VOICES OF IMMIGRANT WOMEN

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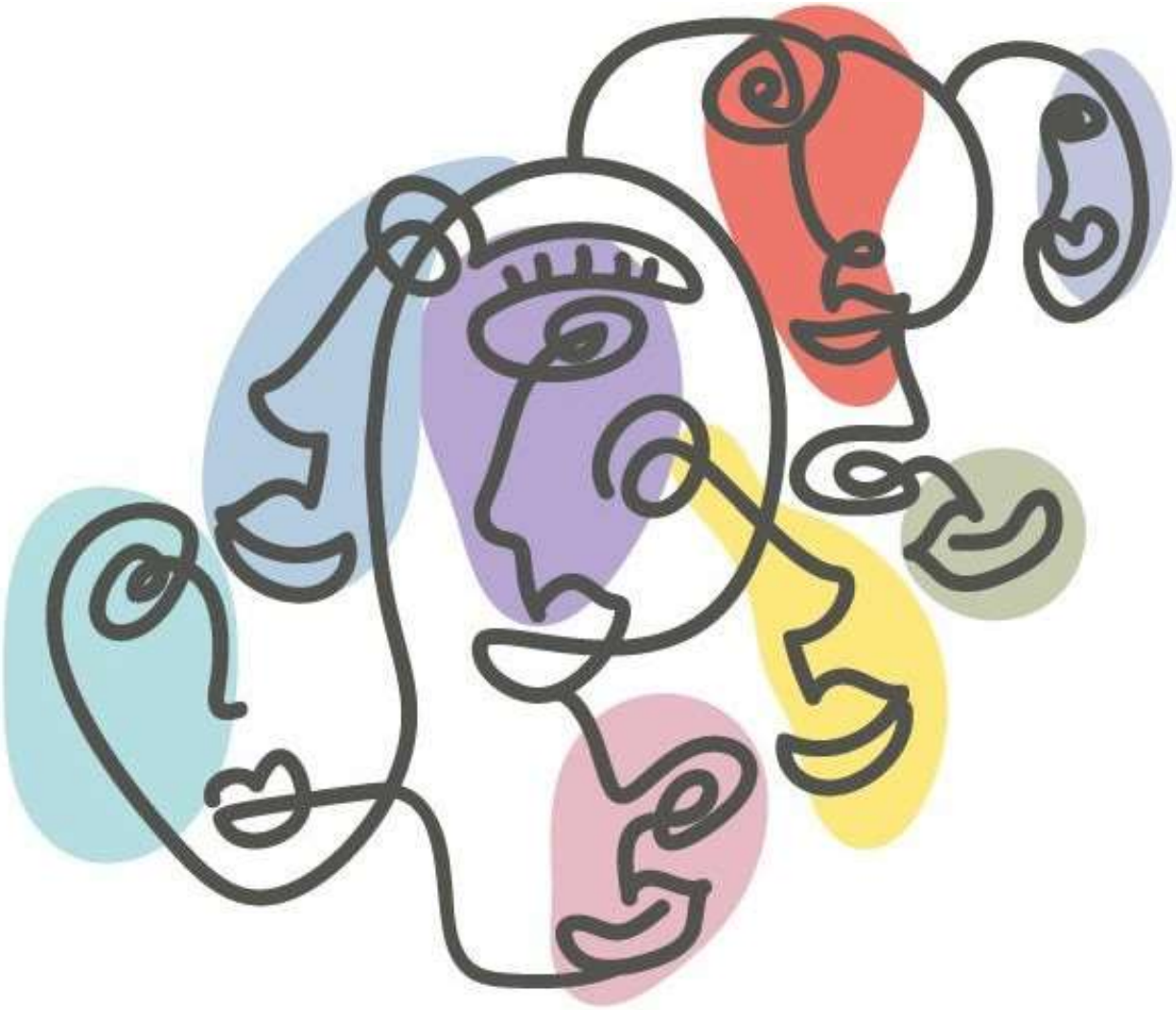

Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

E-Learning Package

"Voices of Immigrant Women" (VIW)

https://viw.pixel-online.org

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E-Learning Package

Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

April 2022

Universidad Pablo de Olavide Sevilla
PIXEL
IRD Institut de Recherche pour le Développement France
Peace Institute Institute for Contemporary Social and Political Studies
RES PVBLICA 1999 ARENA
Università degli Studi Firenze
EMET ARCOIRIS FUNDACIÓN
ipb Instituto Politécnico de Bragança
EPLO European Public Law Organization

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Document developed as Intellectual output 2 of the Voices of Migrant Women Project

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Presentation

The e-learning package is aimed at university students from different disciplines, research staff, Higher Education professors and professionals who work in the field to address the social inclusion of migrant women with a gender perspective from Human Rights, an intersectional approach and interdisciplinary.
The general objective of this resource is to improve the training of the different social agents who work or will work in the near future in migration and thus help combat discrimination, segregation, racism, harassment and violence, assuming the triple role that universities must carry out both in research, training and in social commitment.

The contents are organized in 8 modules and each module has a double dimension: one transnational and one national. Training is based on theory and practice.

Learning modality: online.
Languages: English, Spanish, Portuguese, French, Italian, Slovenian and Greek.
Cost: Free.

Module 1. Migrant Women Integrations Concepts

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Training Course
Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

Module 1
Migrant Women Integrations Concepts

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Introduction

The whole migration process should be interpreted in the light of key concepts and properly contextualized. Likewise, the social inclusion of migrant women implies the clarification of conceptions about culture, identity, diversity, gender, among others. It also requires an understanding of policies and models of social cohesion, both at national and international level, in this case, particularly considering the gender lens. In this sense, in the first chapter the concepts of culture, diversity, identity, subjective logics of belonging, and gender approach will be addressed. Subsequently, models of interaction with diversity are analyzed with a focus on the intercultural model. The third chapter proposes the approach of Social inclusion from a gender perspective. And, finally, Chapters 4 and 5 analyse the situation of some European countries, making a comparative table.

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Chapter 1. Definition of the key terms: culture, diversity, identity, subjective logics of belonging, gender approach

Cultural diversity is an intrinsic feature of global societies. It presupposes the coexistence of social groups which are characterized by cultural specificities (e.g. linguistic, religious, ethnic) that participate in their (self- and hetero-) identification as a group. It also presupposes a sense of belonging and recognition of the "other" as one of "us". In the analysis of the processes of inclusion of immigrant persons it is necessary to recognize and legitimate the different cultures, to critically analyse the existence of possible tensions in their encounters and interactions. Managing and resolving these tensions in a constructive way with a focus on human rights.

The concept of inclusion is complex and polysemic. It is important to stress that inclusion and integration are not synonymous. **Integration** is thought of from the receiving/receiving party (not from the arriving party). If the receiving society is monocultural, it will want to smooth out/correct the edges and cultural diversities. If the receiving society is plural, it is potentially more inclusive, making itself available to transform itself and welcome in itself all diversities without concerns of cultural uniformity (Vieira and Araújo, 2018). In migratory phenomena, immigrant integration processes are referred to as the expression of the normative burden exerted by States and other institutions in host countries. It presupposes a set of values that characterizes the host society to which immigrants have to adapt. **Inclusion** goes beyond integration, it foresees an approach that responds to the diversity of needs of the person to be included, favoring cultural practices and community activities that promote involvement, reduce marginalization, and provides social transformation. In the educational field there is an intense reflection on the difference between these concepts. In the Salamanca Statement (UNESCO, 1994), it is reiterated that every student has a constitutional right to learning and access to quality education. Education should consider the diversity of children's characteristics and needs. With regard to cultural diversity, as referred by Cárdenas-Rodríguez and Terrón-Caro (2021) “intercultural education seeks out exchange, interaction, and a shared project that everyone can contribute to” (p.9).

In this process it is important to reflect on the **feeling of belonging**. It is a subjective experience of recognizing oneself as part of a certain social group. It is built on the perception of otherness and depends on how one is recognized by the group as a constituent element. It involves a dynamic between feelings of belonging to the culture and community of origin and feelings of belonging to the culture of the host country. **Identity** cannot be seen as fixed and unchanging, as it involves permeability to a set of factors that are individual, contextual and situational. The analysis of this concept from a gender perspective is essential to understand the differences in access to resources, services and rights and the consequences of these differences for the adaptation or exclusion processes" (Neves, Nogueira, Topa, & Silva, 2016).

In short, gender issues and learning result from socialization processes that occur in culturally situated contexts and, for this reason, should be treated holistically, with respect for human rights, and understanding the dynamics arising from the processes of multiple penalties and discriminations, to which mainly immigrant women are subjected.

Online Resources

Inclusion for all: Commission presents action plan on Integration and Inclusion 2021- 2027
(https://ec.europa.eu/commission/presscorner/detail/en/ip_20_2178)
This news, published on November of 2021, by the EC, presents the Integration and Inclusion Plan 2012-2027. The action plan promotes inclusion for all, recognising the important contribution of migrants to the EU.

Brussels wants to better integrate migrants but questions remain over how they will do it
(https://www.euronews.com/2020/11/24/brussels-wants-to-better-integrate-migrants-but-questions-remain-over-how-they-will-do-it)
This news features a video that illustrates the importance of promoting the inclusion of immigrants in Europe. Stressing the importance of improving recognition of academic degrees, increasing access to education, health services and housing.

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Chapter 2. Models of attention to cultural diversity. The intercultural model as the axis of social cohesion

The relationship with difference has been one of the great challenges in contemporary societies. And, over time, different models of relationship with difference have emerged. These represent theoretical, political and social conceptions that are tributaries of a broader concept of a valuative and axiological nature that interprets the issue of diversity and how to respond to its challenges.

The most traditional models are the assimilationist, the multicultural, and the intercultural models and, more recently, anti-racist action based on critical theory.

The **assimilationist** perspective assumes that the acceptance of those who are different occurs in proportion to their ability to adapt to the dominant culture. Integration processes depend on the construction of a repertoire of values, behaviors and social practices that approximate and replicate the cultural practices of the host society. These processes result from public measures and social practices that contribute to the more or less subtle erasure of the marks of the culture of origin, replacing them with the characteristics of the dominant culture. We can list, as some examples, the discouragement of the use of the mother tongue, the limitation of religious practices and the regulation of culturally defined clothing.

The **multicultural** models represent an appreciation of cultural diversity and the right to preserve and respect differences. They are mainly based on cultural relativism and on the recognition of the culture of origin as legitimate. However, the socio-educational action resulting from them is limited to this recognition, not promoting processes of interaction and mutual learning among different cultural groups. They are present when the actions that signal the presence, in the same social space, of different cultures are limited to pointing out those differences in punctual moments, as for example handicraft shows, gastronomic fairs or other very particular cultural manifestations.

Intercultural perspectives are characterized by the intentionality of interactions, learning and mutual exchange between different cultures. They foresee an effective coexistence between people from different cultures and the possibility of effective sharing of knowledge and ways of being.

Some critical voices have called attention to the fact that the intercultural discourse emphasizes the differences between immigrants and "autochthonous" or "nationals", sees the host country as more developed, and ignores the diversity among nationals. According to this analysis, we often start from a vision of the other which minimizes the other and which is structural, giving rise to institutional racism and prejudice, which can in turn lead to a subordinate inclusion. For these theorists it is important to critically analyze the historicity of these processes, proposing a discussion on (anti)racism and on the necessary processes of decolonial reflection and questioning.

Online Resources

Intercultural Integration Concept
(https://www.muenchen.info/soz/pub/pdf/399_integrationconcept.pdf)
This flyer edited by Munich Social Services Department. presents the concept of Intercultural Integration Concept and also the fundamental principles for effective intercultural integration.

Gender-sensitive education and training for the integration of third-country nationals - study
(https://eige.europa.eu/publications/gender-sensitive-education-and-training-integration-third-country-nationals-study)
This paper looks at how gender equality and women's empowerment are considered in the policies and actions supporting the integration of third-country nationals through education and training.

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Chapter 3. Social inclusion from a gender perspective

In a globalized world, societies are constantly changing, only recently has attention been paid to the migration of women and, consequently, to their social inclusion. However, this whole process is very difficult and complex. Often the role of women is not recognized, although they assume active and participatory roles for the economy of the countries of origin and the receiving countries. As Miranda (2009) states, their status is not recognized "due to the fact that women often have to perform precarious jobs, which do not require qualifications, invisible jobs because, taking place in the private sphere, they are little valued and of low social status" (p. 27).

Gender equality is recognized as a human right and an end in itself, as well as a means to achieve all SDG 5 (achieve gender equality) and its goals, and it is also present in the remaining SDGs. To make this possible, the author González highlights the need to "integrate gender into policies and programs and allocate resources that match the ambitions set at a global level, is therefore central to ensuring that working together with partner countries and other actors is effective and contributes to advancing the SDGs" (González, 2021, p. 8).

Professionals must analyze their own stereotypes, reflect on the way in which their cultural references participate in the interpretation of the needs of the women they work with, their difficulties and even their abilities. It is important to understand the heterogeneity of the social category of "woman" and realize that the axes of power-subordination that different women experience, place them in different (dis)advantageous situations. As Brown (1992) refers “all women do not have the same gender” (p. 300), and this assumes particular relevance in the analysis of the situation of immigrant women.

In the same sense, it is important to highlight an intersectional and inclusive approach, where the overlapping of discriminations based on age, ethnicity, race, class, sexual orientation, gender identity or functional diversity, among others, is an essential element of the work and for building a feminist and critical vision to contribute to a real transformation. The socio-educational intervention with immigrant women must consider the specificity of women and the challenges, considering issues related to their family responsibilities and the resulting challenges of conciliation between work and family life, labor precariousness, gender violence to which they are subjected, among others.

In order to promote a socio-educational intervention with immigrant women, which is sensitive to gender, it is necessary to reflect on the culturally defined concepts that underlie the interpretation of gender roles.

We conclude that for the social inclusion of women to become a reality, national and international policies are necessary, translated into actions that effectively contribute to social transformation in gender terms, thus contributing to sustainable development and to a fairer, more cohesive, more democratic and inclusive society.

Online Resources

Intersectional feminism: what it means and why it matters right now
(https://www.unwomen.org/en/news/stories/2020/6/explainer-intersectional-feminism-what-it-means-and-why-it-matters)
This article, published in UNWOMEN news, shows the importance of an intersectional gender analysis using the discourse of several academic women, activists, and minorities on the various impacts of COVID 19

Explainer: How migration is a gender equality issue
(https://www.unwomen.org/en/digital-library/multimedia/2020/12/explainer-migration-is-gender-equality-issue)
This website shows how Migrant women face pervasive, intersecting forms of discrimination that impact their well-being and safety at all stages of their journey.

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Chapter 4. Practical Approach at the National Level

Greece

The integration process involves the host society, which should create the opportunities for the immigrants' full economic, social, cultural, and political participation. It also involves adaptation by migrants who all have rights and responsibilities in relation to their new country of residence. According to the Ministry of Migration and Asylum of Greece, social integration is a process that entails mutual accommodation by third-country nationals (migrants, applicants, or beneficiaries of international protection) and Greek residents. Successful social integration leads to peaceful co-existence, respect for diversity and social cohesion.

According to the National Integration Strategy of 2019, the main objectives of the Greek model for social integration are: i) Create and maintain an open society that respects diversity. ii) Protect the rights, and outline the obligations of third-country nationals in a non-discriminatory manner that ensures social equality. iii) Foster interaction, collaboration, dialogue and constructive criticism between culturally or ethnically diverse communities, promulgating democracy and equality. iv) Promote diversity, tolerance and social cohesion. v) Motivate all individuals to protect the common good and encourage the contribution of all individuals to the development of the country.

The action pillars of the national strategy and its corresponding policy actions and measures are: i) Collaboration with the local government administration to promote integration on a local level. ii) Access to necessary goods and services. iii) Promote inclusive education. v) Promote labor market integration. vi) Enhance Intercultural Mediation. vii) Encourage civic participation. viii) Combat racism and xenophobia. ix) Implement targeted integration policies for vulnerable groups. x). Implement targeted policies for second-generation citizens.

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This link provides access to the 2019 National Integration Strategy of Greece.

Ministry of Migration and Asylum (2021). National Integration Strategy. Athens: National Integration Strategy.
https://migration.gov.gr/wp-content/uploads/2021/11/Εθνική-στρατηγική-για-την-κοινωνική-ένταξη-2021.pdf
This link provides access to the 2021 National Integration Strategy of Greece.

Spain

In Spain, the "Organic Law 4/2000, of January 11, on the Rights and Freedoms of Foreign Nationals in Spain and their Social Integration" (subsequently amended by LO 8/2000, LO 14/2003, LO 2/2009, LO 10/2011, RDL 16/2012 and Judgement 13/2021) is the basic norm that regulates the integration of foreigners. Its "article 2 bis. Immigration policy" establishes that "All Public Administrations shall exercise their immigration powers in accordance with the following principles: (...) (c) the social integration of immigrants through transversal policies aimed at all citizens; (d) effective equality between women and men; e) the effectiveness of the non-discrimination principle and, consequently, the recognition of equal rights and obligations for all those who live or work legally in Spain, based on the provisions in the Law (...)". Moreover "Article 2b. The Integration of Immigrants" proposes that "1. The public authorities will promote the full integration of foreigners into Spanish society, within a framework of coexistence of diverse identities and

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cultures (...). 2. Public Administrations shall incorporate the objective of integrating immigrants into the host-society, transversally, across all public policies and services, promoting immigrants' economic, social, cultural and political participation (...). In particular, they shall promote, through training actions, awareness, knowledge and respect of Spain's constitutional and statutory values, the values of the European Union, as well as human rights, public freedoms, democracy, tolerance and equality between women and men. Moreover, they shall develop specific measures to promote their incorporation into the educational system and, in any event, will guarantee the schooling of children of a compulsory schooling age, the learning of all official languages, and access to employment, the latter being considered as essential factors for integration".

Among the issues raised above, in Spain, the schooling of all foreigners under 16 years of age is guaranteed, regardless of their administrative situation (article 9 of Organic Law 4/2000). In addition, "Organic Law 3/2020 amending Organic Law 2/2006, of 3 May 2006 on Education" establishes inclusive education as a fundamental principle (Article 4).

It is worth recalling that competences in education are transferred to Spain's Autonomous Communities. Therefore, we can observe how some regional measures promote the maintenance of the culture of origin and the cultural identity of foreign students. But we also encounter programmes that may be undermining this management of cultural diversity. One example is Andalusia's "Temporary Language Adaptation classes". It consists of a Spanish teaching programme directed towards foreign students who lack knowledge of the language and are taught during school hours by specific teachers. This type of measure has been questioned [1] because it is not compatible with an inclusive model. Indeed, it is linked rather to an integration discourse according to which some children are more different than others, establishing degrees of diversity, placing them on a distinct plane and assigning a different and adapted curriculum.

Finally, we invite you to consult the success story "Active and integrative life in Spain. A dream come true." in the VIW Case Studies Map, available at https://viw.pixel-online.org/case_view.php?id=MTY, where a woman of Polish origin narrates her integration experience in Spain.

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Online Resources

Immigration Portal. Ministry of Inclusion, Social Security and Migration
https://extranjeros.inclusion.gob.es/es/normativa/index.html
This Spanish government website presents links to national, EU and international regulations on immigration, asylum and the EU citizenship framework.

Addressing students' cultural diversity: an overview of Spanish education laws
https://doi.org/10.15366/riejs2017.6.1.021
This article presents a review of educational policy in Spain. It examines how cultural diversity is addressed in addition to ideological aspects and educational challenges.

France

France inherited a heavy colonial past and a conception of the republic as a regime centered on the rights and duties of the citizen independently of his particular characteristics. France in the decree n°2007-376 of March 20, 2007 publishing the convention on the protection and promotion of the diversity of cultural

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expressions, adopted on October 20, 2005 in Paris, article 3 promotes "the protection and promotion of the diversity of cultural expressions".

In France, multiculturalism is perceived primarily from an ethnographic perspective. The conception of "multiculturality" that prevails in France is individualistic and pluralist: we admit that an individual can be diverse and changeable and we take care of the plurality of expressions and opinions. This explains France's strong commitment to the international debate on cultural diversity and the criticism that it does not apply on its territory what it advocates in international forums. The separatist law of August 24, 2021, is an example. The purpose of this law, following the murder of a teacher, is to reinforce republican principles in order to fight against separatism and attacks on citizenship.

France, thanks to the creation of the Quai Branly museum, then of the Cité nationale de l'histoire de l'immigration - and the existence of a program in favor of intercultural dialogue within the Ministry of Culture, wishes to promote cultural diversity. But there is a deep-seated reluctance in France to recognize itself as multiple. The debate on national identity is an example. In France, to mention the limits of multuculturalism is to mention the procedures and laws aimed at "stigmatizing" women of Muslim faith in this country. Indeed, the law of March 15, 2004 on religious signs in French public schools prohibits "the wearing of signs or clothing by which students ostensibly manifest a religious affiliation" in public schools, colleges and high schools. This law will be reinforced by the law n°2010-1192 of October 11, 2010 prohibiting the concealment of the face in the public space. This law has led to analyses on the politicization of the veil and the understanding of concepts such as cultural diversity, multuculturalism, assimilationism, and cultural integration in France.

Women of Muslim faith have felt the effects of the politicization of the veil in their daily lives, from multiple experiences of stigmatization to constraints (with unequal force) on revealing themselves for school or employment. In reaction to the stigmatization, many of them, especially those who were high school or university students, participated in the various demonstrations organized in Paris and in the provinces against this law, seeking to oppose the various measures to ban the veil.

In addition, the French authorities refused to repatriate the families of jihadists to France. The French government, unlike other European Union countries, repatriates isolated minors, often orphans, or minors who have obtained the consent of their mothers to be separated from their families, on a "case by case" basis.

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No Country for Muslims? The Invention of an Islam Républicain in France and Its Impact on French Muslims

https://www.mdpi.com/2077-1444/13/1/38/pdf.

This article will conceptualize the problematique of a (politically motivated) category formation related to one religion that is currently practiced in France, as seen from the perspective of a religious studies scholar.

France facing multicultural diversity: is l'intégration à la Française really in crisis ?

https://hal-sciencespo.archives-ouvertes.fr/hal-01037979/document

This article makes a comparison between French immigrants and native French people in order to determine if the integration process and multiculturalism make sense in this country.

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Italy

Migratory tradition in Italy. After 50 years of migration inflows, Italy can no longer be defined as a country of "recent" immigration: in fact, Italy is nowadays a land of emigration, immigration, and transit.

According to the latest national data (Istat, National Institute of Statistics), the total number of resident foreign population in Italy on December 31st, 2020, amounts to 5.013.215, out of which 2.412.403 men, and 2.600.812 women (c. 52%). These numbers mean diverse contexts of origin, various migration experiences, and different languages. The most represented communities in the Italian migration panorama are native to Romania, Albania, Morocco, China, Ukraine, the Philippines, India, Bangladesh, Egypt, and Pakistan (first 10). In greater detail, the largest communities hail from Romania (1.137.728), Albania (410.087), and Morocco (408.179).

In Italy, diversity management patterns traditionally used to oscillate between conformism and assimilation: the diversity of the others (e.g. regional minorities) was forced to merge – with varying degrees and outcomes – with dominant cultural model(s), and the process was further perceived as a requirement for getting closer to the majority society and for accessing citizen participation in its social, cultural, linguistic, economic, or else dimensions. In a neo-assimilationist paradigm strewn with multiculturalist elements, a similar solution is predictable for the diversities that are presently viewed as "immigrated", but which are bound to end up in a progressive converging into the dominant cultural model (Ambrosini 2008). In several respects, the assimilationist approach keeps being the main strategy underlying the current immigration policy (Ciancio 2014, pp. 43-48; Guolo 2009, pp. 5-7; Guolo 2011): in fact, the Italian situation is defined by a "hybrid" model of integration, even defined as a "non-model" (Guolo 2009, p. 5), and not because it would combine different approaches, but because it is devoid of linearity and full of contradictions (id., p. 6).

Some more specific indications and directives on diversity management in an intercultural perspective are made for educational institutions and settings: as such, these measures are aimed at immigrant children and youths, basically those attending primary and middle schools (Ministero della Pubblica Istruzione, 2007).

Among the first 10, a significant i.e. larger number of women is registered in the communities coming from Romania, the Philippines, and esp. Ukraine (176.085 women vs 51.502 men). Besides, trends of feminisation are observed in some demographically smaller and less represented immigrant communities, mostly native to Eastern Europe and South America, namely: Russian Federation (81%), Georgia (80%), Belarus (80%), Poland (75%), Czech Republic (83%), Moldova, Peru, Dominican Republic, Colombia, El Salvador, Slovakia, Ethiopia, etc. (Istat, National Institute of Statistics, December 31st, 2020).

The cultural luggage of migrant women does not constitute a prominent feature in their migration experience in Italy: being exposed to various forms of gender-based exploitation, esp. in the labour market, migrant women do not differ for their cultural diversity, but for their being women and migrants, hence more vulnerable than immigrant men, and autochthonous residents. Apart from an overall policy and activism against gender-based violence and abuse, no specific measures can be identified for migrant women at a national level: accordingly, the issue is often left to the tertiary sector, committed to promoting initiatives, projects, and campaigns aimed at supporting migrant women and their diversities in their social, cultural and economic integration, as well as citizen participation, yet at a rather local level of action.

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"Adapting to Difficulties as a Mantra for a Personal Success" https://viw.pixel-online.org/case_view.php?id=NDQ=: this story reports the experience of a woman who provides some reflections related to her being a migrant faced with expectations and stereotypes: on the one hand, she is proud of her being "different", on the other, she does not want to be identified as a "migrant" nor "foreigner" being these categories exposed to a number of stereotypes in Italy.

Portugal

In Portugal, the concepts of social inclusion are regulated in Law DL no. 31/2014 of February 27th, which sets out the nature, mission and duties of the High Commission for Migrations. Its provisions include specific regulations concerning the migrant population, specifically in article 3, paragraphs j), o), and p), where there is a clear need for the inclusion of immigrants, namely through job creation, housing, economic empowerment, equal opportunities, school inclusion, and education, among others. Similarly, the Resolution of the Council of Ministers Nº. 141/2019, approved the National Plan for the Implementation of the Global Compact for Migration, which refers the need to design a national response on migration issues in concert with international partners. Among the various objectives, it foresees "the promotion of the reception and integration of immigrants, ensuring that they are in a regular situation, promoting family reunification, favoring the mastery of the Portuguese language, the schooling of children and youth and the education and vocational training of adults, improving the conditions of access to housing, health and social protection, and stimulating their integration and civic participation" (p. 46). The present Plan presents as implementation, measures based on 23 concrete objectives where, as an example, the creation of a Reception Guide for Immigrants (objective 3) is foreseen. Still as an example, objective 4 presents as a concrete measure, simplifying the processes of granting visas and residence permits. These are aspects that constitute the obstacles identified by immigrant women in Portugal, to which are added difficulties with the recognition of academic qualifications, professional skills and precariousness in the labor market. Through the legal premises of the Plan, it is possible to identify an integration/inclusion strategy. However, in the women's speeches it was possible to perceive an asymmetry between the legislative protection and its practice.

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The reference literature and the legislation seem to defend an intercultural model, fostering the valorization of cultural diversity. However, the women's voices highlighted experiences that seem to translate the multicultural and assimilationist model. The multicultural model is clear in the cases of women who manage to keep some aspects of their culture of origin. The assimilationist model is reflected in the language-based discriminatory behaviors, in particular, experienced by Brazilian women. It should be noted that these women value Portuguese culture, mentioning that it is very present in their lives, but it is clear that they also value the reconciliation of different points of view on the experience of multiculturality.

To end this chapter, we make available to the students the following success story of a migrant woman in Portugal entitled "Brazilian Portuguese as a Statement", available at https://viw.pixel-online.org/case_view.php?id=OQ==. This success story reveals that for this woman, understanding the social mechanisms that generate inequality and multiple discrimination, translates into daily activism that identifies, points out discrimination situations and intervenes socially in the fight against stereotypes and prejudices.

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This welcome guide for migrants is intended to be a welcome message from the Government of the Portuguese Republic.

Mulheres imigrantes em Portugal: uma análise de género [Immigrant women in Portugal: A gender analysis]
https://repositorio-aberto.up.pt/bitstream/10216/104430/2/194221.pdf
This article seeks to discuss theoretically the importance of analyzing migrations from a gender perspective, having as a reference one of the most striking features of the current era of migration, feminization.

Slovenia

Existing analyses critically reflect some aspects of research and studies that have been carried out both on discrimination as well as managing diversity in Slovenia between 2007 and 2013. One such study finds the cause of the inability of organisations to adopt policies on managing diversity in lack of competences and skills associated with cultural sensibility (Brezigar 2015). Whereas workplaces are bound to become more and more diverse, the predominant approach towards diversity in workplaces in Slovenia tends to either dismiss cultural diversity as inconsequential or treat it as a nuisance that needs to be dealt with, thus failing to grasp the advantages which such diversity could bring.

In Slovenia, the concepts of social inclusion are not gender specific and therefore pertain to migrant men and women. Most laws and policies adopt a gender blind approach which results in migrant women's specificities frequently remaining invisible and as such not highlighted in policy approaches that would facilitate integration. It is therefore mainly through family networks and with the help of friends, as well as NGOs and various (migrant or cultural) associations that migrant women reach social inclusion, or at the very least find some support when attempting to navigate the many different laws and official procedures. Despite some steps being made in recent years towards at least formally more approachable and simplified state procedures, it is still the NGOs and activists who take on the major role that should be performed by

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state institutions in terms of information and support to facilitate (social) integration.

Slovenia's current approach affects public attitudes towards immigrants by encouraging the public to see immigrants as equals and potential citizens, but not as their neighbours. Instead they are viewed as foreigners. Policies that treat immigrants as foreigners lead more people to see immigrants as general threats and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of xenophobia and Islamophobia and lower levels of social trust, which leads them to fewer instances of contact and positive experiences with immigrants.

To end this chapter, we make available to students the following success story starring a migrant woman in Slovenia and entitled "Overcoming the bureaucratic obstacles, poor information flow and health care issues" accessible at Welcome to VIW project (pixel-online.org) This success story illustrates the problem with getting the correct and quick information pertaining to social inclusion and other forms of integration.

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The European Website on Integration (EWSI) is an initiative of the European Commission and falls under the responsibility of the Directorate-General Home Affairs and Migration. The website is the only EU-wide source bringing up-to-date information and good practices on migrant integration for policy makers and practitioners.

MIPEX – Migrant Integration Policy Index: Slovenia. 2020. Brussels: Migration Policy Group. Available at: Slovenia | MIPEX 2020

The Migrant Integration Policy Index (MIPEX) interactive website is a unique tool which measures policies to integrate migrants in countries across six continents, including all EU Member States (including the UK), other European countries (Albania, Iceland, North Macedonia, Moldova, Norway, Serbia, Switzerland, Russia, Turkey and Ukraine), Asian countries (China, India, Indonesia, Israel, Japan, Jordan, Saudi Arabia, South Korea, United Arab Emirates), North American countries (Canada, Mexico and US), South American countries (Argentina, Brazil, Chile), South Africa, and Australia and New Zealand in Oceania. Policy indicators have been developed to create a rich, multi-dimensional picture of migrants' opportunities to participate in society. Specific indicators are available for Slovenia.

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CHAPTER 5: EUROPEAN DIMENSION

	FORMS AND MODELS ATTENTION TO CULTURAL DIVERSITY	INTEGRATION/INCLUSION PROGRAMS	GENDER ISSUES IN INTEGRATION PROGRAMMES
France	Multiculturalism is perceived primarily from an ethnographic perspective. The conception of "multiculturality" that prevails in France is individualistic and pluralist. France wishes to promote cultural diversity but there is a deep-seated reluctance to recognize itself as multiple.	The French Office of Immigration and Integration (OFII) is the main agency of the General Directorate for Foreigners in France (DGEF), which implements and pilots immigration and integration policies on French territory. The integration process for migrants is based on a personalized Republican integrati on process lasting five years, with a one-year Republican Integration Contract (CIR) (renewable once for year). Some of the benefits to which migrants have access are: Language training, if the need is identified; Compulsory civic training; Professional guidance via the public employment services, etc.	Subject to legislation and administrative practices that impose restrictions on entry into France, migrant women have become a priority for integration policies. The French Immigration Office (OFII) offers women a training course entitled "Living in France". This training aims to support immigrant women in their social, cultural and professional integration in France. The issue of gender equality is at the heart of the OFII's missions.
Greece	According to the Ministry of Migration and Asylum of Greece, social integration is a process that entails mutual accommodation by third-country nationals (migrants, applicants, or beneficiaries of international protection) and Greek residents. Successful social integration leads to peaceful co-existence, respect for diversity and social cohesion.	There are many initiatives organized by NGOs, IOs, citizens, municipalities, etc. An example is the Athens Coordination Center for Migrant and Refugee issues (ACCMR) which aims at efficient coordination between municipal authorities and stakeholders operating within the city.	The Ministry of Migration and Asylum (2019, 2021) gave particular emphasis on migrant and refugee women in the National Strategy for Integration. Generally, the migration policy and regulatory framework include a gender perspective. An examples of employment inclusion initiatives it is HARTS (Hands on Refugees' Talent and Sustainability) (2021) by the Greek Forum of Refugees that aims at of empowering women with a refugee or migrant background.
Italy	In several respects, the assimilationist approach keeps being the main strategy underlying the current immigration policy (Ciancio 2014, pp. 43-48; Guolo 2009, pp. 5-7; Guolo 2011): in fact, the Italian situation is defined by a "hybrid" model of integration, even defined as a "non-model" (Guolo 2009, p. 5), and not because it would	There is no Ministry of Immigration in Italy, so immigration and asylum issues are dealt with by the Ministry of the Interior: as a result, many services are decentralised and distributed through territorial networks. Some of the main measures and programmes aimed at the integration of immigrants, which have been implemented: Ministry of the Interior (Rome, Italian Government); Department for Civil Liberties and Immigration	No specific measures can be identified for migrant women at a national level: accordingly, the issue is often left to the tertiary sector, committed to promoting initiatives, projects, and campaigns aimed at supporting migrant women and their diversities in their social, cultural and economic integration, as well as citizen participation, yet at a rather local level of action.

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	combine different approaches, but because it is devoid of linearity and full of contradictions (id., p. 6).	(Dipartimento per le Libertà civili e l'Immigrazione), c/o Ministry of the Interior; 2014-2020 Planning, Italian Government; Asylum, Migration and Integration Fund 2014-2020 (AMIF); UNAR, National Office against Racial Discrimination	
Portugal	The concepts of social inclusion are regulated in Law DL no. 31/2014 of February 27th, which sets out the nature, mission and duties of the High Commissariat for Migrations. The reference literature and the legislation seem to defend an intercultural model, fostering the valorization of cultural diversity. However, the narratives of the women interviewed, in practice, highlight some experiences that seem to translate the multicultural and assimilationist model.	The High Commissariat for Migrations (ACM) is a public entity that intervenes in the implementation of public policies in the field of migration. The ACM pursues a close collaboration with other public entities such as the Commission for Gender Equality and Commission for Equality in Labor and Employment depends. Some integration and inclusion policies pursued by the national plans are: The Migration Strategic Plan 2012-2021; National program for the Asylum, Migration and Integration Fund for the period 2014-2020; National Implementation Plan for the Global Compact on Migration.	The normative provisions are constructed according to gender-neutral language avoiding the use of feminine and masculine. Nevertheless, it is possible to identify in some instruments a more accentuated concern about gender and that derives from obligations assumed at international and national level.
Slovenia	There is a certain inability of organizations to adopt policies on diversity management given the lack of skills associated with cultural sensitivity. For example, whereas workplaces are bound to become more and more diverse, the predominant approach towards diversity in workplaces in Slovenia tends to either dismiss cultural diversity as inconsequential or treat it as a nuisance that needs to be dealt with.	Integration/inclusion programs are developed mainly through NGOs, associations and activists who assume the main role that state institutions must play in terms of information and support to facilitate (social) integration.	The concepts of social inclusion are not gender specific and therefore pertain to migrant men and women. Most laws and policies adopt a gender blind approach which results in migrant women's specificities frequently remaining invisible and as such not highlighted in policy approaches that would facilitate integration.
Spain	In Spain, the "Organic Law 4/2000, of January 11, on the Rights and Freedoms of Foreign Nationals in Spain and their Social Integration" (subsequently amended by LO 8/2000, LO 14/2003, LO 2/2009, LO 10/2011, RDL 16/2012 and Judgement 13/2021) is the basic norm that regulates the integration of foreigners. It regulates that public administrations have	The policy of integration of immigrants carried out by the Secretary of State for Migration, through the General Directorate of Inclusion and Humanitarian Care, aims to promote the full integration of foreigners into Spanish society, within a framework of coexistence of diverse identities and cultures with no limit other than respect for the Constitution and the law. Within this regulatory framework and	At the national level, there are a number of plans, programs and projects, of a public nature, that pursue the integration of migrant women, addressed directly or indirectly. Although, there are not many measures that are aimed at migrant women and in this sense we must continue working to offer specialized care with a gender focus.

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	competence in migration matters and in promoting the social integration of migrants through transversal policies, equality between women and men, as well as non-discrimination.	with the main objective of strengthening social cohesion, work is being done on the elaboration of a new Strategic Plan for Civics and Integration. The Plan, which is aimed at all citizens, takes up the wake of the previous Plans: the PECI 2007-2010 and PECI 2011-2014 and its guiding principles: equality, citizenship, interculturality and inclusion. The Plan shall constitute a programmatic framework to promote the integration of immigrants, applicants and beneficiaries of International Protection.	

General ideas
It is observed how the form and the models to manage migrations vary from one context to another. This aspect is essential to analyze the integration policies and measures developed in each of the countries. In the analyzed contexts, at least one representative of each of the predominant models has been observed. For example, the multicultural model in France, the intercultural model in Portugal and the assimilationist model in Italy. In relation to the model, it is important to highlight the discrepancies that exist between the model that is theoretically promoted in the country and the model that is actually implemented (see the case of Portugal). For this reason, it is very difficult to identify a single model in a country, since there are usually hybrid measures. In relation to gender issues, a great disparity has been observed. While in countries like France it is considered a general priority, there are other countries like Italy or Slovenia where gender issues are not considered. This makes us reflect on the importance of continuing to work on the gender approach to make visible the need to include this perspective in any program or policy that is developed in the area of migration.

