation can be explained by the fact that during many years, women arrived here for family reunion. The evolution of the migration project of women and their important number (more than 50 % of migrant) has lead public authorities and associative actors to take position on the integration of women. However, as the question of work-life balance is in the field of common law, it was not the core concern of public policies regarding migrants. As from 2014, a report of the ministry of women rights prescribed strong measures to encourage the integration of women. It underlines the types of care as an important issue for professional activities of women and the need to better equip the accompanying persons and to include in the estates general of social work in 2014 the issue of a better inclusion of equality between women and men.

The discussions with our different partners like territorial units shows that numbers of councils are sensitive to the question of work-life balance, notably to how to put in place a system of child care in order to create the conditions for the employability of women.

Pôle Emploi has designed activities to facilitate the employability of women with a child care device or financial help. There are assistance for companies that recruit vulnerable people in order to train and employ them. Some enterprises don't have information about these supports. Some issues of Pôle Emploi are empowered to others partner organization.

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<sup>1</sup> : Grdr (Migration, citoyenneté, développement. Etude « *Scolarisation des enfants de migrants d'origine subsaharienne en France* ». DAIC, 2012



One could think that the question of the conciliation of family life and work doesn't have the same challenges for people in precarious situation, notably migrant women, because they emphasize their employability and their presence in public space. But this is nothing more than the tip of the Iceberg where hindrances to work-life balance are underlined. Today this issue of the conciliation family life / professional life of migrant women have gradually becoming a challenge for public policies. the REGAL project has permitted, by working with women, associations and institutions, to trigger constructive discussions and to show that the type of child care is only one of the aspects of the conciliation of professional life and family life. Many staff from associations are mobilizing capacities around the government to ease access of women to employment and their role in the public space as the place of men in family, in order to achieve a better management of the conciliation family/professional life.

## 2. Methodology

In the context of the project REGAL, Grdr has formed a group of 12 women whose common denominators are, besides of either being currently or having been in the past confronted with issues of work-life balance, the fact they are migrant women (born abroad), living in the region of Ile-de-France and being involved in associative or entrepreneurship activities and projects. This commitment induces an additional stake in the challenge of work-life balance. Along with conciliating working and family time, being involved associatively emerges as an extra issue for these women.

The methodology put in place by the Grdr with the group of migrant women is built around 5 stages which will be described below: Egoscopy or "experiential profile" ; The biographical life story ; Identification of themes and shared challenges ; The breakdown of shared issues through meetings with resource people ; The promotion of individual and collective trajectories and aspirations.

It should also be noted that the methodological process put in place is built around a cross-analysis between the individual trajectories and aspirations of each woman, and the declination of these trajectories and aspirations in a collective perspective.

Finally, it is necessary to note the relative impact of the Covid-19 health crisis on the focus group's format. Even though activities have taken place in the initial format till the 3rd focus group, most of the following meetings took place. Both planned sessions on Strasbourg with a visit of the European Parliament couldn't take place, reducing the symbolic dimension on the process. However, the group's dynamic has not run out of steam as long as we had made the choice of forming a solid and committed group and aiming a common goal, the one of improving working life balance of vulnerable women.



### ***Egoscropy: work on self-image and the definition of the "project"***

This exercise consists, for people who lend themselves to it, to become aware of what they are passing on, what they are showing of themselves (their painting). It is a creative and projective technique. It was put in place during Focus groups 1 and 2.

This activity has 5 main objectives: 1) Facilitate the presentation of oneself through a fun non-verbal entry; 2) Identify the image (or images) that you want to give of yourself; 3) Identify your values, get to know your personal universe better; 4) Develop your creative potential and conceptual capacity; 5) Connect personal values and professional opportunities or professional options (career path assuring). The facilitator then invites everyone to make their own table using three simple questions: Where do I come from? Who I am? What are my values? What are my aspirations, my plans for the future?

### ***Biographical life story (or experiential profile)***

We could briefly say that an experiential profile is being presented as a visualisation of a personal itinerary. It expresses the relationship of involvement between one capitalised experience and a project. The emergence of this project takes place thanks to an operation during which both the practitioner and the subject join a partner relationship. This kind of relationship requires a life story interview whose data are being collected by using an interview guide.

These terms of discussion and exchange of views promote evaluation process from both partners. The subject is therefore able to become aware of the meaning of its experience and its mobilisable resources in order to restore a project that has been highlighted. The practitioner supports the orientation and dynamics of the personal strategy by controlling the operation and the analysis of the experiential profile.

### ***Identification of key themes***

Following this exercise, key words were discussed such as: Dequalification / Professional assignation - Single mother - Skin color - Pregnant women - Frustration - Work - Employment - Education - Widowed woman - Muslim woman - Discrimination - Immigration - Children - Commitment - Uprooting - Feminism - Prejudice - Politics - Valuation - Social problems - Awareness - Violence - Violence.

### ***Variation of thematic issues***

All the key words and themes that emerged from these exercises were grouped around 4 main issues facing women, which we then discussed in the following focus groups: Identity and origin, Professional integration and access to the job market, Professional life and Business development, Gender and equality women / men

### ***Valuation of trajectories and aspirations***

During the entire process, a designer and a screenwriter will accompany the entire group of women in order to transcribe or "recreate" through a graphic novel the 12 stories of the women making up the group, to highlight the common issues encountered by these women in the articulation of their life



time, and to highlight their personal and collective aspirations. The common issues and recommendation has been presented during our final Web Conference in Paris the December 4<sup>th</sup> 2020.

In order to give a significant place to the group of women, and to give them a voice, to make them actors of the process, they will participate alongside the Grdr in the Final Conference in Brussels. They will come to present the work carried out, their analysis of the issues of the articulation of life time for people facing situations of vulnerability and will be the first spokespersons for their conditions and aspirations as migrant women and committed associative actors.

### 3. Compilation of the 12 portraits “trajectories & aspirations” from the comic book

In this section we will give back the 12 trajectories of migrant women that have participated to the 12 focus group cycle. The portraits are shown in the form of a comic book script that will be published at the end of the project with drawings that will permit a more realistic transcript of trajectories and expectations of women that participated to the project as well as their commitments. The graphic novel will be shown from two points of view:

- The presentation of trajectories and expectations of women, biographical life story, from their true story and experiences.
- The presentation of their commitments through associative and entrepreneurial projects they promote and that infers an approach of work-life balance around 3 dimensions: family life, professional life and commitment.

