

ORGANISATION & SCHEDULE:

Duration of the mentoring programme: April – November 2006 (8 months)

Estimated amount of time required, for mentees: approx. 40-50 hours

10 meetings with the mentors in a period of 8 months (approx. once in 3 weeks)

3 obligatory workshops

mentee networking

Estimated amount of time required, for mentors: approx. 30 hours

10 meetings with the mentees in the course of 8 months (approx. once in 3 weeks)

3 obligatory workshops

Mentors will receive an allowance of € 300 to cover their expenses.

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INFORMATION & CONTACT:

EQUAL KLARA! Mentoring for female migrants · Mag^a. Astrid Striessnig · Orient Express · Hillerstrasse 6/3-5 · A-1020 Vienna · Austria

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<http://www.netzwerk-frauenberatung.at/klara/de/index.htm> · <http://www.orientexpress-wien.com>

KLARA!

Network for Equal Pay and Gender Equality in the Labour Market

Mentoring for female migrants

More opportunities for women starting or continuing a career

Coordination of the module: Orient Express



Orient Express

MENTEES

Women with an immigrant background, mainly for service occupations (hair stylists, cosmetologists, personal care assistants, household service staff, cleaning staff, salespersons, drivers, waitresses, tailors, travel agents, cashiers, shop personnel, kitchen helpers, ...). The mentee is a woman who is just about to (re)enter employment or who wants to improve her opportunities in her job and needs individual support. The most important prerequisite for a mentee is her curiosity and her willingness to learn. The mentee should be ready to get involved, to ask questions, to become active and to be clear about her own goals, to express her visions and her expectations, in order to get the most out of her mentor. The more active the mentee, the more she will profit from the mentoring relationship.

MENTORS

Women who are businesswomen, self-employed, or tradeswomen (preferably with an immigrant background) working in the service sector, who are ready to support young, motivated women with their competence, experience and knowledge, and to share valuable career tips and tricks with them. In the mentoring relationship the mentor offers support and tips on career and occupation planning to the mentee. By means of her expert knowledge, her long professional experience and her know-how, the mentor can arrange important contacts for the mentee, introduce her to networks and be available for her as an advisor in cases of important job-related decisions for a limited period of time.

MENTORING

Mentoring provides an opportunity for women with an immigrant background, i.e. mentees, who are at the beginning of their gainful career or are planning to (re)start working in a job in the near future, to receive encouragement and support from mentors, experienced female colleagues working in the same field. The mentees can get tips and support for reaching a previously defined goal, such as aiming for a better position in an enterprise or reaching more gender income equality. Mentoring is a hierarchical, temporary and personal partnership between the mentor, a woman who is experienced and well-established in her career, and the mentee, a woman who is (re)entering business life. A mentoring relationship is voluntary, but binding for the duration of the programme, for both mentor and mentee.