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Downloadable Documents

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LEARNING OBJECTS/PRACTICAL ACTIVITIES

Learning objects/practical activities
In Module 1, we have covered different concepts to be taken into account in order for a foreign person to feel welcome in the host society. ***Duration: 45 minutes*** ***Objectives:*** • *Differentiate the concepts of inclusion, integration and sense of belonging.* • *Identify and analyse the different models of attention to cultural diversity.* • *To understand the importance of the gender perspective as a fundamental element in the reception model.* For a better understanding of the different concepts covered, we propose these practical activities*:* **Activity 1: Taking into account the definition of the key concepts:** - Differentiate by explaining in your own words the concepts of "inclusion" and "integration", giving examples of each. - Reflect on the concept of "feeling of belonging". How can we know if this feeling is generated in the process of inclusion of a migrant person? Does participating in an association, cultural movement, sports team or any other specific group have an influence? - In the concepts of "inclusion, integration and feeling of belonging", value the importance of including the gender perspective as a key element. **Activity 2: In accordance with the models of attention to cultural diversity, according to what has been studied in the module:** - List how many types of models there are. - Make a comparative table taking into account the characteristics of each model. The gender perspective as a key element in the reception model. Do you think it is important to introduce it in international treaties? What kind of measures can be effective to favor the inclusion of migrant women in the host society?

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VOICES OF IMMIGRANT WOMEN

Project Number: 2020-1-ES01-KA203-082364

Training Course
Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

Module 2
Legal and Policy Framework of Social Inclusion of Migrant Woman

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Introduction

The scenario in the video is the difficult situation of a migrant woman: her asylum demand has been denied and she should be sent back to her country according to the law, while her son is still enrolled in school and she would soon give birth to her second child. Lack of supports, she points out also the application of the law is random since her friends in the same situation hadn't been sent back and success to get the resident permit through other means.

Her situation interrogates the notion of inclusion through this dilemma situation between human rights of well-being (especially for her son) and legal situation for those who cannot stay in the host country pursuing the migration dream.

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Chapter 1. International Treaties

Universal and inalienable rights

On December 10, 1948, the 58 Member States in the General Assembly adopted the Universal Declaration of Human Rights. The General Assembly of the United Nations proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction. The principle of the universality of human rights is the cornerstone of international human rights law. Article 1 of the Universal Declaration of Human Rights states that **"all human beings are born free and equal in dignity and rights**. **Non-discrimination**, proclaimed in Article 2, guarantees this equality. Non-discrimination permeates all international human rights law. The principle is present in all major human rights treaties. It is also the central theme of two core instruments, the International Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Elimination of All Forms of Discrimination against Women.

Women's place in development issues

Gender equality is an international right recognized by the United Nations. Gender equality is not only a fundamental human right, it is also a necessary foundation for a peaceful, prosperous and sustainable world. The 2030 Sustainable Development Flagship and its 17 Sustainable Development Goals (SDGs), which world leaders adopted in 2015, provide a roadmap for progress that is sustainable and leaves no one behind. **Gender equality is listed as a specific goal under SDG #5 Achieving gender equality and empowering women is integral to each of the 17 Goals.** Indeed, women face specific discriminations, inequalities and violence that represent obstacles to sustainable development. Gender mainstreaming in the Sustainable Development Goals should allow the inclusion of women as key actors.

The Global Compact for Safe, Orderly and Regular Migration

The Global Compact for Migration represents a historic opportunity to improve international cooperation on migration and strengthen how migrants and migration contribute to sustainable development. Adopted on 19 December 2018 in its resolution 73/195 by the United Nations General Assembly, the Global Compact for Migration aims to contribute to **migration management that respects human rights by taking into account the rights of migrants.** Non-legally binding, it is based on values such as State sovereignty, shared responsibility, non-discrimination and human rights, and recognizes the need for a cooperative approach to optimize the global benefits of migration, while taking into account the risks and challenges faced by migrants and communities in countries of origin, transit or destination.

The video allows us to conclude with the idea that although it is currently difficult to measure migrants' rights in practice, the inclusion of migration-related issues in the Sustainable Development Goals (SDGs) and the call for a Global Compact on Migration can contribute to improving the means of assessing states' compliance with international legal obligations and improving the reception conditions of migrants.

Online Resources

Legal instruments on international migration

https://www.un.org/en/development/desa/population/publications/pdf/migration/migrationreport2013/Chapter3.pdf

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This document presents the international legal instruments relating to migration and respect for human rights

International migration law : Glossary on migration
https://publications.iom.int/system/files/pdf/iml_1_en.pdf
This glossary attempts to serve as a guide to the mire of terms and concepts in the migration field, in an effort to provide a useful tool to the furtherance of such international cooperation.

Women and sustainable development goals
https://sustainabledevelopment.un.org/content/documents/2322UN%20Women%20Analysis%20on%20Women%20and%20SDGs.pdf
The publication showcases how women are affected by each of the 17 proposed SDGs, as well as how women and girls can will be key to achieving each of these goals.

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Chapter 2. International Treaties from a Gender Approach

The inclusion of a gender dimension in international treaties such as the Universal Declaration of Human Rights or the Sustainable Development Goals is fundamental to the implementation of inclusive policies and sends a strong message at the national and international levels that women's rights are human rights. This inclusion demonstrates a political commitment to advancing gender equality and ending discrimination. The HIV/AIDS pandemic, for example, demonstrated that there can be no effective response without a coordinated international response and the inclusion of a gender dimension to ensure that no one is left behind.

Ensuring women's participation and representation in the planning and decision-making of any crisis response, conducting gender impact assessments, implementing gender-responsive budgeting, promoting women's participation in diplomatic careers, operations and peace negotiations, and investing in sex-disaggregated data collection and research are essential measures contributing to a strong and inclusive gender dimension of international women's policy.

Gender Inclusion: A Priority in International Policy

In recent decades, women's rights have been enshrined in legislation at the national level and in international treaties. Tangible progress has been made in several areas and women's rights have been officially recognized as human rights. The Beijing Declaration and Platform for Action marked a turning point in the struggle for gender equality. The year 2021 is also the 21st anniversary of the United Nations Security Council Resolution 1325, which has become the normative framework for the women, peace and security agenda. Placing gender equality at the center of international politics is part of an inclusive vision of the international community that is compatible with and contributes to the implementation of the United Nations 2030 Agenda for Sustainable Development, which has gender equality as its global and specific objective. In order to show its interest in the issue of women's inclusion, the international community will put in place specific conventions in favor of women's rights:

- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, adopted in 1979 and entered into force in 1981) is undoubtedly the most important international law convention on women's rights. **It includes a general and absolute prohibition of discrimination** as well as detailed provisions about what signatory states must do to prevent discrimination against women.
- The Declaration on the Elimination of Violence against Women (1993), adopted by the UN General Assembly following the Vienna Human Rights Conference, also contains details on violence against women. **It is not legally binding, but has a strong symbolic value.**
- To this we can add the implementation by the UN Commission on Human Rights of actions that aim to provide detailed reports on the situation of women in the world:
- The Special Rapporteur on violence against women, appointed in 1994 by the UN Commission on Human Rights, publishes a detailed report every year on the situation in the world.
- The Platform for Action of the World Conference on Women in Beijing in 1995 **named specific objectives in a number of areas, including violence against women, poverty, education, girls' rights**, etc. This document is not binding. This document has no binding force in international law, but nevertheless plays an important role as a reference system, among other things because it represents a political and moral commitment for the signatory states.

At the regional level, specific conventions protect women against violence:

- The Inter-American Convention on the Prevention, **Punishment and Eradication of Violence against Women** (also known as the "Convention of Belém do Pará"), adopted on September 6, 1994 by the Organization of American States and entered into force on May 3, 1995.
- The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (also known as the "Maputo Protocol") was adopted on July 11, 2003 by the African Union and

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entered into force on November 25, 2005. The document formulates, in a total of 31 articles, **specific rights for the protection of women and girls in Africa** taking into account socio-cultural conditions.

- The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (also known as the Istanbul Convention), adopted on May 11, 2011, is the first European treaty specifically addressing violence against women and domestic violence.

Online Resources

Text and context : evaluating peace agreements for their »gendre perspective »
https://wps.unwomen.org/pdf/research/Bell_EN.pdf
This document presents a reflection of the implementation of the United Nations Security Council Resolution 1325 on the importance of gender mainstreaming in peace issues

Women's rights are Human rights
https://www.ohchr.org/Documents/Publications/HR-PUB-14-2.pdf
This publication provides an introduction to women's human rights, beginning with the main provisions in international human rights law and going on to explain particularly relevant concepts for fully understanding
women's human rights and the inclusion of women.

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Chapter 3. European Regulations on Social Inclusion and Citizen Participation of Migrant Women

The migrant women should often face a "double disadvantage" related to their status as women and immigrants. Research indicates that migrant women still face difficulties in participating in the education system and at the labour market, as well as in obtaining decent housing and accessing healthcare. They are at greater risk of poverty or social exclusion than host country nationals, even when they are employed.
Since several years, great attention has been paid to gender equality at the EU level, as shown by the 2020-2025 EU Gender Equality Strategy. We can observe an increasing recognition of the importance of taking a cross-cutting intersectional approach when it comes to the inclusion of women, and the awareness of particular challenges and barriers that migrant women should overcome in the EU. Precisely, in the EU policies on the gender inequalities, four main issues are identified: **labour market participation, deskilling and the informal economy; family reunification; international protection; and gender-based violence.**

- The EU Action Plan on Integration and Inclusion (2021-2027)

This plan integrates the gender dimension in EU integration policies and emphasizes the need to have more concerted action in the aims to strengthen the integration of migrant women. It takes mainstreaming gender as a key principle and value to guide the plan actions. The priorities are given to promote women's participation in the labor market and to support migrant women when accessing healthcare. A greater importance of equal opportunities is given to the migrant women's participation in the society on terms of social integration and participation. The plan put forward an integrated approach to the inclusion of migrants, which includes connecting employment promotion programs with initiatives providing access to social services, health or childcare and logistical support. It aims to combine different focus when it comes to the integration of migrant women: **labour market integration, social integration, and discrimination and access to rights**. Additionally, it has the ambition to connect with other EU strategies such as the European Pillar of Social Rights, the EU's Anti-racism Action Plan and the Gender Equality Strategy.

- ***The EU's Gender Equality Strategy 2020-2025***

This multi-annual political strategy has priority to integrate a gender perspective in all EU policies and processes and promotes an intersectional approach in gender **equality policies**. It plans to fund and support women and girls in the asylum and integration process and those who are victim of violence.

- The European Pillar of Social Rights (EPSR)

This commitment fosters equal opportunities in the labour market and for all to benefit from their rights and participate in society, regardless of their gender and their background.

- The European Semester and recovery and resilience plans

The actual pandemic has provided clear evidence of the persistent inequalities between women and men and the key role played by the migrant workers, especially migrant women on the front line in the basic services such as care workers, nurses, shop workers etc. The worrying increase in domestic violence, the disadvantage of gender in the labour market for women has also been highlighted very concretely since the beginning of the pandemic.
The European Semester and recovery and resilience plans intend to support female labour market participation, including the migrant women.

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Online Resources

The EU action plan on integration of third country nationals
https://www.solidar.org/system/downloads/attachments/000/000/666/original/80_Briefing_Together_for_Social_Europe_The_EU_action_plan_on_integration_of_third_country_nationals.pdf?1487062481
This document presents a reflection on the constitution of fair and egalitarian European societies that translates into the inclusion of migrant women in the participation of the citizen life of the host countries.

OCDE/ EU, Indicators of Immigration Integration 2015
http://www.oecd.org/els/mig/Indicators-of-Immigrant-Integration-2015.pdf
This document presents the indicators of immigrant integration in the countries of the European Union.

Communication from the Commission to the European Parliament, the Council, the European and Economic
Social Committee and the Committee of the Regions. A Union of Equality: Gender Equality Strategy 2020-2025.
https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152

Triple Disadvantage? A first overview of the integration of refugee women
https://read.oecd-ilibrary.org/employment/triple-disadvantage_3f3a9612-en#page1
This report analyses the integration of refugee women and presents a quick overview

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Chapter 4. Practical Approach at the National Level

Greece

The Migration and Social Integration Code (Law 4251/2014) is currently the basic law regulating integration in Greece, and it has addressed issues pertaining to residence permits and access to the labour market. The 2019 National Integration Strategy identified the promotion of integration of female immigrants in the education system, labour market integration and access to public services, among others, as important components of the integration of female immigrants and beneficiaries of international protection. The 2021 National Integration Strategy underlines the need for the pre-integration of asylum applicants.

Goal 1: Ensuring Security and Protection includes: Objective 1: Ensure a safe living environment, especially for women, children and people with increased needs care and reception. Objective 2: Timely detection and case management chronic mental health problems and/or disabilities. Objective 3: Promote sexual and reproductive health.

Goal 2: Rights defense and securing access to education and public service includes: Objective 1: Enhance access to formal and non-formal education. Objective 2: Ensure access to comprehensive and accurate rights and obligations information. Goal 4: Promoting the European Lifestyle includes: Objective 1: Familiarity with democratic institutions and the concept of the Rule of Law. Objective 2: Raise awareness of the principle of non-discrimination, respect for diversity and cohesive societies. Objective 3: Promote the development of skills related to everyday life. The 2021 National Integration Strategy underlines the need for the social integration of beneficiaries of international protection. Goal 1: Short-term and targeted support for the autonomy of beneficiaries of international protection. Quick actions and programs for providing services to refugees from refugees. Objective 1: Development of rapid programs with two-way refugee participation (Refugees to Refugees).Objective 2: Develop intensive programs to facilitate direct access to the labor market. Goal 2: Ensuring their rights Beneficiaries of international protection includes: Objective 1: Promote physical and mental health and well-being. Objective 2: Ensure access to school education for minors or evening school for adults. Objective 3: Enhance employability and access to employment. Objective 4: Ensure access to reliable information and services. Goal 5: Create housing opportunities.

References

Fouskas, T., Martiniello, M., Koulierakis, G., Economou, C., de Maio, A. and Mine, F. (2020). Annual Report 2019 on Migration and Asylum in Greece: National Report: Part 2 and Statistics Annex. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration and Asylum/European Commission/European Migration Network.

https://ec.europa.eu/home-affairs/document/download/69914d51-b606-447b-95f3-2e4af9f982a2_en

The Annual Policy Report of 2019 aims at informing the Member-States and the European Commission on all the developments that took place in the year of 2019, in the areas of migration and asylum in Greece.

Government Gazette (2014). Law No 4251 Immigration and Social Integration Code and other provisions. Athens: National Printinh House.

https://www.mfa.gr/images/docs/ethnikes_theoriseis/2015/metanast.pdf

The link provides access to the Immigration and Social Integration Code.

Ministry of Migration and Asylum (2019). National Integration Strategy. Athens: National Integration

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Strategy.

https://migration.gov.gr/wp-content/uploads/2020/05/B6.-Εθνική-Στρατηγική-2019.pdf

This link provides access to the 2019 National Integration Strategy of Greece.

Ministry of Migration and Asylum (2021). National Integration Strategy. Athens: National Integration Strategy.

https://migration.gov.gr/wp-content/uploads/2021/11/Εθνική-στρατηγική-για-την-κοινωνική-ένταξη-2021.pdf

This link provides access to the 2021 National Integration Strategy of Greece.

Spain

A number of measures in Spain follow the European recommendations on the inclusion of immigrants. One example is the "National Programme for the Asylum, Migration and Integration European Fund" (2014-2020). It has set, among others, the following objectives: To establish and develop integration strategies that cover different aspects of the dynamic bidirectional process with the host society. They take into account the integration needs of third-country nationals and address the specific needs of different types of migrants. Of note, this Programme contemplated the possibility of specific measures for migrant women.

Moreover, it is worth mentioning the "State Pact against Gender Violence", approved in 2017, which transfers to Spain the responsibility of implementing the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). The purpose is to guarantee the system's improvement and perfecting, in order to eradicate gender violence, regardless of the political party in power. This Pact contemplates, in axis 3, the need to review victim support plans, with a particular focus on vulnerable women groups, such as migrant women. Measures include involving migrant women in the design of specific policies and proposing specialised measures for migrant women in an illegal situation.

With respect to gender violence, the "Organic Law 1/2004, of 28 December, on Comprehensive Protection Measures against Gender Violence", establishes, among its priorities, the management of the specific situations undergone by foreign women. To this end, article 17 recognises the objective of guaranteeing the rights of women victims of gender violence regardless of their origin, religion or any other personal or social circumstance.

Also of note is the "Resolution of 29 December 2020, of the General Civil Service Secretariat, which publishes the Agreement of the Council of Ministers of 9 December 2020, approving the Third Plan for gender equality in the General State Administration and in linked or dependent Public Bodies". Its goals include the removal of all forms of discrimination and violence against women; the recognition and valuing of domestic and care work, as well as the promotion of co-responsibility; and ensuring the full and effective participation of women and equal leadership opportunities at all levels.

It is important to name the "Second National Action Plan for Women, Peace and Security" (2017-2023), which establishes women's rights as a priority among its principles.

Finally, some programmes specifically aimed at the integration of migrant women are being implemented, such as the "Sara Programme" of the Women's Institute. The latter aims to improve the quality of life of immigrant women, through better training in social participation and, in particular, employment.

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An illustration of the implementation of some measures that favour the inclusion of immigrant women in Spain can be found in the success story "From Ivory Coast to Spain: conquering freedom", accessible in the VIW Case Studies Map, available at https://viw.pixel-online.org/case_view.php?id=MTc=.

References/Online Resources

How to address the integration of immigrant women. A guide for Public Administrations https://www.inmujeres.gob.es/observatorios/observIgualdad/estudiosInformes/docs/011-integracion.pdf

This report presents a study of existing support programmes for migrant women across different domains of action in Spain.

V Report on psychosocial support to migrant women by Red Acoge

https://redacoge.org/wp-content/uploads/2020/11/5_-Mujeres-migrantes-y-refugiadas_v03_baja.pdf

This document is the outcome of research on the situation of migrant women in Spain. It aims to facilitate the incorporation of the gender perspective in migration policies and the interventions of organisations.

France

Over the last ten years, migrant women have become a priority for integration policies in France. This construction of "immigrant women" as a category of public action is reflected in legislative measures, in the implementation of national and local programs and in the development of specific actions in the field of associations and social intervention. Thus, the issue of "immigrant women", considered a public priority, falls within the scope of both integration policy and women's rights policy.

The French government, in accordance with international treaties, is setting up an organizational approach to integration policy to take into account the different sectors of integration policy for migrant women in France. In terms of labor market integration and access to employment, national guidelines and priorities specifically take into account migrant women, as evidenced by the "action plan for the recognition of skills of newcomers and access to employment for foreign women. This consideration is the result of a development of the national integration strategy and the orientations pronounced by the Inter-ministerial Committee on Integration (C2I) and the Inter-ministerial Committee on Immigration and Integration (C3I) in 2018 and 2019.

To support the inclusion and civic participation of migrant women in France, funding is made available. At the national level, in 2020, four projects specifically targeted newcomer women and the professionals who accompany them. They addressed the themes of support towards employment and access to rights (in particular female genital mutilation, early marriage, violence against women). In 2021, six projects in favor of women have been subsidized for their support towards employment, professional training, access to rights and learning French in addition to the training provided under the Republican Integration Contract. Some projects include a childcare solution.

At the territorial level, in 2020, 35% of migrant women benefited from integration actions (employment, learning French, including for professional purposes, access to rights, appropriation of the principles of the Republic and the customs of French society). For example, the State has supported a large number of projects at the regional level for the professional integration of newcomer women. These projects, like the ones run by the associations UniR Universités & Réfugiés in Ile-de-France, CIDFF in Haute-Savoie or Retravailler in Moselle, include a diagnosis of acquired skills, a validation of acquired experience or comparability of the foreign diploma via ENIC NARIC. Another example is a job discovery program for

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newcomer women, including 10 days of training and 10 days of internship in partner companies.

An Integration Week for migrant women was organized throughout France in October 2021, in order to promote the initiatives of all actors, ministries, local authorities, associations, and companies, committed to integration. This week was an opportunity to present the comprehensive support system "Empower My Mama", dedicated to the empowerment of women, to enable them to become independent and entrepreneurial women.

References/Online Resources

How the French understand immigrant integration and citizenship

https://www.ifri.org/sites/default/files/atoms/files/bertossi_immigrant_integration_2020.pdf

This article analyzes the issues of immigration and citizenship through the example of France.

Equal rights. Equal Voices. Migrant Women's integration in the labour market in six European cities/ A comparative approach

https://www.womenlobby.org/IMG/pdf/enomw_and_ewl_research_study_migrant_women_s_access_to_labourmarket_march_2012.pdf

The objective of the study is to produce a comparative report on the integration of migrant women into the labor market. By examining the specific impact that local, regional and national integration policies have had on migrant women.

Italy

Legal framework. The ***Italian Constitution*** (1948) devotes a few paragraphs to the notion of ***sex*** ("gender" was not in use at the time), ***women*** and ***foreigners***, in terms of equal rights and social dignity for all.

Until the 1980s, the prevailing legislative and political approach to migration was the one seeing Italy as a land of emigrants. The evolution of **Italian immigration laws** has started in the mid-1980s:

- the **Law 943/1986** was the first act dealing with *recruitment and treatment of non-EU immigrant workers, and fight against illegal immigration*;
- the ***Martelli Law***, 39/1990, brought in *provisions on political asylum, entry and stay of non-EU nationals and stateless persons*;
- ***Turco-Napolitano Law***, 40/1998;
- ***Bossi-Fini Law***, 189/2002;
- following years (2008, 2009, 2018-2019) were marked by increasingly restrictive decree laws, known as ***Security Packages*** or *Security Sets*, on *immigration* and *public safety*;
- the latter were partly modified by the ***Law 173/2020*** on *immigration and international protection*, and the ***New Pact on Migration and Asylum*** (2021).
-

A certain **gender perspective** in migration management is identifiable in the Law 189/2002, though ***in terms of labour***, namely: migrant women were associated to particular fields of occupation, hence regulated as domestic workers and caregivers, often being female.

Integration policies. In Italy, immigration and asylum are dealt with by the **Ministry of the Interior**, meaning that no specific Ministry to be dedicated to these phenomena exists. The ***Department for Civil Liberties and Immigration***, within the Ministry, covers functions and duties pertaining to the protection of civil rights relating to immigration, asylum, citizenship, minorities, and religious groups. Among other

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operational divisions, the Department hosts: ***Central directorate for migration policies***, including the Authority for Asylum, Migration and Integration Fund (National AMIF Programme, 2014-2020), and ***National Commission for the right to asylum***.

Perceptions. As from the enactment of the first immigration act in Italy, the phenomenon has been primarily and increasingly approached ***in terms of labour and public safety***, which is evident both in laws and policies. Reflected in public opinion, similar ***approaches, perceptions and opinions***, identifying them ***in terms of labour and security, fear and emergency***, often surround immigration, i.e. migrants themselves.

The whole situation has brought about creating a decentralised system of **social inclusion services** for migrants. A large part of ***services*** and ***initiatives***, including collaborative projects, assistance programmes and sociocultural activities involving migrant women and men, are developed at ***various territorial levels*** (esp. local/regional), distributed through ***territorial networks*** and implemented by the ***third sector***.

"Achievement is a Balance between Luck and Sacrifice" https://viw.pixel-online.org/case_view.php?id=NDM=: this is a story about a highly skilled woman who, accordingly, has no problems with social nor labour inclusion: we selected this story to show how, event in such a favourable condition, an ex-EU national may face long bureaucratic procedures, difficulties in gathering necessary documentation, and recognising her professional qualifications.

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Freedman J., 2016, Engendering Security at the Borders of Europe: Women Migrants and the Mediterranean 'Crisis', *Journal of Refugee Studies 29*(4), pp. 568-582.
(https://academic.oup.com/jrs/article/29/4/568/2453266)
The dangers facing migrants attempting to reach the EU by boat have been highlighted in many reports and media articles. However, although more and more women are among those trying to reach Europe, little attention has so far been paid to the gendered nature of the insecurities facing these migrants.

Amicolo R., 2018, Tra garanzie e lacune. La dimensione di genere nella gestione dei richiedenti asilo in Italia, *DEP – Deportate, esuli, profughe 36*, pp. 128-146.
(https://www.unive.it/pag/fileadmin/user_upload/dipartimenti/DSLCC/documenti/DEP/numeri/n36/11_Amicolo.pdf)
The article sets out to underline the distance between the formal defence and the substantial protection of refugees who are victims of gender violence. On the one hand, it underlines the gaps and the deficiencies of the governing law; on the other, it brings the possible and concrete solutions into focus.

Giorgi A., Vitale T., 2017, *Migrants in the public discourse: Between media, policy and public opinion*, in S. Marino, J. Roosblad, R. Penninx (ed.), *Trade Unions and Migrant Workers*, chapter 4, Edward Elgar Publishing, pp. 66-89.
(https://www.academia.edu/29459986/MIGRANTS_IN_THE_PUBLIC_DISCOURSE_BETWEEN_MEDIA_POLICIES_AND_PUBLIC_OPINION)
In this chapter, the authors especially look at the overall political climate, political parties' agendas and alignments, and master frames and major dynamics of public opinion.

Aida, Ecre & Asgi, *Overview of the Legal Framework, Italy* [Last updated: 03/06/21].
(https://asylumineurope.org/reports/country/italy/overview-legal-framework/)
This site brings main legislative acts relevant to asylum procedures, reception conditions, detention and content of protection in Italy.

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Camera dei deputati, Servizio Studi, XVIII Legislatura: *Immigrazione*, 18 marzo 2021.
(https://www.camera.it/temiap/documentazione/temi/pdf/1105627.pdf?_1557674616893)
This document brings a thorough analysis of Italian immigration laws and regulatory acts.

***Immigration policies in Italy*, in: Struggles in Italy**
(https://strugglesinitaly.wordpress.com/equality/en-immigration-policies-in-italy/)
This online paper analyses immigration policies and legal framework in Italy up to more recent developments in the field.

Portugal

From international law to national law

This chapter will describe the Portuguese national legislation regulating integration and inclusion policies in the field of migration. Three levels of analysis will be addressed: (i) the recognition of general international law and conventional international law in the Portuguese legal system; (ii) national regulations that adopt integration and inclusion policies; (iii) national regulations that demonstrate a concern with gender issues.

As regards point (i), Article 8 of the Constitution of the Portuguese Republic contains clauses incorporating rules of international law. The automatic reception rule (article 8/1) determines that norms from general international law are automatically incorporated into the national legal system. Norms deriving from conventional international law (article 8/2), on the other hand, must go through an internal ratification procedure. As an example of the first case, there is the Universal Declaration of Human Rights, which contains imperative *ius cogens* norms, and unable of being derogated. The example that illustrates the second situation is given through the Convention on the Elimination of All Forms of Discrimination against Women. According to the constitutional precept of article 8 these international norms are part of the Portuguese legal system and, therefore, susceptible of application by the judicial bodies.

In point (ii), it is important to enhance the regulation resulting from the approach of integration and inclusion in the field of migration. The following instruments are of particular importance: The National Implementation Plan of the Global Pact on Migration and the Strategic Plan for Migration 2015-2020. These two mechanisms work on the issues of integration and inclusion through measures aimed at immigrant integration policies, policies to promote the integration of new nationals, policies to coordinate migratory flows, policies to strengthen migratory legality and the quality of migratory services and policies to encourage, accompany and support the return of emigrant national citizens.

With regard to point (iii), it is important to underline the Asylum, Migration and Integration Fund (AMIF) designed to support the reception capacity of immigrants, improve the quality of asylum procedures and promote the integration of immigrants at local and regional level. A specific program, produced through the Creation of the Project Team on Intersectional Inequalities (Deliberation No. 227/2019) aims to develop and implement gender-sensitive integration policies for migrants, refugee persons and asylum seekers, with particular attention to situations where different inequalities intersect. This team has the main attribution of transversals gender issues in policies, activities and services for integration of migrants, including refugees and gypsies.

The case study that best illustrates this chapter is the success story “It’s a love story, yes”. The story is accessible in https://viw.pixel-online.org/case_view.php?id=NDE=.

References

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Migrant Integration Policy Index 2020 - Portugal
https://www.mipex.eu/portugal
Information on integration policies in various fields, among which anti-discrimination measures, education, nationality and access to health.

Migrantes - PLANOS DE INTEGRAÇÃO PARA MIGRANTES
https://www.om.acm.gov.pt/documents/58428/183863/Revista+Migra%C3%A7%C3%B5es+13.pdf/e28a232a-29e2-4345-8d63-0f7651ffd25f
This article refers to a comparative analysis between Australia's immigration programme and the good practices for Portugal's Strategic Plan for Migrations (pp 89-108).

Slovenia

The basic framework for migration and integration policies in Slovenia is provided in the Foreigners Act, which regulates permission to stay by distinguishing between temporary and permanent residence status. The Constitution also defines the right to asylum, which is further defined with the International Protection Act. In Slovenia, migration policy falls within the domain of the Ministry of the Interior that is responsible for asylum and migration. Its Migration and Integration Directorate primarily operates within the discursive context of state security, control and management of migration (Bajt and Frelih 2019). In 2017, a special Government Office for the Support and Integration of Migrants (Sl. OUIM) was established, taking over part of responsibilities that were previously under the authority of the ministry. Devising policies and administrative procedures for obtaining the status of international protection remain under the jurisdiction of the Ministry of the Interior. Despite its broad name, the UOIM is only responsible for asylum seekers and people with recognised status of international (refugee or subsidiary) protection. In 2021 this number was around 600 persons in total. The vast majority of foreigners in Slovenia, namely, are not asylum seekers and beneficiaries of international protection, hence integration measures in this regard remain without a public body that would be responsible for their implementation. Also, local communities do not have formal power to implement integration policy, though it is in actuality conducted at the local community level and sustained by various non-governmental sector programmes and short-term projects (Ladić et al. 2020).

In 2019, Slovenia adopted a new strategy in the field of migration, which also addresses integration. It underlines the importance of a holistic approach: cooperation and complementarity of all actors in the formulation and implementation of policies and practices. Integration is therefore formally recognised as a complex process involving various fields, including protection against all forms of discrimination. Slovenia emphasizes gender equality as an integral part of all the goals of the Agenda 2030. Women from ethnic minorities and immigrants are included in the Slovenian resolution on gender mainstreaming.

Social inclusion remains heavily skewed towards the official understanding of integration through the labour market and linguistic proficiency. This means most integration policies are geared towards economic integration (i.e. employment) and cultural "acceptance" through Slovenian language learning. Both primarily cater to the paradigmatic male immigrant and were not designed for female migrants whose life situations still frequently preclude their labour market integration due to insufficient public childcare or, at the same time, preclude them from attending language classes due to care work.

To end this chapter, we make available to students the following success story starring a migrant woman in Slovenia and entitled "Integration as a project" accessible at: https://viw.pixel-online.org/case_view.php?id=OA==. This success story illustrates the actual bureaucratic obstacles that migrant women face upon migrating to Slovenia, as well as active strategies to overcome the hurdles.

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References

Bajt, V. and Frelih, M. (2019). Crimmigration in Slovenia. Two Homelands 49 (7-25). Doi: 10.3986/dd.v0i49.7251.

Ladič, M., Bajt, V. and Jalušič, V. (2020). National Integration Evaluation Mechanism: Slovenia. Report for 2018. Ljubljana: Peace Institute.

EWSI – European Website on Integration: Slovenia. Brussels: Migration Policy Group. Available at: Governance of migrant integration in Slovenia | European Website on Integration (europa.eu)
The European Website on Integration (EWSI) is an initiative of the European Commission and falls under the responsibility of the Directorate-General Home Affairs and Migration. The website is the only EU-wide source bringing up-to-date information and good practices on migrant integration for policy makers and practitioners.

MIPEX – Migrant Integration Policy Index: Slovenia. 2020. Brussels: Migration Policy Group. Available at: Slovenia | MIPEX 2020
The Migrant Integration Policy Index (MIPEX) interactive website is a unique tool which measures policies to integrate migrants in countries across six continents, including all EU Member States (including the UK), other European countries (Albania, Iceland, North Macedonia, Moldova, Norway, Serbia, Switzerland, Russia, Turkey and Ukraine), Asian countries (China, India, Indonesia, Israel, Japan, Jordan, Saudi Arabia, South Korea, United Arab Emirates), North American countries (Canada, Mexico and US), South American countries (Argentina, Brazil, Chile), South Africa, and Australia and New Zealand in Oceania. Policy indicators have been developed to create a rich, multi-dimensional picture of migrants' opportunities to participate in society. Specific indicators are available for Slovenia.

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CHAPTER 5: EUROPEAN DIMENSION

	FORMS AND MODELS ATTENTION TO CULTURAL DIVERSITY	BRIEF DESCRIPTION OF THE REGULATION
France	The construction of "migrant women" as a category of public action reflected in legislative measures in the last ten years. The issue of "immigrant women", considered a public priority, falls within the scope of both integration policy and women's rights policy.	The French government, in accordance with international treaties, is setting up an organizational approach to integration policy to take into account the different sectors of integration policy for migrant women in France. In terms of labor market integration and access to employment, national guidelines and priorities specifically take into account migrant women, as evidenced by the "action plan for the recognition of skills of newcomers and access to employment for foreign women. This consideration is the result of a development of the national integration strategy and the orientations pronounced by the Inter-ministerial Committee on Integration (C2I) and the Inter-ministerial Committee on Immigration and Integration (C3I) in 2018 and 2019.
Greece	* The Migration and Social Integration Code (Law 4251/2014) is currently the basic law regulating integration. **National Integration Strategy 2013 *** National Integration Strategy 2019 ****National Integration Strategy 2021	* It addresses issues related to residence permits and access to the labour market. ** Identified the promotion of integration of female immigrants in the education system, labour market integration and access to public services, among others, as important components of the integration. *** Underlines the need for pre-installation of asylum seekers, the need for the social integration of beneficiaries of international protection, among other actions.
Italy	* Italian Constitution (1948) **Law 943/1986 ***Law 39/1990, known as “Martelli Law” ****Law 40/1998, known as “Turco-Napolitano Law” *****Law 189/2002, known as “Bossi-Fini Law” ******Law 173/2020 on Immigration and international protection *******New Pact on Migration and Asylum (2021)	* Devotes a few paragraphs to the notion of sex, women and foreigners in terms of equal rights and social dignity for all. As from the enactment of the very first immigration law in Italy, the phenomenon has been primarily and increasingly approached in terms of labour and public safety (emergency). ** Law 943, first immigration law in Italy: the phenomenon is addressed in an emergency and non-organic manner, basically in terms of labour (regulating non-EU immigrant workers and fighting irregular immigration). *** Law 39, first organic law on immigration: introduces social measures for immigrants; specifies the rules of entry and stay in Italy, or rejection at the border; redefines refugee status. **** Law 40, first immigration law: the most consistent and organic immigration law so far intended to overcome the emergency approach. ***** Law 189: adds more control upon immigration, tightens the regulations against aiding and fostering illegal immigration, and introduces the System of Protection for Asylum Seekers and Refugees (SPRAR). Due to its rigidity, the Law 189 used to be repeatedly the object of criticism: yet, it has been followed by increasingly restrictive decree laws and legislative acts on immigration, known as “Security Packages” or “Security Decrees”. ****** Law 173 intervened on many issues, esp. in relaxing restrictive measures on immigration and integration. ******* A comprehensive approach to migration and to the right to

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		asylum and international protection.
Portugal	* Constitution of the Portuguese Republic (1976) ** The National Implementation Plan of the Global Pact on Migration and the Strategic Plan for Migration 2015-2020 *** The Asylum, Migration and Integration Fund (AMIF)	* Regulations that recognize international law. The rules of general international law are automatically incorporated into the national legal system. There are some specific International Conventions that need to be addressed through the ratification procedure. ** National legislation that adopts inclusion and integration policies. Various policies have been developed to promote integration. *** Legislation that considers gender issues. FAMI has a specific program that aims to develop and implement gender-sensitive integration policies.
Slovenia	* The Constitution of the Republic of Slovenia (1991) ** Foreigners Act (2011 … 2021) *** International Protection Act (2016 … 2021)	* Defines the right to asylum ** Regulates permission to stay by distinguishing between temporary and permanent residence status However, it is necessary to point out that since there is no specific regulation, there are multiple and diverse laws that, in some way, can allude to this issue.
Spain	* National Programme for the Asylum, Migration and Integration European Fund (2014-2020). ** Organic Law 1/2004, of 28 December, on Comprehensive Protection Measures against Gender Violence *** Third Plan for gender equality in the General State Administration and in linked or dependent Public Bodies **** Second National Action Plan for Women, Peace and Security" (2017-2023)	* Promote integration from a two-way approach. Specific measures are contemplated for migrant women. ** Special attention is paid to the case of foreign women. *** Promotes the elimination of all forms of discrimination and violence against women. **** Makes women's rights a priority.

General ideas

The summary table presented above shows how each of the countries analyzed has a regulation that promotes the integration of migrant women. Despite this, considerable differences are observed between each of the contexts. While some of the regulations/programs attend exclusively to the group of migrant women (see the case of France), there are others in which the specificities of migrant women are not considered (see the case of Slovenia).

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Downloadable Documents

The Core International Human Rights Treaties
https://www.ohchr.org/documents/publications/coretreatiesen.pdf
This publication reproduces the core universal human rights treaties in pocket size. It is based on the comprehensive compilation that the Office of the United Nations High Commissioner for Human Rights (OHCHR) published in February 2003: Human Rights: A Compilation of International Instruments – Universal Instruments.

The International Convention on Migrant Workers and its Committee
https://www.ohchr.org/documents/publications/factsheet24rev.1en.pdf
This document discusses the importance of international treaties focused on the protection of rights of migrant workers. It emphasizes the link between migration and human rights – a political topic that is attracting more and more attention around the world.

European Convention on Human Rights
https://www.echr.coe.int/documents/convention_eng.pdf
This document describes the various articles of law relating to the protection of human rights.

African charter on human and people's rights
https://au.int/sites/default/files/treaties/36390-treaty-0011_african_charter_on_human_and_peoples_rights_e.pdf
This document describes the various articles of law relating to the protection of human rights.