The adopted format for the graphic novel in the section « trajectories and expectations of women » want to examine the question of work-life balance in depth (through the recount of women trajectories) and in the size (opposite picture). The format with folded flaps will show an exterior map of the house (professional life, external world). When the flaps will be opened the interior will show the personal, professional trajectory, life experiences (the inner world, the intimate, family life). The back of the portrait will be dedicated to the presentation of the recommendations to improve work-life balance (expectations).



Below, a picture from the example of one of the portrait of one of the women in a « work in progress » version with drawings and script.







# REGAL

## REGAINING LIFE FOR PRECARIOUS WOMEN AT WORK

Page 1: closed flaps / Exterior plan of the house



Page 4: Back cover / Aspirations & recommendations



S'insérer dans le marché du travail quand on est mère peut être très compliqué si l'homme s'implique peu dans le quotidien des enfants.

C'est souvent le cas dans nos cultures africaines où le rôle de la femme est généralement perçu comme à l'avant-poste de la gestion familiale.

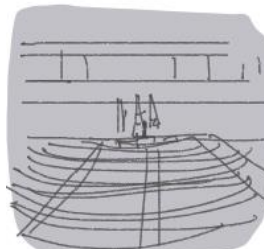
Il faudrait inciter les entreprises à faciliter l'insertion professionnelle et/ou le maintien dans l'emploi des mères en recherche d'emploi ou déjà professionnellement actives, qui souhaitent travailler tout en restant disponibles pour leurs enfants.



Aussi, peut-être pourriez-vous voter une loi pour sécuriser l'emploi des femmes, en obligeant les entreprises à reprendre sur une période au moins égale à 6 mois et sur un poste au moins équivalent à celui qu'elles ont laissé au moment du congé maternité.

Encourager la flexibilité des horaires pour les femmes avec des enfants en bas âge ou leur permettre de faire du télétravail une à deux fois par semaine si elles le souhaitent, pour concilier leur rôle de mère et leur activité professionnelle.

Mieux indemniser les congés maternité pour que le revenu de la femme corresponde à son salaire. Pendant leurs congés maternité, les femmes subissent une baisse de revenus qui peut les placer dans une situation de précarité, voir, de vulnérabilité.



Étendre la durée du congé maternité à quatre mois et demi pour permettre aux femmes de se remettre physiquement des conséquences de l'accouchement.

Qu'elles puissent reprendre leur poste en étant productives et en ayant plus de temps à consacrer à leurs enfants.

Aussi, une solution pourrait être de confier les plus jeunes à la garde collective dès le moment de la diversification alimentaire.

Enfin, il me semble que les entreprises ont véritablement un rôle d'éducation à jouer en direction des hommes afin de leur faire prendre conscience du bien-fondé d'un équilibre homme-femme au sein des foyers.

Cela pourrait notamment se traduire par le départ systématique en congés paternité et la mise en place de journées de télétravail dès le premier enfant.

Pages 2 and 3: Interior /personal, professional, family trajectory (the private and the true life)



### ADELE

2015. A la suite d'une procédure de regroupement familial, Adèle rejoint son mari. Trois semaines après son arrivée, elle tombe enceinte de Gabriel. Sa première année en France est donc entièrement consacrée à sa future maternité.

Quand, j'ai commencé à chercher un emploi, la difficulté a été de trouver une garde pour ma fille.

La mairie me disait qu'il fallait avoir un travail pour obtenir une place à la crèche, et les employeurs qu'il fallait avoir une place en crèche pour obtenir un emploi.

J'ai dû faire garder la petite au "nain" durant 6 mois avant d'obtenir gain de cause.



Comme mon mari était aussi en formation à côté de son travail, on a dû adapter notre organisation.



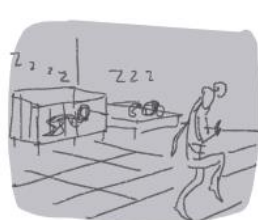
Le matin quand il s'occupe des enfants, je travaille dans la salle de bain, et l'après-midi on inverse.



Une fois ma fille en crèche, j'ai pu travailler comme auxiliaire de vie scolaire et reprendre des études dans le secteur du handicap.

Ça a été très difficile de concilier gestion de la maison, révisions, devoirs, et de dégager du temps pour soi.

On est quatre dans un appartement de 24 m<sup>2</sup>, donc ce qui m'a manqué, en plus du temps, c'est l'espace : un lieu à moi pour travailler.



Pour un homme c'est assez facile de beaucoup travailler, d'entreprendre, de faire un million de choses à la fois, car la charge d'un enfant repose surtout sur les épaules de la femme, ce qui ralentit notre vie professionnelle et nous force à revoir nos aspirations à la baisse.



Quand notre fille était malade, c'est souvent moi qui ai dû prendre des jours de congés, et "sacrifier" ma vie professionnelle pour m'en occuper.

C'est le cas pour beaucoup de femmes quand nous rapportons moins d'argent dans le foyer.



Cette répartition inégale de la charge des enfants, c'est le principal frein dans ma recherche d'emploi.



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For the «commitments » element, the size adopted will be a booklet of 12 pages in which we will assign 1 page per project carried by women for the presentation of their actions, the initiatives undertaken in their quarters in order to give an efficient visibility to their commitments.

See below an extract of the script of the graphic novel for the section « trajectories & expectations » through the 12 portraits of the migrant women engaged in the project and written at the first person singular.

