

Concept Note: Partnering for Impact – Empowering Migrant Women Through Mentorship

Overview of the Project

The project aims to enhance migrant and refugee women's awareness of their work-related rights and access to integration services through tailored outreach and empowerment initiatives. Recognizing the unique challenges they face, the project will support their social and economic empowerment through mentorship programs and women-centred peer networking opportunities. These efforts will foster self-confidence, skills development, and mutual support. By facilitating their active participation in host communities and improving access to the labor market, the project seeks to promote gender-responsive integration and strengthen the long-term inclusion of women in society.

Why This Matters

Across Malta and four other EU Member States, migrant women—many of whom are asylum seekers, single mothers, or survivors of gender-based violence—face significant barriers to employment, childcare, and community integration. This transnational mentorship programme is designed to change that.

By joining forces, we can unlock potential, build inclusive communities, and create real opportunities for women who need them most. In collaboration with IOM (International Office of Migration), African Media Association Malta (AMAM) is inviting you to join forces and support us to bring the necessary change for migrant women.

Programme Goals at a Glance

- Empowerment through Knowledge

Help migrant women understand their rights and opportunities to participate in society and the workforce.

- Peer Mentorship & Community Building

Create a sustainable mentorship network led by women with successful integration experiences.

- Childcare Access

Identify and address childcare barriers that prevent women from accessing jobs, training, and support.

- Transnational Collaboration

Share best practices across borders and replicate what works.

Who Benefits

Directly: Migrant women in Malta, Greece, Cyprus, Italy, and Romania—including those with diverse legal statuses and facing compounded vulnerabilities.

Indirectly: Local mentors (immigrant and native-born women) who gain leadership skills and recognition.

Broadly: Institutions, NGOs, and host communities benefit from stronger social cohesion and inclusive growth.

Your Role: How Your Company Can Support and Benefit From the Project

Invest in Inclusion

Provide a financial contribution of €15,000—the co-financing element needed by AMAM to join this EU-funded initiative. This modest investment will unlock significant EU support and amplify impact across Malta and beyond.

In this case we would provide a financial and narrative report on the impact of the project after completion.

Champion Participation

Help us spread the word! Promote the programme internally and through your networks to recruit mentors and mentees. Your support for this initiative will increase legitimacy and traction with the persons you employ and beyond

Host the Change

Offer access to venues for training, mentorship sessions, and community events. Your spaces can become hubs of empowerment and connection. Activities like job shadowing would be welcomed to enable women to gain experience as they seek employment.

Your benefit

Proper visibility would be ensured to your Company through the implementation of the project. By participating in this initiative, Your Company would benefit from innovative tools and deepening knowledge and trained expertise to mainstream gender and diversity in the workplace. Thanks to its direct engagement in the project, Your Company would have the opportunity to be one of the first and privileged actors of this change. Ultimately, this could bring considerable positive outcomes for you, such as more inclusive workplaces along with improved workforce's wellbeing, which will in turn foster retention of workers.

Timeline & Impact

24 Months of Action

Year 1: Needs mapping, model development, mentor training

Year 2: Full rollout, cross-country exchange, and results dissemination, policy paper to create a wider impact on identifying and resolving structural barriers to employment and integration for migrant women

Continuous: Stakeholders engagement and transnational learning

Expected Outcomes

- Migrant women gain confidence, skills, and access to employment
- Mentors become community leaders
- Stakeholders benefit from proven, replicable integration models

1. Strengthening Workforce Inclusion & Retention

- **Why it matters:** Your Company may already employ / or wish to employ migrant women.
- **Benefit:** Mentorship can improve job satisfaction, reduce turnover, and foster loyalty among migrant employees.

2. Enhancing Corporate Social Responsibility (CSR)

- **Why it matters:** Your company can strengthen its reputation for community engagement and social impact.

- **Benefit:** This initiative aligns perfectly with CSR goals—supporting vulnerable groups, promoting gender equality, and contributing to national and EU-level integration efforts. It's a visible, measurable way to demonstrate leadership in social inclusion.

3. Promoting Gender Leadership & Visibility

- **Why it matters:** Your Company certainly has a female Manager or a female Head of department, and engages with women in leadership and frontline roles.
- **Benefit:** Supporting a programme that uplifts migrant women will reinforce your Company's commitment to gender equity and positions the company as a champion of women's empowerment—internally and externally.

4. Building Community Connections

- **Why it matters:** Your Company certainly operates in sectors deeply embedded in local communities.
- **Benefit:** Hosting mentorship activities and engaging with local networks strengthens ties with civil society, NGOs, and public institutions—opening doors for future collaboration and innovation.

5. Access to EU Networks & Best Practices

- **Why it matters:** The programme includes transnational experience-sharing and replication of successful models.
- **Benefit:** Your Company gains access to a European network of integration experts, tools, and methodologies that can enhance internal HR practices and community outreach.

6. Positive Brand Recognition

- **Why it matters:** Consumers and partners increasingly value companies that take a stand on social issues.
- **Benefit:** Participation in this initiative boosts your Company's brand as a socially responsible, inclusive, and forward-thinking employer—appealing to clients, partners, and future talent.