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LEARNING OBJECTS/PRACTICAL ACTIVITIES

Learning objects/practical activities

As developed in Module 2, we see the importance of guaranteeing human rights in any part of the world, and for any person, regardless of their origin, race, religion, sex, etc. We also see the need to include a gender approach to human rights, given the special vulnerability of migrant women.

Duration: 45 minutes

Objectives:

- *Understand Human Rights as universal and inalienable.*
- *Identify the purpose and importance of the UN Global Compact for Safe, Orderly and Regular Migration.*
- *Identify the need for a gender perspective in international and European treaties and policies.*

In order to reinforce the knowledge of this module, we propose the following activities.

Activity 1: Taking into account the recognition of gender equality in human rights:

- Mention the different international treaties that include a gender perspective. According to them, do you consider that the gender perspective is sufficiently introduced in an effective way?

- Looking at the analysis of the European legislation on social inclusion and civic participation of migrant women, what concrete measures do you know that are currently applied to favor the inclusion of migrant women? Give some examples.

- Based in the latest 2021 report of the UN Special Rapporteur on Violence Against Women(https://www.ohchr.org/EN/Issues/Women/SRWomen/Pages/SRVAW.aspx) Reflect on how a gender perspective can be included in the Universal Declaration of Human Rights, in 100 words approx.

Activity 2: **taking into account the reality of gender-based violence:**

- Watch this video on what to do in cases of gender-based violence for migrant women (available in several languages) provided by UNHCR at the following link: https://www.youtube.com/watch?v=aBDS4kMVeUU&list=PLcWbnvGj8a45UpDmSz1w3ibHH2X6N-ypS.

Do you think it is practical and understandable for a woman who comes from a sub-Saharan country, who has never been to school and who has never heard about the right to asylum?

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VOICES OF IMMIGRANT WOMEN

Project Number: 2020-1-ES01-KA203-082364

Training Course
Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

Module 3
Measures for the Social Inclusion of Migrant Women, Including Access to Residence and Citizenship

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VOICES OF IMMIGRANT WOMEN

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Introduction

The Module 3 addresses social inclusion of migrant women with emphasis on the access to residence and citizenship. It will also explore how the acquisition of citizenship links to integration policies in the Member States, and whether naturalisation is considered the end-point of an integration process or whether acquisition of citizenship is intended to facilitate integration. The EU measures on legal immigration cover the conditions of entry and residence for certain categories of immigrants. The acquisition of citizenship has been a topic of debate in many Member States in recent years, with the need to integrate migrants.

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Chapter 1. Citizenship and Residence. Key Concepts

What is residence? Residence permit is any authorisation issued by the authorities of an EU Member State allowing a non-EU national to stay legally in its territory, in accordance with the provisions of Regulation (EU) No 265/2010 (Long Stay Visa Regulation). The current approach consists of adopting sectoral legislation, by category of migrants, in order to establish a regular immigration policy at EU level. **Directive 2009/50/EC** on the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment created the 'EU blue card', a fast-track procedure for issuing a special residence and work permit, to enable third-country workers to take up highly qualified employment in the Member States. The **Single Permit Directive (2011/98/EU)** sets out a common, simplified procedure for third-country nationals applying for a residence and work permit in a Member State, as well as a common set of rights to be granted to regular immigrants. **Directive 2014/36/EU**, regulates the conditions of entry and residence of third-country nationals for the purpose of employment as seasonal workers. **Directive 2014/66/EU** refers to the conditions of entry and residence of third-country nationals in the framework of an intra-corporate transfer. **Directive (EU) 2016/801** refers to the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing. The status of third-country nationals who are long-term residents in the European Union is regulated by **Directive 2003/109/EC** as amended in 2011 to extend its scope to refugees and other beneficiaries of international protection. **Directive 2003/86/EC** sets out provisions on the right to family reunification.

What is citizenship? Citizenship is the particular legal bond between an individual and their State, acquired by birth or naturalisation, whether by declaration, choice, marriage or other means according to national legislation. The integration of third-country nationals has become an important policy topic in many Member States, not least as a result of the large number of new migrants who arrived in the EU in 2014-2016 and received international protection. When, how and under which circumstances a third-country national can acquire the citizenship of an EU Member State is an essential dimension of integration processes. The acquisition of citizenship can be seen as the final step of an individual's successful integration process, as an incentive for individuals to become part of a new society or both. Awarding citizenship is a prerogative of the Member States, which they must exercise having due regard to EU law. Member States solely are responsible for laying down the conditions for the acquisition of citizenship. However, citizens of a Member State also enjoy the rights of EU citizenship, including that of mobility and free movement across all Member States. As such, the determination of citizenship by one Member State implies a responsibility to all others. Three main modes of naturalisation exist: **i) Ordinary naturalisation, ii) Discretionary naturalisation on grounds of national interest; iii) Discretionary facilitated naturalisation on grounds of national interest. Acquisition of citizenship** refers to any mode of becoming a national, i.e. by birth or at any time after birth, automatic or non-automatic, based on attribution, declaration, option or application. **Naturalisation** means any mode of acquisition after birth of a nationality not previously held by the target person that requires an application by this person or their legal agent as well as an act of granting nationality by a public authority. **Ius sanguinis** refers to the determination of a person's nationality on the basis of the nationality of their parents. **Ius soli** refers to the principle that the nationality of a person is determined on the basis of their country of birth.

Online Resources

European Migration Network (EMN), 2020, Pathways to citizenship for third-country nationals in the EU. EMN Synthesis Report for the EMN Study 2019. Brussels: European Migration Network (EMN)/European Commission.
(https://www.emn.at/wp-content/uploads/2020/07/emn-synthesis-report-2020_pathways-to-

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citizenship.pdf)
The study provides a comparative overview of the existing schemes framing access to national citizenship through naturalisation for third-country nationals across the Member States of the European Union (EU).

European Parliament, 2021, Immigration Policy. Brussels: European Commission.
(https://www.europarl.europa.eu/factsheets/en/sheet/152/immigration-policy)
The material refers to a forward-looking and comprehensive European immigration policy, based on solidarity, is a key objective for the European Union. Immigration policy is intended to establish a balanced approach to dealing with both regular and irregular immigration.

Global Citizenship Observatory (GLOBALCIT)
(https://globalcit.eu/)
The Global Citizenship Observatory (GLOBALCIT) is an online observatory committed to fact-based and non-partisan analysis of citizenship laws and electoral rights around the world.

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Chapter 2. Citizenship Models, Active Participation and Social Movements

Bauböck (2003) argues that access to citizenship must be kept open if the resident population and the number of citizens is no longer equal because of continuing immigration. Unlike the rules for automatic citizenship at birth (ius soli and ius sanguinis) all rules for naturalisation in democratic states are based on the concept of voluntary affiliation.

Castles, de Haas and Miller (2014) mention that the central issues are: defining who is a citizen, how newcomers can become citizens and what citizenship means. In principle, the nation-state only permits a single membership, but immigrants and their descendants have a relationship to more than one state. Citizenship can be distinguished into the following types: **Imperial model:** definition of belonging to the nation in terms of being a subject of the same power or ruler. **Ethnic model:** Definition of belonging to the nation in terms of ethnicity (common descent, language and culture), which means exclusion of minorities from citizenship and from the nation. **Republican model:** definition of the nation as a political community, based on a constitution, laws and citizenship, with the possibility of admitting newcomers to the community, providing they adhere to the political rules and are willing to adopt the national culture. **Multicultural model:** The nation is also defined as a political community, based on a constitution, laws and citizenship that can admit newcomers. In this model they may maintain their distinctive cultures and form ethnic communities, providing they conform to national laws. All these ideal types have one factor in common: they are premised on citizens who belong to just one nation-state. Migrant settlement is seen as a process of transferring primary loyalty from the state of origin to the new state of residence. This process is symbolically marked by naturalization and acquisition of citizenship of the new state. Transnational theory argues that this no longer applies for growing groups of migrants. Thus, an additional ideal type of citizenship may be emerging: **Transnational model:** identities of the members of transnational communities transcend national boundaries, leading to multiple and differentiated forms of belonging. Also, dual or multiple citizenship is becoming increasingly common.

Delanty (1997) argued that citizenship can be seen in terms of four models which emphasize different dimensions of what membership of a political community entails: rights, duties, participation and identity: The Rights Model: Rights is a dimension to citizenship which is mostly stressed by liberals and refers to the rights citizens hold against the state; The Conservative Mode l: The classic duties of citizens to the state are: taxation, military service and education; The Participatory Model : The radical idea of citizenship stresses participation as an active process and something which cannot be reduced to duty; The Communitarian Model : For communitarians, citizenship is more than rights and duties but also involves issues of identification.

Martiniello (2006) identifies a typology of the various forms of immigrant political participation in the country of settlement: i) The geographic-political level of action; ii) State politics and non-state politics; iii) Electoral politics; iv) Parliamentary politics, v) Consultative politics; vi) Involvement in political parties; vii) Union politics; viii) Other pressure groups; ix) Ethnic community mobilisation.

Online Resources

Bauböck, R., 2003, Models of Citizenship and Rules of Naturalisation, in Layton-Henry, Z. and Wilpert, C. (eds). (2003). Challenging racism in Britain and Germany, New York: Palgrave Macmillan, 25-45.
(https://link.springer.com/chapter/10.1057/9780230506206_2)
The chapters highlights that granting citizenship is traditionally viewed as a key element of national sovereignty. Each state is free to define the criteria according to which new members are accepted.

Bauböck, R., (ed.), 2006, Migration and Citizenship Legal Status, Rights and Political Participation. IMISCOE Reports. Amsterdam: Amsterdam University Press.
(https://www.imiscoe.org/docman-books/375-bauboeck-2006/file)

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This volume summarizes current theories and empirical research on the legal status and political participation of migrants in European democracies.

Castles, S., de Haas, H., and Miller, M. J., 2014, The Age of Migration (5th ed.). New York: Palgrave McMillan, 66-68.
(http://www.age-of-migration.com/about)
The publication focuses on the contemporary international migration, it explains how migrant settlement is bringing about increased ethnic diversity and how it affects broader social, cultural and political change in destination and origin societies and examines the complex interactions between migration and broader processes of change in origin and destination societies.

Delanty, G., 1997, Models of citizenship: Defining European identity and citizenship, Citizenship Studies, 1:3, 285-303.
(https://www.tandfonline.com/doi/abs/10.1080/13621029708420660)
This article provides mentions that citizenship implies membership of a political community and is internally defined by rights, duties, participation, and identity. It has traditionally been subordinate to nationality, which defines the territorial limits of citizenship.

Martiniello, M., 2006, Political participation, mobilisation and representation of immigrants and their offspring in Europe, in Bauböck, R., (ed.), 2006, Migration and Citizenship Legal Status, Rights and Political Participation. IMISCOE Reports. Amsterdam: Amsterdam University Press, 84-112.
(https://www.imiscoe.org/docman-books/375-bauboeck-2006/file)
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Chapter 3. Key Strategies to Favor the Social Inclusion of Migrant Women in Their Diversity of Realities, from an Interdisciplinary and Intercultural Approach

The security of permanent residence may be a fundamental step on the path to full citizenship and better integration outcomes. The path to permanent residence is halfway favourable for integration in MIPEX countries (58/100). After 5 years, most residents can apply for a long-term residence status and rights equal to national citizens, but only after proving that they are self-sufficient. Those in need of help or unable to pay the high fees are left with temporary status, with neither the necessary support nor opportunities to further their integration (Solano and Huddleston, 2020b). Facilitating access to nationality can significantly increase naturalisation rates and boost integration outcomes. Nationality policies qualify as only halfway favourable for promoting naturalisation of immigrants. Nationality policies are a major area of weakness in most European countries (Solano and Huddleston, 2020a). Member States simplified the administrative and legal requirements to meet the needs of the labour market, in particular regarding qualified workers. This approach was also taken in regard to a number of low and medium skilled occupations in several Member States where there are labour shortages in such areas (European Migration Network, 2020). However, social inclusion is hindered due to the entrapment of female migrants in informal employment, precarious, low-status/low-paid jobs (domestic work, caregiving, nursing, childcare, agriculture, cleaning, restaurant and tourist/hotel and personal care services) regardless of legal status (Fouskas, et al, 2018). Integration theories describe the acquisition of citizenship and the rights and responsibilities associated with it as a crucial step in the integration in the host country of a female third-country national. There is suggestive evidence that providing access to full citizenship can improve health and educational attainment and enhance opportunities for labour market integration. Furthermore, naturalised immigrant women in general tend to have better integration outcomes than non-nationals. However, citizenship acquisition and integration are seen differently in different Member States, depending on their approaches to citizenship. In the majority of Member States, citizenship is viewed as linked to national integration policy. In some Member States citizenship is not part of integration policies, because either there is no integration policy at the national level (in Belgium) or the policies address third-country nationals up to the point of acquiring citizenship. An exception is Greece, which in general does not address citizenship in its integration policy, but does focus on people whose grandparents were migrants, some of whom might hold Greek citizenship. Some of the Member States reported on citizenship as the 'culmination' of the integration process, meaning that immigrants are required to fulfil integration criteria laid out by the Member States before becoming citizens. Other Member States view on citizenship as a key measure to facilitate the integration of migrant women into the host society. In other Member States, the link between citizenship and integration is unclear or the subject of ongoing controversial debate. In a few Member States specific support is made available for new citizens. Such support ranges from information provision to specific support measures for new citizens but often target citizens with a migration background in general. In some Member States naturalisation is seen to positively contribute to labour market integration, mainly because there is equal access to the labour market with other citizens (including access to certain professions that are reserved for citizens). In most Member States acquiring citizenship is a step taken after spending several years in the country. In general, a longer residence in a country may contribute positively to employment outcomes. Citizenship is no guarantee against discrimination in the labour market.

Online Resources

Dobrowolsky, A. and Tastsoglou, E., (eds.), 2016, Women, Migration and Citizenship: Making Local, National and Transnational Connections. Florence: Taylor and Francis.
(https://www.routledge.com/Women-Migration-and-Citizenship-Making-Local-National-and-Transnational/Dobrowolsky-Tastsoglou/p/book/9780367740191)
The collection draws out the multiple connections between migration and citizenship concerns and

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practices for women. It features original research that examines women's diverse im/migrant and refugee experiences and exposes how gender ideologies and practices organize migrant citizenship, in its various dimensions, at the local, national and transnational levels.

European Migration Network (EMN), 2020, Annual Report on Migration and Asylum 2019. Brussels: European Migration Network
(https://www.bamf.de/SharedDocs/Anlagen/EN/EMN/Politikberichte/ZuPolitikStatistikberichten/emn-2019-politikbericht-synthese.pdf;jsessionid=8EE12EC9F5495AB69A7326B5B7F5DE63.intranet372?__blob=publicationFile&v=4)
The annual National Reports on Migration and Asylum provided by EMN NCPs aimed at describing the migration and asylum situation and developments in the Member State and Norway, as well as statistical data specifically for the year 2019.

Fouskas, T., Hatzopoulos, V., Grigoriou, P., Karabelias, G., Tsobanoglou, G., de Maio, A., Kazanas, K. and Mine, F., 2018, Labour market integration of third-country nationals in EU member states. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration Policy/European Commission/European Migration Network.
(http://emn.immigration.gov.gr/en/repository/send/25-2018/67-emn-study-1-2018-labour-market-integration-of-third-country-nationals-in-eu-member-states)
The National Contribution from Greece has been conducted under the 2018:1 study of the European Migration Network (EMN). It aims at informing the Member States and the European Commission on the developments with regards to labour market integration policies targeting third-country nationals in Greece.

Solano, G. and Huddleston, T., 2020a, Access to Nationality: Migrant Integration Policy Index 2020. Barcelona/Brussels: CIDOB and MPG.
(https://www.mipex.eu/access-nationality)
The Migrant Integration Policy Index (MIPEX) stimulates debates, informs high-level reports and is used for civil society action on migrant integration policy across the world.

Solano, G. and Huddleston, T., 2020b, Permanent Residence: Migrant Integration Policy Index 2020. Barcelona/Brussels: CIDOB and MPG.
(https://www.mipex.eu/permanent-residence)
The Migrant Integration Policy Index (MIPEX) stimulates debates, informs high-level reports and is used for civil society action on migrant integration policy across the world.

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Chapter 4. Practical Approach at the National Level

Greece

The 2019 National Integration Strategy identified the promotion of integration of female immigrants in the education system, labour market integration and access to public services, among others, as important components of the integration of female immigrants and beneficiaries of international protection.

Regarding residence permits, the Law 4251/2014 "Immigration and Social Integration Code and other provisions" introduced changes in the fields of residence permits, family reunification and access to the labour market. There are seven (7) major categories of residence permits: 1. Residence permit for work and professional reasons, 2. Residence permit for humanitarian, exceptional and others, 3. Residence permit for studies, volunteer work, research and vocational training, 4. Residence permit for victims of human trafficking, 5. Residence permit for family reunification, 6. Long-term residence permit, 7. Special certificate of legal residence. Individuals recognized as refugees are granted a 3-year residence permit (ADET), which can be renewed after a decision of the Head of the Regional Asylum Office (RAO). Following the entry into force of the Law 4636/2019 "on international protection and other provisions", beneficiaries of subsidiary protection no longer have the right to receive a 3-year permit. They obtain a 1-year residence permit, renewable for a period of 2 years. Residence permits are usually delivered at least 4-5 months after the communication of the positive decision granting international protection. Until the issuance of the residence permits, applicants hold the asylum seeker card, stamped with the mention "Pending Residence Permit".

Regarding access to citizenship according to the Citizenship Code (L. 3284/2004, article 5(1) Citizenship Code as amended with L. 4674/2020), citizenship may be granted to a foreigner who: i) Has reached the age of adulthood by the time of the submission of the declaration of naturalisation; ii) Has not been irrevocably convicted of a number of crimes committed intentionally in the last 10 years, with a sentence of at least one year or at least 6 months regardless of the time of the issuance of the conviction decision. Conviction for illegal entry in the country does not obstruct the naturalisation procedure.iIii) Has no pending deportation procedure or any other issues with regards to his or her status of residence; iv) Has lawfully resided in Greece for 7 continuous years before the submission of the application; v) Hold one of the categories of residence permits foreseen in the Citizenship Code, inter alia long-term residence permit, residence permit granted to recognised refugees or subsidiary protection beneficiaries, or second-generation residence permit. More categories of permits were added in 2018. Applicants should also have: i) sufficient knowledge of the Greek language; ii) be normally integrated in the economic and social life of the country; and iii) be able to actively participate in political life (i.e. be familiar with the political institutions of the Hellenic Republic, knowledge of Greek political history).

References

Asylum Information Database (AIDA) (2021).Residence permit- Greece. Brussels: European Council on Refugees and Exiles.
https://asylumineurope.org/reports/country/greece/content-international-protection/status-and-residence/residence-permit/
This link provides information on residence permit for individuals who have been recognized with a form of protection in Greece.

Asylum Information Database (AIDA) (2021). Naturalisation- Greece. Brussels: European Council on Refugees and Exiles.
https://asylumineurope.org/reports/country/greece/content-international-protection/status-and-residence/naturalisation/

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This link provides information on the conditions for citizenship in Greece.

Fouskas, T., Anderson, B., Koulierakis, G., Economou, C., Spyridakis, M., Souliotis, K., Mine, F., de Maio, A., Kazanas, K. and Gikopoulou, P. (2020). Pathways to citizenship for third-country nationals in the EU Member States. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration Policy/European Commission/European Migration Network.
https://ec.europa.eu/home-affairs/system/files/2020-03/greece_pathways_to_citizenship_en.pdf
https://ec.europa.eu/home-affairs/document/download/22ae842d-9be0-4755-b0d7-647e05415df9_en
This study includes a review of the conditions and requirements for naturalisation and the administrative processes used to determine whether a person is eligible.

Greek Council for Refugees (2020). Asylum Information Database (AIDA) (2019). Country Report: Greece. Brussels: European Council on Refugees and Exiles.
https://asylumineurope.org/wp-content/uploads/2020/07/report-download_aida_gr_2019update.pdf
This report draws on information provided by national bodies related to asylum procedures.

Ministry of Interior/General Secretariat for Citizenship (2021). Simplified instructions on the acquisition of Greek citizenship – How can I become a Greek citizen? Athens: The Greek Ombudsman/Citizenship Directorate of the Ministry of Interior.
https://www.ypes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/HowCanIBecomeAGreekCitizen.pdf
This link provides information on how can an individual become a Greek citizen.

Ministry of Migration and Asylum (2019). National Integration Strategy. Athens: National Integration Strategy.
https://migration.gov.gr/wp-content/uploads/2020/05/B6.-Εθνική-Στρατηγική-2019.pdf
This link provides access to the 2019 National Integration Strategy of Greece.

Ministry of Migration and Asylum (2021). Residence Permit categories for Third Country Citizens & Documents to be submitted. Athens: National Integration Strategy.
https://migration.gov.gr/en/migration-policy/metanasteusi-stin-ellada/katigories-adeion-diamonis-politon-triton-choron-dikaiologitika%e2%80%8b/

This link provides information on Residence Permit categories for Third Country Citizens and Documents to be submitted in Greece.

Spain

Article 30 bis of "Organic Law 4/2000, of January 11, on the rights and freedoms of foreigners in Spain and their social integration" (subsequently amended by LO 8/2000, LO 14/2003, LO 2/2009, LO 10/2011, RDL 16/2012 and Judgement 13/2021) establishes that "foreigners who are in Spain and are holders of an authorisation to reside are residents". This residence can be temporary or long-term. A temporary residence authorises a stay in Spain for a period going from 90 days to five years (article 31.1.). If foreigners are registered in the Social Security, a work residence permit is also granted (article 36.2). Article 32 states that "long-term residence implies that you are authorised to reside and work in Spain indefinitely, under the same conditions as Spanish nationals". The requirements include having had a temporary residence in Spain for five years on a continuous basis.

To guarantee the rights of foreign persons, it states that "the absence of a residence and work permit (...), will not invalidate an employment contract regarding foreign worker rights, nor will it impede the granting of benefits deriving from cases contemplated by the international conventions on worker protection or other applicable conventions (...)" (Article 36.5).

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Obtaining residency allows, among other issues, to include family members, prolong deadlines for Spanish nationality applications, travel freely within the European Union, facilitate renewals, etc. Nevertheless, one must remember that the application procedures are usually quite long. Moreover, the residence permit does not always allow working in Spain.

On the other hand, the regulations contemplate the possibility of obtaining a residence permit for foreign women victims of gender violence, as well as accessing the rights recognised in "Organic Law 1/2004, of 28 December, on Comprehensive Protection Measures against Gender Violence" (article 31 bis). In this way, it will be possible to request "a residence and work authorisation in the case of exceptional circumstances as of the issue of a protection order in their favour or, failing that, a report from the Public Prosecutor's Office referring to the existence of evidence of gender violence" (article 31 bis.3).

Although this rule protects women in an illegal situation in particular, some women on temporary leave were excluded from this interpretation. Therefore, the "Instruction SEM 2/2021 on the authorisation of temporary residence and work in exceptional circumstances for foreign women victims of gender violence" provides this permit to any woman victim of gender violence, regardless of her administrative situation in Spain.

It is also worth noting that the Spanish nationality is generally obtained after a person has been a resident of Spain for ten years. Significantly, Judgment No. 1.521/2021 of the Supreme Court alleviates the integration requirement to obtain Spanish nationality (which requires the approval of a questionnaire) for unskilled migrant women, considering it important to consider whether the women's sociocultural backgrounds are characterised by educational discrimination against women.

Finally, the success story entitled "From Ghana to Spain: a better future for her children", accessible at https://viw.pixel-online.org/case_view.php?id=MTg=, recounts an immigrant woman difficulties in achieving her autonomy, obtain a job and support her family because of her undocumented status.

References/Online Resources

Citizenship rights of undocumented foreign women victims of gender violence https://doi.org/10.5944/rdh.26.2015.16343
This work conducts a differentiated analysis of Spain's current Aliens Law and previous laws that regulated the legal situation of these foreign women victims of gender violence.

A feminine citizenship. The contributions of Moroccan, Ecuadorian and Romanian immigrant women in Spain https://journals.openedition.org/revestudsoc/7994
This article presents a study and critical debate around the traditional conception of citizenship, based on the contributions of immigrant women.

Human Rights Committees: Their nature and legal relevance in Spain. https://www.academia.edu/72078688/Human_Rights_Committees_Their_Nature_and_Legal_Relevance_in_Spain
This article analyses the state of the implementation mechanisms of human rights treaties, often constituted as "commissions", evaluating the effectiveness of their resolutions and their impact in Spain. In particular, a more in-depth review will take place of the Human Rights Committee, the Committee on Economic, Social and Cultural Rights and the Committee on the Elimination of Discrimination against Women (CEDAW Committee).

Effects of undocumented immigrant exclusion from health care coverage in Spain. ***Health Policy*****.** https://www.sciencedirect.com/science/article/pii/S0168851018304160
The objectives of this work are to identify the specific characteristics of this policy, review its impact on health and access to health care, and evaluate its economic impact.

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France

The question of the integration and inclusion of immigrant women in France emerged as an object of social struggle for feminist movements and gradually as an object of study in the social sciences in the late 1960s. Discussing the place of immigrant women in the French labor market and the factors that explain their integration and exclusion implies that there is a clear interest in this issue on the part of various public and private actors.

The participation of migrant women in civic life is among the priorities of the National Strategy for Reception and Integration, carried by the Ministry of the Interior since 2018. This participatory approach, with the aim of fostering exchanges between exiled persons and local populations, represents a key to integration into the host society. The involvement and inclusion of immigrants in the associative and civic spheres allows them to become actors in their own lives, to participate more in the life of the structures that accompany them, to build references and a network in the host country, but also to value and make the most of their skills.

In fact, the French government, in order to meet its integration obligations, has set up local authorities that allow immigrants to participate in the social and civic life of their community of residence. For example, as part of its contract with the Interministerial Directorate for the Reception and Integration of Refugees (Diair), the city of Dijon has set up and financed the "Together!" program managed by the Cesam association. This program has two main components: to establish an individual diagnosis of the needs of each migrant and to integrate them into the projects carried out by the associations in the area. The city of Clermont-Ferrand is also developing the participation of migrants within the framework of the contract with the Diair. The objective of this social and civic inclusion makes it possible to better target actions in favor of this public. Moreover, the insertion in an associative and institutional fabric gives the possibility to the immigrants whose fight for freedom and the defense of human rights was a reason of exile, to maintain this commitment and to make their testimonies last. This participatory dynamic is finally part of the more global perspective of the consultation of refugees, which aims at gathering their experiences of migration and integration in order to better involve them in decisions that concern them.

However, despite this picture of social integration, the fact remains that the inclusion of migrant women remains very difficult in France. The debate on the integration of immigrants has gradually turned into a debate on identity. Indeed, in order to be able to participate in the civic life of their host community, these women must be in a legal situation, i.e. have a residence permit. Knowing that the principle of residential stability is the first condition to be able to justify social inclusion, many migrant women are excluded from civic life with regard to the right to residence. As they do not have access to housing but to emergency accommodation, they are excluded from civic life. These undocumented immigrants will have to wait to obtain their residence permit to be able to receive social aid and family benefits in order to participate in civic life.

References/Online Resources

Immigrant Women and integration

https://www.coe.int/t/dg3/migration/archives/Documentation/Series_Community_Relations/Immigrant_women_and_integration_en.pdf

This document presents the measures taken for the integration of migrant women

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Promoting integration for migrant domestic workers in France
https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/--migrant/documents/publication/wcms_232518.pdf
This research is based on the analysis of national statistics regarding the inclusion of migrant women in France

Italy

Several legal tools, starting from the Italian Constitution, address **citizen or civil rights**: they all reaffirm social equality and fundamental rights and principles to everyone, both women and men, native and immigrant.

Department for Civil Liberties and Immigration at the Italian Ministry of the Interior: functions and duties that this Department performs within the Ministry pertain to the protection of civil rights, including those relating to immigration, asylum, citizenship, historical ethno-linguistic minorities, and religious groups; subdivided into offices and units, the Department includes the *Central directorate for civil rights, citizenship, and minorities*.

In Italy, ***entry, stay and regularisation of non-EU nationals*** fall among main issues addressed by **immigration laws**. In order to regularise their legal status in the Country by getting stay documents, immigrants must meet a row of requirements, basically reasons for immigration, livelihood, employment status and family composition (where applicable). Immigration laws address both ***residence*** and ***citizenship***:

- ***Law 40/1998*** (*Turco-Napolitano*): the main goal of this Law was to regulate immigration by favouring regular/legal immigration and discouraging illegal immigration; besides, the Law introduced a permanent residence permit, and regulated naturalisation process aimed at achieving Italian citizenship;
- ***Security Sets* or *Packages*** (*Pacchetti sicurezza*) affected the processes of residence and citizenship acquisition: the ***Law 94/2009*** (*relating to public safety*) established that legal immigrants married to an Italian must wait two years in order to get Italian citizenship; the ***Decree law 113/2018*** (known as *Salvini Security Decrees*), and the following 2019 *Security Decree* further modified the acquisition of Italian citizenship: in particular, the time limit for granting or rejecting the *status civitatis* (citizen status) had passed from 2 to 4 years;
- ***Law 173/2020***: by modifying the "*Salvini Security Decrees*" the Law 173 intervened on many issues, first of all, on work permits by providing for the possibility of converting residence permits for special protection, natural calamity, elective residence, acquisition of citizenship or stateless status, sports activities, artistic work, religious reasons and assistance to minors into residence permits for work; besides, subsequently to this Law, the acquisition of Italian citizenship has been eased.

Relevant Social services. Several of the migrant women interviewed in Italy remember the little and often badly organised support they had received from public administration in terms of assistance and guidance upon their arrival in Italy: they complained about ***difficulties in getting stay documents***, which particularly affects newly arrived immigrants. Accordingly, they suggest simpler and faster procedures. In this respect, ***legal assistance*** on procedures and services, as well as ***support*** in bureaucratic procedures, vocational training, employment integration, mediation, etc. are offered by dedicated ***associations*** and NGOs, since ***public administration*** does not provide adequate nor sufficient guidance. In conclusion, ***improvement of the guidance services*** for migrants, especially at a public level, is considered a priority by the interviewed migrant women.

Good practices:

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- local Immigration offices offer support in bureaucratic procedures for getting documents and permits
- legal advice is offered to migrants by social cooperatives, associations and NGOs.

Challenges and recommendations:

- reinforce legal assistance for migrants, especially in the initial stage of their stay in the Country
- Italian citizenship law is obsolete, and needs to be renewed: it does not recognise the principle of *jus soli*; besides, the right to apply for citizenship is bound to a number of requirements, and the procedure implies a long wait.

"My Life as an Alter.NATIVA" https://viw.pixel-online.org/case_view.php?id=Nzc=: the protagonist of this story lives in an identity dimension characterised by resistance and dualism: while enjoying her dual cultural belonging, she refuses to be assimilated into the Italian culture, hence she does not want to take Italian citizenship.

References/Online Resources

Mantovan C., 2007, *Immigrazione e cittadinanza. Auto-organizzazione e partecipazione dei migranti in Italia*, FrancoAngeli, Milano.
(https://www.academia.edu/19658677/Immigrazione_e_cittadinanza_Auto_organizzazione_e_partecipazione_dei_migranti_in_Italia_FrancoAngeli_Milano_2007)
This book is dedicated to the phenomenon of immigration in relation to citizenship and citizen particpation od immigrants in Italy.

Altin R., Virgilio F. (eds.), 2011, *Ordinarie migrazioni. Educazione alla cittadinanza tra ricerca e azione*, Kappa Vu, Udine.
(https://www.academia.edu/38176390/Ordinarie_migrazioni._Educazione_alla_cittadinanza_tra_ricerca_e_azione)
Result of an action-research, this book addresses the issue of citizenship as a privileged point from which the integration processes of immigrants should be looked at, and reports the results and interpretations of a three-year research project on foreign immigration and education for active citizenship.

Lannutti V., Bellinello I., Conti L., Hoxha D., Spedicato Iengo E., 2014, *Politiche migratorie. Tra strumenti regolativi, autonomie operative, condizionamenti culturali*, Numero monografico 1/2014 di *Ratio Sociologica, Journal of Social Sciences: Theory and Application*, Chieti-Pescara.
(https://www.academia.edu/9251222/Politiche_migratorie_Tra_strumenti_regolativi_autonomie_operative_condizionamenti_culturali)
The complexity and the dimension of current migration phenomena calls for increasingly larger commitment to the development of adequate and effective migration policies that can safely conduct the delicate process of integration.

Portugal

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Residence and citizenship

This chapter will address national regulation at the level of residence and citizenship participation. It should be remembered that the legislation assumes neutral language by not referring to feminine and masculine. However, legal measures with an eminently gender profile will be highlighted. The regulation considered in the present analysis contemplates the political, social/cultural, and economic/labor fields.

For the issues under discussion on residence and citizenship we highlight two legislative instruments.

Thus, the Law No 23/2007 of 04 July – Entry, stay, exit and banishment of foreigners from the national territory, regulates the subject of residence. This instrument defines the conditions and procedures for entry, stay, exit and banishment of foreign citizens from Portuguese territory, as well as the status of long-term resident.

Portuguese law provides for several types of requests for residence in national territory. General terms are provided in article 77.º. To demonstrate the contents covered in chapters 1, 2 and 3, we will indicate the residence requirements to study in higher education in Portugal. According to article 91 it is necessary that the applicant presents:

- Valid residence visa under the terms of article 77;

- Proof of enrolment in a higher education institution;

- Proof of payment of tuition fees if applicable;

- Means of subsistence;

- Proof of health insurance or registration with the National Health Service;

- Proof of accommodation.

The residence permit is valid for one year, renewable as long as the conditions for granting continue to be met.

The obstacles experienced in this area relate to the complexity of the process and its slowness. The women interviewed referred to the difficulty in obtaining information and consequently having to rely on the support of informal networks such as friends and family.

With regard to citizenship, **Law 37/81, of 03 October** updated by the Organic Law no. 2/2020, of 10/11 regulates the forms of attribution, acquisition, and loss of nationality. It is known by Nationality Law. The subjects that can apply for nationality are, as a rule:

- Those who are born in Portugal;

- Those who have Portuguese parents or grandparents;

- Those who are married to a Portuguese national;

- Those who have been living legally in Portugal for at least 5 years.

In this last case, foreigners, residents for at least 5 years, must meet the following requirements:

- To be of age or emancipated under Portuguese law;

- They must have sufficient knowledge of the Portuguese language;

- Not to have been convicted of a crime punishable in Portugal with a penalty higher than 3 years of imprisonment;

- Not to constitute a danger or threat to national security, namely through terrorist acts.

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In the law, this process is called acquisition of nationality by naturalization (article 6). The State does not exactly have discretionary power in this process. It has a power of legality and is responsible for verifying compliance with the legal requirements. However, in this field there are again complaints about the complexity of the process and delay in responding to requests.

To illustrate this chapter, we propose the analysis of the success story "The migrant female body". The story is available in https://viw.pixel-online.org/case_view.php?id=MTA=. The story tells us the capacity of a woman capable of performing the migrant role and enhance questions of identity and citizenship participation in her trajectory. For other reasons, the success story "The education of sons and daughters as a life project", available at https://viw.pixel-online.org/case_view.php?id=Mzg=, illustrates the diversity of access routes the regularization of immigrants and access to full citizenship.

References/Online Resources

Report on Naturalisation in Portugal
https://www.om.acm.gov.pt/documents/58428/296070/b+naturalized_pt.pdf/9268c402-7b6e-4fce-b145-a543ebe716d8
The report describes concepts of citizenship through the idea of nationality by naturalization.

Justiça.Gov.PT – Reside legalmente em Portugal há pelo menos 6 anos [Justiça.Gov.PT – Have legally resided in Portugal for at least 6 years]
https://justica.gov.pt/Como-obter-nacionalidade-portuguesa/Reside-legalmente-em-Portugal-ha-pelo-menos-6-anos
The website explains all the necessary requirements to acquire nationality by naturalization.

Slovenia

In order to reside and work in Slovenia, non-EU nationals need work and/or residence permits. Third-country nationals need residence permit. There are two types of **residence**:
1) **temporary residence permit**: one can apply for this permit when one has a provable purpose of residence in Slovenia. When one meets the conditions, a permit is issued for a fixed period (not more than one year). A person can extend the temporary residence permit under the same conditions as it was issued.
2) **permanent residence permit**: a person can apply for this permit after a fixed, continuous and lawful period of residence in Slovenia. It is issued without limitation of duration, and in the application one also does not need to show the purpose of permanent residence in Slovenia.

International protection in the Republic of Slovenia means refugee status and subsidiary protection status. The Government Office of the Republic of Slovenia for Support and Integration of Migrants is the competent authority for ensuring the rights and implementing integration measures for persons granted international protection. It provides accommodation to persons granted international protection in its own integration houses and other accommodation facilities, or pays for accommodation in a private residence. The decision granting refugee status applies as a permanent residence permit, while the decision granting subsidiary protection status applies as a temporary residence permit.

The acquisition of **citizenship** is still considered to be the most potent measure of integration into a society. An individual may acquire Slovenian citizenship by birth*, or by naturalization** if they actually reside in Slovenia on a continuous basis for the prescribed period of time. There is also a process of

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extraordinary naturalisation, which allows Slovenian citizenship to be acquired under less stringent conditions, where citizenship is in the national interest – in particular, where there are justified academic/scientific, economic, cultural, national or similar grounds (it is often used for athletes).

* The principle of blood ties applies in Slovenia. This means that a child acquires citizenship at birth through their parents, i.e. not on the basis of place of birth. Newborn children acquire Slovenian citizenship if at least one of the parents is a Slovenian citizen.

** An individual may also acquire Slovenian citizenship by naturalisation. Acquiring citizenship by application – conditions: having lived in Slovenia for at least ten years, including a continuous period of five years' residence prior to the application; or having been married to a Slovenian national for at least three years and having actually lived in Slovenia for a continuous period of at least one year prior to submission of the application; etc. Dual citizenship is not allowed.

In terms of political participation, long-term permanent residents have the right to vote in local elections since 2002, which makes Slovenia a leader in Central Europe on this issue. However, non-EU citizens are not allowed to be members of political parties (aside from being honorary members), and they cannot stand as candidates in elections. Additionally, immigrants' associations and leaders are only formally consulted since 2015.