- **Adele**

*2015. Following the family reunion process, Adele joined her husband. Three weeks later she was pregnant of Gabrielle. Her first year in France was therefore completely devoted to her future maternity.*

*“When I started to look for a job, I was immediately confronted to the problem of modes of care”.*

*“At the city hall they said: "you must have a job in order to get a place in a childcare center”. At their turn employers said: "you must have a place at the childcare center to get a job”.*

*“I’ve been obliged to hand over my child « off the books » during six month before getting that through. Once Gabrielle was in a childcare center, I worked as a school aid assistant and also resume my school life in order to work in the sector of handicap.”*

*“It was very difficult to harmonize household life, lessons reviews, homework, to enjoy myself when trying to get good marks during my training.”*

*“We are four in an apartment of 24 meters square.”*

*“In addition to time, what I need most is space. A personal place when I could enjoy working.”*

*“As my husband was been trained close to his workplace, we had to rethink our organization.”*

*“At the morning while he was taking care of the children, I worked in the bathroom and we change the role on afternoons.”*

*“In fact, for a man it’s relatively easy to work hard, to undertake something else, to do millions things at once”*

*“From the moment a child comes the wife is almost completely the one in charge of him; this made that her professional life is dull and doesn’t reflect her expectations.”*

*“When our daughter was ill, I was the one to take some days of leave and « sacrifice » my professional life to take care of her. It’s the case of women whose pay is inferior to the one of their partner”*



*"The main hindrance on my way to look of a job is that I spend more of my time to my children care than to the one of my husband."*

*"To get into the employment market when one is a mother can quickly become complicated if the male partner doesn't involve himself in childcare it's often the case in our African cultures where the role of woman has been in the threshold of family care"*

*"What European politician can do to help is to encourage enterprises to put in place special paths towards professional and long term integration for women in search of a job or already with a job and that wish to be available to their children."*

*"You might vote a law to safeguard women employment by forcing enterprises to take back women after maternity leave at a position at least equivalent to the one they held during the period of pregnancy and this for a period of at least 6 months. . ."*

*"Encourage the flexibility of working hours for women with smaller children or enable them to do teleworking once or twice a week if they want, in order to help them harmonize their role of mother with their professional activity."*

*"To better compensate maternity leave so that the compensation is equal to the salary. The observation is that women suffered from a cut on their salary during maternity leaves and that might put them in a situation of precariousness if not of vulnerability. "*

*"to extend the duration of maternity leave from 3 to 4 months and half to enable women to recover physically from the consequences of delivery."*

*"It would then be for them to take over their position with more time to take care of their children while being productive. So a solution might be to take the smallest one to care centers as soon as they are able to eat everything."*

*"Finally I think that enterprises actually have an educative role to play for men in order to help them understand the merit of a man-women balance in household duties."*

*"It could be implemented particularly by systematic paternal leaves and teleworking shifts as soon as the first child is born."*

- **Adeline**

*"I left Brazzaville in 1976 when I was 15 years old because my junior sister is deaf and dumb and because my parents wanted her to get the appropriate care we couldn't afford in our country. We settled in Rouen where I had a quiet teenage period and education."*

*"After my VD, I went to Paris to look for a job. I started by modest jobs and later when I wish I could have more responsibilities in enterprises that I was sacked because of the color of my skin."*

*"I work in telemarketing, phone sales, then I became a team manager and production manager in a*





*call center"*

*"When I came back from my maternity leave after the birth of my first child, I was informed that I could not take over my position."*

*"I was therefore downgraded to tasks with no relation with project and customers. It was then that I started to ask myself if I was at the right place."*

*"Some time later I was dismissed for serious misconduct. I received my payoff, what permits me to think about my professional project and I signed up for a training for entrepreneurship."*

*"I set up a first company, Atoukids, with the mission to put in relation nannies with parents."*

*"After five years of activities I closed down Atoukids due to a litigation with a user. I ceased this opportunity to make an accreditation of work experience and I went back to university."*

*"Once I had my degree in associative structure management I set up Cityzen Mômes."*

*"The goal of that association was to help children from their early age to develop social emotional skills useful for their fulfillment by providing them with edutainment activities of welfare, awakening and apprenticeship."*

*"The organization has been existing for five years; there are 89 member families. In 2019, I received a hundred children. But with my part-time in the association and the other as coordinator of a school for the City council, I barely have the minimum wage"*

*"Because my husband had a comfortable salary I could easily devote myself to my projects even on a voluntarily basis."*

*"A year and half ago he was dismissed, I'm then compel to urgently look for a full time activity and above all for more pay."*

*"The situation is fairly complicated at this moment and could worsen if we don't find solutions to financially balance the family cash flow."*

*"To reconcile the desire of entrepreneurship and regular pay is not at all easy, particularly when you're a woman in her fifties."*

*"I would like to find a place, an organization, an institution that will provide me with a framework that will help me to harmonize my professional project, list what I have to do, prioritize the tasks to come."*

*"I clearly know where I want to go but I need to be supported for my business plan, to complete my market research tools, discuss the feasibility of my project, develop my overall approach in a context of financial urgent needs."*

*"the groups of women entrepreneurs can obviously help for this but after years of training and assessment of my own professional practices, a customized coaching thoroughly dedicated to the achievement of my project is a pathway I would like to explore today."*



● **Hawa**

*"I'm the third of a family of nine children. My mother and I left Mali when I was 11 months old."*

*"I then spend my first nine years in France"*

*"At 10 was sent back to Mali where I was brought up by one of my aunt. I stay with her till my 16."*

*"At the beginning because I'm a French woman, I was subject to many curiosities"*

*"But my difference gave birth to jealousy"*

*"There they did everything to change me and show me that I worth nothing. And then at 17 I got back to France and was married to a first cousin."*

*"I was forbidden by my ex-husband to work and train myself. I say "ex» because we are now separated."*

*"I'm from a Soninke background. And when someone has difficulties everyone is informed and the community pressure is then so strong."*

*"For ten years, I've agreed to please my parents and stayed with that man. We had four children"*

*"And then finally, in spite of the denial of my ex, I decided to go to the local house to carry out activities, have leisure's time and meet with other families of the quarter. I thus learn sowing, cooking and even French I had already forgot."*

*"When I give birth to my third baby, I would have wanted to make money by myself because my ex-husband was not taking care of us as a father. It was at that time I started fighting to gain my freedom."*

*"I got my CAP certificate in early childhood and got a position in a childcare center of my city. After my first pay, my ex became more and more hostile and I then filed for divorce!"*

*"During the three years' process that followed, I prepared myself to work and take care of my children on my own."*

*"And recently, during the lockdown, I started my association of support to parenthood and education for women that want to stop their situation of segregation"*

*"My family, my culture, my community, my husband have been largely responsible for the difficulties I faced because in our culture woman is infantilized and reduce to a minimal duty. Gossips are more valued than a person."*

*"But today, I'm a specialist nursery school agent and it makes 9 years that I'm living with my children in a single parent situation."*

*"My dream is to become a family referent in a parent's house."*



*"I could therefore dedicate myself to support parenthood, moderate parents-child workshops, and could parents to identify the best care modes for them."*