To end this chapter, we make available to students the following success story starring a migrant woman in Slovenia and entitled "Integration as a project" accessible at: https://viw.pixel-online.org/case_view.php?id=OA==. This success story shows that migrant women may use marriage to a Slovenian national as a strategy to overcome administrative barriers because being married to a national helps effectively arrange their residence and easier access to citizenship.

References

Citizenship: https://www.gov.si/en/topics/citizenship/

Information for foreigners (including integration and residence): https://infotujci.si/en/

Pajnik, Mojca and Bajt, Veronika (2013). Civic participation of migrant women. In: Paradoxes of integration, 97-116.

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CHAPTER 5: EUROPEAN DIMENSION

	LAW OR MODEL OF CITIZENSHIP AND ACTIVE PARTICIPATION	INTEGRATION AND INCLUSION MEASURES	POSSIBLE IMPROVEMENTS
France	The participation of migrant women in civic life is among the priorities of the National Strategy for Reception and Integration, carried by the Ministry of the Interior since 2018	Creation of local authorities to promote integration. Examples: "Together!" program (Dijon- Cesam association)	Disconnect participation in civic life with the legal status of women
Greece	Access to citizenship is regulated by the Citizenship Code (L. 3284/2004, article 5(1) Citizenship Code as amended with L. 4674/2020)	The citizenship code establishes some measures to achieve citizenship, and therefore the full integration of migrant women. Among them: reside in Greece for 7 years or knowledge of Greek , benormally integrated in the economic and social life of the country, be able to actively participate in political life. Example regardingsocial integration: “Integration Support for Beneficiaries of International Protection” (HELIOS) project implementedin close cooperation with national authorities the IOMaimed to promote the integration into Greek society of beneficiaries of international protection residing in programs temporary housing via: integration courses, employability support, integration monitoring, awareness of the host community.	Reconsider the measures established to achieve citizenship
Italy	The entry, stay and regularization of non-European citizens is one of the main issues addressed by immigration laws. To regularize their legal situation in the country, it is necessary to meet different requirements.	Support from local offices to carry out bureaucratic procedures. In addition, non-governmental entities provide legal advice	Promote greater guidance and attention, mainly from the public administration to facilitate the process of obtaining citizenship and the initial stage of entry into the country. Likewise, a renewal of the citizenship law is necessary
Portugal	Citizenship is regulated by Law 37/81, of 03 October updated by the Organic Law no. 2/2020, of 10/11 regulates the forms of attribution, acquisition, and loss of nationality. The requirements to obtain citizenship are established, such as having a good knowledge of the Portuguese language	Among the measures developed by migrant women to promote integration, we highlight promoting identity or considering the different ways to achieve regularization/access to citizenship	Streamline the process of requesting and granting residency and citizenship. Also, provide more information and guidance to migrant women
Slovenia	To obtain citizenship by	Long-term permanent residents	Encourage participation in

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	naturalization, the migrant population must reside in Slovenia continuously for the prescribed period of time (it will depend on certain precepts but it is generally 10 years and as such among the longest). It is the most powerful measure of integration in a society.	have the right to vote, giving them the same right as the rest of the Slovenian population. This is a true measure of integration	other political areas such as being members of political parties. Likewise, it would be advisable to allow obtaining dual citizenship
Spain	In Spain, the main law regulating the matter in question is Organic Law 4/2000, of January 11, on the rights and freedoms of foreigners in Spain and their social integration"	Relax the integration requirement to obtain Spanish nationality (which requires the approval of a questionnaire) for unskilled migrant women.	Reduce the resolution time of procedures

General ideas

In the table-summary presented above, it can be seen how the process of obtaining citizenship in the different study contexts is different. However, some general aspects can be observed. First, in all contexts there is a law that regulates the right to citizenship and/or residence. Secondly, in most countries the requirements for obtaining citizenship are requested to stay in the country for a long period of time (sometimes up to 10 years are requested) and knowledge/proficiency in the language of the country. Thirdly, as a negative aspect, the lack of attention and orientation towards migrant women and the delay in procedures have been highlighted in some of the study contexts, which hinders the integration process in the receiving societies.

As a positive aspect, it is important to highlight the case of Spain, where there are exceptions in which it is easier to obtain nationality (unskilled migrant women) or residence permits (foreign women victims of gender violence). This shows that, in some aspects of the regulations, the gender approach is contemplated.

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Downloadable Documents

Bauböck, R., Honohan, I., Huddleston, T., Hutcheson, D., Shaw, j. and Vink, M., 2018, Access to Citizenship and its Impact on Immigrant Integration. Florence: EUI/MPG.
(https://cadmus.eui.eu/bitstream/handle/1814/29828/AccesstoCitizenshipanditsImpactonImmigrantIntegration.pdf?sequence=1)
The research project 'Access to Citizenship and its Impact on Immigrant Integration (ACIT) has compared how European states regulate the acquisition of citizenship and the impact of citizenship on the socio-economic and political participation of immigrants.

European Migration Network (EMN), 2018, Asylum and Migration Glossary 6.0: A tool for better comparability produced by the European Migration Network. European Commission/European Migration Network.
(https://ec.europa.eu/home-affairs/system/files/2020-09/interactive_glossary_6.0_final_version.pdf)
The Glossary supports policy discussions across the EU and at national level by providing a common vocabulary of up-to-date terms and concepts in all Member State languages, thus allowing for a better understanding and comparability of migration and asylum phenomena.

European Migration Network (EMN), 2019, Labour market integration of third-country nationals in EU member states. EMN Synthesis Report for the EMN Study 2018. European Migration Network (EMN)/European Commission.
(https://emn.ie/files/p_201902120358102019_emn-synthesis_%20LabourMarketIntegration_12.02.2019.pdf)
The study aims to provide an overview of existing labour market integration policies in Member States targeting third-country nationals. It focusses on current policies and those either recently implemented (as of 2014) or amended since 2014. It offers examples of promising labour market integration measures implemented by the public sector as well as tailored employment-related initiatives provided by the private sector.

Eurostat, 2021, Residence permits - statistics on first *permits issued during the year.* Brussels: Eurostat.
(https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Residence_permits_-_statistics_on_first_permits_issued_during_the_year)
This article presents European Union (EU) statistics on first residence permits issued to non-EU citizens during each reference year. Data are based on the regulatory framework provided by Article 6 of Regulation (EC) No 862/2007 on migration and international protection statistics.

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LEARNING OBJECT/PRACTICAL ACTIVITIES

Practical activities

In Module 3 we appreciated the importance of obtaining documentation in the host country, as an indispensable element for the full integration of the migrant into the host society. We have seen the different ways of obtaining citizenship.

Duration: 45 minutes

Objectives

- *To understand and differentiate between the concepts of "residence" and "citizenship".*
- *To know the different models for obtaining citizenship.*

In order to consolidate your knowledge, we propose these practical activities.

Activity 1: residence / citizenship:

- What are the differences between obtaining a residence permit and obtaining citizenship?

- Analyze the different models of obtaining citizenship and the criteria to be taken into account in each of them. Make a comparative table.

- What is the procedure in your own country for a foreign person to obtain citizenship?

Activity 2: The gender issue in obtaining citizenship

- Do you agree that the economic motive is the main reason for obtaining citizenship, or should other arguments be taken into account? Reflect on your argument in 100 words.

- Reflect on whether the fact of being a migrant woman adds difficulties in the process of obtaining citizenship. List some examples of specific problems, according to what has been studied in the text, which a woman may suffer.

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VOICES OF IMMIGRANT WOMEN

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Training Course
Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

Module 4
Migrant Women Access to the Labour Market and Entrepreneurship

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Introduction

The scenario in the video dramatizes the problem of downgrading and disqualification that highly qualified migrant women may encounter in the labor market. This angle of analysis allows for a better understanding of the difficulties that all migrant women can encounter in the labor market, despite their qualifications, language skills, etc.

Having arrived in Europe through the family reunification procedure, our protagonist is confronted with the absence of equivalence of her diploma and her lawyer title that she obtained in her country and the difficulty of finding a job outside the Care sector because of her age. She is faced with job offers that do not match her training or professional qualifications. These offers of precarious and low-qualification work are presented as a strategic and pragmatic solution to have financial resources while waiting to pay for the studies of equivalence of her diploma.

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Chapter 1. Labor Market and Female Migration

The issue of women's work emerged as an object of social struggle for feminist movements and an object of study in the social sciences in the late 1960s. Immigrant women are of growing interest to European authorities. Gisèle Halimi, the member of the European Parliament, has devoted a chapter to immigrant women in her book on the situation of these women in Europe (*Plaidoyer pour l'égalité*,1995). She presents the difficulties encountered by immigrant women in obtaining a job. Discussing the place of immigrant women in the labor market in France and in Europe and the factors that explain their integration and exclusion implies that there is a clear interest in this issue on the part of the various public and private actors (public authorities, unions, associations, NGOs, etc.). Moreover, it underlines the importance of determining and recognizing the multiple factors and, if possible, evaluating their impact based on both quantitative and qualitative data. In Europe, the labor market is like any other: the equilibrium comes from the confrontation between supply and demand. The labor market has a high percentage of employees paid the minimum wage and a problem of duality in the labor market between a protected sector and a second sector where flexibility and precariousness are more concentrated.

Characteristics of the labor market:

More and more immigrant women are working, but **their activity rate remains lower** than that of immigrant men and non-immigrant women. They are also more likely to **hold part-time, precarious jobs, generally involuntary**. They are **mainly present indirect services to individuals** (maternal assistants, housekeepers for the elderly, cleaning ladies, janitors) **and in the Care sector**. They are also **numerous in services offering unskilled jobs** such as catering, hotels, supermarkets, cleaning, and business services. This specialization means a **precarious professional situation and greater exposure to unemployment** that immigrant women suffer from double discrimination in the world of work because of their actual or supposed origin and gender. It is also essential to take into account the so-**called informal employment** where immigrant women work without being declared, and therefore known and recognized by the State services.

Institutions involved in professional integration:

The professional integration of migrant women involves various public administrative bodies and associations working in the social and solidarity economy. Governments promote action in different sectors of integration and inclusion policies for women: skills equivalence, language training, labor market, entrepreneurship, education, training, gender equality, and the fight to end violence against women.

Access to public services is conditional on legal residence and work authorization. This excludes women who are in an illegal situation. Their access to institutions for professional integration is minimal. These women find themselves in additional social, professional, and economic difficulties. The initiatives and services of the alternative economy can offer them rare and unconditional access, considered a valuable springboard and support in their migration and inclusion process.

The difficulties of being a "woman," "migrant" and "job seeker":

The entry into the labor market of migrant women is later and more complex than that of foreign men or women due to specific and additional obstacles related to their gender and/or their migratory path: **obtaining a residence permit (and renewals) and a work permit, language skills, access to information, lack of qualifications, lack of a professional and social network, mobility difficulties, childcare difficulties, stereotypes related to their origin, discrimination in hiring, more significant wage gaps among women, exposure to different forms of violence, job mismatches and overqualification of highly qualified migrant women**, etc.

For those who have a higher level of education, qualifications, and/or confirmed professional experience in their countries of origin, their difficulties in the labor market can be seen in the **professional downgrading experience**. Regardless of nationality, women are systematically more likely to be relegated to positions below their qualifications. Immigrant women (excluding European migrants) have more difficulty finding a

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job, and much more a job corresponding to their training. This can be explained, in part, by the discrimination and stereotypes related to their gender and origin. Moreover, **any diploma obtained abroad is not consistently recognized**, representing an additional obstacle for migrant women. They may accept jobs that do not match their profile out of necessity for survival.
Immigrant women have **overrepresented in the so-called "care" professions**, jobs in tension towards which the various services are tempted to direct migrant women, because these orientations lead more quickly to hiring. It is also in these activities with individuals that **informal work is concentrated**. Women can choose to work in the idea of earning more without paying taxes or be forced to accept informal work if they do not have a work permit. In this case, they are exposed to additional risks of exploitation and the absence of social and professional protections. In addition, if they are abused and exploited at work, they may fear legal consequences for their undeclared work, which would prevent them from seeking help.
Furthermore, the participation of migrant women in the labour market depends on **how they can negotiate the re-definition et distribution of their domestic responsibilities**, which might prevent them from fully participating in the labour market and in integration programs, skills assessments, training and re-training measures, etc.

Online Resources

European Commission on non-EU migrants
https://ec.europa.eu/social/main.jsp?catId=1274&langId=en
This website of European Commission presents the information about the inclusion of non-EU migrants.

OECD, "Gaps in the EU Labour Market Participation Rates: an intersectional assessment of the role of gender and migrant status", 2020
https://publications.jrc.ec.europa.eu/repository/handle/JRC121425
This study analyzes how intersecting social statuses shape labour market participation, with a special focus on gender and migrant status. It shows for example: when employed, migrant women are more likely to be over-qualified for their jobs than native women.

OECD & ILO, "Tackling Vulnerability in the Informal Economy", 2019
https://read.oecd-ilibrary.org/development/tackling-vulnerability-in-the-informal-economy_939b7bcd-en#page1
This report dedicates a chapter to analyse the gender dimension of informality. It provides evidence on gender disparities in informal employment and shows the gender-based constraints in employment outcomes and access to social protection. Also priorities are identified for policy makers through a gender lens.

OECD, "Is Informal Normal?: Towards More and Better Jobs in Developing Countries. Women in Informal Employment. What Do We Know and What Can We Do?"
https://read.oecd-ilibrary.org/development/is-informal-normal/women-in-informal-employment_9789264059245-6-en#page1
This report explains the women's situation in informal employment and the obstacles they are encoutering. It highlights at the same time the different strategies to hely by empowering women through education, the provision of childcare and microfinance.

Kofman, E. 'Towards a gendered evaluation of (Highly) skilled immigration policies in Europe' *International Migration*, 2014, 52(3): 116- 28. DOI: 10.1111/imig.12121

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Chapter 2. Labor Inclusion Strategies Implemented by Migrant Women in the Current Context

The employment situation of migrant women is generally mentioned to highlight the problems of discrimination, unemployment and the difficulties of integration. But this reality often tends to overshadow the diversity of responses made individually or collectively by immigrant women to address the very real difficulties in their integration into the labor market. As we mentioned in the first chapter, immigrant women work in less skilled jobs. In terms of employment conditions, immigrant women face greater insecurity and are more affected by part-time work.

Diversified strategies for accessing employment

Although migrant women have access to fewer jobs, they have specific resources that constitute assets in the labor market. They benefit from a **social and community network** that proves to be effective in finding a job and investing in entrepreneurship. The solidarity of their origins and affiliations is an important social resource. **Knowledge of the host country and language skills** can help in searching for jobs. The economic role of foreigners covers several dimensions. The first of these is the role of "support" for the economic development of the host country. By settling in Europe, immigrant women provide the necessary labor force for the expansion of certain sectors of the economy. Indeed, beyond the quantitative dimension, there is also a qualitative dimension to be taken into account: migrant women take on jobs that have been neglected for reasons of pay, working conditions, or social recognition. This allows these sectors to function properly and contributes to the maintenance of the economic system: **the compulsory levies paid by immigrants allow the social and fiscal system to finance itself.**

Beyond this economic role "by default", the resources of the different communities have allowed them to invest in particular professions and sectors, because of the strength of their networks. We can thus see that migrant women benefit from collective strategies linked to a community membership that provides them with non-market services, linked to mutual aid systems, information sharing, and a network logic conducive to the penetration and development of targeted markets. Thus, associative networks are structured in part around community bases that federate the various actors. It is possible to say that the collective strategies developed by immigrants make a form of response to the problems of the closed labour market. It is through the strength of networks that they can compensate for the significant handicaps they encounter in the labor market.

Entrepreneurship is another possible choice for these women since it allows them to bypass the difficulty of integrating a constraining, fluctuating, and discriminating job market. Economic activity goes beyond the simple logic of wealth creation. It develops the potential for social integration and socialization. More vulnerable with regard to employment, migrant women are more likely to set up businesses in order to acquire status or a job than with the aim of becoming rich. The sectors of activity in which immigrant women create their businesses tend to become "normalized": previously concentrated in the restaurant and local commerce sectors, they now invest in all sectors of the economy (service activities, liberal professions, etc.). **Many of them are investing in ethnic niches and mobilizing their community networks**.

Because of the difficulties to get a job corresponding to their qualifications, migrant women are often forced to redefine their professional expectations and it is not uncommon for them to accept a **"survival job"** to support themselves. This choice is often the result of strategies that require special attention, such as the family situation of these women and the redefinition of their role within the household.

Successive migrations and mobility projects are other strategies and appear as a plausible way out of a situation of exclusion from the labor market or a possible way out towards the achievement of a career. We highlight, for example, the phenomena of border workers who cross borders for a better future, especially in highly sought-after skilled professions, while at the same time evidencing the difficulties of access to housing; second mobility projects after obtaining a residence permit that broadens access to the labor market in other European countries.

Policy measures for the integration of migrant women during the Covid-19

The professional integration of migrant women is a major issue in many countries. At the confluence of solidarity, social impact and economic relevance, the subject is one of the major issues that has gained importance during this health crisis. The pandemic has made evident the indispensable role of migrant women working in care activities and other so-called "essential" services and occupations which keep society functioning.

On the one hand, the Covid-19 pandemic exacerbated social inequalities, from which women were already

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suffering the most, exposing vulnerabilities in employment, access to education and health services. On the other hand, gender-based violence has also increased as a result of economic and social pressures in a context of movement restrictions and isolation measures. Thus, at the European level, specific integration measures for migrant women have been taken in order to mitigate the effects of periods of confinement linked to the Coronavirus. Many associations and institutions have been mobilized to continue the support and have adapted their care modalities to maintain the link with the public (individual telephone contact, WhatsApp group, development of online training modules, etc.).

Online Resources

L'intégration des femmes migrantes en France : politiques et mesures
https://www.immigration.interieur.gouv.fr/Europe-et-International/Le-reseau-europeen-des-migrationsREM3/Le-reseau-europeen-des-migrations-REM2
This report aims to understand the extent to which migrant women are specifically taken into account in integration policies and measures in France.

JRC (2020), Immigrant Key Workers: Their Contribution to Europe's COVID-19 Response
https://ec.europa.eu/knowledge4policy/sites/know4pol/files/key_workers_covid_0423.pdf
This note presents the contributions of the migrant workers during the Covid-19 contexte and their efforts to keep the essential services running. The Covid-19 crisis juste made their key role more evident.

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Chapter 3. Existing Limitations to Favor the Labor Inclusion Integration of Newly Arrived Migrant Women and Practical Recommendations for an Adequate Intervention of Professionals with a Gender Approach

In recent years, there has been progressive awareness in European institutions on the issue of professional integration of migrant women. In November 2008, the members of the European Union affirmed to promote women's rights, to fight against discrimination, and violence.

The gender approach in European policies

The European Lobby for Migrant Women (EWL) launched in June 2010 defines common positions and strategies as below:

- Promote equal treatment, rights and better integration of women in Europe;
- Contribute to the development of European policies that have a positive impact on women's lives;
- Encourage the dissemination of social policies and the implementation of actions aimed at women with specific needs;
- Represent the members of the network and lobby for the cause of migrant women;
- Support migrant women's organizations and movements through information and training activities.

The objective is to overcome the difficulties of access to employment for migrant women, particularly due to their diverse origins and to the lack of knowledge of the public employment service. On the other hand, newly arrived migrant women are more likely to suffer violence because of their precarious situation, it is important to implement actions of protection and promotion for their integration.

It is advisable to carry out **awareness-raising actions** for support professionals (social services, legal aid, etc.) in order to identify and recognize the skills of newly arrived migrant women.

Trainings could be provided with a gender perspective for the professionals or services operating in different fields (gender equality, work, training, rights, immigration and integration, fight against violence against women, etc.).

Mobilizing local actors (NGOs, associations, networks, etc.) to better inform migrant women as soon as possible after their arrival (e.g., access to rights, professional integration services, training opportunities, etc.) – **early actions and long term investment**. This can facilitate **providing information directly** to foreign women on the support measures available to help them find employment.

Policies should be implanted to **facilitate the recognition of the skills and the access to employment** of foreign women and to promote the **participation of immigrant women** in the knowledge-building, policy making work. A special policy could be very helpful in terms of **financial guarantee and supports** (e.g. universal income) for migrant women in the transition period: this guarantee allows migrant women to be independent and help them to escape from the exploitation and domination in various forms of formal or informal work, multiple dependencies on their family, controls and pressures from their group of belonging.

Networks and exchanges are necessary between support services, public policy makers, university researchers and migrant women. Thus we can have a better understand the situation of professional integration of women in general and foreign women in particular, for example by collecting European good practices and experiences.

The **dissemination of research results** on the professional integration of migrant women favors the deconstruction of the stereotypes that they are subjected to and could improve the orientation of women towards matching employment.

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Online Resources

Jane Freedman, "Women, Migration and Activism in Europe"
https://journals.openedition.org/amnis/604?lang=en
This paper analyses how the gendered patterns on migration characterize the women's situation in their integration into European societies. It shows how the women fight for their rights within these societies and struggled against the additional barriers they are encountering compared to men migrants: for example, those in the sphere of domestic and care work.

World bank, "The Long Shadow of Informality: Challenges and Policies", 2021
https://www.worldbank.org/en/research/publication/informal-economy
This study analyzes the extent and correlates of informality and its implications for a durable economic recovery from the Covid crisis. It helps to understand the informal phenomenon in a global vision with both a quantitative and qualitative approche and recommandations of context-specific policies and actions.

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Chapter 4. Practical approach at the national level

Greece
Knowledge of the host country's language and accessing its labour market are the stepping stones of the integration process for all female migrants. However, the division of labour entraps female migrants, almost exclusively into the informal sector of the country's labour market. In Greece, migrant women have become part of a cheap workforce reserve that is continually renewed while the division of labour prompts and entraps migrants into wage labour and low-status/low-wage jobs, distinguishing them by class, gender, race-nationality and way of entrance into the country. In Greece, female migrants are employed as live-in domestic workers (cleaning-caregiving) with direct-hire in households of Greek employers to support themselves and mainly their families back in their homeland. There is still demand in Greek society for domestic servants, particularly for female contract workers, due to deficiencies in the national welfare system, not only from the upper but also from the middle-class due both to the employers' need to shift the burden of house and family care and also as a status quo fulfilment. Concerning female migrant participation in the main sectors of economic activity, 59.4%, of female migrants can be found in the household sector followed by accommodation and food service activities at 17.2%, manufacturing at 7.2%, agriculture, forestry and fishing at 3.5%, and wholesale and retail trade at 2.7%. Shadow economy in Greece is estimated at 29.4% of the country's GDP. Moreover, the percentage of uninsured workers is among the world's highest (37.3%) and so is the percentage of irregular immigrants working (4.4%). Law 4375/2016, Articles 69 and 71, provide for complete and automatic access to the labour market for beneficiaries of international protection (salaried employment; provision of services or work; exercise an independent economic activity.). However, in reality, unemployment rates are very high, which is partially but not exclusively attributed to the lack of Greek language skills. Additionally, refugees face obstacles in enrolling in vocational training programmes as the majority of them cannot provide evidence (high school degrees, diplomas etc.) of their educational background, which is a prerequisite for participating. Recommendations for improvement include: Early skills-assessment, networking with employers, trainings and internships, Information regarding work rights and language-learning. The 2019 National Integration Strategy included policy measures such as: recording and recognition of qualifications and skills (4.1.), mapping the educational background, work experience and professional profile of beneficiaries and applicants of international protection (4.1.1.), creation of an information system in order to qualitatively and quantitatively process the data of the skills mapping and its interconnection with relevant services (4.1.2.). Concerning policy measures to facilitate access to the labor market (4.2.): Promotion of employment in the rural economy and processing beneficiaries (4.2.1.), international protection (4.2.2.),mentoring, training and internship to facilitate access to the labor market of beneficiaries of international protection, and promotion of entrepreneurship(4.3.1),promotion of micro-entrepreneurship (startup companies) (4.3.).On the one hand, the Covid-19 pandemic exacerbated social inequalities, from which women were already suffering the most, exposing vulnerabilities in employment, access to education and health services. On the other hand, gender-based violence has also increased as a result of economic and social pressures in a context of movement restrictions and isolation measures. Thus, at the European level, specific integration measures for migrant women have been taken in order to mitigate the effects of periods of confinement linked to the Coronavirus. Many associations and institutions have been mobilized to continue the support and have adapted their care modalities to maintain the link with the public (individual telephone contact, WhatsApp group, development of online training modules, etc.).

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The Focussed Study of the European Migration Network for the year 2018 aims at informing the Member-States and the European Commission on all the developments with regard to labour market integration policies targeting third-country nationals in Greece.

Fouskas, T., Martiniello, M., Koulierakis, G., Economou, C., de Maio, A. and Mine, F. (2020). Annual Report 2019 on Migration and Asylum in Greece: National Report: Part 2 and Statistics Annex. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration and Asylum/European Commission/European Migration Network.
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The Annual Policy Report of 2019 aims at informing the Member-States and the European Commission on all the developments that took place in the year of 2019, in the areas of migration and asylum in Greece.

Fouskas, T. and Koulierakis, G. (2022). "Demystifying Migration Myths: Social Discourse on the Impact of Immigrants & Refugees in Greece", Special Issue of Urbanities, Vol. 12 Supplement 5, 9-28, on Greek Crisis and Inequalities: Anthropological Views guest-edited by Prof. M. Spyridakis.
https://www.anthrojournal-urbanities.com/wp-content/uploads/2022/01/5-Fouskas-Koulierakis.pdf
This article is based on the analysis of statistical records and media coverage. The discussion focuses on the demystification of negative perceptions, stereotypes and myths regarding immigrants, asylum seekers and refugees in urban localities, examining the social discourse on the repercussions of migration in Greek society.

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Spain

The labour market of migrant women in Spain is often defined as precarious. Newly arrived migrant women are, in most cases, forced into domestic service, as a temporary insertion stage until they find a more stable job. Moreover, it is worth noting that in Spain, the migration model has developed in response to care demands. Administrative legalisation has favoured women performing this type of work [1]. For example, the 2015 data of the Woman Immigrant Survey [2] showed that in Spain, 58% of the jobs of non-EU immigrant women concentrated around three occupations: domestic and care work, cleaning and waitressing.

Although channels have been established to validate the qualifications of foreigners, obstacles remain highly conspicuous. In Spain, the requirements for the recognition of foreign university degrees are regulated by "Royal Decree 967/2014, of 21 November, which establishes the requirements and procedure for the recognition and declaration of equivalence of degrees and official university academic levels and for the validation of foreign higher education studies, as well as the procedure for determining the correspondence with levels of the Spanish framework of higher education qualifications for the official degrees of Architect, Engineer, Bachelor, Technical Architect, Technical Engineer and Graduate". The average processing time is two and a half years. As a result, the Ministry of Universities committed itself, in 2021, to reduce these deadlines to less than six months [3]. Many women either desist from the process of validating their degrees or obtain it only after many years. Their difficulties include, among others: the high cost of validation; the need to take degrees that they had already completed and that are not recognised in Spain; the tuition fees they have to pay because they do not have Spanish citizenship; and the need to present all the documentation from their countries of origin and the amount of bureaucracy this entails [4].

In addition to these obstacles, migrant women generally face a number of labour insertion hurdles in Spain such as: lack of knowledge of language and customs; difficulties of access to legal advice, lack of awareness of entrepreneurship options, lack of support networks and / or obstacles to the reconciliation between personal life, the care of their children (in its case) and work. Improvement proposals thus include: the promotion of Spanish language and culture courses; collaborations with the business world (different types of agreements that favour the incorporation of migrant women in companies); encouraging the provision of comprehensive guidance services (legal accompaniment, employment advice and entrepreneurship); and improving the procedure for the recognition of qualifications and services to support their work-life balance [5].

An example of this is the Clara Programme of the Spanish Government's Women's Institute. The programme seeks to increase the employability of women at risk or exclusion such as migrant women, and who present special labour insertion difficulties, by improving their employment qualifications (https://www.inmujeres.gob.es/areasTematicas/AreaProgInsercionSociolaboral/Clara.htm)
To conclude, we invite students to consult the success story entitled "A history of integration through trust in entities and authorities", which can be accessed at https://viw.pixel-online.org/case_view.php?id=NjA=. This case shows the difficulties faced by an immigrant woman to access the labour market in Spain, including the obstacles to the validation of her degree and the key role of the advice and accompaniment she receives from institutions.

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Migrant women in Spain: bastions of resistance after the economic crisis https://doi.org/10.24241/AnuarioCIDOBInmi.2018.130
This article reflects the situation of women over the last decade, during Spain's economic crisis.
Immigrant women entrepreneurs in rural areas. A factor of economic and social sustainability of the rural areas of the Valencian Community
https://doi.org/10.4422/ager.2013.05
This study sheds light on various entrepreneurial initiatives of immigrant women in the rural environment of the Valencian Community (Spain), as well as their role in sustaining the rural socioeconomic structure.
Wings European Project. The Erasmus+ project works on the social and economic qualification of immigrant women, providing these women with integration tools through quality learning opportunities and favouring the labour integration of migrant women https://wingsprojecterasmus.eu/

France

For more than thirty years, immigration policies and regulations in France have become increasingly restrictive, which makes life for all foreigners more precarious, complex, costly in terms of time for regularizing or keeping one migrant's legal status. Concerning the labor market, the state promotes a policy of selective migration through for example the Law of 24 July 2006. This legislation privileges the movement of skilled or highly skilled migrants while restricting the free movement of people who are considered as low-skilled and are confined in certain sectors or precarious and seasonal labor activities.

The legal categories of migration in their residence permit are increasing in numbers. They define the nature and rights to work during their stay ("students", "temporary migration for work", "permanent migration for work", "family reunification", "talent" etc.). The switch from one classification to another implies very complex paper works, even though migrants may belong to several categories simultaneously or successively over the course of their lives. It tends to produce in diversified ways, temporally or definitively, the "irregular migrants" and implies a control on migrants, documented or undocumented, who should overcome numerous barriers in the very complicated administration system, especially for newcomers: papers from their employers who should encounter with their employees the same difficulties; get an appointment where they can deliver the papers for apply, which is almost impossible in some

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regions in France; etc. Even the highly skilled migrant cannot escape from these difficulties. Moreover, family obligations and multiple tasks of mothers limit their labour market mobility.

In the informal economy, particularly the care-related services, migrant women are highly concentered. Lots of them are engaged in undeclared work and jobs for different reasons: some have no choice since they don't have the residence permit or work authorization, or their employers don't want to offer them a contract, while others choose to do so to earn a (better) living. Despite the legal proceedings, many are undocumented migrants working with a contract under another person's name.

Regularization of residence status represents an important stage in migrant women's trajectories. It allows them to access the most formal segments and forms of service provision. With a serious job offer in the shortage occupation lists and paper justifying their work in the past years from their employers, the regularization of their status is possible. While in reality, the number of regularization related to employment is reducing in the last several years, partly due to a general difficulty to obtain an appointment in the police office. For the government, it's a consequence of Covid-19 crisis where the public services are saturated. Although the supplementary barriers for migrants are observed in terms of access to information and their rights (ex. Face-to-face services reduced; services online generalized which are difficult to get access to; digitalization of public services without taking into account the digital fracture for some socio groups; etc.)

Access to skills training and qualifications is an important precondition for involving women in long-term mobility in the formal activities in the labour market. The question remains how accessible they are for migrant women since the training has been reduced because of budgetary constraints. The AFPA (*l'Agence nationale pour la formation professionnelle des adultes* - the National Agency for Adult Professional Training) offers vocational training leading to qualifications, certified by a professional title from the Ministry of Labor. It provides for example a tailored project for refugees during two years named "HOPE", particularly in certain groups of occupations where the enterprises look for qualified workers. This project offers professional training, language training (including the acquisition of specialist occupational language and institutional language), housing solutions and social worker's support.
Getting access to labour market and have mobility is not always about permit, skills, degrees or working experiences. Migrant women have serious drawbacks in their professional life even though they are highly qualified: recognition of existing qualifications, limited access to public sector jobs, multiple challenges due to strict visa and residence permit requirements, family responsibilities in childcare, discriminations related to their gender, origin, religion etc. Policies focusing on these barriers should be made to facilitate access into the labour market and their long-term mobility by migrant women.

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Promoting Integration for Migrant Domestic Workers in Europe: A Synthesis of Belgium, France, Italy and Spain
https://ecommons.cornell.edu/bitstream/handle/1813/87675/ILO_Promoting_integration_for_migrant_domestic_workers_in_Europe.pdf?sequence=1&isAllowed=y
This study examines the migrant domestic workers and underlines the main barriers that domestic workers encounter frequently in different EU countries.

Migrant Women's Access to Labour Market in six European cities: a comparative approach
https://docs.euromedwomen.foundation/files/ermwf-documents/8162_4.231.migrantwomen%E2%80%99saccesstolabourmarketin6europeancities.pdf

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VOICES OF IMMIGRANT WOMEN

Project Number: 2020-1-ES01-KA203-082364

This report offers a comparative approach on migrant women's integration into the labour market in six European cities, through the angle of the gendered impact of integration policies on migrant women's employment.

Italy

It is possible to observe that Italy attracts **migrant workers** who are placed in ***services*** and ***commerce***, rather than highly skilled ones. This situation is due to the ***socio-economic conditions*** that define the ***Italian society*** of the present time: economic difficulties in general, socio-economic differences between geographic areas and social classes, gender issues, discrimination, etc. As a final result, even ***qualified migrant women*** do not find a good job.

Speaking of both social and labour integration of migrant women as a whole, the issue of their **in/visibility** emerges from various studies. The social reality experienced by migrant women has been defined as a ***triple oppression*** (or ***marginalisation***): social, economic, and cultural (Campani 2007: 5-6); such a situation derives from their general condition of being migrants, their employment in socio-economic niches (esp. domestic, hence private sector), and their absence in the public sphere. The phenomenon of ***socio-economic niches*** and ***ethnic professionalization/specialisation*** particularly applies to the women working and living in Italian families as domestic workers or caregivers, mostly native to Eastern Europe (e.g. Ukraine, Romania), and South America (e.g. Peru), plus some other contexts of origin (e.g. Sri Lanka, Cape Verde, Somalia).

As for their labour integration, the interviewees (Italy) indicated several difficulties in finding employment, and remarked the issue of professional recognition: migrant women are confronted with the **impossibility of getting their professional qualifications recognised** being achieved in their countries of origin, which is perceived and interpreted as a form of ***institutional discrimination***.

Such a situation affects many migrant women, both those who would like to get employed, or to develop their own entrepreneurship and start a business: in this regard, **training courses** promoted and funded by local, regional, national, and international/EU bodies definitely offer themselves as an integration tool for migrant women.

Another aspect, emerged from the fieldwork with migrant women, regards the **overcoming of "traditional female" roles** that further affect their socio-economic integration in the receiving society: meaning that there is a strong need of a constant work with migrant women (and men) aimed at their inclusion by promoting a variety of lifestyles in order to overcome their role of wives and mothers in their native contexts, i.e. families or communities.

As emerged during the research, migrant women express worries regarding access to a **retirement/pension system**, which especially applies to the women employed in domestic (care and assistance) sector.

Given their social conditions, migrant women are frequently driven to **find jobs by using informal channels**, i.e. support networks of relatives, friends, migrant associations, NGOs, rather than through public institutional resources.
Some specific **strategies of professional requalification** and **labour integration** emerged from the research, meaning that a part of immigrant women try to get socially and economically integrated by referring to particular sectors, that can be subdivided in 4 contexts:

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1) ***migrant services***: mediation (cultural-linguistic m.), associations, reception sector i.e. services for asylum seekers – these contexts usually do not provide constant nor guaranteed livelihood;
2) participation in ***training courses***, especially those promoted, organised, and funded by the EU, though often implemented through the network of local NGOs;
3) participation in ***EU projects***;
4) ***change of one's professional field***, alone or together with the respective husband/partner.

"Emigration as a Strategy for Reaching Personal Autonomy and Professional Fulfilment" https://viw.pixel-online.org/case_view.php?id=NDU=: in this story, the protagonist was able to realise her professional dream thanks to a European programme of training and labour inclusion.

"When Education is not a Synonymous with Recognition for an Immigrant Woman" https://viw.pixel-online.org/case_view.php?id=NDc=: this story reports the difficulty of an immigrant woman in getting a position as a teacher in a public school: this difficulty is due to the impossibility to get recognised her professional qualifications obtained in her country of origin.

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(https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.585.925&rep=rep1&type=pdf)
This paper addresses socio-economic integration of female migrants in Europe, on the example of Italy and the Mediterranean model. Special attention is paid to some important concepts, such as plurality of voices, triple oppression of migrant women, and their role as active subjects.

Castagnone E., Eve M., Petrillo E. R., Piperno F., coll. di Chaloff J., 2007, *Madri migranti. Le migrazioni di cura dalla Romania e dall'Ucraina in Italia: percorsi e impatto sui paesi di origine*, Working Papers, 34/2007, Programma MigraCtion, CeSPI, Roma & Forum Internazionale ed Europeo di Ricerche sull'Immigrazione (FIERI), Torino.
(https://www.cespi.it/it/ricerche/madri-migranti-le-migrazioni-di-cura-dalla-romania-e-dallucraina-italia-percorsi-e-impatto)
This paper addresses a research on female migrations from Romania and Ukraine to Italy with the goal of exploring the strategies adopted by female workers and assessing the consequences of the "informal system of transnational welfare" for themselves and their families and, more generally, for both host and native societies.

Romens A.-I., 2021, "Don't let people walk all over you": Migrant women with tertiary education coping with essentialism in Italy and France, AG AboutGender 10(20), pp. 231-263.
(https://riviste.unige.it/index.php/aboutgender/article/view/1317)
This paper analyses how migrant women with tertiary education cope, resist, and eventually challenge the essentialist processes they face at work and in daily interactions.

Portugal

In Portugal, access to the labor market and employment is regulated essentially by the Labor Code (Law nº. 7/2009, February 12th). Its articles 4 and 5 contain specific provisions for foreign workers or stateless

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persons, with the principle of equal treatment essentially guaranteed in reference to workers of Portuguese nationality. In the same law we find normative provisions referring to equality and non-discrimination in the labor and employment market, between articles 23 and 32. These are norms whose conceptual content indicates what is to be understood by direct discrimination, indirect discrimination, equal work for equal value, positive action measures, and the prohibition of harassment. Of particular note is the emphasis in Article 24.3(a), where the foreign worker is protected by the application of the principle of equal opportunity in access to work and employment. The legal provisions adopt neutral language. However, the labor standards in Articles 30, 31 and 32 take on a markedly gendered character, since it is expressly stated in Article 30(1) that "The exclusion or restriction of access of a job applicant or worker on the grounds of sex to a particular activity or vocational training (...) constitutes discrimination on the grounds of sex".

In addition to the labor provisions, it is worth noting the implementation measures at national and regional levels. At the first level, the Strategic Plan for Migration 2015-2020 (Council of Ministers Resolution Nº. 12-B/2015) stands out. Its measure 23 provides for the promotion of improved working conditions.

At the regional level, we highlight the Local Centers of Support for Immigrant Integration (CLAIM). The Bragança CLAIM intends to create integration networks with institutions in areas such as health, education, employment and culture. According to this, immigrant women show a great capacity for work and adaptation to the social context and decide to stay when they find more stable work situations. Local instruments of utmost importance are the Municipal Plans for the Integration of Migrants (PMIM) where the one for Lisbon (2018-2020) stands out with a specific axis (II) that aims to work on the gender perspective by appealing to the public participation of immigrant women.

The VIW research shows that economic, financial and labor factors are mentioned by immigrant women, on the one hand, as deterrents to the migration project and, on the other hand, as one of the main constraints they face in host countries. The recognition of professional skills and access to qualified employment are determinants in the decision to stay. However, the great difficulty in obtaining this recognition, which leads women to less qualified and precarious jobs, has been mentioned. To overcome this obstacle, entrepreneurship emerges as a resource.

To end this chapter, we make available to the students the following success story of a migrant woman in Portugal entitled "From invisible to visible", available at https://viw.pixel-online.org/case_view.php?id=MTI=. This success story shows how this woman built her own business as a way to affirm herself socially and financially.

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Guia de Acolhimento para Migrantes- Acesso ao Mercado de Trabalho [Reception Guide for Migrants - Access to the Labor Market]

https://www.acm.gov.pt/documents/10181/0/Guia+de+Acolhimento+para+Migrantes/26d16add-11ef-4330-beb8-04ae262ad72b

ACM - Migrant Reception Guide (pages 92-99). On the indicated pages, this guide describes the procedures and institutions to support the active search for work.

Os trabalhadores imigrantes e os riscos associados ao trabalho [Immigrant workers and employment-related risks]

https://www.om.acm.gov.pt/documents/58428/183863/migracoes2_art11.pdf/5468304d-3747-474c-

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Opinion article on immigrant workers and work-related risks. This article highlights the exposure factors of immigrant workers to risks related to the exercise of professional activities.

Slovenia

Certain categories of foreign nationals have the right to free access to the Slovenian labour market. This means they are able to work, find employment and become self-employed without a permit for work. This right applies to citizens of EU member states, countries in the European Economic Area (EEA) and Swiss citizens. Third-country nationals, however, experience limitations in accessing the labour market in Slovenia. With higher education or academic status, finding a job and integration is easier. In some areas, there are opportunities to find a job even before migration, as some professional fields are internationally networked, but the Slovenian bureaucracy complicates an easy transition. Entering the country with a fixed job facilitates the process for residency (different kinds) and provides social security through employment or self-employment. When the process of residency is completed, the migrant has the same rights as native workers to access state support, e.g. registering as unemployed at the Employment Service of Slovenia in case of loss of job.

Applications for the single residence and work permit must be lodged at an administrative unit (in Slovenia) or at the diplomatic or consular office in migrant's home country. Applications are processed according to the procedures and regulations, pursuant to the Employment, Self-employment and Work of Foreigners Act. The single permit procedure, managed by administrative units, requires the Employment Service of Slovenia's approval, which is granted – provided the legal requirements for that particular approval are met. Single permits can be granted for employment, self-employment and work; extending employment, changing employers or because of employment with two or more employers; EU Blue Card; posted workers; training or further training courses for foreign nationals; seasonal work, etc. Foreign nationals are entitled to self-employment after legally (and continuously) residing in Slovenia for one year. However, work permits, issued by the Employment Service, continue to be necessary for seasonal farming work lasting up to 90 days; the employment of citizens from Bosnia and Herzegovina; and the employment of citizens from Serbia.

The students can thus see the complex bureaucracy involved in accessing the labour market in Slovenia – despite the fact that certain rules have been relaxed. They are advised to follow Facebook pages of trade unions to learn more about developments in the field of economic integration of migrant women from non-EU countries, for example (13) Delavska svetovalnica | Facebook. For stories of entrepreneurship of migrant women, they are instructed to search the media posts in order to themselves find migrant women's labour market inclusion success stories (e.g. https://www.spar.si/mediji/ss-hit-produkt-2021-so-testenine-batasta, https://www.zadovoljna.si/traci/oddaje/martina-wanis-batasta-startaj-slovenija.html).

To end this chapter, we make available to students the following success story starring a migrant woman in Slovenia and entitled "Overcoming the bureaucratic obstacles, poor information flow and health care issues" accessible at Welcome to VIW project (pixel-online.org) This success story illustrates the problem with getting the correct and quick information pertaining to various issues.
Students are also invited to read another story starring a migrant woman in Slovenia and entitled "Job-related opportunities, overcoming language barrier and challenges from the perspective of young migrant woman" accessible at: https://viw.pixel-online.org/case_view.php?id=NjY=

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CHAPTER 5: EUROPEAN DIMENSION

	REGULATIONS GOVERNING ACCESS TO THE LABOUR MARKET	LIMITATIONS	DATA ON THE JOBS MOST HELD BY MIGRANT WOMEN
France	There are various laws related to the labor market of migrant women. The Law n° 2006-911 of July 24, 2006 relative to immigration and integration, which promotes a selective migration policy, can be highlighted.	Major limitations despite being highly rated: lack of recognition of existing qualifications, limited access to public sector jobs, strict visa and residence permit requirements, family responsibilities, discriminations (gender, origin, religion etc)	The number of women who carry out their work in the care service is significant. Many of the jobs are in undeclared work. In addition, there is a high rate of unemployment among migrant women. In 2017 it was 21%
Greece	There are various laws related to the labor market integration of migrant women, for example: Law 4251/2014 Immigration and Social Integration Code and other provisions includes gender perspective in the migration policy in the procedures Law 4636/2019 "On International Protection and other provisions" women are also mentioned.	There is a high division of labor where migrant women are in the informal sector of the labor market, working without insurance and without being in a regularized situation. If a woman is an asylum seeker (an applicant for international protection) and has completed the procedure for lodging her application for international protection and possess a valid applicant for international protection card or asylum seeker's card then she has the right to access salaried employment or to the provision of services or work. If a woman is an asylum seeker, she does not have the right to be self-employed or start her own enterprise.If a woman has beenrecognizedas refugee or a beneficiary of subsidiary protection and holds a valid residence permit, she has access under the same conditions as Greek nationals.	59.4%, of female migrants can be found in the household sector; accommodation and food service activities at 17.2%, manufacturing at 7.2%, agriculture, forestry and fishing at 3.5%, and wholesale and retail trade at 2.7%. In addition, the number of unemployment is very high. Shadow economy in Greece isestimated in 29.4% of the country's GDP. The jobs inwhich migrant women are largely employed are paid ornot paid occupations outside the margins of formalemployment and unregistered.
Italy	All immigration laws (as from the very first one) have increasingly approached the phenomenon in terms of labour (plus public safety and emergency). In order to work in Italy, foreign nationals must have a work permit (residence permit for work purposes), which is subjected to a set of requirements, dependant on the relevant immigration law.	Among the limitations, the following stand out: the impossibility of having their qualifications recognized (institutional discrimination), invisibility of migrant women that can be defined as social, economic and/or cultural (it is cause and consequence at the same time), their absence in the public sphere and the continuous concern about aspects such as future access to retirement/pension system	Socioeconomic employment niches of migrant women are identified, especially in the field of services/care
Portugal	Access to the labor market and employment is regulated essentially by the Labor Code	Little recognition of professional skills and, therefore, great difficulties in accessing qualified	A high number of migrant women residing in Portugal have to carry out low-skilled

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	(Law nº. 7/2009, February 12th)	employment	jobs. As an alternative, entrepreneurship is being promoted.
Slovenia	Access to the labor market and provisions of employment are regulated by the Employment, self-employment and work of foreigners Act	Complex bureaucracy to access the labor market; no access to public sector jobs; strict work visa and residence permit requirements; ethnic and national discrimination	Women with higher education or academic level have more facilities to find work and integrate. In some areas, there are opportunities to find work even before you migrate.
Spain	It can highlight Royal Decree 1800/2008 of 3 November, which develops Royal Decree-Law 4/2008, of 19 September, on the cumulative and advance payment of contributory unemployment benefit to non-EU foreign workers who voluntarily return to their countries of origin	Difficulties in validating the title (a lot of bureaucracy, high prices...), lack of knowledge of the language/customs, lack of legal advice, lack of knowledge about entrepreneurship, lack of support networks, difficulties in reconciling family life.	In 2015, 58% of the occupations of non-EU immigrant women in Spain were concentrated in three occupations: domestic and care work, cleaner and waitress.

General ideas

In the analyzed contexts, it is observed how migrant women have great difficulties in accessing the labor market. A common aspect in most countries is that women tend to work in low-skilled jobs, regardless of their qualifications. Likewise, some work niches have been identified, mainly those related to care. This shows how migrant women are inserted in the private sphere, assuming a greater invisibility. They usually carry out precarious and poorly paid jobs.

Other issues analyzed show the difficulties that migrant women have for the validation of titles, hindering their professional development. Likewise, there continues to be little culture of entrepreneurship among migrant women, however, it is one of the lines of development that should be advanced in the future.

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Downloadable Documents
Amandine Bach, ***"Social Integration of Ethnic Minority Women: Policy Proposals"*** *FEMM Committee hearing, 7 April 2010 – Speaking notes* https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjq54GE3OX1AhXCyYUKHY6OA1IQFnoECAQQAQ&url=https%3A%2F%2Fwww.europarl.europa.eu%2Fcmsdata%2F61683%2Fatt_20100407ATT72310-1901284098045286488.pdf&usg=AOvVaw3ePIJhGQ85ef6CtDeWsJSo This speaking notes listed the different recommendations from EWL regarding the migrant women and their integration in European societies. *Johannes Jütting & Angela Luci & Christian Morrisson, "****Why Do so many Women End up in Bad Jobs?: A Cross-country Assessment****," OECD Development Centre Working Papers 287, OECD Publishing,* 2010. *https://www.oecd-ilibrary.org/fr/why-do-so-many-women-end-up-in-bad-jobs_5kmlhlrz6br0.pdf?itemId=%2Fcontent%2Fpaper%2F5kmlhlrz6br0-en&mimeType=pdf* This paper focuses on the issue of "feminisation of bad jobs" in developing countries by analyzing the role of social institutions, social norms, and informal laws in shaping the labour market.

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LEARNING OBJECTS/PRACTICAL ACTIVITIES

Practical Activities

In Module 4 we analyse the difficulties migrant women face in gaining access to skilled jobs with higher education obtained in their country of origin, and how they have to make do with access to lower-skilled jobs.

Duration: 45 minutes

Objectives:

- *Detect the difficulties for migrant women to enter the labour market.*
- *To identify the so-called "care jobs".*
- *To find out about labour inclusion strategies that favour migrant women's access to employment.*
- *Identify specific difficulties due to the covid19 pandemic.*

In order to reinforce your knowledge, we propose the following practical activities.

Activity 1: Analyze and reflect on the following situation:

1. Man, 21 years old, from Colombia, arrives in Germany illegally in his country of origin he studied nursing, but his degree has not been recognized in Spain.
2. Woman, 23 years old, from Venezuela. She comes with one dependent child, has two more children in her country of origin. She enters Spain irregularly. Studied nursing in her country of origin.
   - Who do you think will have an easier integration process?
   - Will any of them be able to access jobs according to their training?
   - Do you think there could be any discrimination between boys and girls when it comes to accessing the same job?
   - Why do women tend to access low-skilled jobs? Do you consider that there are jobs “reserved” for migrant women? Give an example.

Activity 2: Double discrimination: "gender" and "country of origin".

- Reflect on why being a "woman", a "migrant" and a "jobseeker" makes it even more difficult to access skilled jobs. Give some examples.

- Identify in the text an example of a labor inclusion strategy that favors migrant women's access to the labor market.

- Reflect and propose two concrete measures that could favor access to the skilled labor market for migrant women.

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VOICES OF IMMIGRANT WOMEN

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Training Course
Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

Module 5
Social-Health Care of Migrant Women

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Introduction

The Module 5 is focused on social-health care of migrant women. Inequalities in access to healthcare and social care services comprise a complex problem faced predominantly by immigrants in all EU Member-States. In terms of healthcare, migrant women are more likely to face unmet medical needs related to various factors such as: lack of access or limited health insurance depending on residence status, type of employment, lack of knowledge on how to access services, financial resources, language barriers etc. Social care play a crucial role in improving quality of life of female migrants as include social security, employment and training services, social housing, child care, long-term care, social assistance services and mental health support.

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Chapter 1. Conceptual Approach at an International Level on Social and Health Care with a Gender and Cross-Cultural Perspective. Special Attention to European Intercultural Approaches

Health equity is the absence of unfair, avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically or by other dimensions of inequality (e.g., gender, ethnicity, disability, or sexual orientation). Health equity is achieved when everyone can attain their full potential for health and well-being. Insufficient access of female migrants to healthcare services can be a major obstacle to integration and inclusion, affecting virtually all areas of life, including employment and education. Factors that can impact health outcomes include the effects of the migratory process, social determinants of health, and risks and exposures in origin, transit, and destination environments. These factors interact with biological and social factors, leading to different health outcomes. Townsend et al. (1992:358) argue that access to health services is divided into three types: **Economic access** is associated with the equal provision of goods regardless of the economic capacity of the individual and by offering social goods based on needs and not on the cost of the institution and economic contribution of the individual. Health services offered to patients from financially disadvantaged groups cost more than average as they tend to suffer from chronic diseases for long periods. A lengthier period of recovery is required due to poor nutrition, bad living conditions and lack of social/welfare support and tend to have higher rates of diseases in relation to the more prosperous. **Geographic access** is usually associated with the equitable distribution of services in different areas, and particularly with the possibility of movement of the patient. **Cultural access** is associated with the relationship between patients and healthcare professionals or employees of agencies and the extent to which differences in education, gender, culture, religion or nationality create barriers to communication and effective use of social/welfare services. Female migrants are confronted with specific persistent barriers to accessing healthcare services, including administrative hurdles, fears linked to uncertainties about the duration of their stay, discrimination, a lack of information and of familiarity with the healthcare system, and linguistic and intercultural obstacles. Female migrants face additional challenges as they tend to have lower proficiency in the host country language, weaker social networks, and greater responsibilities for childcare and family. Female refugees and migrants show worse outcomes with respect to pregnancy-related indicators. Female immigrants' health is inevitably linked to their ability to find work and thus be linked to the social security system. The Covid-19 pandemic shed light on inequalities in access to healthcare services. Migrants are more likely to work in precarious, low-status/low-wage employment and undeclared jobs that do not offer low levels of insurance coverage, limited or no healthcare and social protection access, require close contact with others, which expose them and their families to a higher risk of contracting Covid-19, as well as other infectious diseases. Mental health is critical to integration of female migrants. Female migrants, especially female refugees, may be at higher risk of developing mental health problems due to trauma experienced in their country of origin, difficulties encountered during their migration journey or post-arrival experiences, such as social isolation or discrimination, they often face obstacles in accessing mental health services.

Online Resources

Bradby, H., Humphris, R., Newall, D., and Phillimore, J., 2015, Public health aspects of migrant health: a review of the evidence on health status for refugees and asylum seekers in the European Region. Health Evidence Network Synthesis Report 44. Copenhagen: WHO Regional Office for Europe.
(https://www.euro.who.int/__data/assets/pdf_file/0004/289246/WHO-HEN-Report-A5-2-Refugees_FINAL.pdf)
The objective of this report is to synthesize research findings from a systematic review of available academic evidence and grey literature to address the following question. What policies and interventions

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work to improve health care access and delivery for asylum seekers and refugees in the European Region?

Fouskas, T., Gikopoulou, P., Ioannidi, E. and Koulierakis, G., 2019, Health inequalities and female migrant domestic workers: Accessing healthcare as a human right and barriers due to precarious employment in Greece, Collectivus: Special Issue Migrations and gender from a transnational perspective, 6(2): 71-90.
(http://investigaciones.uniatlantico.edu.co/revistas/index.php/Collectivus/article/download/2415/2969/)
In the framework of human rights, this article revisits the legal context and examines the policy responses with reference to health, in order to reveal the weaknesses of the Greek institutional context, and present data concerning female migrant workers' access to healthcare services.

World Health Organization (WHO), 2018, Report on the health of refugees and migrants in the WHO European Region: No PUBLIC HEALTH without REFUGEE and MIGRANT HEALTH. Copenhagen: WHO Regional Office for Europe.
(https://apps.who.int/iris/bitstream/handle/10665/311347/9789289053846-eng.pdf?sequence=1&isAllowed=y)
This report is intended to create an evidence base to aid Member States of the WHO European Region and other national and international stakeholders in promoting refugee and migrant health.

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Chapter 2. Health Management Models Taking into Account Emergency Care Situations in Inclusion Situations

Major differences emerge in immigrants' healthcare coverage and ability to access services between countries; Policies often fail to take their specific health needs into account. The inclusion of migrants into the health system of destination countries is becoming an essential component of their integration. Migrant health relates to 15 Target Areas of the UN's Sustainable Development Goals Agenda, with its imperative of "Leaving No One Behind" but health policies qualify as halfway favourable for promoting healthcare coverage and ability to access services for immigrants (49/100) (Solano and Huddleston, 2020). Regional health policies recommend or define that emergency and urgent care should be available to all refugees and migrants throughout the Region, regardless of legal status. Prior to the recent conflicts in eastern Europe and the Middle East, the most common response to mass population movements was to establish camps or settlements; conditions in these camps have varied enormously. a) The most severe health consequences of conflict and population displacement have occurred in the acute emergency phase, during the early stage of relief efforts, and have been characterized by extremely high mortality rates. b) Among refugees and IDPs, many factors might lead to high rates of nutritional deficiency disorders, including prolonged food scarcity prior to and during displacement. c) Communicable diseases: acute, respiratory infections, diarrhoea, measles, and malaria have been most frequently, cited as proximate causes. D) Injuries are widespread in all populations and are responsible for significant mortality, morbidity, and disability. e) Non-communicable diseases. f) Women's health. g) Mental health (Toole, 2019). Women are a particularly vulnerable subset of the population because the gender-based discrimination that is all too common in stable societies is frequently exacerbated in times of societal stress and meagre resources".

The EU context that provides the basis of the discussion around the theme of integration of TCNs, the EU integration policy of TCNs is directed by the recast Reception **Directive 2013/33/EU** which states that: Member States shall ensure that applicants receive the necessary health care which shall include, at least, emergency care and essential treatment of illnesses and of serious mental disorders. Member States shall provide necessary medical or other assistance to applicants who have special reception needs, including appropriate mental health care where needed." (art. 19, par. 1, 2). **Directive 2011/95/EU** (art. 30, par. 1, 2) states: "Member States shall ensure that beneficiaries of international protection have **access to healthcare** under the same eligibility conditions as nationals of the Member State that has granted such protection.

Member States shall provide, under the same eligibility conditions as nationals of the Member State that has granted protection, adequate healthcare, including treatment of mental disorders when needed, to beneficiaries of international protection who have special needs, such as pregnant women, disabled people, persons who have undergone torture, rape or other serious forms of psychological, physical or sexual violence or minors who have been victims of any form of abuse, neglect, exploitation, torture, cruel, inhuman and degrading treatment or who have suffered from armed conflict".

National laws can conflict with international laws in promoting the fundamental right to health if a person's migrant status is used to restrict entitlement to national health care services. Frequently, irregular female migrants do not have access to antenatal and postpartum health care services and are often limited to emergency care services. Art. 29 (par 1, 2) of Directive 2011/95/EU protects the right to social care of persons with refugee status and persons under subsidiary protection "Member States shall ensure that beneficiaries of international protection receive, in the Member State that has granted such protection, the necessary social assistance as provided to nationals of that Member State. By way of derogation from the general rule laid down in paragraph 1, Member States may limit social assistance granted to beneficiaries of subsidiary protection status to core benefits which will then be provided at the same level and under the same eligibility conditions as nationals".

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Online Resources

European Parliament, 2011, Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 on standards for the qualification of third-country nationals or stateless persons as beneficiaries of international protection, for a uniform status for refugees or for persons eligible for subsidiary protection, and for the content of the protection granted (recast) 13 December 2011, OJ L 337, 20.12.2011. Brussels: European Parliament.
(https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32011L0095)
The purpose of this Directive is to lay down standards for the qualification of third-country nationals or stateless persons as beneficiaries of international protection, for a uniform status for refugees or for persons eligible for subsidiary protection, and for the content of the protection-granted..

European Parliament, 2013, Directive 2013/33/EU of the European Parliament and of the Council of 26 June 2013 laying down standards for the reception of applicants for international protection, (recast) 29 June 2013, OJ L 180, 29.6.2013. Brussels: European Parliament.
(https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:32013L0033)
The purpose of this Directive is to lay down standards for the reception of applicants for international protection ('applicants') in Member States.

Toole, M. (2019). Health in humanitarian crises, in P. Allotey and D. Reidpath (eds.). The Health of Refugees Public Health Perspectives from Crisis to Settlement. Oxford: Oxford University Press, 54-84
(https://oxford.universitypressscholarship.com/view/10.1093/oso/9780198814733.001.0001/oso-9780198814733-chapter-4)
The author outlines the common causes of morbidity and mortality and the range of medical specializations required to meet the health needs.

Solano, G. and Huddleston, T., 2020, Health: Migrant Integration Policy Index 2020. Barcelona/Brussels: CIDOB and MPG.
(https://www.mipex.eu/health)
The Migrant Integration Policy Index (MIPEX) stimulates debates, informs high-level reports and is used for civil society action on migrant integration policy across the world.

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Chapter 3. Identification of the Main Limitations, at Present, in Socio-Health Care with a Gender Perspective and Proposals for Improvement for an Adequate Intervention

The right of access of female immigrants to healthcare services is regulated by the existing institutional framework. In may EU countries there is no separate regulatory text that summarizes the rights of immigrants to healthcare services and social care. Relevant provisions are scattered in various laws, presidential decrees and ministerial decisions. Legally resident foreigners have access to health services through social insurance and through the procedures provided for EU citizens. In many cases hospitalization of third country nationals is feasible only for emergencies and until the stabilization of their health. Factors such as language, cultural and economic barriers, and uncertain legal status can influence the vulnerability of female refugees and migrants to vaccine-preventable diseases. The 2018 report of the World Health Organization states the following: Regarding **communicable diseases** female refugees and migrants can be more vulnerable to infectious diseases in places or origin, transit and destination because of exposure to infections, lack of access to health care, interrupted care and poor living conditions. In relation to v**accine-preventable diseases** female refugees and migrants may arrive in Europe with incomplete or interrupted immunization schedules, thus are vulnerable to vaccine-preventable diseases in transit and destination countries. Only few EU Member States had a national immunization programme that included refugees and migrants. As regards to **occupational health** irregular female migrants may have informal work agreements (e.g., precarious, low-status/low-paid jobs, domestic work, caregiving, nursing, childcare, agriculture, cleaning, restaurant and tourist/hotel and personal care services regardless of legal status) without the social protection of health or social insurance, resulting in musculoskeletal, respiratory and mental health problems, work-related injuries and discrimination in the workplace and lack to rights. Concerning **maternal health**, there is a marked trend for worse pregnancy related indicators among refugees and migrants. Regarding **obstetric and perinatal health**, there are identified determinants of postpartum maternal mental health problems or depression among refugee and migrant women in EuropeIn relation to **sexual and reproductive health** knowledge about contraception and family planning has been shown to be highly dependent on the country of origin and previous educational attainment. Irregular migrants are at a higher risk of unintended pregnancies. Cases of **female genital mutilation (FGM)**occur to female migrants and leads to a number of health complications. Lack of education, refugee or migrant status and membership in certain religious groups can be associated with FGM. The lack of stable **housing** or lack of a residence permit increases vulnerability, the risk of a precarious living situation and the risk of victimization and of sexually transmitted infections (STIs). In relation to **mental health,** prevalence of PTSD among refugees who have been exposed to very stressful and threatening experiences is indicated to be higher than in the host populations, poor socioeconomic conditions, such as unemployment or isolation, are associated with increased rates of depression and anxiety in female refugees after resettlement. Concerning **primary care** access to health care services depends on the legal status and usually female migrants having the required residence permits follow the same pathways and services as the host population. Migrant workers may have health coverage through their employers, but the severe problem for those in informal employment regardless of theor legas status and rely on NGOs.Regarding **preventive care** female migrants are not adequately addressed and included in surveillance programmes and the delayed participation in screening programmes can lead to a later detection of diseases (e.g., gynecologist, special gynecological tests). In relation to **oral/dental health** has been recorded as poorer in the refugee and migrant population. **Social support** such as access to housing, and assistance for children is important. Limited funding and duration of programmes of national governments, regional and local authorities, social partners and the civil society that support early labour market integration, public employment services, access to education and trainings.

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Online Resources

European Commission, 2020, Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions Action plan on Integration and Inclusion 2021-2027. Brussels, 24.11.2020 COM(2020) 758 final Brussels: European Commission.
(https://ec.europa.eu/home-affairs/system/files_en?file=2020-11/action_plan_on_integration_and_inclusion_2021-2027.pdf)
This action plan is part of the comprehensive response to tackling the challenges linked to migration put forward in the New Pact on Migration and Asylum.

Giannoni, M., Franzini, L. & Masiero, G., 2016, Migrant integration policies and health inequalities in Europe. BMC Public Health 16, 463.
(https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-016-3095-9)
The objective of this paper is to examine the role of migrant socio-economic status and the impact of migrant integration policies on health inequalities during the recent economic crisis in Europe.

World Health Organization (WHO), 2018, Report on the health of refugees and migrants in the WHO European Region: No PUBLIC HEALTH without REFUGEE and MIGRANT HEALTH. Copenhagen: WHO Regional Office for Europe.
(https://apps.who.int/iris/bitstream/handle/10665/311347/9789289053846-eng.pdf?sequence=1&isAllowed=y)
This report is intended to create an evidence base to aid Member States of the WHO European Region and other national and international stakeholders in promoting refugee and migrant health by implementing the Strategy and Action Plan for Refugee and Migrant Health in the WHO European Region, which incorporates the priority areas listed in Health 2020, the WHO European Region's policy framework for the promotion of equitable health and well-being.

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Chapter 4. Practical approach at the national level

Greece

The 2019 National Integration Strategy identified the necessity to improve access to health and welfare services through actions that help remove any barriers due to linguistic and/or cultural differences, through specialized intercultural training of hospital staff and primary health care services. Policy Measure 2.4 aims to facilitate the access of female migrants, applicants and beneficiaries of international protection in health and welfare services. Policy Measure 2.4.1. focuses on the extension of medical care and psychosocial support programs to applicants and beneficiaries of international protection. Policy Measure2.4.2 gives emphasis on specialized intercultural training of medical and nursing staff in hospitals and other health services. Policy Measure 2.4.3 promotes specialized intercultural mediation services in hospitals and other health services. The 2021 National Integration Strategy underlines the need for the pre-integration of asylum applicants. Goal 1: Ensuring Security and Protection includes: Objective 1: Ensure a safe living environment, especially for women, children and people with increased needs care and reception. Objective 2: Timely detection and case management chronic mental health problems and/or disabilities. Objective 3: Promote sexual and reproductive health.

Regarding social welfare Law 4636/2019 (art. 29, 30) provides access to social welfare for beneficiaries of international protection without drawing any distinction between refugees and beneficiaries of subsidiary protection. Beneficiaries of international protection should enjoy the same rights and receive the necessary social assistance according to the terms that apply to nationals, without discrimination. Not all beneficiaries have access to social rights and welfare benefits. In practice, difficulties in access to rights stem from bureaucratic barriers, which make no provision to accommodate the inability of beneficiaries to submit certain documents. family allowance, single mother allowance, birth allowance, student allowance, disability benefits, guaranteed minimum income, uninsured retiree benefit. If a woman is a recognised refugee or a beneficiary of subsidiary protection, she has the right by law to receive the necessary social assistance under the same conditions as Greek nationals.

Regarding access to healthcare for female beneficiaries of international protection is provided under the same conditions as for nationals (Law 4636/2019, art. 31), pursuant to L 4368/2016. Despite the favourable legal framework, actual access to healthcare services is hindered in practice by significant shortages of resources and capacity for both foreigners and the local population, as a result of the austerity policies followed in Greece, as well as the lack of adequate cultural mediators. Female third-country nationals or stateless persons who have applied for international protection before the competent Receiving Authorities, can apply for a Provisional Insurance and Health Care Number (PAAYPA) for asylum seekers. It corresponds to the full registration card, which allows them to access services like health services, medical care, social security and the labour market. Once a woman is granted a protection status, she has to apply for a Social Security Number (AMKA). With a Social Security Number, she would be able to access health care, employment protection, benefits, and other state services. However, administrative obstacles with regard to the issuance of a Social Security Number also impede access to healthcare. Those who went through a pre-registration process in relation to their international protection application could obtain a Temporary Social Security Number (PAMKA) (Law 4782/2021) and with JMD 2981/2021 specific categories of beneficiaries of PAMKA issuance were defined, i.e., asylum seekers and unaccompanied minors without a PAAYPA, as well as detained third-country nationals in Pre-departure Detention Centers for Foreigners.

From Georgia to Greece, accessible at https://viw.pixel-online.org/case_view.php?id=MzA= This story shows the difficulties of accessing the health system.

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https://asylumineurope.org/reports/country/greece/content-international-protection/social-welfare/#_ftn3
This report draws on information provided by national bodies related to asylum procedures.

Ministry of Migration and Asylum (2019). National Integration Strategy. Athens: National Integration Strategy.
https://migration.gov.gr/wp-content/uploads/2020/05/B6.-Εθνική-Στρατηγική-2019.pdf
This link provides access to the 2019 National Integration Strategy of Greece.

Ministry of Migration and Asylum (2021). National Integration Strategy. Athens: National Integration Strategy.
https://migration.gov.gr/migration-policy/integration/politiki-entaxis-se-ethniko-epipedo/

This link provides access to the 2021 National Integration Strategy of Greece.

Spain

In Spain, access to healthcare is regulated by "*Royal Decree-Law 7/2018, of July 27, on universal access to the National Health System*". Among the national legislation, one article refers specifically to the migrant population, both men and women. This is Article 3.b. *"Protection of health and healthcare of foreigners who live in Spain but are not legal residents of Spain".* Section 1 states that "*Foreigners who are not registered or authorised as residents in Spain have the right to benefit from health protection and healthcare under the same conditions as Spanish nationals"* (Art. 3.1). Based on this, all migrants (men and women) have access to the health system. They must, however:

- Provide identity documents.
- Prove they have effectively resided on Spanish territory over the last 90 days.
- Show that they are not able to export their right to healthcare from their country of origin to Spain.
- Prove that no third parties are obliged to pay.

Although these legal premises reinforce the universality of health, the health management model in Spain is decentralised. Each Autonomous Community has powers to implement the aforementioned article, as determined in section 3. *"The Autonomous Communities, within the scope of their competences, shall establish the procedure for the application and issuance of the accrediting document authorising foreigners to receive the assistance referred to in this article. [...]".*

In this sense, although Spanish state regulations advocate universal access to health care (including foreigners), the established procedures make it very difficult for many of them to access health services. An example of this is the language barrier that often makes medical care difficult. The Autonomous Communities usually offer simultaneous translation services (for example, the Linguistic Translation Service,of "*Health Responds*", in Andalusia), but they involve additional procedures for foreigners. Being unaware of the existence of these services also often means that women do not have access to health care. Pérez-Urdiales, & Goicolea (2018) established that in Spain, immigrants use more emergency services and less specialised care services compared to the native population. In addition, with respect to sexual and

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reproductive health, immigrant women attend less, and later, to prenatal control visits compared to native women. They also use contraceptive methods less, or more inadequately, and have a greater number of children, present a lower first-pregnancy age and a higher proportion of voluntary interruptions of pregnancy. These authors detected that immigrant women's access to public health services and sexual reproductive health was conditioned by factors such as: personal characteristics; the origin of the women themselves (a very strong factor); the attitudes of administrative and health staff towards their care; the functioning of the health system and health policies; and their lack of awareness of their rights in relation to health.

To end this chapter, students can consult the following success story of a migrant woman in Spain, entitled ***"Surmounting obstacles as a way of life. Crossing borders: Portugal, Venezuela and Spain",*** " accessible at https://viw.pixel-online.org/case_view.php?id=Mjg= This success story shows how the disabled daughter of one of the migrant women interviewed in Spain gains access to the health system.

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Online Resources

Competences in the management of health regions: Germany, Poland and Spain *https://academic.oup.com/eurpub/article/31/Supplement_3/ckab164.775/6405274?login=true*
This article presents how to manage the health system in Spain compared to other countries.
Supporting immigrant women in an intercultural mediation health programme https://scielo.isciii.es/scielo.php?script=sci_arttext&pid=S1135-57272014000200012 This article presents a study where intercultural mediation is a fundamental strategy for quality social and health care for immigrant women.
Ugarte Gurrutxaga MI and Ulla Díez, SM. Barriers to Adherence to the Maternal Healthcare in Immigrant Moroccan Women in Spain. A Qualitative Study. Nurs Health Care Int J 2019, 3(6): 000210. https://www.researchgate.net/profile/Idoia-Ugarte/publication/338043730_Barriers_to_Adherence_to_the_Maternal_Healthcare_in_Immigrant_Moroccan_Women_in_Spain_A_Qualitative_Study/links/5dfca9aa4585159aa48ab17f/Barriers-to-Adherence-to-the-Maternal-Healthcare-in-Immigrant-Moroccan-Women-in-Spain-A-Qualitative-Study.pdf
This article analyses the barriers of access to maternal health services in Spain, through in-depth interviews with Moroccan immigrant women, health professionals and cultural mediators, in the context of the pregnancy care programme.
Bonmatí-Tomas, A., Malagón-Aguilera, M. C., Gelabert-Vilella, S., Bosch-Farré, C., Vaandrager, L., García-Gil, M. D. M., & Juvinyà-Canal, D. (2019). Salutogenic health promotion program for migrant women at risk of social exclusion. *International journal for equity in health*, *18*(1), 1-9. https://equityhealthj.biomedcentral.com/track/pdf/10.1186/s12939-019-1032-0.pdf
This article analyses the effectiveness of a health promotion programme directed towards empowering immigrant women at risk of social exclusion. It concludes that the health promotion programme reduced perceived stress, increased physical quality of life and showed a trend towards increasing self-esteem, especially among migrant women with multiple vulnerabilities.

France

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In France, migrant women's access to health services and the social security system depends mainly on whether they have a residence permit or their working situation. All foreigners, including asylum seekers, can have access to the social security system through several measures:

1) AME (*Aide médicale d'Etat*- State Medical Assistance) is a social assistance program intended to cover the medical expenses of foreigners living illegally on French territory. The access to this measure is under conditions of residence (>= 3 months) and resources (ex. < 9041€/year for one person). The dependents (person with whom you live as a couple and children under 16 or under 20 if they are doing studies) can also have access to this measure. It's delivered in general for one year and the renewal should follow the same procedures two months before the expiry date. The children, whose parents have no access to AME and have no residence permit, can unconditionally have access to social health care through AME.

2) CSS (*Complémentaire santé solidaire* - Complementary health insurance) covers French residents and foreigners having a residence permit (including asylum seekers who are waiting for the decision), under conditions of their revenues (same as for AME).

3) If the migrants' income exceeds the limit, they can benefit from a general regime of the social security system for which they paid the social security contributions.

For several years, the access to health care coverage for migrants are tightened:

- Since 2019, for those whose residence permit expires, or the asylum seekers whose demand is rejected, their access to health protection is maintained for 6 months, instead of 12 months as it used to be. They should apply in this case the AME whose delay takes 2 months.

- Since January 2021, certain non-emergency care and treatment are only covered after a period of 9 months after admission to the AME for all new beneficiaries or for those who have not received the AME for more than one year.

- Administrative supporting documents proving the 3 months' stay in France are now necessary, while it used to be declarative. And a physical presence is required if you apply for it, while the postal delivery of the demand's file was sufficient.

For those whose access to the health care is not (yet) delivered, they can only count on help from the state or associations and NGOs via special measures such as the PASS (*permanences d'accès aux soins de santé* - Health care access offices) providing an unconditional reception and support in accessing the health care system for people without medical coverage or with partial coverage. Medecin sans frontier and Medecin du monde offer health care services for all those living in a precarious situations and in need. Daycare centers for the homeless run by the Paris City hall for example have free doctors' consulting. During the Covid-19 crisis, the access points of vaccination were implemented in emergency centers or on the street by the associations and supported by the state, so that those in the precarious situation can get the Covid vaccination for free.

The migrant women can also rely on associations specialized either in health care for all women or in health care for migrant exiles.

For example:

- *Agir pour la Santé des Femmes* is one association that aims to improve the care of the most precarious women (homeless, isolated, victims of violence or victims of human trafficking). Their actions try to detect psychological problems or violence related to their gender (violence, rape, sexual practices, genital

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mutilation, forced and early marriages, etc.). Prevention and screening are one of their focuses. They provide also easier access to contraception and raise awareness on women's rights.

- *SOLIPAM network* brings together medical and social professionals in order to ensure and optimize this care for pregnant women (with the desire to keep the pregnancy or not), young mothers and their children, until the 3rd month after the birth. Their target public is mothers and children in very precarious situations due to a lack of coordinated care adapted to their needs (somatic and psychological danger and a mother-child relationship that can be seriously disrupted with often irreversible consequences).