*"It's obvious that I've chosen this job, to cure my child's wounds! (Smile)."*

*"It's also a way to thanks people that have support me when I was in need and to give back to others parents what I've received at the appropriate time for them."*

*"To sustain the professional integration of women-mothers is give much means to local housed and to social centers so that they will have the capacity to support every person looking for help."*

*"This support has many forms: orientation in the construction of a professional project, assistance for administrative procedures, psychological assistance, and financial assistance."*

*"The goal is to allow women for gaining financial autonomy so that they could take care of themselves."*

*"The PMI also plays an important role but they are increasingly closing down. Their missions are often delegated to generalists at the expense of the relationship that childcare workers and childcare assistants had with parents."*

*"Ensuring the sustainability of these organizations is providing young parents and particularly mothers with the capacity to use listening place as factors of social emancipation."*

- **Mariame**

*"After the separation of my parents, my father decides to send us back to Mali my brothers, sisters and I. I was 15 and I wished I would be a fashion designer."*

*"And then I was married at 18"*

*"Five years later I returned to France following a court ruling. But on my arrival I had to rebuild my life alone, without any psychological assistance."*

*"I had to face people's opinions that were not the same. I felt myself misunderstood and scorn by the society. From that moment on, I shut myself away and stop showing my feelings."*

*"I had no degree, I was just at the level of secondary school certificate. And as I was under 25 years old, I was guided to the local mission. But I lacked confidence in me. And this was a great barrier for my employment searching."*

*"At the local mission, they helped me to find a job as assistant cashier to help meet my basic needs but after one year, I found out that it was not a suitable job for me and I resigned."*

*"Then, after a second marriage, I became pregnant of my daughter. When she was 1 year old I decided to go back to work. At that time a career counsellor suggested that I should return to my cashier"*



*assistant's job though it was not what I thought to do. One more time I had the feeling that I was not understood."*

*"And then after some searches and many interviews, I got a diploma course to become an administrative agent and succeed to be part of the "Caisse primaire d'assurance maladie" with a permanent contract after two years of mission."*

*"My work? It consists mainly of paying sick leaves, maternity leaves, handling of complaints but I see myself growing to others responsibilities."*

*"I'm truly happy for this job because it helps me to live in a suburban area and if my children can benefit from this comfortable and fulfilling living environment it's thanks to this job."*

*"I took responsibilities in associations because I wish I could help others, change things, develop mindsets with commitment."*

*"But for my woman's life... forget about it, I've clearly set it aside. Daily, it's work – home – children. no time for the rest. Or let's say I don't care about..."*

*"Let's say that the fact of have been witnessing the great difficulties my mother faced awoke in my mind the almost obsessive desire to succeed."*

*"After all these difficulties I dare not peer in people's eyes. I gradually regain confidence in me over the years. But what truly helps me since one year are my drama classes. They help me expelling out my hidden emotions."*

*"When I'm on the stage, I like to get out from my comfort zone, drop down my shell. May be it's a way to do things I wouldn't do in my true life."*

*"After a court ruling concerning one minor for facts that affected his freedom or psychic integrity, his family and him must at least benefit from a psychological care."*

*"For a woman that has suffered such difficulties in her private life and professional life as well to feel fulfillment is not a small matter."*

*"The walls she builds then to protect herself are her house and jail as well. It becomes more difficult for people outside to get in. And for her to go and meet their realities."*

*"So, as a woman, an office worker, a mother of two, twice divorced, I expect to go deeply in every part of my life including my womanhood even if I still think it complicated for the moment."*

- **Aïssata M.**

*"I came in France in January 1981 to reunite with my husband with a holiday's visa, he was already working there for years."*



*"We were supposed to go back home within six months but I was admitted in a hospital after two months of stay. And our first child came. A second followed. Then we decide to settle there definitely."*

*"A that time, I made the choice to stay home to take care of my children. But my husband died in April 1987. I was 26. To become family head upsets my plans."*

*"I was in the healthcare profession. I passed the exam of assistant childcare agent and started to work in 1989 at the Paul Parquet foundation till December 1991 and then a childcare center in the city of Paris that employs me till today"*

*"When you're a Muslim, you must keep widowhood for 4 months, dressed in black, no working. I however started procedures to know how my children and I were to live."*

*"Many people help me. Even neighbors. From that moment on I weave very strong ties with Grigny inhabitants. I think it's thanks to that that I have taken membership in associations."*

*"At the beginning I do cleaning in supermarkets, sales in DIY stores and shelf arrangement to display products."*

*"As I wish my children could be better educated I register them in a private school."*

*"To become assistant childcare agent enable me to be safe, to have a salary every month in order to take care of my family."*

*"I was involved in politics in my country so I continue here. To have been a widow at a young age make me learn about every difficulty of this condition though I was lucky enough to have a better care."*

*"To return the ball to others, I launched an association dedicated to first arriving, to women separated from their country, in order to help them to adjust to their new life and know better their rights."*

*"Today I send on a regular mood clothes, drugs, to my family in Senegal and Mauritania. I also send books to primary schools and high schools."*

*"In our hospitals you find nothing. Sometimes you're expected to come with your matters. If the medical doctor prescribe a drug and we don't have money for it, we can't be healed. Therefore I collect donations to equip our hospitals in Senegal with medical instruments."*

*"My professional life overpowers my private life. People flocked to see me when there's a small concern, as if I were a social assistant. No timetable, no frontier, because I didn't set or didn't know to create barriers."*

*"With seven children to care at, I've often taken sick leaves. And when I returned to work, I observe how my colleagues were looking at me, as if I were a liar..."*

*"Mum is a superwoman. She always brought me with here to her meetings. I followed her everywhere. But sometimes, I would have loved to make things only with her that we simply spent sometimes together."*





*"I always taught myself that to make progress in life, there are things we have to sacrifice. Communication is critical in my family planning but I acknowledge that I was not always sufficient."*

*"There are women who didn't choose to have children and live as single parents. To have people to whom to speak is to permit to those women to bounce back in life and find a place in the society while being the mother they want to be for their children. But for that, devices must exist."*

*"And then, when our children are ill, we are always obliged to stop working to take care of them. I always have 12 children ill. It's simple when it's a mere flu but not for the rest. The number of sick leaves would have been customized for every woman: single, entrepreneur, multi-employment, etc."*