- COMEDE (Comité pour la santé des exilés - Committee for the health of exiles) has activities of reception, care, and support of exiles, as well as information, training and research. They give support in social, legal, medical, mental health, and prevention areas.

Still, we can observe the barriers that need improvements:

- the language barriers for migrant women to access health care represent a high cost either in terms of translation fees for health services or in terms of no seeking for care. There is also a lack of culturally competent and sensitive services;

- the lack of psychological health care services taking into account of the special needs of migrant women. It means a long waiting time for migrant women to have access to these services;
- social and cultural stigmas relating to health, especially mental health, prevent women from seeking help.

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Unmet healthcare needs in homeless women with children in the Greater Paris area in France
https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0184138#references
This article identifies unmet healthcare needs in homeless women and analyzes associated factors.

Access to healthcare for undocumented migrants in France: a critical examination of State Medical Assistance
https://doi.org/10.1186/s40985-016-0017-4
This article argues for the necessity of health protection for undocumented migrants, especially during the political debates tending to make their access to health care more difficult.

Discrimination in healthcare as a barrier to care: experiences of socially disadvantaged populations in France from a nationally representative survey
https://doi.org/10.1186/s12889-019-8124-z
This study presents how the experiences of discrimination within healthcare become a barrier for people that are socially disadvantaged due to gender, immigration, race/ethnicity, or religion.

Immigrants' Health Status and Use of Healthcare Services: A Review of French Research
http://www.irdes.fr/EspaceAnglais/Publications/IrdesPublications/QES172.pdf
Through a review of French research on immigrants' health status, this article notices a deterioration of immigrants' health status and lower use of health care services. It calls for an adapted health policies aimed at improving access to healthcare for migrants.

Italy

In Italy, the **National Health Service (NHS)** guarantees everyone, incl. migrants, the right to healthcare.

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Italy has no specific legislation that would be dedicated to migrant women's health. Accordingly, relevant provisions are to be sought for in immigration laws and decrees. The main **regulations** that devote some articles to the NHS for migrants are:

- ***Dini Decree 489/1995***: **art. 13**, right for migrants (either regular or irregular) to have access to outpatient treatment;
- ***Turco-Napolitano Law 40/1998*** (later merged into the *Consolidated Act on Immigration, 286/1998*): **art. 34** deals with healthcare for regular immigrants; **art. 35** sets out the right to healthcare for irregular immigrants in Italy; **art. 36** regulates entry and stay for medical treatment;
- ***Decree of the President of the Council of Ministers, January 12th, 2017***: **art. 62** reaffirms equal treatment with Italian citizens in terms of healthcare.

In recent years, **migration flows** have been **increasingly feminised** which is primarily due to ***economic*** and ***social transformations***. The phenomenon has required attention from social and health services urging them to adopt a ***gender approach to health*** being it an important tool for promoting an effective fight against inequalities in terms of social and health care (WHO 2007). The needs of migrant women mainly concern **reproductive health care** (pregnancy, psychological and sexual health, prevention of sexually transmitted diseases, psychological and medical support in case of sexual abuse, etc.), and a correct information about the related services.

Compared to their autochthonous counterparts, migrant women face greater **difficulties in accessing NHS services**, which is basically due to:

- ***lack of sufficient information*** about healthcare services
- ***communication*** between services and users, and ***language difficulties***
- **economic factors** having a significant impact upon sections of immigrant population.

In order to fill these gaps, it is the **third sector** that plays an important role through the system of associations, NGO and social cooperatives which support migrant women in accessing healthcare services: their action ranges from disseminating information to providing cultural-linguistic mediation (e.g. at hospitals), and else support services.

Good practices in healthcare:

- health services, both in hospitals and day hospitals, can be supported by ***cultural-linguistic mediation***
- specific ***healthcare services*** for migrant women, both regular and irregular, are provided in some contexts, and arranged on appointment or on specific days for some hours a week
- this particularly applies to ***pregnancy and delivery***, services offered for free regardless of the concerned migrant women's legal status
- ***public healthcare system*** is rated as good by migrant women (and men): such an assessment is due to its universal coverage regardless of one's legal status, as well as to better services and costs offered by the Italian healthcare system in comparison to what immigrants had left in their native countries.

Recommendations. Migrant women's access to health services could be improved by means of the following initiatives:

- better ***information*** about healthcare and health services for migrant women
- ***training*** of professionals (medical staff, educators, social workers, etc.) on migrant women's health and potential risks related to their migration experience

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- ***promoting*** actions to breakdown economic barriers that hinder migrant women's access to health services.

"Migration as a Passport to Recognising your Skills" https://viw.pixel-online.org/case_view.php?id=NDY=: the protagonist of this story came to Italy for health reasons that she could not solve in her country of origin; she managed to get access to health care, after which she has stayed in Italy to build a new life for herself and her family.

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This online contribution addresses the questions of a gender medicine in Italy, as well as the set of limits and strategies in promoting it.

Portugal

The Portuguese Constitution enshrines the right to health as a fundamental right. Article 64 of the Constitution states that everyone has the right to health, through a national, universal and general health service that tends to be free of charge. This right is concretized in Law no. 95/2019 of 4 September, which approves the Basic Law on Health. Citizens who are nationals of member states of the European Union, the European Economic Area and Switzerland, third country nationals or stateless persons have the right to health care. These beneficiaries enjoy access to health care under conditions of reciprocity, determining that foreign citizens who hold a residence permit issued by the Foreigners and Borders Service can access the SNS on an equal footing with other national citizens. When citizens are in national territory, with their situation regularized, they should proceed to obtain their user number. This request is made at the Health Centre in the area of residence, having to present the residence permit issued by SEF.

It should be noted that the LBS states in Basis 21, no. 2, that "Citizens who are nationals of Member States of the European Union or equivalent, third country nationals or stateless persons, applicants for international protection and migrants, with or without their situation legalised under the terms of the applicable legal regime, are also beneficiaries of the SNS, with permanent residence or in a situation of temporary stay or residence in Portugal". Thus, even if the citizen remains in national territory without his/her situation regularized, he/she can go to a Health Centre or Hospital Unit, in case of emergency. They will have to present a residence certificate (issued by the Parish Council) which must state that they have been in Portugal for over ninety days. In this situation, this citizen may be required to pay for the care received, taking into account his/her economic conditions, under the same terms recognised to nationals. This requirement ceases to apply in situations such as urgent health care, vaccination, assistance to minors, family reunification, social exclusion or economic need.

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Applicants for international protection, such as asylum seekers and refugees, are also beneficiaries of the right to health. This prerogative is stipulated in article 52, of Law no. 27/2008, of 30th June. For this the citizen/citizen must be the bearer of a declaration proving international protection.

In their application, the previous provisions are not always clear. The Health Regulatory Authority had the need to issue the informative note no. 12/DQS/DMD/07.05.09 due to the doubts raised by the framework in the right of access to health of immigrant citizens. The action confirms the testimonies of the women interviewed who reported the slowness, the difficulty of access and the bureaucratic procedures. These difficulties can be mitigated through referral to the health services by Higher Education Institutions (in the case of international students, mainly from third countries) and by the different CLAIMs.

To illustrate the difficulties of access to health services and the strategies used to overcome them we propose the analysis of the success story "Preparation and information lead to integration" available in https://viw.pixel-online.org/case_view.php?id=Mzc=.

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The general objective of the Manual is to provide guidelines that ensure the identification and procedures necessary for the registration and access of foreign citizens to the Portuguese health system.

Acesso de imigrantes à prestação de cuidados de saúde no Serviço Nacional de Saúde [Immigrants' access to health care in the National Health Service]
https://www.ers.pt/pt/utentes/perguntas-frequentes/faq/acesso-de-imigrantes-a-prestacao-de-cuidados-de-saude-no-servico-nacional-de-saude/#
Page of the Health Regulatory Entity that provides information on the rights to health and the conditions for the use of health services by third-country nationals covered by a bilateral agreement, by immigrant citizens who are in a regular or irregular situation in Portugal and for citizens with refugee status or asylum rights.

Slovenia

In terms of health, the situation for migrants in Slovenia is slightly unfavourable. Access to healthcare and health facilities represents another deterrent of the social integration of migrants in Slovenia because many migrants still struggle to fully access the healthcare system, especially women. Health services are only made accessible and responsive to newcomer patients through provision of information on their legal entitlements.

In order not to pay for medical expenses, a “personal physician” must be found who then guides patients in terms of healthcare and possible further specialist treatments. This poses a major problem for migrant women. The situation got worse during the pandemic as it is in general very hard to find a personal physician that still accepts patients because the situation in public healthcare is alarming on the overall, let alone for migrants. Lack of information is also problematic, since relevant information about the workings of the health system is hard to find. As an example, the fact that migrant women regardless of their formal

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status are entitled to emergency medical care and access to a doctor on duty is not always information that would be available to foreign nationals. Additionally, migrants experience discrimination in healthcare and if they are not proficient in Slovenian language, they may be refused treatment because Slovenia doesn't secure enough available intercultural mediators and translators. It is often still the case that underage children need to translate for their mothers at doctor's appointments, a practice highly inappropriate for both the mother and the child (e.g. at a gynecologist exam etc.).

To end this chapter, we make available to students the following success story starring a migrant woman in Slovenia and entitled "Success in getting work opportunities, but facing health service access discrimination" accessible at: https://viw.pixel-online.org/case_view.php?id=Njc= as well as "Overcoming the bureaucratic obstacles, poor information flow and health care issues" accessible at: https://viw.pixel-online.org/case_view.php?id=NjU= .

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CHAPTER 5: EUROPEAN DIMENSION

	REGULATIONS FOR ACCESS TO THE HEALTH SYSTEM	CONDITIONS FOR ACCESS TO THE HEALTH SYSTEM	LIMITATIONS
France	Contemporary health insurance is based on the principled construction of social security instituted by the State in 1945. It is based on social contributions deducted from salaries (employment) and not on taxation. State regulation is fundamental and based on the idea of social redistribution for social justice. Wage contributions from those who work will provide access to health care for those who can't work for many reasons. As a result of inequalities in health care, the Universal Health Coverage (CMU) was created in 1999 for any individual on French soil, regardless of their administrative situation. Other complementary systems aim to cover everyone's health needs.	When a migrant woman can prove that she has legally resided in France for three months, she is entitled to free access to health care. They also have specialized associations that can assist them when they have not yet been granted access to medical care.	Language difficulties; lack of culturally competent and sensitive services; lack of psychological care; social and cultural stigmas.
Greece	Among the regulatory laws, it is possible to point out the Law 4368/2016 Measures to accelerate government work and other provisions and a Circular issued in 2019 revoked asylum seekers' access to the Social Security Number (AMKA). Article 55 of L. 4636/2019, introduced a new a Foreigner's Temporary Insurance and Health Coverage Number (PAAYPA) which activated in April 2020.If one applies for international protection in Greece, the Asylum Service will provide him/her with a Full Registration Card, on which PAAYPA is indicated. If one is granted refugee status, PAAYPA will be deactivated and will be turned to AMKA number, one month after he/she obtainsher residence permit. But in such a case, one can apply and turn PAAYPA into AMKA. Those who go through a pre-registration	Regarding the iIssuance of a Social Security Number one could submit an application at a Social Security Agency office, or at a Citizens' Service Centre by presenting a valid applicant for international protection card or asylum seeker's card and proof of address.The provisions of article 248 of law 4782/2021, as replaced by article 97 of law 4796/2021, provide for the issuance of a Temporary Social Security Registration Number (PAMKA) – to every person who does not have a Social Security Registration Number (AMKA) or a Temporary Insurance and Health Care Number of a Foreigner (PAAYPA) – exclusively for the purposes of the actions related to the protection of public health in the context of the COVID-19 pandemic.	Scarcity of resources, limited number ofhealth professionals,lack of cultural mediators, lack of training for health professionals, language barriers.

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	process in relation to their international protection application obtain a Temporary Social Security Number (PAMKA), is issued by the Greek authorities only for the purpose of COVID-19 vaccination. Persons who have never had a social security number (AMKA) or a temporary social security number for third country nationals (PAAYPA) can issue PAMKA by visiting their nearest Citizens' Service Centre (KEP).		
Italy	*Main legal reference in Italy: Law 40/1998, known as "Turco-Napolitano Law", and the ensuing Consolidated Act on Immigration, i.e. Legislative decree 286/1998, especially the Article 35 (TUI). In line with following regulations, esp. "Security Packages", the conditions of access to national healthcare services (and other social rights) for immigrants and asylum seekers have been exacerbated since 2016, in particularly since 2018-19, up to 2020 – especially: **Decree law 113/2018 on immigration and security, a "Security Set", better known as "Salvini Security Decrees" or rather Migrant-and-Security Decrees (implemented by Law 132/2018, plus the following 2019 Security Decree).	Foreign citizens regularly residing in Italy, including asylum seekers and beneficiaries of international protection, are entitled to public healthcare. Foreign nationals should have a regular domicile which allows them to renew their permit of stay, and finally health card. They are required to register with the National Health Service in order to obtain a health card and number which serve as a ticket for free visits to the chosen doctor. Once registered, they can enjoy public health benefits under the same conditions as Italian citizens. Medical assistance is extended to minors and newborn babies of parents registered with NHS. *According to the Art. 35, 286/1998, irregular migrants have access to urgent services and essential treatments, and benefit from preventive medical treatment programmes aimed at safeguarding individual and public health.	Information on existing services should be more diffused and more correct; language barriers and communication difficulties; economic difficulties; specific measures in women's health should be promoted and enhanced esp. for migrant women who arrive alone or live in difficult conditions; lack of specific training for medical workers on international protection and specific sanitary conditions. **Law 113/2018 (2018-19) introduced far-reaching restrictions on the Italian migration policies by weakening the rights of migrants: among other things, this Law abolished civil registration (residence) of asylum seekers creating difficulties for access to health treatment and social coverage.
Portugal	It is mainly regulated by the Portuguese Constitution and Law no. 95/2019 of 4 September, which approves the Basic Law on Health.	Access to health care under conditions of reciprocity. They must have a regularized situation in order to obtain the user number. However, people who do not have their situation regularized can receive health care in an emergency.	Slowness, difficulty of access and bureaucratic procedures
Slovenia	Most relevant are the general law Health Care and Health Insurance Act (1992) and International Protection Act which defines particularities	A "personal physician" (GP) must be found	Difficulty finding a "personal physician", lack of information, discrimination in health care, language barrier

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	pertaining to asylum seekers. Once awarded the status of international protection, refugees have formally the same rights as citizens. Migrants (foreign nationals) need to arrange basic and mandatory additional health insurance – as everybody else – to access the public health system.		
Spain	It is mainly regulated by Royal Decree-Law 7/2018, of July 27, on universal access to the National Health System	Provide identity documents; Prove they have effectively resided on Spanish territory over the last 90 days; Show that they are not able to export their right to healthcare from their country of origin to Spain; Prove that no third parties are obliged to pay.	The decentralization of the health management model sometimes implies a greater difficulty in certain autonomous communities. Also, the language barrier is one of the main problems

General ideas
Regarding the health system, differences are observed in each of the analyzed contexts. Although there are some countries that enjoy universal access, there are other contexts where migrant women find it more difficult to access the health system. However, it has been observed how migrant women generally encounter difficulties in accessing information, language barriers and slow bureaucratic procedures. Therefore, as proposals for improvements, it would be advisable to have more interpreters and intercultural mediators in the health system and to streamline/facilitate the entire bureaucratic process, providing more information to migrant women.

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Downloadable Documents

World Health Organization. Regional Office for Europe, 2018, Health promotion for improved refugee and migrant health: technical guidance. World Health Organization. Regional Office for Europe.
(https://apps.who.int/iris/bitstream/handle/10665/342287/9789289053808-eng.pdf?sequence=1&isAllowed=y)
This technical guidance outlines current best practices, evidence and knowledge to inform policy and programme development in the area of health promotion for refugees and migrants.

European Migration Network (EMN), 2014, Migrant access to social security and healthcare: Policies and practice. EMN Synthesis Report for the EMN Study 2013. Brussels: European Migration Network (EMN)/European Commission.
(https://emn.ie/files/p_20140707044404 2014_synthesis_report_migrant_access_to_social_security.pdf)
The purpose of this EMN 2013 study is to map the policies and administrative practices that shape third-country nationals' access to social security, including healthcare.

UNICEF, 2021, Improving Social Protection for Migrants, Refugees and Asylum Seekers: An Overview of International Practices. Based on the full report by Andrade, Sato and Hammad (2021). https://bit.ly/IPC-RR57-en
(https://www.unicef.org/egypt/media/6876/file/Improving%20social%20protection%20for%20migrants,%20refugees%20and%20asylum%20seekers%20in%20Egypt%7C%20Report%20Highlights.pdf%20.pdf)
This summary report focuses on the inclusion of migrants, refugees and asylum seekers in social protection systems by exploring the particular vulnerabilities associated with migration and how countries are addressing those vulnerabilities through their social protection systems. It reviews and synthesises lessons from countries that have sought to expand access to social protection for migrants, refugees and asylum seekers.

Lafleur, J-M. and Vintila, D. (eds.). 2020, Migration and Social Protection in Europe and Beyond. Cham: Springer.
Vol. 1 Comparing Access to Welfare Entitlements (https://link.springer.com/content/pdf/10.1007%2F978-3-030-51241-5.pdf) This book EU policies and programmes in the areas of health care, unemployment, old-age pensions, family-related benefits, and guaranteed minimum resources. Vol. 2 Comparing Consular Services and Diaspora Policies (https://link.springer.com/content/pdf/10.1007%2F978-3-030-51245-3.pdf) This book provides a systematic analysis of migrants' access to social protection benefits across 12 of the largest sending countries to the EU. Vol. 3 A Focus on Non-EU Sending States (https://link.springer.com/content/pdf/10.1007%2F978-3-030-51237-8.pdf) This volume takes the perspective of non-EU countries on immigrant social protection.

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LEARNING OBJECTS/PRACTICAL ACTIVITIES

Practical activities
In Module 5 we deal with the different forms of access to the health care system for migrants, and the difficulties they may encounter. ***Duration: 45 minutes*** ***Objectives:*** • *Identify the specific problems faced by migrant women in accessing health care.* • *Understand the importance the importance of the gender and cross-cultural approach in access to health care.* • *Understand the concept of health equity.* • *Identify types of access to the health system and the most common specific illnesses of migrant women.* *In order to reinforce your knowledge, we propose the following activities:* **Activity 1: Health equity** - Identifies which elements are necessary to achieve health equity. - Do you know the procedure for accessing the health system in your region for a migrant person, and do you consider that cultural and gender differences can be a determining factor? **Activity 2:** Reflect on what health care needs a migrant person may have after an irregular migratory journey. Are there differences in needs between women and men?

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VOICES OF IMMIGRANT WOMEN

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Training Course
Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

Module 6
Social Services for Migrant Women in a Gender-aware Perspective

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Introduction

This module addresses inclusion and participation of migrant women in terms of human rights and gender equality in a broader context of social welfare at an international level. Starting from a general overview of the issues surrounding social inclusion of migrant women, the contents move to the analysis of relevant social services, weaknesses and possible recommendations, so as to finally arrive at some good practices aimed at supporting and promoting migrant women's human rights and gender equality in host societies.

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Chapter 1. Social Welfare, Human Rights, Gender Equality, and Promotion of Social Inclusion of Migrant Women

International migration processes involving female population are driven by various motivations which, compared to the past, can no longer be ascribed to family reunification only. ***Migration*** experience can constitute a moment of ***empowerment and emancipation for women***: nonetheless, many of them are still exposed to the ***risk of abuse and exploitation***.

Accordingly, migrant women are entitled to the ***protection of their human rights*** at various levels, namely:

- The right to life
- The right to personal liberty and security
- The right to an adequate standard of living
- The right to protection against poverty and social exclusion
- The right to be free from degrading and inhuman treatment
- The right not to be tortured
- The right not to be discriminated on the basis of sex, race, ethnicity, cultural, nationality, language, religion, or other status
- The right to equality before the law
- And the right to benefit from due process of law.

In terms of human rights protection, no comprehensive instrument that would regulate the rights of migrant women as a separate category exists. Notwithstanding, this does not mean that there are no ***legal provisions*** providing migrant women with protection. For example:

- ***International Covenant on Civil and Political Rights*** **(ICCPR**, UN, 1966**)** and ***International Covenant on Economic, Social and Cultural Rights*** **(ICESCR**, UN, 1966, 1976**)**: concerning individuals and nations, women and men, autochthonous citizens and migrants, these two international human rights treaties contain, among other things, non-discrimination clauses based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.
- ***Convention on the Elimination of All Forms of Discrimination Against Women*** **(CEDAW**, UN, 1979**)**, along with its ***General Recommendation n. 26*** **(GR26)**, provides specific guidance that invites policy makers to take into account gender and active involvement of female migrant workers in migration processes, and predicts survey and research aimed at collecting useful data for formulating policies on migration phenomena that are respectful of the specificities implied by gender dimension.

Protection of ***human rights and gender equality***, with particular reference to human rights laws and relevant international treaties, constitutes the ***basis for*** a widespread ***social well-being*** of women, and especially migrant women.

Paying attention to migration flows from ***a gender perspective*** implies the inescapable obligation to recall the principles governing the protection of human rights. Accordingly, actions are needed to prevent, combat and eliminate all direct and indirect forms of discrimination perpetrated by any individual, group of people or organisation against women at all stages of their migration experience. It further means recognising that different forms of discrimination may intersect, namely those based on race, migration status, marital status, sexual orientation, gender identity, pregnancy, parenthood, nationality, class, ethnicity, religion or belief, age and/or disability.

Documents addressing the protection of migrant women from ***a human rights perspective*** call for a focused work aimed at developing a gender-sensitive migration policy that goes beyond the stereotyped representation of migrant woman as a passive victim, and recognises women as active participants in migration processes. This ***shift in perspective*** is a key factor in this context: the paradigm overturning the vision of a migrant woman ***from passive victim to active subject*** presents potentialities that, combined

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with adequate political actions, prove to be able to contribute to social, economic and political development of migrant women and the host societies they live in.

Online Resources

CEDAW, 2009, *General recommendation No. 26 on women migrant workers*, CEDAW/C/2009/WP.1/R, 5 December 2008.
(https://www2.ohchr.org/english/bodies/cedaw/docs/GR_26_on_women_migrant_workers_en.pdf)
CEDAW *General recommendation No. 26* addresses Principles of human rights and gender equality, Factors influencing women's migration, and Sex- and gender-based human rights, in relation to women migrant workers, and brings a series of relevant recommendations.

IOM UN Migration – Gender Equality
(https://www.iom.int/gender-equality), with further Resources & Tools
A person's sex, gender, gender identity and sexual orientation shape every stage of the migration experience: gender influences reasons for migrating, who migrates and to where, how people migrate and the networks they use, opportunities and resources available at destinations, and relations with the country of origin.

Women in Migration Network (WIMN)
(https://migrationnetwork.un.org/resources/women-migration-network-wimn)
WIMN brings together organisations, activists and migrants in order to expand rights-centred policies that address the needs and interests of women. Campaign priorities include gender-responsive workers' rights, access to health services and ending gender-based violence.

European Network of Migrant Women
(https://www.migrantwomennetwork.org/)
ENOMW is a migrant-women-led feminist, secular, non-partisan platform that advocates for the rights, freedoms and dignity of migrant, refugee and minority women and girls in Europe. ENOMW reaches various regions of the Globe and extends to over 50 grassroots and advocacy groups in over 20 European countries.

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Chapter 2. Gender Perspective in Providing Social Services to Migrants: Identification of Main Limitations and Guidelines for Improvement

Migrant women, rather than men, are much more likely to see their ***human rights trampled upon***, which is primarily due to the overall issue of gender inequalities. In fact, migrant women are more exposed to the ***risks of sexual and gender-based violence*** at all stages of their migration experience, or to ***trafficking in human beings***. As a result, part of them find themselves dealing with unwanted pregnancies and do not know where to turn for support one reached the destination (especially if they do not know the language of the host country).

At the same time, the condition experienced by many migrant women in emigration can be illustrated as a form of ***double isolation and marginalisation***: they are commonly involved in the networks that the respective male migrants belong to in their native countries and communities; besides, due to intra-group hierarchies, migrant women are frequently unable to build new social relationships and networks in the new settlement.

As for their participation in the ***labour market***, part of migrant women is induced to find employment in ***stereotypical working contexts***, such as domestic care, often accompanied by forms of exploitation, underpayment, and social invisibility.

In order to create a ***social protection system for migrant women***, governments ought to assume a ***multi-faceted and gender-sensitive approach*** while formulating laws, policies and regulations, and delivering relevant social services. In the European context, policies aimed at integration of migrant women in host countries and protection of their human rights have been developed so far: for aforesaid reasons, these measures mostly ***support migrant women*** in accessing their rights to ***healthcare*** and ***labour integration***.

Critical gaps can be identified in terms of ***implementation models*** that would fully support a woman's migration project and inclusion process, especially in a long term. These models usually comprise a variety of actions during initial phases of a migrant woman's adaptation, implemented from an emergency point of view; instead, the situation becomes more complex later on, subsequently to the adaptation stage, that is when a migrant woman starts facing a series of unprecedented situations on her path to integration.

The following are some general ***recommendations*** aimed at ***strengthening policies*** that should empower and support migrant women with regard to their human rights and gender equality:

- Develop a ***gender-sensitive, human rights-based migration policy*** that overtake the stereotype of migrant women as passive victims and recognises them as active participants in migration processes
- Build the ***capacity of policymakers and decision-making bodies*** to ensure that they promote and protect the rights of migrant women as key actors in political and economic development
- Ensure that migrant women enjoy ***equal access to social, cultural, economic, civil and political rights*** as citizens under international human rights laws (in the field of education, employment, training, housing, healthcare, etc.)
- Ensure that migrant women can acquire, change, retain and confer their ***nationality*** according to relevant international human rights laws
- Provide ***individual identity documentation*** for all migrant women and girls so as to ensure their access to necessary services in accordance with their rights.

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Online Resources

González Gago E., 2020, *Evaluation of the strengths and weaknesses of the Strategic Engagement for Gender Equality 2016–2019*, Directorate-General for Justice and Consumers & Unit D.2 Gender Equality, European Commission, Luxembourg: Publications Office of the European Union.
(https://ec.europa.eu/info/sites/default/files/aid_development_cooperation_fundamental_rights/strategic_engagement_2016-2019_evaluation.pdf)
While addressing *Strategic Engagement for Gender Equality 2016*-2019, the publication focuses the analysis on single Thematic areas and evaluation of strengths and weaknesses of the SEGE framework.

UN Women, 2015, *Women Migrant Workers' Human Rights*, Series: TRANSFORMING OUR WORLD, UN Mujeres: Mexico office.
(https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2016/women-migrant-workers-human-rights.pdf)
While addressing the Human rights that should be guaranteed to women migrant workers, this document pays attention to links between gender and migration, and barriers that migrant women face in destination countries; it also brings some recommendations.

UN Women, 2017, *Recommendations for addressing women's human rights in the global compact for safe, orderly and regular migration*, Outcome of expert meeting in Geneva, November 2016.
(https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2017/Addressing-womens-human-rights-migration-en.pdf)
This document provides recommendations that underline the need for a human rights-based and gender-responsive approach to migration governance and give clear direction on the full inclusion of women's rights in the formulation and implementation of the global compact on safe, orderly and regular migration.

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Chapter 3. Good Practices in Providing Social Services aimed at Migrant Women and their Diversities

In the context of integration ***programmes aimed at accompanying migrant women*** to their autonomy, ***further measures need to be taken*** in order to enable women to achieve positive outcomes as a result of their choice to emigrate.

Adopting methodologies and strategies based on a ***gender-sensitive approach*** while working with migrant women allows for focusing on their specific needs in emigration. The very first goal in this domain is to ***break the stereotype of migrant woman as a passive victim***. Further on, it is essential to work on migrant women's ***empowerment and emancipatory potentials*** so as to let them achieve a good level of ***autonomy*** in making decisions about her professional and personal choices.

To do so, migrant women must be ***aware of their human rights and gender equalities***.

The following are some ***good practices*** aimed at supporting and promoting migrant women's human rights and gender equality in host societies, hence useful for combating the exploitation of migrant women and promoting their general well-being in emigration:

- ***Legal advice***: often free of charge and usually offered by NGOs, legal advice is a widespread practice in several European countries now. The main goal is providing legal guidance and assistance to migrants/migrant women in bureaucratic procedures. Most importantly, this practice brings migrant women closer to their rights and to their potential violations. In this sense, the purpose is to promote migrant women's empowerment by knowing their fundamental rights in any field (stay, employment, healthcare, education, childcare, etc.), and especially in case of gender-based violence, racism, exploitation or abuse in the work context.
- ***Socio-political involvement and Awareness-raising campaigns***: the practice of socio-political involvement of migrant women, primarily promoted by migrant women's support networks and cultural associations, is a helpful tool in raising awareness about migrant women's active role in society, about their rights and gender equality. These actions are important for countering and combating discrimination, stereotypes and gender inequalities at various operational levels, including international/EU ones. In doing so, the role of both "traditional" and more recent social media in the dissemination of useful information becomes crucial in this field.
- ***Higher education courses and training in migration studies*** intended for practitioners (educators, medical staff, social workers, etc.) who are going to work with migrant population. While addressing specifically migrant women, a multidimensional and interdisciplinary approach should help to create more knowledge and skills on the phenomenon of female migration: accordingly, it is essential that the relationship between gender, migration and human rights is properly approached in the curricula so that future professionals may become fully aware of specific migrant women's needs, and able to arrange adequate interventions to be carried out with them.
- ***Cooperation against trafficking in human beings***: cooperation aimed at combating human trafficking with special attention to migrant women is an established practice involving different social actors (both public and private) at different operational and territorial levels (international, national, interregional). The goal is to strengthen the system of collaborative networks around the issue of human trafficking, and to develop relevant measures aimed at combating the phenomenon and assisting migrant women that happened to be its victims (e.g. anti-violence centres, shelters).

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Online Resources

EIGE (European Institute for Gender Equality), 2019, *Gender-sensitive education and training for the integration of third-country nationals*, Gender mainstreaming, European Institute for Gender Equality, Luxembourg: Publications Office of the European Union.
(https://eige.europa.eu/publications/gender-sensitive-education-and-training-integration-third-country-nationals-study)
This publication looks at how gender equality and women's empowerment are considered in the policies and actions supporting the integration of third-country nationals, and proposes Gender-sensitive education and training as professional competence to employ in this specific field.

Mackay A., 2019, *Border Management and Gender*, Tool 6: Gender and Security Toolkit, DCAF, OSCE/ODIHR, UN Women.
(https://www.osce.org/files/f/documents/c/4/447049.pdf)
As part of the DCAF, OSCE/ODIHR & UN Women toolkits, this one is dedicated to Borders, gender and security, and comprises nine Tools and a series of Policy Briefs.

Boyd M., Grieco E., 2003, *Women and Migration: Incorporating Gender into International Migration Theory*, March 1, 2003, MPI.
(https://www.migrationpolicy.org/article/women-and-migration-incorporating-gender-international-migration-theory)
The paper aims to develop a gender-sensitive approach to the study of international migrations in order to better understand the correlation between gender relations, roles and hierarchies during a migration process, and the impacts and outcomes produced in terms of migratory probabilities of women and men.

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Chapter 4. Practical approach at the national level

Greece

Regarding social welfare in Greece, Law 4636/2019 (art. 29, 30) provides access to social welfare for beneficiaries of international protection without drawing any distinction between refugees and beneficiaries of subsidiary protection. Beneficiaries of international protection should enjoy the same rights and receive the necessary social assistance according to the terms that apply to nationals, without discrimination. Not all beneficiaries have access to social rights and welfare benefits. In practice, difficulties in access to rights stem from bureaucratic barriers, which make no provision to accommodate the inability of beneficiaries to submit certain documents for family allowance, single mother allowance, birth allowance, student allowance, disability benefits, guaranteed minimum income, and uninsured retiree benefit. If a woman is a recognised refugee or a beneficiary of subsidiary protection, she has the right by law to receive the necessary social assistance under the same conditions as Greek nationals. The 2019 National Strategy for integration includes: Policy Measure 2.1: Information and facilitation to facilitate the access of newly arrived migrants and beneficiaries of international protection to goods and services.

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Department of Public Health Policy/University of West Attica, University of Gent, PRAKSIS, European Public Law Organization, SynEirmos (2018). Report on Good Practices (Deliverable 1.1 LION-Project). Synthesis Report. Report part of project Local Alliance for Integration "776213/LION" (AMIF-2016-AG-INTE). Athens: Department of Public Health Policy/University of West Attica, University of Gent, PRAKSIS, European Public Law Organization, SynEirmos.
http://allianceforintegration.eu/wp-content/uploads/2019/07/D1.1-Report-on-best-practices.pdf
This report attempts to present the policy and good practices on the EU-level and the level of EU-member states with particular attention to the case of Greece, regarding the social integration of TCNs through employment, education, health care, social care and intercultural coexistence.

European Migration Network (EMN) (2014). Migrant access to social security and healthcare: Policies and practice. EMN Synthesis Report for the EMN Study 2013. Brussels: European Migration Network (EMN)/European Commission.
https://emn.ie/files/p_20140707044042014_synthesis_report_migrant_access_to_social_security.pdf
The purpose of this EMN 2013 study is to map the policies and administrative practices that shape third-country nationals' access to social security, including healthcare.

Fouskas, T., Martiniello, M., Koulierakis, G., Economou, C., de Maio, A. and Mine, F. (2020). Annual Report 2019 on Migration and Asylum in Greece: National Report: Part 2 and Statistics Annex. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration and Asylum/European Commission/European Migration Network.
https://ec.europa.eu/home-affairs/document/download/69914d51-b606-447b-95f3-2e4af9f982a2_en
The Annual Policy Report of 2019 aims at informing the Member-States and the European Commission on all the developments that took place in the year of 2019, in the areas of migration and asylum in Greece.

Greek Council for Refugees/Asylum Information Database (AIDA) (2021). Social welfare - Greece. Brussels: European Council on Refugees and Exiles.
https://asylumineurope.org/reports/country/greece/content-international-protection/social-welfare/#_ftn3
This report draws on information provided by national bodies related to asylum procedures.

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Marini F. (2020). Migrants' Access to Social Protection in Greece. In: Lafleur JM., Vintila D. (eds) Migration and Social Protection in Europe and Beyond (Volume 1). IMISCOE Research Series. Cham: Springer, 195-209.
https://link.springer.com/content/pdf/10.1007%2F978-3-030-51241-5_13.pdf
This chapter discusses key issues about the access of foreigners legally residing in Greece and Greek citizens residing abroad to the Greek social security system and highlights its impact on the development of a hybrid non-discrimination agenda during the financial crisis and the refugee crisis of 2015.

Psimmenos, I. (2007). Work culture and migrant women's welfare marginalization. The Greek Review ofSocial Research, 124, 9-33.
https://ejournals.epublishing.ekt.gr/index.php/ekke/article/view/6790/6516
Central to this paper is the relationship between work and welfare marginalization of migrant women domestic workers. Based upon the findings of a (2005-2007) research study on Albanian and Ukrainian domestic workers' access to social insurance, medical and children's care (i.e., nurseries, kindergartens),the paper claims that welfare barriers are constituted around lack of resources, discriminations as well as conditions and values at work.

Spain

No state regulation yet exists in Spain in the domain of Social Services. The 1978 Spanish Constitution did not recognise the public system of social services, but for the first time, did include a mandate requiring the public authorities to perform a social welfare function. Article 1 states that Spain is a "*Social and democratic State of Law that advocates freedom, justice, equality and political pluralism as the superior values of its legal system*". It also establishes that competences in matters of Social Services are attributed to the Autonomous Communities. Therefore, the State's General Administration, the Autonomous Communities and the Local Corporations (City Councils) are officially responsible, through the **Public System of Social Services,** for the social needs of citizens. Over the years, Social Services laws have been approved by Autonomous Communities, making resources, actions and benefits available to individuals and groups to achieve their full potential. They have also taken measures towards the prevention, treatment and elimination of the causes that lead to marginalisation. As an illustration, the latest regional social services laws below have been approved:

- CANARY ISLANDS - Law 16/2019, of 2 May, on Social Services of the Canary Islands
- VALENCIAN COMMUNITY - Law 3/2019, of 18 February, on inclusive social services in the Valencian Community
- ANDALUSIA - Law 9/2016 of 27 December, on the Social Services of Andalusia
-

This chapter explores the role of Social Services regarding the support given to migrant women in vulnerable situations. It addresses the effective, real and successful measures and strategies, taking into account the fulfillment of human rights as an essential component, and based on a comprehensive intervention. The purpose is to create a social protection system for migrant women following a multidimensional and gender-sensitive approach, in which governments formulate laws and policies according to social services adjusted to migrant women's realities. Within the framework of good practices, aimed at supporting and promoting the human rights of migrant women and gender equality in host societies, we present here examples of successful actions that are currently being conducted by the public administration:

- In the Autonomous Community of La Rioja, social services have a Reception Programme for Immigrant

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Women in situations of social vulnerability. It offers emergency care services such as initial support, accompaniment, accommodation and maintenance, training programmes, labour insertion intervention programmes and intercultural coexistence activities. https://www.larioja.org/servicios-sociales/es/inmigracion/acogida-mujeres-inmigrantes

- In the Autonomous Community of Andalusia, the regional Ministry of Equality, Social Policies and Conciliation has set up a **legal assistance service for immigrant women victims of gender violence** to provide them with **Legal Advice**. Together with the Spanish Commission for Refugee Aid (CEAR), the specialised service of support and legal advice is free of charge for foreign women victims of gender violence. Regarding other issues, such as family reunification, information and support for women generally, as well as contacts with associations and federations of migrant women in Andalusia, etc., please consult the following link: https://www.juntadeandalucia.es/temas/familias-igualdad/inmigracion/mujeres.html#toc-m-s-informaci-n
-

We end this chapter with a case study entitled "***The power of dreams, persistence and collaboration. From Mexico to Spain***", accessible at https://viw.pixel-online.org/case_view.php?id=MzU = In this interview, the protagonist narrates the difficulties of her integration process to acquire a home due, among others factors, to being a foreigner.