*"So, I don't forget where I am from. That's why I also want to be useful to women of my country Senegal. My company deals in agro-industry and employ 10 persons, but transport is expensive. Why couldn't they apply clearance measures the first two or three years for French people that have projects for their country of origin?"*

- **Anonymous**

*"I left Mali on the 22 of March 1991 to join my husband in France. I was 29. I was obliged to leave children over there though they were so small. It's hard to handle, so hard. And then, here, I didn't have a close family, only my husband, and some cousins of my mother."*

*"I didn't have a degree and was not learnt in French. So on my arrival I was offered to be a cleaning lady. But even this was not easy because I didn't know the name of cleaning products."*

*"I was registered for a training of one year. I trained for the first six months and was compelled to stop. It was complicated, I was to fetch children from school, to do household duties. I made so few stuff but it helped. "*

*"Later, I worked for seven years in a laundry service. I ironed from 9am to 9pm. I often spent hours standing. A friend, one day, came back from a training and talk to me about Fongecif. I also asked for one. And went for the training."*

*"Learnt the alphabet, I started to write, to read, to fill cheque, even to work with computer, I learnt. I was then crippled, they sacked me and all that I learnt went away. "*

*"The Assedics offered me 140 hours of training. But the only ones I found was those for people who had degrees and already have a job"*

*"I can read everything, all, but to write is not easy. There are words I can't write by my own. I can turn a computer on but I can't go on using it."*

*"The problem is that I've a herniated disc, a sciatic and arthrosis. I can't lift a load of more than 5 or 7kg. I must avoid lifting weight. That's why I can't no more taking care of children."*



*"Therefore I can work only for four hours a day. Not eight. To live like that, in disability, at home, doing nothing, it's not nice."*

*"Today I'm 58, soon it will last ten years that I've been sacked. I get the RSA, but it's not sufficient, I've been working since the age of 8. I need to do something."*

*"Not to master French language is a problem if you want to get a job that is not painful for the body"*

*"All my illnesses; it's my body crying that it's suffered too much from hard work."*

*"My invalidity is good, it's acknowledged but I hadn't a status of worker in situation of handicap yet. The file is not moving forward"*

*"Every day, I hope I should be offered a job, a training, something that's comfortable for me. But nothing yet."*

*"I've been offered many jobs but few corresponds to my profile."*

*"To talk, to read and write the language of the country is important to work and feel free to choose a job."*

*"May be there's something to do for migrant women mothers who are not alphabetized in French could in spite of all this take a training at their pace? Alternatively? Or in shortest terms? "*

*"Therefore there is thing to get from people like me in invalidity. We want to work. But employment doesn't want us because we don't match perfectly to what it want us to do."*

- **Chanda**

*"I arrived in France in 2006 aged 35 years for an eye operation. I already got operated in Guinea Bissau but it didn't work. So as I was living in Portugal with my mother since 2002, relatives said to me they I could find good clinician in France."*

*"Upon my arrival as I had no degree, I worked one year and half off the books in buildings for cleaning of floors and windows."*

*"In 2013, a Senegalese friend of mine found a job for me in a hotel. In order that I was to be registered, a cousin lent me her papers."*

*"And then after two years, my daughter was born. I got my papers of mother of a French's child. It's then that I told the truth to my boss."*

*"I'm not the one you know, I'm Chanda. Someone lent me her papers to work with."*

*"His office, I cleaned every day. That day was the first day to me to sit inside the office."*

*"I truly love my boss too much, he did many for me. But now, with the lockdown, I didn't work enough. And now we are closed up to December."*



*"I would like to cease this opportunity to train in an accommodation center for children in invalidity, as it's linked to my project."*

*"Here I've an association for people in invalidity. And in Guinea Bissau, I've a ranch of 15 hectares I want to convert into a center for disabled people."*

*"But I want to get back to work, even if it's a job with no relation with my project, just for not to stay like this. The past month, I earned euros 130 from Pôle Emploi. Before it was euros 400. It's not enough for my daughter and me."*

*"The father of my daughter and I got separated after the 4th month of pregnancy. A good friend offered me shelter but I noticed that if I was to remain there the social Samu social would not take me"*

*"So I went to sleep in the hospital during fifteen days. And then I was placed in a social Samu hotel."*

*"But the room is small, not even 10m2. My daughter cries too much because she has no place to play. But if no work no decent apartment. Here I don't pay a cent."*

*"I work well, I do everything: rooms and breakfast. But if there's no customer, there will be no job and then no pay. Luckily I got the tontine not long ago. So I can buy meal and clothes."*

*"When someone knows the path better than you maybe you will find your way out, but for I, I'm single, it's difficult to succeed."*

*"As long as I don't have resident permit, it's not easy to train. And even which training? I don't know At last... No training, no job. No good job, no house."*

*"I would like not to live like this one day; get a house, have my driving license, but a car, get some to my daughter. Does it exist an organization, a program, help for women in my situation? "*

#### ● **Francine**

*"My son was only 8 months when he became ill. With my husband we go from hospital to hospital in Cameroon during six months without cure."*

*"I was denied the visa thrice because as a partner of a French man I would have better asked for a visa installation but we knew nothing about that."*

*"So in July 2018, we went in France. It was not my initial project and against my will, I was compelled to leave everything behind."*

*"The two to support us were the parents of my husband, but they live 500km away from us."*

*"Some of his friends turn away when he settled with me, the African, because they said Black consider that White are «purses »."*

*"In 2015, I was invited as a French language writer to launch my first book during a meeting in Brussel. It was there that I met my future husband."*



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*"He was an engineer working for the atomic energy commissioner. He resigned and joined me in Cameroon where we lived for three years."*

*"Here we had to start anew everything, starting from scratch. My husband couldn't help me for the procedures, he never did that before. And then one day I came across the CNED."*

*"Because of my validation of experience certificate I came to know that the work I was carrying out in Cameroon for long was called here: copy writer."*

*"Because I didn't find a job, I'm working on my own account since 2019, and I offer my services to transcript, proofread, translate, reread for various enterprises and web sites."*

*"Difficulties? I've had some and I still have."*

*"You exactly know what you want, we can't truly help you. But as you finds nothing to do and that you haven't any experience in France, why not accept this proposition?"*

*"And then some day, following an interview in which I succeed with great score the recruiting manager said to me..."*

*"Then decided to create my own business."*

*"With two young children no care solution for the youngest, I was obliged to stop prospecting new customers because I don't have the capacity to satisfy their demand. Today I work home by managing her sleeping times."*