References/Online Resources

The management of the care crisis and its relationship with the feminisation of migration: comparative analysis of the Spanish and Chilean models
http://rua.ua.es/dspace/handle/10045/14297
This article aims to identify and compare the management models of the healthcare crisis in Spain and Chile. It seeks to understand how social policies have responded regarding the distribution of the social responsibility for the care of dependent people within the State, the market, the community and the family. It also seeks to determine which social welfare regime is associated with this distribution.
Community social actions of immigrant women's associations in times of crisis
http://www.inguruak.eus/index.php/inguruak/article/view/44
This article analyses the socioeconomic and family realities of immigrant women in the Basque Country and tries to make their own collective action visible. It also seeks to show the different ways in which they are responding to the situations of need they have to face resulting from their migration projects.
Migration Policies, Participation and the Political Construction of Migration in Spain (2021).
https://digital.csic.es/bitstream/10261/252957/1/migration_policies_participation_policial.pdf
This article provides a state of the art of the research on migration policies, and the participation and political construction of immigration in Spain.

France

In France, gender perspective and inclusive approach become more and more important in the social services supporting migrant women. They can seek for aid from different kinds of services operated either by public services or by NGOs and associations, where their participation is considered as a key factor for the efficiency of the actions and for the empowerment of women.

For more than twenty years, social, medico-social and health policies have set themselves the objective of placing the person or his/her family in a position of decision-making on all the projects and devices that concern them, in order to make them the subjects rather than the objects of social and medical interventions. This major evolution of public policies has been based on the "social participation model" which claims to make every individual, including the disadvantaged, an actor of his own life as well as of the

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social body. The law of January 2, 2002 renovating social and medico-social action is a good illustration. It is based on the principle that social and medico-social services must be a means of developing the opportunities, autonomy and social participation of all members of society, so that they have the same chances of belonging to and participating in community life, regardless of their social particularities or disabilities.

More attention is being paid to the violence and abuse to which migrant women are highly exposed. Specific actions and services are provided for migrant women in legal assistance, emergency shelter, housing, health care, psychological support, training for integration into the labor market, etc. Policies tend to facilitate the integration of migrant women that are a victim of violence related to their gender, origin, religion, or migratory situation. In November 2021, the Minister of the Interior Gérald Darmanin recommended strongly the regularization of migrant women who are victims of violence. However, these protections and promotions could produce a perverted effect where the victimization could be a strategy to obtain access in the areas where its admission is denied to certain migrant women for different reasons (ex. In overflowed social services where the priorities are given to victims of violence or single mothers with under-aged children).

Access to public social services by migrant women could be unequal and limited under conditions of their legal status, employment situation, family, and childcare needs. Most of the social services are still based on the family reunification model where the access of migrant women is often linked to their motherhood role or as a dependent to their partner, while an increasing number of migrant women arrive in France alone for their emancipation and personal and professional achievements.

It's quite often to see migrants entering into certain areas of society but being denied admission into others. The complex administrative and bureaucratic procedures contribute to the regulation of migrants who should afford much more effort to stay than just arriving in the host country. These procedures can also be a tool to justify the differential access of migrants to limited social services, such as public social housing in the metropole (ex. Paris) or health care or other services saturated especially in the context of budgetary pressures (ex. Services of offering a post address for homeless people). Furthermore, the documented – undocumented continuum situation of certain migrant women makes more complex their access to social services and could engender the breach of access to their rights.

References

Conceptualising the Role of Deservingness in Migrants' Access to Social Services. http://doi:10.1017/S1474746421000117
This article analyzes the role of deservingness in the migrants' access to social services. It points out how the migration control is implemented in the post-entry by limiting and conditioning their access to social services.

Immigrants in France: A female majority
https://doi.org/10.3917/popsoc.502.0001
This study confirms the feminization of immigration in France, where female migrant is no longer those who migrate to join their partner. More and more migrant women migrate for their emancipation and achievements.

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Italy

In the Italian context, social intervention for migrants rests upon an **"emergency" approach**: this practically means that migrants are offered a basic support (administrative, material, medical, or else depending on case) during the arrival phase, which is further added by specific policies and services that support some of their further needs related to integration.

On a regulatory level, there is ***Regional law 41/2005*** (February 24th, 2005): *Integrated system of interventions and services for the protection of social citizenship rights*. Yet, there are no national nor regional policies with a focus on migrant women who actually play an active role in migration projects and experiences.

During their integration process, migrant women may face, at least in part, different situations and problems in comparison to those affecting migrant men. Accordingly, social inclusion services should be aware of these gender-driven specificities, and ready to address them in a **gender-aware perspective**: otherwise, there is a risk of reinforcing the mechanisms of social, economic or else exclusion in the host society.

Compared to what is generally experienced by migrant men, the conditions faced by many migrant women can be illustrated as a form of **double isolation and marginalisation**: due to intra-group hierarchies, migrant women are often precluded from the possibility of building new social relationships and networks in a new settlement; furthermore, such a situation makes more problematic their already difficult labour integration.

As for **social inclusion services** for migrants in Italy, many of them are decentralised and distributed through ***territorial networks***. A large part of ***initiatives***, including collaborative projects, assistance programmes and sociocultural activities involving immigrants are developed at ***various territorial levels*** (esp. local or regional), and implemented by NGOs, associations and social cooperatives: this is actually the context offering the most eloquent and meaningful experiences of immigrant participation and inclusion, and generating greater impact on the integration processes of immigrant population in Italy. This is finally true for the ***initiatives*** dedicated to ***migrant women***, as well as for their social, cultural, economic, and political involvement, participation, and inclusion. Some of these services are:

- reception (for those who need it in the initial stage)
- cultural-linguistic mediation
- language courses
- children schooling
- vocational training
- activities with women
- support in bureaucratic procedures
- support in employment integration, etc.

Recommendations. Given that social inclusion processes follow subjective and non-standardised patterns, it would be advisable for national regulations and guidelines to be based on specific ***needs of migrant women*** and developed ***in a long-term perspective***. The following are some recommendations aimed at strengthening social inclusion policies and services for migrant women:

- develop a ***gender-sensitive*** and ***human rights-based*** integration policy
- support migrant women by adopting strategies based on a ***gender-sensitive approach***
- promote migrant women's ***empowerment potentials*** and ***emancipatory processes***
- provide more systematic support in ***training*** and choosing a course of study

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- strengthen support and access to ***healthcare*** services with a special attention to sexual health
- strengthen support in finding ***employment***.

"Participation as Emancipation" https://viw.pixel-online.org/case_view.php?id=NDk=: the protagonist of the story highlights the role that associations play in social inclusion of migrant women: in fact, associations represent a fundamental tool of empowerment, self-awareness and emancipation of migrant women in Italy.

References

Tognetti M., 2016, Donne e processi migratori tra continuità e cambiamento, *Paradoxa X(3)*, Luglio/Settembre 2016, pp. 69- 88.
(https://boa.unimib.it/retrieve/handle/10281/140154/199036/PARADOXATognetti2016.pdf)
This article speaks about the active role (*agency*) of women in migration processes, with particular reference to the Italian context starting from the 1970s up to now.

Bonora N., 2011, Donne migranti, protagoniste attive nei processi di trasformazione, *Ricerche di Pedagogia e Didattica*, 6, 1 – Pedagogia di Genere.
(https://rpd.unibo.it/article/view/2235)
This article sets out to make a contribution towards overturning some commonly held beliefs regarding migrant women and the migration of women, highlighting in particular economic and cultural benefits. It analyses national and international reports, bibliographic sources and interviews.

BASE – Servizi di sostegno per le ragazze e donne migranti e rifugiate nei casi di violenza sessuale e di genere
(https://cesie.org/project/base/)
The web site of the BASE Project reports a series of practices for social inclusion of migrant girls and women, along with some strategies for social services with a gender approach in the Italian context.

Programma Integra. Area inclusione sociale e accoglienza
(https://www.programmaintegra.it/wp/attivita/area-inclusione-sociale/progetti-conclusi-area-inclusione-sociale/)
Integra Programme brings together a series of specific projects for migrant women with the aim of promoting their social inclusion and psychophysical well-being.

Portugal

Social services for migrants derive from a set of public measures feasible out of the creation of concrete spaces, which provide support in the process of integration and inclusion. Such services are designed towards the orientation of women and men, which denotes a gap in the approach of the gender perspective. Nevertheless, it is possible to identify some measures aimed at protecting women that we will identify in point (iii).

The structure created for the provision of social services is systematized as follows: (i) Creation of an integrated network of services; (ii) Design of programs directed to target audiences and (iii) Legal protection of specific circumstances.

In (i) Ordinance nº 203/2016, of July 25th created the National Network of Support for the Integration of

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Migrants (RNAIM). This Network is integrated by the National and Local Support Centers for the Integration of Migrants (CNAIM and CLAIM). These spaces operate at the national and local levels, through integrated service centers, which include general information, support in regularization, how to obtain nationality, labor rights, family reunification, housing, voluntary return, education, and health. Through them, we intend to establish a proximity service, promoting an articulation of local structures in order to allow a faster integration and solution to problems. From the case studies, the importance of the role played by student associations, family networks, and religious entities emerged, highlighting the multi-sectoral nature of integration.

In point (ii) two specific programs are of note. The first, approved by Resolution nº. 151/2018, of November 22th, which implemented the Choices program. Its mission is to promote the social inclusion of children and young people in vulnerable contexts, particularly descendants of migrants. One of the main goals is to prevent and oppose all forms of discrimination and violence between boys and girls, where traditional harmful practices, gender identity or violence are prominent. A second measure arose with Law 67/2004 of March 25th which created a national registry for foreign minors so that they can be guaranteed health care and education.

In (iii) Law Nº. 93/2017 of August 2th stands out, containing measures to prevent, prohibit and oppose discrimination based on racial or ethnic origin, color, nationality, ancestry or territory of origin. This instrument is monitored by the Commission for Equality and Against Racial Discrimination, which oversees issues related to social protection, social benefits, education, access to goods and services, and culture. The gender perspective is more evident here through the synergies created with the Commission for Citizenship and Gender Equality and the Commission for Equality in Labor and Employment. It is also worth mentioning the role of APAV in the reception of migrant women, whether or not their situation is regularized.

The women interviewed noted the slowness of the processes, but indicated access to education grants or the substitution of the State in the exercise of parental responsibilities when there is a defaulting parent as a facilitating factor.

To conclude this chapter, we make available to the students the following success story of a migrant woman in Portugal entitled “The education of sons and daughters as a life project”, available at https://viw.pixel-online.org/case_view.php?id=Mzg=. This success story shows the life of a woman whose main goal is to guarantee her children’s educational opportunities to continue their studies. The need to support the inclusion of children from an immigrant background in school is also mentioned in the success story "From a dark city to a city of smiles!" available at https://viw.pixel-online.org/case_view.php?id=NTY=.

References

Promoção da Interculturalidade e da Integração de Proximidade – Manual para técnicos [Promotion of Interculturality and Integration of Proximity – Manual for technicians]

https://www.acm.gov.pt/documents/10181/41781/manual_net+%282%29_claii.pdf/a4e41597-2701-41ab-b321-9647823cdb40

This Manual combines the reflection and knowledge of a macro and theoretical-conceptual nature of the academy with reflection and micro knowledge, anchored in experience and in-depth knowledge of the problems, held by the techniques and technicians who develop activities in the field of the integration of immigrants at the local level.

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Guia de Acolhimento para Migrantes [Reception Guide for Migrants]

https://www.acm.gov.pt/documents/10181/0/Guia+de+Acolhimento+para+Migrantes/26d16add-11ef-4330-beb8-04ae262ad72b

This Reception Guide for Migrants is an essential tool for everyone who, on the ground, seeks to contribute to improving the integration of foreigners who choose Portugal as a country for their life projects.

Slovenia

In this chapter, we make available to students the following success story starring a migrant woman in Slovenia and titled "Job-related opportunities, overcoming language barrier and challenges from the perspective of young migrant woman" accessible at: https://viw.pixel-online.org/case_view.php?id=NjY= This success story illustrates a wide array of issues related to social services and opportunities for young migrants from a gender perspective.

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CHAPTER 5: EUROPEAN DIMENSION

	INTERVENTION METHODOLOGY	STRATEGIES DEVELOPED
France	They develop a "model of social participation" where each individual is an actor in his own life. Likewise, they are based on the family reunification model	Develop specific actions and services for migrant women. The gender perspective and the inclusive approach in Social Services are increasingly being considered
Greece	Access to social welfare for beneficiaries of international protection without drawing any distinction between refugees and beneficiaries of subsidiary protection. In practice, difficulties in access to rights stem from bureaucratic barriers.	Some of the strategies is to promote information and facilitate access to goods and services of newly arrived migrants and beneficiaries of international protection.
Italy	The intervention is carried out in a decentralized manner, at various territorial levels, and from an emergency approach	Some of the strategies and actions developed are: reception; cultural-linguistic mediation; language courses; children schooling; vocational training; activities with women; support in bureaucratic procedures; support in employment integration, etc
Portugal	Through the National Network of Support for the Integration of Migrants (RNAIM) they establish a proximity service based on the articulation of local structures.	Synergies are created with different commissions to promote the inclusion of the gender perspective.
Slovenia	Various NGOs run various programmes that include social services for migrant women (e.g. Zavod Tri Škofja Loka, Društvo UP Jesenice, Zavod PiNA Koper, Slovene Philatrophy, etc.)	NGOs involve migrant women in their activities. Migrant women are in some programmes and initiatives treated as partners and their needs prioritized. Migrant women are also targeted in programmes for victim protection, in local cultural outreach programmes that focus on ethnic cooking, dancing, folklore and such.
Spain	Decentralized model where the competences of the Social Services falls on the Autonomous Communities	Development of programs aimed exclusively at migrant women, such as the Programme for Immigrant Women in situations of social vulnerability. (Autonomous Community of La Rioja)

General ideas
In general, it is observed how in the study contexts Social Services provide a service at the local level. In this way, a more direct and specific attention is achieved. It is necessary to highlight the importance of creating synergies between the different agents and institutions involved. An example of this is the case of Italy, where synergies have been created between different commissions social actors and institutions, and at different territorial and operational levels.

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VOICES OF IMMIGRANT WOMEN

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Downloadable Documents

Peroni L., 2018, *The borders that disadvantage migrant women in enjoying human rights*, Netherlands Quarterly of Human Rights 36(2): 93-110.
(https://it.booksc.org/book/71085014/162daf)
This article investigates the inequalities underlying the human rights violations migrant women may experience. Drawing on intersectionality theory and on Ratna Kapur's concept of 'normative boundaries of belonging', the article puts forward the notion of 'intersecting borders of inequality'.

Mora C., Piper N. (eds.), 2021, *The Palgrave Handbook of Gender and Migration*, Palgrave Macmillan & Springer, Cham, Switzerland.
(https://it.it1lib.org/book/16381640/3e3a33)
The book constitutes an essential guide to the intersectional and global approach to the study of gender and migration: it spans the phenomenon from theoretical perspectives, through gender-based violence and labour integration, up to gendering migrant rights, social welfare and the politics of inclusion.

Hennebry J., Williams H.K.C. and K., 2021, *Gender and Migration Data: A Guide for Evidence-based, Gender-responsive Migration Governance*, International Organization for Migration (IOM), Geneva.
(https://publications.iom.int/system/files/pdf/Gender-and-Migration-Data_0.pdf)
This publication provides guidance to policymakers, national statistical offices and practitioners on gender-responsiveness in collecting, analysing and using migration data for policy. Gender and diversity analysis is a valuable tool for identifying needs and developing migration policies in a gender perspective.

Campani G., 2007, *Gender and Migration in Italy: State of the Art*, Working Paper No. 6 – WP4 January 2007.
(https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.585.925&rep=rep1&type=pdf)
This paper addresses labour and social integration of female migrants in Europe, on the example of Italy and the Mediterranean model. Special attention is paid to some important concepts, such as plurality of voices, triple oppression of migrant women, and their role as active subjects.

Campani G., Lapov Z., 2015, What Survival Strategies for Sub-Saharan Migrant Women? Networking Competences in a Gender-Aware Perspective, Studi sulla formazione 1-2015: 7-46.
(https://oajournals.fupress.net/index.php/sf/article/view/9263/9261
or: https://flore.unifi.it/retrieve/handle/2158/1010036/66677/CampaniLapov_StudisullaFormazione_1-2015.pdf)

Campani G., Lapov Z., 2015, What Survival Strategies for Sub-Saharan Migrant Women? Networking Competences in a Gender-Aware Perspective, Studi sulla formazione 1-2015: 7-46.
(https://oajournals.fupress.net/index.php/sf/article/view/9263/9261
or: https://flore.unifi.it/retrieve/handle/2158/1010036/66677/CampaniLapov_StudisullaFormazione_1-2015.pdf)
As a result of the European LeFamSol Project, the paper is dedicated to migrant women native to Sub-Saharan Africa in South Europe. A training programme aimed at inclusion was developed within the Project with practice-oriented pedagogical actions relying on survival strategies and networking competences coupled with gender awareness.

Morokvašić M., 2014, *Gendering Migration*, Migracijske i etničke teme 30 (2014), N. 3: 355–378.
(https://hrcak.srce.hr/file/200184)

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Bridging migration and gender brought to the top of research agendas issues that used to be on the margins, creating new visibilities, but leaving out other gendered dimensions of complex migrant experiences.

Bimbi F. (ed), 2013, *Agency of Migrant Women Against Gender Violence*, Edizioni alpha beta Verlag, Merano (BZ) & Drava Verlag, Klagenfurt/Celovec.
(http://www.edizionialphabeta.it/142/Public/extra/SpeakOutEnglishReport.pdf)
This book contains the final comparative report of the European *SPEAK OUT!* Project aimed at empowering and giving voice to migrant, refugee and (ethnic) minority (MREM) women in Europe so as to prevent and stop gender violence.

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LEARNING OBJECTS/PRACTICAL ACTIVITIES

Practical activities

In Module 6 we appreciate the importance of considering the gender factor independently in the defence of human rights and the guarantee of human rights.

Duration: 45 minutes

Objectives:

- *To value the importance of guaranteeing human rights in order to favour social welfare and inclusion.*
- *To know the implementation of the gender perspective in the provision of social services.*
- *To recognise the main limitations and proposals for improvement.*
- *To identify good practices that promote the participation of migrant women in the local area.*

The following activities are proposed to reinforce knowledge:

Activity 1: Human rights in relation to migrant women's rights:

- Review and identify the fundamental rights highlighted in the text that are most sensitive to the situation of migrant women.
- Identify which forms of discrimination may most directly affect gender in migration.
- Reflect on What risks do you think women are more likely to face in the migration process?

Activity 2: Regarding the gender perspective in social services and public policy

- Identify examples of good practices mentioned in the text.
- Think about what other measures, in addition to those proposed in the text, could be taken to guarantee the human rights of migrant women. Make a proposal of at least two measures.

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VOICES OF IMMIGRANT WOMEN

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Training Course
Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

Module 7
Services for Social Inclusion and Citizen Participation of Migrant Women and their Diversities

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Downloadable Documents

Learning objects/practical activities

Introduction

The Module 7 is dedicated to ***social inclusion and citizen participation*** of migrant women in relation to the diversities implied by their specific condition of being migrants and women. In terms of integration processes, the Module offers an outline of ***social inclusion services*** that migrant women may or should find in receiving society, and how these relate to the ***diversities characterising migrant women as agents of their migration experience***.

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Chapter 1. Social Inclusion Services Attentive to the Diversity of Migrant Women. Approach to Key Concepts

Social inclusion is "*a process which ensures that those at risk of poverty and social exclusion gain the opportunities and resources necessary to participate fully in the economic, social and cultural life and to enjoy a standard of living and well-being that is considered normal in the society in which they live. Social inclusion also ensures that vulnerable groups and persons have greater participation in decision making which affects their lives and that they can access their fundamental rights.*" (European Commission, 2010, p. 1).

Within this multidimensional phenomenon involving one's social, economic, professional, educational, political and cultural life, ***people with a migrant background*** – particularly women, children and youths – run a higher ***risk of social exclusion and marginalisation***. Besides, services will depend on ***regulations and policies*** concerning immigration. Thereby, the analysis leading to definition of social inclusion services for migrant women cannot neglect their ***condition of being migrants and women***, a twofold dimension that makes them face a number of variables, namely:

- *Migration project* (push & pull factors, expectations, changes, etc.),
- *Migration process* (routes, arrival & entry, alone, family reunification, etc.),
- *Legal status* (legal/illegal arrival & stay, regulation, documents, etc.),
- *Sociocultural background* (social class, education level, experiences of sociocultural participation, knowledge of languages, etc.),
- *Economic conditions* (employed, unemployed, self-employed, dependant, income class, etc.),
- *Interpersonal relationships* (single/married, family, children, friends, networks, etc.),
- *Housing conditions* (living space, housing quality, number of dwellers, etc.).

Additional aspects specifically relating to their ***being women*** are:

- *Gender* (gender-based stereotypes and roles, motherhood, child-rearing, economic and legal dependency, gender violence, discrimination esp. against certain national groups or minorities, etc.),
- *Employment opportunities* ("female" jobs, professional niches, salary, economic dependency, etc.),
- And *healthcare* (women's health, reproductive health, pregnancy, etc.).

Some of these aspects may concern both women and men in diverse social contexts and situations; others imply migration phenomena and gender issues: altogether, they contribute to creating ***social identity of a migrant woman*** and to her ***capabilities of participating*** in the social life of the society she has settled in. Driven by such a complex set of variables, single cases are commonly different from each other.

In line with their project, migrants expect from their ***migration experience*** to bring about changes in their lives: as for migrant women, a human mobility experience may constitute a ***moment of empowerment*** and a ***transitional emancipatory stage*** in a broader process of social recognition and transformation.

A set of ***social inclusion policies*** primarily focuses on employment, education, housing and health: if addressed inclusively, these factors will introduce migrants to social, cultural and political participatory processes enabling them to engage in their ***citizen participation*** in the host society.

According to some approaches, expressed by migrant women's narratives and relevant studies, processes of social inclusion and citizen participation are best fostered through ***sociocultural involvement*** by both migrant women and surrounding societal context. Observed from another perspective, it is ***work and professional fulfilment*** that allow a higher degree of social inclusion and active participation.

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In conclusion, all aforesaid aspects and approaches should be considered while defining ***services aimed at social inclusion and citizen participation of migrant women***.

Online Resources

European Commission, 2010, *The European Social Fund and Social Inclusion* (Summary fiche), European Union, Belgium
(https://ec.europa.eu/employment_social/esf/docs/sf_social_inclusion_en.pdf).
This report addresses Social inclusion as a key priority for Europe throughout the EU Member States; particularly relevant are the contents dedicated to the specific needs of vulnerable groups, to pathways to integration, and structures dealing with social inclusion.

European Commission, 2020, *Watch now: Promoting the social integration of migrant women*, 26 November 2020, European Website on Integration.
(https://ec.europa.eu/migrant-integration/news/watch-now-promoting-social-integration-migrant-women_en)
The first webinar of this year's edition of the Canada-EU Migration Platform on the Integration of Migrant Women focused on social integration.

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Chapter 2. Identification of Main Social Inclusion Services, Weaknesses and Proposals for Improvement

Social inclusion services are, in most cases, ***indiscriminately devised for both male and female migrants***, and primarily aimed at employment, education, housing and health. ***Services for migrant women*** can be found in relation to specific healthcare needs and forms of gender-based exploitation and violence.

Associational life – through NGOs, community associations, charities, and other non-profit entities – proves to be a vital ***factor of representativeness, activism and inclusivity*** for migrant populations. Playing the role of a mediator between individuals (i.e. migrant women) and the State (i.e. public bodies), this sector offers a ***vast array of services*** going from knowledge-based and information-sharing services (consultation, legal advice, mediation, training, etc.), social benefit and human services (human rights protection, awareness-raising campaigns, etc.), up to socio-cultural promotion (cultural events, artistic activities, markets, public conferences, etc.). These actions are important for ***overcoming separation*** and ***fostering social interaction*** between migrants and natives, which is a crucial factor for reducing economic and social marginalisation of migrant women, with the ultimate goal of building more cohesive and inclusive societies.

In this context, ***migrant women's associations*** occupy a particular place: established as voluntary, cultural, intercultural, community or differently defined entities, these associations are based on either migrant, migrant women's or "mixed" (migrant and autochthonous) membership. Migrant women's associations are committed to ***representing interests of migrant women*** and migrant communities, hence the importance of exchanging information, knowledge and experiences. Besides, their mission is to work towards creating the conditions for meaningful civil dialogue and positive interaction with the surrounding social context, which is achieved by multilevel networking and cooperation.

Services aimed at facilitating ***social inclusion of migrant women*** are ***provided by***:

- Territorial ***immigration offices*** sometimes include specific services for migrant women
- Public ***employment offices*** can arrange services specifically intended for migrant women
- ***Training agencies***, also ***schools*** and other ***educational institutions***
- ***Religious and charitable entities***: while promoting their interests and values, these organisations can also take over some services that are not sufficiently addressed by public administration
- ***NGOs*** and alike non-profit entities replace the State in diverse services and act as a key factor of social promotion and inclusivity
- ***Migrant women's (or mixed) associations*** are important for a row of services insufficiently addressed by public bodies and for citizen participation of migrant women.

Migrant women are at ***risk of a double discrimination and marginalisation*** for being migrants and women. Yet, their "problems" are not "women's problems", but ***society's problems***, meaning that inclusion is not a migrant women's responsibility, but a ***multi-layered process*** that involves diverse social actors. Accordingly, ***improvement of existing social service systems*** for migrants/migrant women is a priority: services need to be ***enhanced*** in terms of social norms, resources and competences, which entails a certain political will.

The following are some main issues that need to be addressed in terms of social service improvement:

- ***Staff training on migrant women's conditions and needs*** that should imply ***cultural competency*** and a ***gender-sensitive approach*** in service delivery
- More ***data and research*** are needed: regular and ongoing ***needs assessments*** and follow-ups, and ***monitoring*** of inclusion and participatory processes
- Pay special attention to ***migrant women in particularly vulnerable situation*** (e.g. single mothers) and their needs
- Guarantee migrant women's ***access to social services*** by providing ***information*** and ***translating***

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relevant documentation

- Assist migrant women in ***recognition of educational and professional qualifications*** obtained in their native countries and of informal skills
- Reduce educational gaps by promoting ***educational opportunities*** for migrant women and providing tools for their ***professional improvement***
- Promote social inclusion and participation through ***labour integration*** by arranging ***educational and professional training***
- Promote ***interaction with local communities***, often weak or even missing, by generating spaces and moments for ***community participation***
- Support ***migrant women's associations***, aimed at advocacy and social empowerment of migrant women, by creating professional and social networks and building a sense of community
- ***Strengthen anti-discrimination measures***, esp. those striking migrant women and hindering their social inclusion and citizen participation by promoting awareness-raising at a broader societal level.

Online Resources

Kontodiakou P., Styliou L., Theodosiou A., Sotiropoulou C., Kameas A. (2018), ***The Social Integration of Migrant and Refugee Women: A Guide for Policy Makers*****, WEMIN**
(http://www.wemin-project.eu/wp-content/uploads/2018/11/The-social-integration-of-Migrant-and-Refugee-Women-a-Guide-for-Policy-Makers.pdf)
The present Guide is designed for policy makers working in the field of Social integration of migrant and refugee women. Based on the findings of the WEMIN Project and on the accumulative experience, the Guide includes a number of recommendations for EU and national policy makers.

Eurodiaconia & Authors: Gabriela Agatiello, Lukas Humer, 2018, ***Eurodiaconia's Guidelines for the Integration of Migrant Women*****, Bruxelles.**
(https://www.eurodiaconia.org/wordpress/wp-content/uploads/2018/12/Eurodiaconia_Guidelines_Integration_Migrant_Women_WEB.pdf)
Dedicated to integration of migrant women in Europe, this publication starts from the characteristics of migrant women, presents key challenges and practical recommendations for their more effective integration, and concludes with some best practice examples.

INTERREG V-A ITALY-SLOVENIA: INTEGRA PROJECT, ***Cross-border network for migrant women. Social inclusion, sexual and reproductive health***.
(https://www.interregyouth.com/single-post/2020/05/20/cross-border-network-for-migrant-women-social-inclusion-sexual-and-reproductive-health)
This web site is dedicated to the INTEGRA project, aimed at protecting sexual and reproductive health of migrant women born and raised in cultures with a strong patriarchal imprint.

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Chapter 3. Good Practices in Providing Services for Social Inclusion and Citizen Participation of Migrant Women

Efforts for migrant integration, with particular reference to ***social inclusion and citizen participation of migrant women***, can be observed through the prism of good practices, implemented at various territorial levels (national/international, regional/interregional, local). Besides, processes of social inclusion and citizen participation of migrant women imply a joint commitment of various entities active in the field, namely public bodies, local authorities, civil society organisations, NGOs, diaspora organisations, cultural associations etc., in order to achieve good results and practices.

The following are some of the most widespread ***social inclusion practices***:

- ***Education and employment integration programmes for adults***, and esp. for ***migrant women***, are aimed at strengthening their professional and social skills by facilitating their inclusion through educational activities and paid internships, often arranged and implemented as specific ***vocational training programmes***.
- ***Language courses for adults***, also organised in ***groups of migrant women*** only: the main goal of language training is to make migrant women achieve fluency in oral communication, basically aimed at facilitating their access to the labour market, hence part of curricula is built upon everyday situations; in the frames of language training programmes, it is possible to arrange University exams at an advanced level in order to certify one's proficiency in the national language of the host society.
- ***Cultural-linguistic mediation*** is a rather diffused integration tool in diverse European countries: the service is largely used within ***education systems*** with both migrant children/pupils and their families (school-family communication); it can be further provided in ***training activities*** for adults, namely migrant women; more specifically, mediation services can be found at employment offices, and more importantly in the sphere of ***health assistance*** (hospitals) with special attention to ***women's health***.
- ***Information help-desks*** (offices, online platforms, phone lines, etc.) created by NGOs, migrant and migrant women's associations at various territorial levels, from local to international: covering diverse areas (family, education, employment, health, housing, socialisation, bureaucracy, etc.), these organisations are occupied with a number of integration services that prove to be insufficiently or inadequately addressed by public administration: these include basic information and counselling, mediation, legal assistance, educational & training programmes, language courses, guidance to employment, psychological support, and else services aimed at bridging the involved parts (migrants and natives) and facilitating social inclusion of migrants, i.e. migrant women and their specific needs.
- ***Active involvement of migrant women in socio-cultural and socio-political life***: this means including migrant women in initiatives going beyond a "mere" existential needs and introducing them to the socio-cultural and socio-political life of the context they have settled in; these actions are mostly promoted by migrant and autochthonous NGOs and associations, and imply a long row of activities, such as arts workshops, sensitisation campaigns, intercultural activities, maintenance of cultural and linguistic identity, public conferences, research and documentation activities, etc., all aimed at further support and development of migrant women's social skills useful for their effective social inclusion and citizen participation.
- ***Social support networks***: networking has produced good results at various territorial and operational levels: friendship and family networks are rated as fundamental for inclusion of migrants/migrant women in receiving societies, especially at the beginning of one's migration experience; thereafter, social support networks, often made of associations, NGOs, religious entities, etc., constitute a vital resource for effective inclusion by offering migrant women a larger

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possibility of their social, cultural and political representation and citizen participation.

Online Resources

DIMITRA, DOCUMENTA, EDITC & KIST, 2018, *Good practices on social integration and civic participation of migrant women at European level*, Deliverable 1.1: *InCommon Toolbox. Cultural and Educational Interventions for the Exercise of the Active Citizenship of Migrant Women*, July 2018, InCommon Project, UE.

European Commission & European Website on Integration, 31 July 2018 (https://ec.europa.eu/migrant-integration/library-document/good-practices-social-integration-and-civic-participation-migrant-women-european_en), with Link to downloadable *Report of good practices*.
This publication addresses social integration, civic participation and active citizenship of migrant women, and brings along 40 examples of good practices implemented in various European countries.

Heinrich G. (Rapporteur), 2018, *Migration from a gender perspective: empowering women as key actors for integration*, Report | Doc. 14606 | 30 August 2018, Committee on Equality and Non-Discrimination, Parliamentary Assembly, Council of Europe.
(https://assembly.coe.int/nw/xml/XRef/Xref-XML2HTML-en.asp?fileid=25015&lang=en)
Investing in the integration of migrant and refugee women means creating a solid basis for the inclusion of future generations and for the development of peaceful, inclusive and cohesive societies based on shared values and the respect for diversity. The design, implementation, evaluation and follow-up of all integration policies for migrants and refugees should therefore be gender sensitive.

WEMIN – Migrant Women Empowerment and Integration, International European Project, 2019-2020
(http://www.wemin-project.eu/)
WEMIN was a 2-year Project aimed at implementing and promoting a pioneering integration model for migrant and refugee women of all ages in the communities involved. The Project addressed social, cultural, educational and professional aspects of inclusion in eight countries throughout the European Union. The project implemented direct interventions in women populations through experience-sharing among Partners.

Kontodiakou P. (2018), *D1.4: Detailed Description of 10 Good Practices*, WEMIN.
(http://www.wemin-project.eu/wp-content/uploads/2018/10/D1.4-Detailed-Descriptions-of-10-Good-Practices.pdf)
The aim of this publication is to provide a detailed description of the Good practices selected within the WEMIN Project dedicated to the empowerment and social integration of migrant women.

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Chapter 4. Practical Approach at National Level

Greece

Citizen participation is extremely important for creating the “sense of belonging” of female immigrants and refugees in a society as well as creating conditions for mutual acquaintance, partnership and acceptance. Participation in the Integration Councils for Immigrants and Refugees, a consultative body In Greek municipalities, favors citizen participation and with relevant actions, prepares the ground for the acquisition of the status of Greek citizen that offers the possibility of political participation at local, national and European level (right to vote and to be elected).Community Centers of municipalities and Migrant Integration Centers cater to the individual needs of third-country nationals by offering «One Stop-Shop» services in collaboration with the Directorate of Social Services of each local administration. M.I.C. as well as Community Centers in each municipality connect third-country nationals with all social service programs offered in each municipality area. More specifically, M.I.C. and Community Centers offer information and guidance on programs such as the following: a) Information and support to apply for the Social Solidarity Income and the Fund for European Aid to the Most Deprived (FEAD), b) Information and support to apply for social services, educational seminars, as well as other professional training courses and educational seminars.

The 2019 National Integration Strategyincluded actions as (6.1.2) activation of the Immigration and Refugee Integration Councils of the Municipalities as well as strengthening of their role and expansion of their responsibilities, through legislative regulation and (6.2) to encourage the participation of immigrants, applicants and beneficiaries of international protection in the public through sports and volunteering.The 2021 National Integration Strategy underlines the need for the pre-integration of asylum applicants. Goal 4: Promoting the European Lifestyle includes: Objective 1: Familiarity with democratic institutions and the concept of the Rule of Law. Objective 2: Raise awareness of the principle of non-discrimination, respect for diversity and cohesive societies (Actions for promoting knowledge and respect for human rights within the community on the basis of national law, human rights law and the principles of human dignity, equality and peaceful coexistence and raising awareness on issues of secularism and respect for all religions as well as the public space, by organizing workshops and seminars). Objective 3: Promote the development of skills related to everyday life. The 2021 National Integration Strategy underlines the need for the social integration of beneficiaries of international protection. Goal 3: Development of coherent communities includes: Objective 1: Promote the social inclusion and participation of women and young people in the community (Initiatives to strengthen the connection between women through local associations. Forming associations within the community with meetings on a monthly basis and focusing on various topics. The meetings will aim to strengthen the connection between women in single-parent families and to help their social integration and actions to include newcomer refugees and migrants in associations and groups of youths). Objective 2: Raise public awareness on issues related to the rule of law, human rights, social cohesion and inclusion. Goal 3: Promote the European way of life. Objective 4: Develop employment opportunities for refugees at the local level. Objective 5: Ensure a harmonized geographical distribution of beneficiaries of international protection.

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http://allianceforintegration.eu/wp-content/uploads/2019/07/D1.1-Report-on-best-practices.pdf
This report attempts to present the policy and good practices on the EU-level and the level of EU-member

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states with particular attention to the case of Greece, regarding the social integration of TCNs through employment, education, health care, social care and intercultural coexistence.

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https://ec.europa.eu/home-affairs/document/download/69914d51-b606-447b-95f3-2e4af9f982a2_en
The Annual Policy Report of 2019 aims at informing the Member-States and the European Commission on all the developments that took place in the year of 2019, in the areas of migration and asylum in Greece.

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This article examines the participation andrepresentation of immigrants in local publiclife in Greece.

Ministry of Migration and Asylum (2021). Greek Policy for Social Integration. Athens: Ministry of Migration and Asylum.

https://migration.gov.gr/en/migration-policy/integration/politiki-entaxis-se-ethniko-epipedo/

The link offers information regarding action pillars and policy measures of the National Strategy.

Spain

As explained in the previous chapter, on the one hand, it is the Autonomous Communities together with the State and local administrations that have the legal competence to create and implement public policies. This is done within the framework of the social services in which the services that depend on immigration regulations and policies are located. In this way, more specifically, social inclusion services for migrant women cannot overlook their status of migrants and women, a double dimension that must take into account a series of variables: education, family, housing, employment, health, etc. In this way, they contribute to the creation of a migrant woman's social identity and her abilities to participate in the social life of the society in which she has settled. Moreover, non-profit associations and their actions represent another essential pillar to overcome separation and promote social interactions between migrants and natives. The latter are a crucial factor to reduce economic and social marginalisation, ultimately with the aim of building more cohesive and inclusive societies.

According to the above, the processes of social inclusion and citizen participation of migrant women imply the joint commitment of various active entities in the field, both public and private, in order to obtain real, positive, effective and significant results. Here are several examples of this:

⇒ Educational and labour integration programmes for migrant women.

- **SARA Programme – Migrant Women.** This resource is framed within the Socio-Labor Insertion Programmes of the Ministry of Equality. Its main objective is to improve the quality of life of immigrant women, through better training directed towards social participation and, in particular, employment. The programme is directed towards immigrant women, victims of social and cultural barriers, hindering the group's socio-labour integration. It consists designing insertion itineraries based on a gender and intercultural perspective, adapted to each woman's needs and characteristics, with the elaboration of specific contents that take diversity into account. The project is developed via agreements with the following non-profit entities: CEPAIM and Cruz Roja Española. For more information: https://www.inmujeres.gob.es/areasTematicas/AreaProgInsercionSociolaboral/SaraMujMigrantes.