*"I would like to train more on software used by some of my customers in order to develop my provision of services."*

*"But there are two problems. The child care. Auto-entrepreneur women would have been able to be supported so that they could go to customer's appointment during child care, participate to trainings and canvassing for prospects."*

*"And the procedures as well as the continuous training fees for foreign students: an average of euros 3000. It's so expensive."*

*"Maybe Europe and companies interested in diversity in their recruitment processes could put in place training scholarships for women entrepreneurs that are both migrants and mothers which want to have a good professional career?"*

● **Judith**

*"In 1997, I was sent to France to my junior sister's mother house to follow up my studies. I was 17."*

*"I had then a touristic visa but I was not conform to my studies projects. So to regularize my situation, I started to work, to make replacements in hotel as maid."*

*"One and half year later, I met my ex-husband and our first child arrived at the same time. I wanted to start back school but it meant to give the child to another person's care so I delayed my project."*



*"When I was young, I wanted to be a lawyer or a journalist and then at last life decides otherwise."*

*"It was only after my citizenship that I could follow an assistant child care agent program and then divorced and became a single parent"*

*"In order to be close to my house, I left the childcare center where I was working because I spent every day 3h30mn in transports."*

*"I passed an exam in order to get a position in a collectivity near my house so that I could take care of my children."*

*"In addition to my job as assistant, I launched an association with the mission to encourage cohesion and dialogue within families. In short I support some families in their daily life by using various techniques of family mediation."*

*"One year ago, I also create a business dealing in rental of party equipment. With the lockdown its activity has slowed down for the moment."*

*"My elder son is 20 years old and helps me a lot, particularly to take care of his younger sister of 14. It's because of these various helping hands that I can be involved in many businesses."*

*"For me, to start a business is to answer to a need, it's to exist, it's to do before all what one loves."*

*"To set up my projects, I've made the choice not to work with relatives but with women that have the same vision like me as well as others single women. And it's suitable for me."*

*"To be a black woman is an obstacle in France when you want to get into business. Therefore we have difficulties in believing to what we have undertaken."*

*"And then, at night, when we got into the bed, we feel the burden of being alone and of doing everything on our own though when in the company of others we behave as if nothing is going wrong."*

*"It's undoubtedly the price to pay. To conclude, I don't think that one has to sacrifice one's private life to succeed professionally but it seems capital to never accept to live in an environment that prevent us from feeling fulfillment."*

*"We, women from Africa, residing in France, being French citizens or not, want to have access to trainings. In our countries of origin, we have the reputation to achieve household duties, manage family economy, carry out businesses, and develop many activities."*

*"We want to be able to involve ourselves in entrepreneurship, to create enterprises in order to put our know-how and ambitions at the service of our quarter, city and society"*

*"For that, we need, my "sisters" and I organizations that promote women leadership, cooperation with our countries of origin, so that we reveal all our capacities, that we, fighting women, are capable of sharing our experiences to constitute the entrepreneurship strength that France as well needs."*





• **Martine**

*"My father was a soldier. We lived in Senegal when I was between 3 and 15 years old. And then at the moment my parents divorced, I got back to France, in a country totally unknown to me and where I didn't want to live."*

*"Côte d'azur is a particular place where there's so much racism. I found it very difficult to accept to go back. It was only at the fact that I started having the feeling of being integrated, to have friends. I think that's the reason why I've never felt myself as being part of the "inside"."*

*"I became a nurse a bit by chance, after being failed at the exam of specialized educator because I was too young."*

*"When I got my degree I left Antibes and went to Paris. I spent two years doing interim job because I didn't want to settle anywhere. And one day, the clinic I was working with offered me a permanent contract. I worked with them for more than sixteen years."*

*"I met my first partner, the father of my first child, in the pan African communist-Leninist party. Having to manage my job, my political activism, my maternity gave me the feeling of having lost something essential."*

*"I worked 12h per day. When I got back home it was already 9.30pm. So, for family life it was complicated. That's what drove me from activism. But not only from that."*

*"As years passed on my role in my workplace changed. We have to do bandage after bandage. To run against time. We therefore didn't have enough time for our patients."*

*"I'm not a technician. Where have gone the human aspect of healthcare? "*

*"So in 1997, as I was once more pregnant, I decide to leave the clinic and to put an end to the profession of nurse."*

*"Very soon, my second partner left. I found myself in a single parent family with twins. I was 42, I didn't yet know what I wanted to do but as I have worked for 20 years, I knew that my indemnities would permit me to think more."*

*"And if mother spend more time with you; what do you think about this?"*

*"In 2007, I was diagnosed with a first lung cancer, I was 49 and my children were 7. It's clear that I've paid for my dependence to nicotine."*

*"But when one is single, one is at the same time father and mother. Life goes forward no matter what happened. So cling to life and we manage school, duties and birthdays."*

*"Went back to the fact not truly to have a degree but to re-socialize. But at this age, I had few illusions concerning my employability after long term study."*



*"Besides I developed a business of copy writer and I opened an associative restaurant. But when one is sick one lives in anxiety."*

*"Anxiety is normal, it's part of life. It's like a wave. It goes up and down."*

*"For many years, as soon as I have the least symptom, I imagined that it could be serious."*

*"In France, there are so many types of discriminations. I got many difficulties in my effort to get an apartment though I was a nurse and that I didn't have any problem of pays lip"*

*"But more generally when one is a woman, one is discriminated. And you're a Black woman, you're twice discriminated. When you add single-parenthood and the fact that you're living in Seine-Saint-Denis that shows immediately what people think about you."*

*"To improve single women conditions with children, I propose that they should get a specific remuneration that will enable them to get rid of daily stress. They would then have the possibility to devote to the essential: to manage their children and their career."*

#### ● Sitou

*"I lived in Togo, with a degree in Anglophone African literature, and a little by chance, my brother who was a film director for television offered me to join his company."*

*"Because I've studied literature, I attempted naturally to write screenplay. One of them became a feature-length film projected at the French Institute of Togo. And, in 2011, I was offered a scholarship to study in France."*

*"For one year I train myself to become a production assistant for film and television."*

*"In Africa, it's complicated to make film. All decisions concerning African movies are taken in Paris."*

*"So after the training, I decided to stay in France in order to build my network before going back home."*

*"To stay in Europe, one has to have his papers right. So I completed more trainings to keep my resident permit."*

*"To stay with relatives started to be a burden. I wandered in hotels for four years, from Paris to "Grande couronne"."*

*"Your accommodation have not been renew. This is your new address."*

*"Where am I sent now? ...At the 91?"*

*"The contracts I was offered were either traineeship for a few weeks or permanent contracts."*

*"And then one day, I became aware of the fact that what I need was a contract related to my training and pays lips in due form."*

*"Since five years I'm sociocultural facilitator and school life assistant."*



*"These two jobs offered me the sustainability I need to live and get back gradually to cinema."*

*"There are many barriers when you are a foreign student and want to stay in France to work."*

*"Europe must stop stigmatizing women from Sub-Saharan countries and rethink the true senses of living-together and social integration"*

*"We are not migrant, we are nomads and the earth is our planetary village. When Europe adopts this concept, many things will change."*

*"Foreign students must have more freedom than illegals. And yet there are so many restrictions in their resident permit that their precariousness is reinforced."*

*"Migrant women must also been able to live with their partners without having the difficult choice to go back to their country to be with them or stay her single with their children."*

*"At last, a Black woman, African in Europe must be able to occupy high positions in sectors for which they've graduated without any discrimination gender or race."*

● **Aïssata T.**

*"I'm the third among 4 siblings whose parents left Mali during the years 1970s and settled in Argenteuil."*

*"As a teen, I was used to many things: homework help, colonies, cultural activities at the quarter."*

*"Very earlier, I was fond with accounting. I wanted to manage projects, build things."*

*"Started at high school, I began to get out from my social class, to get interested to others cultures and above all to those of my parents they didn't transmit to us for fear of not being integrated."*

*"It's at that moment that I started to go to Mali, to get interested in the history of my parents, their past, and their culture."*

*"After my vocational degree in audiovisual, I worked for a company of production as artist's manager. This makes me to travel a lot."*

*"Six years later, the company closed down. I underwent economic layoff. I was 26."*

*"At the same time, maybe it's time to set up my project..."*

*"Because I love crafts, I launched a concept store around African crafts. I was backed six months by the Boutique de Gestion."*

*"Between 2006 and 2014, I did fair trade with 80 entrepreneurs. But the creative space were was located my store at Forum des Halles in Paris was wiped out from the new project of the organization then I closed down."*



*"I started to visit the Club Cosm'Ethique du GRDR. There I got in touch with two others women entrepreneurs that also work in cosmetic in an informal way."*

*"It's crazy the interest for the ingredients and more, African productions have success here but in Africa no change in terms of life conditions of the farmers is noticed."*

*"It's then that in association with others women entrepreneurs in situation of multi-activities, we launched Maison de la Cosm'éthique."*

*"What's nice is that each of us develop its professional project within the collective; what enables us to share our experiences to help each other to overcome some difficulties."*

*"Difficulties arose when I was 37, when comes the time to make my first child. It was an opportunity to stop and think more deeply at what I truly wanted to do."*

*"I suffered from many administrative controls from CAF because they suspected of undertaking undeclared activities. Yet all I wanted was to have time for myself, a place in a childcare center and a support for my project."*

*"After two years of unemployment, I went to RSA. There I knew what social precariousness means. My fear was to give birth to my child without benefiting from the general regime of social security."*

*"To get out of this mess, I got back to a remunerated activity within a fixed-term contract and then a permanent contract. Now I have pays lips and a right pay and I hope I would get an accommodation in two years' time."*

*"One cumulate many frustrations when one's a woman entrepreneur because there are many choices to do and to manage all this brings insomnia."*

*"The society still considers that to get in own business is a risk. But at the same time, if we don't do it now, it will be difficult to do it later. So one falls in precariousness and auto-limitation arises."*

*"I dream of a co-working platform with a mode of care near, where one could go an visit one's child and breed him, where awakening activities will be provided, a place where one could work as long as desired and where one could train and meet others entrepreneurs."*

*"To respect the choice of the woman which want to earn a living by entrepreneurship is to put in place structures of childcare before school with customized tariffs, fees and packages that match our economic reality, that's to say without a pays lip the first year! And it's the project I'm dreaming to implement in Africa."*



#### 4. The expectations of women compared to public policies: an overview of recommendations from experiences

From these 12 portraits of migrant women, we can see out many categories of expectations that are highlighted as central topics to improve the conditions of a good work-life balance.

We can focus on 3 great themes that are found in the expectations of women.

- **Social integration and employability**

The social dimension of the path is often underlined by women in relation to their expectations. Indeed many of them talked about the need to dissociate the salary issue with the employment one. That's to say give financial means for a decent life condition while freeing time to devote to social involvement and mother life. We can cite the example of Martine who reminds us that: *«To improve the condition of single women with children, I propose that they have a specific remuneration that will enable them to get rid of daily stress. They would then have the possibility to think about the essential: to manage their children and follow up their career. »*

Concerning the questions related to employability, let's also get back to what could be linked to the concept of « glass ceiling ». Indeed, we have been able to deduce from the interviews and focus group with women important aspirations to carry out responsibilities functions, to be acknowledged through their technical skills in their professions, managerial skills, etc. This feeling to be reduced to underrated professions, without responsibilities often came back in the portraits of women, and this aspiration to break the famous « glass ceiling » is back in the project. This can be illustrated particularly by the words of Sitou that underlines that: *"At last, a Black woman, African in Europe must be able to occupy high positions in sectors for which they've graduated without any discrimination gender or race."*

- **Professional integration and entrepreneurship**

Concerning the question of professional integration, the main expectations of migrant women is in the possibility to combine professional trajectory with a mother trajectory and to have flexible frameworks in this logic of to/from. Today, the law which is normative and stiff permits on only partially to find solutions to the situations of migrant women, who sometimes work in on shifts, are engaged in their quarters, are on part-time jobs, are in a logic of going to and from pay job, associative commitment, and family life. As put by Adele: *« What European politician can do to help is to encourage enterprises to put in place special paths towards professional and long term integration for women in search of a job or already with a job and that wish to be available to their children. You might vote a law to safeguard women employment by forcing enterprises to take back women after maternity leave at a position at least equivalent to the one they held during the period of pregnancy and this for a period of at least 6 months. . . »*





Concerning professional integration, we see significantly the question of development and professionalization, in order to access comfortable conditions of life and more dignity. As « Anonymous » reminds us: « " *May be there's something to do for migrant women mothers who are not alphabetized in French could in spite of all this take a training at their pace? Alternatively? Or in shortest terms?* " Or Francine : « *Maybe Europe and companies interested in diversity in their recruitment processes could put in place training scholarships for women entrepreneurs that are both migrants and mothers which want to have a good professional career?* " »

The question of skills and of ability to balance family life, professional and social life is also part of the challenges. Indeed we notice a tendency to confine migrant women to uniquely an educative role within the family, ignoring the social role around the living-together or the economic role and without consideration of their informal and formal skills. Judith reminded us that: " *We, women from Africa, residing in France, being French citizens or not, want to have access to trainings. In our countries of origin, we have the reputation to achieve household duties, manage family economy, carry out businesses, and develop many activities.* " »

The question of entrepreneurial capacities is also found in the word of Judith, which insists on the need to be able to live one's commitment, to devote one's skills and know-how to the service of living together, social link, and the improvement of life conditions: « *We want to be able to involve ourselves in entrepreneurship, to create enterprises in order to put our know-how and ambitions at the service of our quarter, city and society* » »

### ● The work-life balance

This question of commitment and women initiatives is also found around the challenges of work-life balance. We notice through their words that women want generally not to be compelled to make a choice between their career, associative commitment or entrepreneurial project and their mother life devoted to the education of their children. More often we see this aspiration to be able to combine these three spheres. It can therefore be noted that the development of enterprises children care centers is a device that aimed at bringing a response to the wish to combine professional life and family life. But it seems necessary to pay attention to these expectations of migrant women taking into consideration their family, professional and personal situations. The words of Aïssata T. better explain this concern: " *To respect the choice of the woman which want to earn a living by entrepreneurship is to put in place structures of childcare before school with customized tariffs, fees and packages that match our economic reality, That's to say without a pays lip the first year!* " »

This challenge of combining family life and professional life is also found in the commitment of Aïssata T. which also stated that: " *I dream of a co-working platform with a mode of care near, where one could go a visit one's child and breed him, where awakening activities will be provided, a place where one could work as long as desired and where one could train and meet others entrepreneurs.* » »

The work-life balance and the opportunity given to migrant women to undertake as many activities as they can become for some of them the objective of their commitment and aspiration. Indeed, having



been confronted in their trajectories to difficulties in reconciling family life and professional life, they develop associative or professional projects with the mission to solve these challenges. It's particularly the case of Hawa which precises that: *«I could therefore dedicated myself to support parenthood, moderate parents-child workshops, and could help parents to identify the best care modes for them.»*

These common aspirations have been consolidated through different meetings with technical partners, contact people, Member of Parliament, and institutional partners met during the process of REGAL project.

The interactions around the question of identity and place of origin with the CRAN and the political scientist Françoise Verges enable women to identify cultural and intercultural for a better reconciliation private life/ professional life.

The meetings with: 1) employment and integration actors like Pôle Emploi 2) the centers of advices in professional growth like the Cité des métiers de Paris la Villette et 3) training and qualification centers like Force Femmes and Esperem gave good indications on the challenges of professional training and solutions to facilitate women pathways.

Finally, the interactions with institutional partners of the government (Ministry of women rights and « Agence Nationale de la Cohésion des Territoires – ANCT ») and territorial collectivities (Cities of Grigny and Massy) gave the best elements to understand the institutional context a define recommendations in harmony with public policies orientation in France.

This is the summary of the women work group recommendations to improve the work-life balance around the 3 dimensions of private and family life, professional life and entrepreneurial or associative commitment.

- **Encourage social integration and employability**

***Remove cultural and intercultural barriers***

- **Go beyond linguistic barriers**

By imagining innovative formats that enable non francophone women to access to good trainings, with short length alternatively and customized to match the capacity of each woman.

- **Go beyond one's community that often infantilizes women and reduces them to minimal roles**

By reinforcing the capacities of social centers and local houses that support professional integration of women in order to guide them towards their autonomy.



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By ensuring the sustainability of structures like PMI that permits to mothers to get at their disposal listening centers guarantee of social emancipation.

#### ***Remove administrative barriers***

- **Encourage professional integration**

By putting in place, at the European level, training scholarships for women, entrepreneurs, migrants and mothers which want to have a good career could encourage them to be more open to diversity and would help to solve the problem of unaffordable training fees.

By reducing restrictions for foreign students that want to work in France because during their studies they can only have access to precarious traineeships and contracts that do not give them the required experience to found a true job.

By authorizing the foreign partner that got his degree in the host country to stay with his pregnant partner.

#### ***Remove gendered barriers***

- **Maternity and career**

By encouraging companies to favor special pathways of professional integration and maintaining the employment for mothers which are either looking for a job or which are professionally active and wish they would remain professionally active while being available for their children.

By protecting with a law women employability by obliging enterprises to take back women after their maternity leaves at a position at least equivalent to that they held before and this for a period of at least 6 months.

By encouraging flexibility of working hours of women with younger children or by enabling them to undertake teleworking once or twice a week if they want in order to reconcile harmoniously their mother role with their professional activities.

By Prolonging the length of maternity leave from 3 to 4 months and half to enable them to regain back their physical aptitudes after birth.

To reinforce the sick leave of the child by customizing it (big family).



- **Encourage professional integration and entrepreneurship**

#### *Enterprise creation*

- **Help women to free time**

By putting in place structures of care before school with tariffs and customized fees that match their economic reality that's to say without pays lip for the first year.

To support them to make business plan, finalize market research tools, to be able to discuss the feasibility of their projects, structure my global procedure in a context of financial urgency

- **To Help women entrepreneurs by bringing to them financial guarantee**

By ensuring to women entrepreneur a better social and sickness protection so that they could also have children in the best conditions of healthcare possible

- **To help women entrepreneur also means**

To offered to them platforms of work and customized support integrating near care solution (breeding, social link).

- **Improve the conditions of care modes**

#### *Reconcile professional life /personal life*

It's perhaps necessary to create additional pay to help single parent's families.

Necessity to have priority places in children care centers, structures of replacement, maternal assistants pole, stop-children care, and places with more customized working hours.

To reinforce devices of customized support in a case of chronic or serious illness.

To improve the harmonization of medical care and activity and a transition period for a smooth coming back and that this period doesn't match a drastic period of resources reduction.



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