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⇒ Language courses for migrant women.

- **Free Spanish course for immigrant women of the association "Por Ti Mujer**". The immigration and integration section of this association is committed to promoting the socio-cultural integration of immigrant women in the host society. It regards it as an essential component to guarantee equity, inclusion, tolerance and diversity in the cities and neighborhoods we inhabit. For more information: https://asociacionportimujer.org/event/curso-de-espanol-para-mujeres-inmigrantes/

⇒ Participation of migrant women in socio-cultural and socio-political life.

- **Awareness campaign *#mujeresin*.** This campaign is run by the ACCEM association. Its purpose is to work towards integration based on equality, non-discrimination, avoiding labels or prejudice. For more information https://personasin.accem.es/mujeresin/contexto/

To end the chapter, we present one of the interviews of the Case Study Map, entitled "***Aid and support as integration mechanisms. The story of a Maroccan woman in Spain***", accessible at https://viw.pixel-online.org/case_view.php?id=NTc= In this experience, the protagonist recounts how one of the difficulties in her integration process is the language barrier.

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Migrant Women for a diverse Andalusia. Intercultural and Social Inclusion Practices. Women Migrants in the El Cerezo neighbourhood. https://participamostransformamos.org/nosotras-contamos-nosotras-aportamos-guia-mujeres-migrantes-por-una-andalucia-diversa/
This guide presents, analyses and reflects on four cases of intercultural practices and social inclusion carried out by immigrant women of diverse origins, within spheres of interaction with the native population in the neighbourhood of El Cerezo in Seville.

Immigration law, public policies and gender. Teaching materials https://www.juntadeandalucia.es/export/drupaljda/Derecho_extranjeria_politicas_publicas_genero.pdf
The Ministry of Justice and of the Interior, through the General Directorate for the Coordination of Migration Policies, is implementing the FORINTER2 project: Training in Interculturality and Migration. This project includes a Training Programme in Intercultural Matters aimed at the Andalusia Public Administration staff. Its purpose is the development of a technical and political process, which involves new public policy approaches, organisational modes and institutional ways of working. It is based on the transversal incorporation of the intercultural perspective, with the aim of building greater social cohesion in Andalusian society. In addition to the completion of the training courses, a series of Didactic Materials on interulturality have been developed with specific content on migration and diversity management, and notably the gender approach.

Discrimination and psychosocial well-being of migrants in Spain: The moderating role of sense of community (2020). https://www.frontiersin.org/articles/10.3389/fpsyg.2020.02235/full
This study analyses how a sense of community (SOC) can protect against perceptions of discrimination and its negative consequences.

France

In France, “immigrant women” have been promoted as a priority category for public intervention, as they “constitute an economically and socially often more fragile public than the average population”. Hence, French authorities have established several civic integration measures, such as free access to language

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courses, employment services and the mainstreaming of anti-discriminatory measures. In line with several ministry reports, they aim to guarantee that immigrant women take their full place in French society though equal opportunities in all social, cultural and economic sectors. However, recent research has stressed out various limits and problems in the application of such measures.

=) Stigmatizing "immigrant women" as spouses of immigrant workers, confined to the domestic sphere or isolated within their "community".

For example, the Law of 26 November 2003 has introduced the knowledge of French language as a condition of integration in order to obtain a residence permit, with the aim of tackling "certain vulnerable groups such as the spouses of foreigners who are sometimes kept isolated from the host society because of communitarian social practices".

Such a representation neglects the experiences of single women, divorced, responsible for families in their country of departure, migrating outside a family framework or without any children.

- *We recommend to take into account the great heterogeneity of women immigrants and to break with the victim/submissive image in order to promote women's agency.*

=) "Culturalizing" and "moralizing" citizenship through a postcolonial normative framework.

For example, civic integration courses provided by the Republican Integration Contract (CIR, *Contrat d'Intégration Républicaine*) have given a priority to the transmission of "Republican values", and especially in secularism and gender equality. Immigrant women are subjected to a control system during the integration process and the different programs they follow (language courses, employment services, social support programs, etc.): their dress and food, sexual and parental practices, indicate their more or less strong adherence to the moral and cultural norms of the "French republican society". Women who refuse to comply to such "Republican values" are considered not to deserve French citizenship.

This cultural and moral conception of citizenship contradicts the "civic turn" of immigration policies which sought to promote access to citizenship as a legal right.

- *It is urgent to critically assess the postcolonial politics that continue to shape French immigration policies, according to a binary vision that separates the world between progressive/emancipated versus traditionalist/patriarchal societies.*

=) Patronalizing "women's participatory integration" and the silencing of political dissent

For example, immigrant women associations have been promoted as means of "participatory integration". They are recognized to build on women's personal autonomy, encourage women's empowerment, and generate individual talents for the job market. However, research within women immigrant associations reveal how the legitimacy of women immigrants is limited to normative sexual and/or racial roles which identify them to a specific "community". When it comes to tackle more general political issues, in relation to the fight against racism or sexism, women immigrant associations are mobilized such as "beneficiaries" of discourses and public policies, rather than resources.

This shows how women immigrants tend to be valued as "good citizens" when it comes to promoting "gender norms" or "cultural diversity" in line with neoliberal identity politics.

It is important to make visible the political discontent and social marginalization that animates many women immigrant associations, in relation to the intersectionality of sex/class/race social violence and injustices.

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« **Femmes de l'immigration, Assurer le plein exercice de la citoyenneté, à part entière, à parts égale »** ["Immigrant Women. Ensuring the full exercise of full, equal citizenship]
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Italy

Addressing **social inclusion** of immigrant population and the corresponding inclusion models means analysing the pathways to participation of immigrants in the social and citizen life of the country to which they have emigrated by choice (migration project) or by chance (forced migration). Social inclusion is a multidimensional process that involves several ***dimensions***, such as ***social*** (in general terms), ***cultural***, ***economic***, ***professional***, ***educational***, ***political***, and else.

The implementation of a ***social inclusion project*** for migrant women implies an endeavour to rethink the approaches, methods and actions proposed within the project from a **gender perspective**. In practice, while planning social services and programmes the diversities of migrant women and their migration experiences

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should be taken into account, along with further factors, as follows:

- their migration project (push & pull factors, expectations, changes, etc.)
- migratory process (routes, arrival, entry, etc.)
- legal status in Italy (legal/illegal arrival and stay)
- cultural and professional background.

In Italy, there is no standard national policy to be dedicated (almost) exclusively to the integration of migrant women: accordingly, it is the work of the **third sector** that plays a crucial role in calibrating inclusion policies, strategies and actions aimed at migrant women's inclusion and participation. It further means that inclusion social services should contemplate their specific needs emerging from some categories that determine the ***specificity and complexity of female migration*** phenomenon, namely:

- ***gender dimension*** (gender-based stereotypes and violence, motherhood, economic and legal dependence, wish to emancipate, etc.)
- ***employment opportunities*** ("female" jobs, professional niches, wages, economic dependence, etc.,)
- ***healthcare*** (women's health, reproductive health, pregnancy, etc.).

In addition, the role of **associative life** (social and cultural associations, NGOs, networks, campaigns, awareness-raising campaigns, cultural activities, etc.) becomes fundamental for the ***strengthening of services*** aimed at social inclusion and citizen participation of migrant women. The circumstance definitely applies to the Italian context where sections of female immigrant population participate in the social and citizen life of the Country through the work promoted by their (migrant women only) or mixed (native-immigrant, female-male, international, intercultural, etc.) ***socio-cultural associations***.

In terms of **recommendations** for social inclusion work with migrant women, the following are just some basic aspects that should be considered:

- social inclusion of migrant women is a ***process***, namely a ***long-time process***, and ***not an emergency***
- services aimed at social inclusion of migrant women should be started from and based on their specific ***needs*** as women and migrants
- while planning services, programmes and actions aimed at social inclusion and citizen participation of migrant women ***gender perspective*** should be taken as a reference
- during the same planning process ***ethnocentric perspective*** should be overcome
- this process implies building ***bridges*** between migrant women and local communities and other social groups
- ***associative life*** of migrant women in Italy should receive major attention from a sociocultural, political and even economic standpoint.

"From Somalia to Salvation" https://viw.pixel-online.org/case_view.php?id=Mjk=: this migration experience shows the importance of gender-sensitive approach that social services should adopt and promote in their work as emphasised by the protagonist of the story.

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(https://www.researchgate.net/publication/312365159_Migrazioni_femminili_politiche_sociali_e_buone_pratiche_Narrazioni_di_se_fra_segnali_di_inclusione_e_distanze_sociali/link/587b8a6c08ae9a860fe9acea/download)
In this book, self-narration is reported as a reference point for social services in terms of strategies and social policies to be adopted for social inclusion of migrant women.

Garofalo R., 2017, *MIGRAZIONE E ACCOGLIENZA: la necessità di un approccio di genere – Buone pratiche e nuove progettualità*, marzo 2017.
(http://www.centrosaluteglobale.eu/site/wp-content/uploads/2017/06/GAROFALO-Migrazione-e-Accoglienza-la-necessit%C3%83-di-un-approccio-di-genere.pdf)
This report illustrates examples of good practices useful for the planning of social services from a gender perspective.

Bello B. G., 2015, *La dimensione femminile dell'immigrazione in Italia*, in DOSSIER STATISTICO IMMIGRAZIONE, Roma, pp. 155- 160.
(https://www.researchgate.net/publication/301806157_La_dimensione_femminile_dell%27immigrazione_in_Italia_2015)
In Italy, the feminisation of migration flows is at the core of many studies. After offering a brief overview of female migrations in Italy, and of migration typologies relating to women (economic, family, refuges, asylum seeker, etc.), the paper addresses the role of associational life of migrant women in Italy.

Portugal

In Portugal, the National Implementation Plan of the Global Compact on Migration (approved by the Resolution of the Council of Ministers No. 141/2019) defines, as its third axis, "the promotion of the reception and integration of immigrants, ensuring that they meet regularly, promoting family reunification, favouring the mastery of the Portuguese language, the schooling of children and young people and the education and vocational training of adults, improving the conditions of access to housing, health and social protection, and stimulating their integration and civic participation ".
In the implementation of public policies for the inclusion of immigrants the High Commission for Migrations (created by the Decree No 31/2014 of 27 February 2014) has a very relevant role, as it promotes public policies focused on social inclusion, equal opportunities and valuing diversity among cultures, ethnic groups and religions.
The support mechanisms for immigrants promoted by the High Commission for Migrations, are materialised through the National Network to Support the Integration of Migrants (created by Order No. 203/2016 of 23 July). This network is composed of: (i) National Support Centres for Migrant Integration (CNAIM), aiming to provide an integrated response to migrants in their reception and integration process; and (ii) Local Support Centres for Migrant Integration (CLAIM), which aim, in the framework of local migrant integration policies, to provide decentralised reception, information and support spaces, helping to meet the needs of migrants in their reception and integration process.
In supporting immigrants, the CLAIMs have a very relevant role since they work closely in the territories and provide information on different areas of inclusion (administrative regulation processes, education and training, learning Portuguese as a non-native language, health, among others), providing answers and referring immigrants in an integrated way through the existing structures in the community.
The legal documents that are the basis of these bodies (ACM, CNAIM and CLAIM) address immigration issues in their global sense, not giving visibility to gender issues. However, the Deliberation No. 227/2019

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establishing the creation by the ACM of the Project Team on Intersectional Inequalities, translates the recognition of the need for a gender sensitive approach in the analysis and intervention in the field of migration. This team aims to develop and implement gender-sensitive integration policies for migrants, refugees and asylum seekers, with particular attention to situations where different inequalities intersect.
Many immigrant women come to Portugal to pursue studies, namely in Higher Education, in these circumstances reference is made to international mobility programs (especially with Lusophone countries) and the internal mechanisms of the Higher Education Institutions that support these students in their inclusion processes.
Another aspect that seems relevant to us is the associative movement of immigrants (regulated by Law no. 115/99, 3rd August 1999). Immigrant associations allow immigrants to organise themselves and defend their interests in a way that makes them visible and gives a voice to their needs, constituting an excellent means of promoting citizenship and civic participation.

To illustrate the role of higher education institutions and associative in Portugal, we propose the analysis of the interview "Deconstructing the country of Floribella", available at https://viw.pixel-online.org/case_view.php?id=MTE=.

Another success story that illustrates the importance of social movements for promoting the inclusion of immigrant women in Portugal is the one entitled “From invisible to visible”, available at https://viw.pixel-online.org/case_view.php?id=MTI=. The protagonist of this story identifies the importance of her contact with human rights and feminist associations in her path of social inclusion.

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The Strategic Plan for Migration 2015-2020 aims to politically adapt the country to a more complex and challenging migratory reality, taking into account the «Global Approach to Migration and Mobility» defined by the European Commission.

Lisboa Acolhe – Portal Participativo para Imigrantes [Lisboa Acolhe – Participatory Portal for Immigrants]
https://lisboaacolhe.pt/
The Lisboa Acolhe Portal concentrates information about public/private services and also about the rights and duties of people in Portugal.

Slovenia

To end this chapter, we make available to students the following success story starring a migrant woman in Slovenia and entitled “Overcoming the bureaucratic obstacles, poor information flow and health care issues” accessible at Welcome to VIW project (pixel-online.org) This success story illustrates the problem with getting the correct and quick information pertaining to various issues.

We also suggest reading “Empowerment story: escaping from war in Syria and changing the world-view in Slovenia” accessible at: https://viw.pixel-online.org/case_view.php?id=MzE=

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CHAPTER 5: EUROPEAN DIMENSION

	SOCIAL INCLUSION SERVICES	LIMITATIONS AND RECOMENDATIONS
France	Immigrant women have been promoted as a priority category for public intervention. Civic integration measures have been developed, for example: free access to language courses, employment services, incorporation of anti-discriminatory measures, among others.	Limitations: Stigmatizing; "Culturalizing" and "moralizing" citizenship through a postcolonial normative framework; Patronalizing "women's participatory integration" and the silencing of political dissent. Recommendations: Consider the heterogeneity of the group; eliminate the image of victim/submission; critically evaluate postcolonial policies; make political discontent and social marginalization visible.
Greece	The Community Centers of the municipalities and the Migrant Integration Centers attend to the individual needs of third-country nationals by offering "One Stop-Shop" services in collaboration with other directorates and centers	Limitations: social exclusion at multiple levels, lack of effective integration policy and barriers towards accessing formal employment, formal education, social care and housing, healthcare and intercultural coexistence. Recommendations: Support regarding the Greek language learning for refugees and migrants tailored to needs and locations of residence, establishment of an enhanced labour complaint mechanism, supportive programmes for starting a business and activities, provision of legal assistance and support regarding regularization, measures to combat stereotypes and racism, gender based violence, improvement of translation and mediation services in public administration, support of needs of migrant women/mothers, empowerment and civic participation.
Italy	It is the third sector that has a fundamental role in the development of inclusion strategies and actions for migrant women, with specific reference to some interesting local experiences of NGOs/cultural associations (migrant, migrant women's or mixed associations), mingled with women's networking, and cases of institutional involvement of migrant women into social, cultural and political life.	Limitation: there is no standard national policy dedicated (almost) exclusively to the integration of immigrant women Recommendations: Consider inclusion as a process; address specific needs from a gender perspective; overcome the ethnocentric perspective; consider all the agents involved; greater attention to associative life from the sociocultural, political and social inclusion point of view
Portugal	There is the National Network to Support the Integration of Migrants, made up of) the National Support Centers for Migrant Integration (CNAIM) and the Local Support Centers for Migrant Integration (CLAIM). Likewise, the associative movement of immigrants is of great importance.	Limitation: it highlights the absence of the gender perspective in the legal documents addressed by the organizations. However, the Project Team on Intersectional Inequalities has been created, translates the recognition of the need for a gender sensitive approach in the analysis and intervention in the field of migration. Recommendations: To promote associations and support existing associations and immigrants, as well as social and religious entities.
Slovenia	In the integration of women, NGOs and activists acquire great importance. These assume the main role that must be played by state institutions. Likewise, informal networks such as family and friends acquire a fundamental role.	Limitation: lack of help and state support. Non-consideration of the gender approach. Recommendation: Promote greater involvement of the State
Spain	The competences in this matter belong to the Autonomous Communities, the State	Limitations: Lack of guidance and assistance Recommendations: promote the joint commitment of the

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	and the local administrations. Likewise, non-profit entities have a fundamental role	various entities active in the matter; consider the double dimension they have as women and as migrants in different areas: education, family, housing...

General ideas
The summary table shows how, in general, in the different contexts, non-governmental entities such as associations and NGOs acquire a fundamental role in the process of integrating migrant women (for example, see the case of Slovenia). Likewise, the lack of a gender approach in the measures and services provided to migrant women stands out as a limitation in some of the countries analyzed. This can give rise to interventions far from the real demand of the group in question. It is necessary to develop actions oriented towards the integration of the gender approach in the processes of attention to the migrant population.

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Downloadable Documents

Kofman E., 1999, *Female 'Birds of Passage' a Decade Later: Gender and Immigration in the European Union*, IMR 33(2): 269-299.
(http://www.mcrg.ac.in/RLS_Migration/Reading_List/Module_B/41.pdf)
This article critically assesses the dominant accounts of labour migration, family migration forms and family reunification in relation to women's migratory experiences in Europe.

Kofman E., Phizacklea A., Raghuram P., Sales R., 2001, *Gender and International Migration in Europe: Employment, Welfare and Politics*, Routledge, London and New York.
(https://it.it1lib.org/book/993140/b45cbb,
https://www.pdfdrive.com/gender-and-international-migration-in-europe-employment-welfare-and-politics-gender-racism-ethnicity-e186080952.html)
This volume is a unique work which introduces a gender dimension into theories of contemporary migrations. The authoresses analyse the opportunities created for political activity by migrant women and the extent to which they are able to participate in and influence mainstream policy-making. Thereby, this one is essential reading for anyone interested in modern European immigration policy.

Anthias F., Kontos M., Morokvasic-Müller M. (eds.), 2013, *Paradoxes of Integration: Female Migrants in Europe*, Springer, Dordrecht.
(https://it.it1lib.org/book/2203336/a805f7)
The book analyses the lives of female migrants in the EU with a focus on their labour integration. It highlights policy relevant issues and reframes integration in terms of greater equalisation and democratisation (access, participation and belonging), pointing to its transnational and intersectional dimensions.

Barslund M., Di Bartolomeo A., Ludolph L., 2017, *Gender Inequality and Integration of Non-EU Migrants in the EU*, CEPS Policy Insights N° 2017/06.
(https://www.ceps.eu/download/publication/?id=9866&pdf=No%202017-06%20MB%20et%20al%20Gender%20Inequality%20and%20Integration%20of%20Non-EU%20Migrants%20in%20the%20EU.pdf)
This Policy insights study considers gender gaps in participation and employment rates among third-country nationals, gender differences in societal integration, and the role of participatory citizenship with special attention to the integration of migrant women.

UNFPA-IOM, 2006, *Female Migrants: Bridging the Gaps Throughout the Life Cycle*, Selected Papers of the UNFPA-IOM Expert Group Meeting, New York, 2-3 May 2006.
(https://publications.iom.int/books/female-migrants-bridging-gaps-throughout-life-cycle)
The publication brings articles witnessing migrant women's living conditions and experiences from a life cycle perspective (focus on gaps and challenges) in sending, receiving and transit countries worldwide.

Marinucci R., 2007, *Feminization of migration?*, REMHU – Revista Interdisciplinar da Mobilidade Humana, vol. 15, N. 29: 5-22.
(https://www.redalyc.org/pdf/4070/407042006002.pdf)
The article analyses the feminisation of migration in the context of international and contemporary migrations: accordingly, the feminisation can be understood as an increasing number of female migrants, as a change in the migrant women's profile, and/or as a change in analytical criteria by including a specific gender approach.

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Marchetti S., Salih R., 2015, *Gender and Mobility across Southern and Eastern European Borders: "Double Standards" and the Ambiguities of European Neighbourhood Policy*, IAI Working Papers 15 | 19 - MAY 2015, Istituto Affari Internazionali (IAI), Rome: 1-25.
(https://www.osce.org/files/f/documents/c/9/165441.pdf)
This article proposes a gendered critique of the European Neighbourhood Policy (ENP) that, among other things, should facilitate the mobility of migrants to the EU from the bordering countries: accordingly, the paper highlights the ambivalences of European regimes of gender and migration.

Radowicz J., 2021, *Searching for the Best Way of Integration. Migrant Women in Europe*, Studia Europejskie – Studies in European Affairs, 3/2021: 39-57.
(https://www.ce.uw.edu.pl/pliki/pw/3-2021-Radowicz.pdf)
Focusing on the phenomenon of gender-based migration has become an important research element. Accordingly, data on migration should be gender-sensitive, and national policies of European countries should take into account how gender shapes the different needs of migrants (women and men) while developing relevant integration policies.

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LEARNING OBJECTS/PRACTICAL ACTIVITIES

Practical activities

Module 7 covers the different social inclusion measures to facilitate the full integration of migrants in the host society, as well as the specific factors that affect the gender factor.

Duration: 45 minutes

Objectives:

- Identify key factors to be taken into account for the social inclusion of women.
- Know the services that facilitate social inclusion at local level.
- Identify needs and improvements in inclusion services for migrant women.

In order to reinforce the knowledge, we propose the following activities:

Activity 1: Social inclusion services for migrant women:

You are a social worker in an organization that provides services to migrants, and you are approached by a 22-year-old woman from Syria who has just arrived in your city, does not know the language, does not have her status regularized, and is not aware of the process to regularize her status.

- In order to start orienting her, what questions would you ask her in order to get to know her profile and be able to give her better information?
- On the basis of the information provided, think of a script/protocol to guide the woman in the beginning of her procedure (NGOs to turn to, where she can find legal advice, housing assistance, language classes, an association in her country of origin, etc.).

Activity 2: About the specific difficulties that a migrant woman may encounter

- What improvements does the text propose for better care?
- Do you think that any further difficulties may be encountered because of the gender issue in migration?

Do you agree that professionals should have specific training that takes into account the gender factor in migration, in order to provide a more effective response?

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VOICES OF IMMIGRANT WOMEN

Project Number: 2020-1-ES01-KA203-082364

Training Course
Migrations, Gender and Inclusion in the European Context: An Interdisciplinary Approach

Module 8
Tackling Racism and Xenophobia. Social Construction on Female Migration

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VOICES OF IMMIGRANT WOMEN

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Introduction

The fight against racism and xenophobia occupies a prominent place in the analysis of the situation of immigrants and more specifically of immigrant women. This module proposes questioning and reflection on how these forms of violence mark the experience of being an immigrant woman. In the first chapter, concepts considered instrumental for understanding these phenomena are analysed. Some of them are racism, xenophobia, racialized people, islamophobia. The second chapter refers to the narratives associated with the social discourses on female migration. The focus of analysis develops aspects based in gender, labour segregation, educational skills, empowerment, and gender-based violence. The third chapter proposes some reflections and guidelines for a transformative socio-educational intervention, that fights racism and other forms of discrimination, and reinforces the empowerment of immigrant women in order to increase their social participation and make citizenship effective. And, finally, Chapters 4 and 5 analyse the situation of some European countries, making a comparative table.

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Chapter 1. Definition of Key Concepts

Conceptual analysis is fundamental to an understanding of the social phenomena being analysed in this chapter. Thus, we begin this journey with the analysis of the concept of **racism** or **racial prejudice**. According to Giddens (2009), racism is "prejudice based on socially significant physical distinctions" (p.639). In this definition, it is important to underline that the physical differences on which the perception is based, results from a sociocultural elaboration defined by the dominant groups, and they are not independent from a culture of discrimination social and historically defined.

To understand the concept of racism, it seems pertinent to analyse the notion of **race**, spread through the racialist theories that developed during the Enlightenment. These conceptions legitimized colonialism and the systematic discrimination of human beings according to their skin colour (Cabecinhas & Macedo, 2019). Currently, it is consensual that, in biological terms, it is not possible to delimit races in the human species, there is only a set of different physical characteristics that characterize human beings. However, the existence of genetic diversity that characterizes different human groups coexists with the genetic diversity that characterizes people considered to belong to the same population groups. From the point of view of social sciences, the use of the concept of race raises a lot of discussion and problematization. In that sequence, many academics use the concept in inverted commas - **'race'**.

Despite the consensus that there are no races among human beings, many people still continue to experience racist prejudice. In this situation, there is a process of **racialization**, since a label is attributed based on the supposed belonging to a certain group, considering a set of physical characteristics. In other words, **racialized people** are subject to the "process by which understandings of race is used to classify individuals or groups" (Giddens, 2009, p. 632). In this point of view, it was racism that produced the concept of race and not the other way around.

But racism can also be reflected at social structures in a systematic way, configuring **institutional racism,** manifested in the way that different institutions, such as security, health and education services (among others) promote policies and practices that favor certain social groups, discriminating others.

Some authors refer the existence of **cultural racism**, that manifests itself in a more sophisticated and subtle way, and that bases the arguments for the exclusion on cultural differences we can point to xenophobia and islamophobia as examples. Thus, **xenophobia** configures a set of attitudes, prejudices and behaviour that reject, exclude and often vilify people, based on the perception that they are outsiders or foreigners to the community, society or national identity. But the focus of social discrimination can be a religion, as in the case of **Islamophobia**, which is manifested by constitutive antagonism directed at manifestations of Muslimness. Both based on existing racist, ethnic, religious, cultural, or national prejudice.

Online Resources

#FIGHT racism - Youth are standing up against racism
(https://www.standup4humanrights.org/en/2021/highlights_03.html)
This United Nations website presents a video with the explanation of the selection of March 21 as the International Day for the Elimination of Racial Discrimination.

GUIDANCE ON RACISM AND XENOPHOBIA How UNHCR can address and respond to situations of racism and xenophobia affecting persons under its mandate
(https://www.unhcr.org/5f7c860f4.pdf)
This guide is a practical resource offering recommendations and tools for UNHCR staff, but it will be useful to others that working to eliminate racism.

UN leaders speak out against Islamophobia and anti-Muslim hatred

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(https://news.un.org/en/story/2021/03/1087572)
This news, published on March 17, 2021, presents the positions of the leaders of the United Nations on the importance of fighting Islamophobia.

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Chapter 2. Narratives of Social Discourse on Female Migration

From the past decades, in the classical perspective of migration, gender issue was not outlined (Neves, Nogueira, Topa & Silva, 2014). In recent years, female migration involves a set of categories that cause a significant impact in social relations. Gender is an influential factor in the way how women experience the migration process which is different from men (Peri, 2016). In fact, despite the rising of international migration, and to represent more than 50% of the international migrations that take place, women still face discrimination as migrants and as women (Antman, 2018).

The female migration discourse is shaped by several influent factors based on the role played by State, work, and family. From here it is possible to identify issues like gender (identity, stereotypes, and language), labour segregation, education skills, empowerment, and gender-based violence.

According to the IOM (2015) gender is based in "socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to people based on their assigned sex." (p. 12). This concept is generally accepted but it needs to be considered with cultural diversity among countries and hence gender may affect women in different ways. Discrimination might occur at the level of identity, stereotypes, and language but also considers layers like the motivation to migrate or the situation in which they are force to it. (Boyd & Grieco, 2003).

The female migration is also influenced by labour segregation (Peixoto, 2009). The Un Women Policy Brief n. 2 (2022, p.1) declares "Female labour migration tends to be heavily concentrated in occupations that are traditionally associated with specific gender roles". According to Petrozziello (2013) "(…) conceptions of migrant women continue to suffer from various stereotypes and distortions" (p. 37). These perceptions affect the recognition of women's academic skills and qualifications. Restrict policies tend to rise difficulties to recognise high levels of education and fail to integrate women in specialised jobs. Consequently, women are concentrated in jobs associated with female occupations as domestic work and care. The segmentation of labour influences economic development in both origin and destination countries. In recent years, the feminization of migration is characterized by women pursuing the purposes of independence and autonomy (Bachan, 2018). From a gender perspective it impacts on the socioeconomic development on a twofold analysis: women are empowered in the decision-making process, causing some disruption with the old assumption of family dependence and they contribute with remittances to the country of origins providing support to their families.

One final content refers to one of the most vulnerable situations for migrant women (Peixoto, 2009). In the Istanbul Convention (2011), article 3, gender-based violence is defined as "(…) violence that is directed against a woman because she is a woman or that affects women disproportionately." At the migration level, women are more likely to face several types of violence than men. Parish (2017) states that "Unequal power relations create the conditions for gender-based violence to occur, and it can be perpetrated or condoned by relatives, community members or government actors." Many forms of violence against women drive from bullying to verbal, physical and psychological abuse to sexual violence. Also, they are particularly exposed to traffic especially for the purpose of sexual and labour exploitation and slavery.

The narratives of the social discourse on female migration need to be addressed by a comprehensive and intersectional approach to respond with efficiency to the described difficulties. At this point it seems that policies should be created at a regional and local level giving support to the individuals at the field.

Online Resources

Immigration, migration and citizenship

https://gendersociety.wordpress.com/in-the-classroom/immigration-migration-and-citizenship/

The resource enhances the importance of gendered processes at the field of migration and whose effects are shaped by State, work, family, and intersectional identities.

Women and Migration

https://ftp.iza.org/dp11282.pdf

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The article shows the impact of migration in non-migrant women and the effects on migrant women and girls in a wide variety of countries in different stages of development.

Gender and Migration
https://www.migrationdataportal.org/themes/gender-and-migration#further-reading
The website provides important definitions and data about gender and migration.

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Chapter 3. Proposals for Socio-Educational Intervention to Sensitize and Raise Awareness of Citizenship and Integration. Breaking Stereotypes and Promoting Citizen Participation

Tackling racism, xenophobia and other forms of discrimination requires, besides the implemented public measures, a constant work of awareness raising of the whole society and the empowerment and training of the groups most exposed to these forms of violence (racialized people, immigrants, refugees, women, sexual minorities...).

It is also essential to train **professionals, and future professionals,** working in the social, educational, health and security forces, among others. This training should be focused on the identification of discrimination situations and more specifically it should allow:

(i) reflection on professional and organisational practices that perpetuate and legitimise discrimination, or that do not guarantee conditions of equity - institutional racism;

(ii) identification and understanding the complexity of multiple discriminations (intersectionality), their consequences on the increasing fragilities and risks of social exclusion (such as, exposure to violence, labour exploitation, human trafficking, among others). Regarding this aspect, the situation of immigrant women is highlighted (for the possibility of conjugating several vectors of subordination such as: being a woman, racialized, belonging to single-parent family, belonging to a religious minority, being older, or being very young, among others);

(iii) to consider the role of education (formal, informal and non-formal) in the promotion of human rights, within a logic of education for global citizenship, extended to various educational contexts and concerning Lifelong Education.

Educational proposals focusing on **immigrant women** should promote their agency, through capacity building and empowerment, in order to enable them:

(i) to know their social rights and responsibilities;

(ii) to reflect on social inclusion processes and recognise situations of discrimination;

(iii) to develop instrumental skills for their social inclusion process (e.g. proficiency in the language of the host country or in the formal procedures necessary to regularise their administrative process),

(iv) to develop capacities to affirm their culture of origin, through the promotion of the learning of their native language, the organisation of the necessary conditions to profess their faith, among others.

(v) to understand the importance of associative movements in the processes of social inclusion (immigrant associations and in associations of (and for) the community - parents' associations, residents' associations, sports and recreational associations, etc.).

The socio-educational intervention with **the community** should involve educational institutions (schools at different levels of education), civil society organizations, public services, professional associations, trade unions, mass media, among others. And consider the following objectives:

(i) to consider the issues of cultural diversity and gender in the curricula in a continuous and systematic way;

(ii) to value and welcome diversity, exploring its educational potential at school in articulation with the community;

(iii) to promote awareness campaigns in the mass media about human rights and the fight against racism and other forms of discrimination;

(iv) to encourage the adoption, in the media, of a non-stereotyped language, promoting gender equality, sensitive to issues related to culturally defined concepts concerning immigration and minority groups

(v) to alert, in the public space, to the need to critically analyse the information shared on social networks, with special emphasis on the fake news that disseminate intolerance discourses.

Online Resources

5 Ways to Fight Racism and Xenophobia
(https://www.unicefusa.org/stories/5-ways-fight-racism-and-xenophobia/34567)

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This article refers to the increase in situations of discrimination and hate crimes in times of pandemic and, from this reality, identifies ways to combat racism in everyday life.

Talking to your kids about racism - How to start the important conversation and keep it going.
(https://www.unicef.org/parenting/talking-to-your-kids-about-racism)
This article focuses on the need to talk to children about racism, and gives suggestions to parents on how to do this according to the age groups of the children.

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Chapter 4. Practical approach at the national level

Greece

According to the Annual Report of the Racist Violence Recording Network in 2020, via interviews with the victims, 107 incidents of racist violence were recorded with the following characteristics: In 74 incidents the targets were migrants, refugees, or asylum-seekers due to their ethnic origin, religion or/and colour, human rights defenders due to their association with refugees and migrants, as well as shelters or facilities providing other services for the above groups. 40 cases against men (11-48 years old), 1 against a woman (24 years old), 5 against mixed groups of men and women (age range 9-60 years). In relation to labour discrimination, the situation is further aggravated because of racial and gender-based discrimination/violence in the labour market and by employers. In low-status service occupations, such as domestic work, although seen as a means of survival, the working relationships with employers result in dependence, patronage, exploitation and pseudo relations, informal values and perceptions that generate, tolerate and/or reproduce atypical/casual tactics and attitudes towards welfare, marked by emotionally stressful activities. The 2021 National Integration Strategy underlines the need for the social integration of beneficiaries of international protection and the prevention and effective protection from all forms of violence, exploitation and abuse. Goal 1: Introduce a comprehensive framework for the prevention of violence, exploitation and abuse. Objective 1: Strengthen primary, secondary and tertiary prevention of gender-based violence, child abuse and trafficking (starting with first-reception facilities, with emphasis on women and children) (Actions: Cooperation with the competent authorities for timely detection of signs of violence and abuse and referral for intervention and rehabilitation actions including medical services, psychosocial support). Objective 2: Set standards for the protection of women. Objective 3: Fight xenophobia, discrimination and radicalization. Goal 2: Strengthen referral mechanisms for victims of violence, exploitation and abuse (via actions of establishment of standard operating procedures and action protocol for the protection of victims of violence, exploitation and abuse and their referral to the competent Services and Authorities). Objective 1: Ensure an effective response to violence, exploitation and abuse (via mapping available services for victims of violence, exploitation and abuse, grouped by type of support and area). Objective 2: Strengthen state monitoring mechanisms.

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Department of Public Health Policy/University of West Attica, University of Gent, PRAKSIS, European Public Law Organization, SynEirmos (2018). Report on Good Practices (Deliverable 1.1 LION-Project). Synthesis Report. Report part of project Local Alliance for Integration "776213/LION" (AMIF-2016-AG-INTE). Athens: Department of Public Health Policy/University of West Attica, University of Gent, PRAKSIS, European Public Law Organization, SynEirmos. http://allianceforintegration.eu/wp-content/uploads/2019/07/D1.1-Report-on-best-practices.pdf

This report attempts to present the policy and good practices on the EU-level and the level of EU-member states with particular attention to the case of Greece, regarding the social integration of TCNs through employment, education, health care, social care and intercultural coexistence.

Fouskas, T. and Koulierakis, G. (2022). "Demystifying Migration Myths: Social Discourse on the Impact of Immigrants & Refugees in Greece", Special Issue of Urbanities, Vol. 12 Supplement 5, 9-28, on Greek Crisis and Inequalities: Anthropological Views guest-edited by Prof. M. Spyridakis.

https://www.anthrojournal-urbanities.com/wp-content/uploads/2022/01/5-Fouskas-Koulierakis.pdf

This article is based on the analysis of statistical records and media coverage. The discussion focuses on the demystification of negative perceptions, stereotypes and myths regarding immigrants, asylum seekers and refugees in urban localities, examining the social discourse on the repercussions of migration in Greek society.

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Fouskas, T., Martiniello, M., Koulierakis, G., Economou, C., de Maio, A. and Mine, F. (2020). Annual Report 2019 on Migration and Asylum in Greece: National Report: Part 2 and Statistics Annex. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration and Asylum/European Commission/European Migration Network.
https://ec.europa.eu/home-affairs/document/download/69914d51-b606-447b-95f3-2e4af9f982a2_en
The Annual Policy Report of 2019 aims at informing the Member-States and the European Commission on all thedevelopments that took place in the year of 2019, in the areas of migration and asylum in Greece.

Racist Violence Recording Network (2021). Racist Violence Recording Network Annual Report 2020. Athens: Racist Violence Recording Network/Greek National Commission for Human Rights (GNCHR)/ Office of the United Nations High Commissioner for Refugees in Greece (UNHCR).
https://www.unhcr.org/gr/wp-content/uploads/sites/10/2021/05/ENG_ETHSIA_EKTHESH.pdf
In 2020, the Network recorded an increase in incidents of racist violence, particularly against refugees, migrants and human rights defenders who were targeted due to their affiliation with the above-mentioned groups.

Spain

Racism and xenophobia continue to be an affliction in different domains (sociocultural, educational, work, political, etc.). One cause is a lack of knowledge and understanding of the various realities in which individuals can find themselves, such as when they decide to migrate. Thus, migrant women in particular face a double discrimination: because they are women and because they are migrants. In this sense, the feminisation of migration must be approached from an intersectional and integral perspective. An honest and efficient response must be given to all the difficulties. Policies that closely address migrant women's true realities must be drawn up.

Based on the conceptual analysis set out in the previous chapters, combating racism and xenophobia requires, in addition to public policies, a constant work of citizen awareness, as well as training processes for migrant women. Likewise, the continuous training of professionals who work in social, educational, health, labour domains, etc. is essential to achieve adequate socio-educational interventions, involving both public and private entities.

Below, we outline socio-educational measures and practices to combat racism and xenophobia which centre on migrant women.

- The **Spanish Observatory of Racism and Xenophobia (OBERAXE**), within its framework of action, collects information on projects, surveys, resources, reports and studies, promoted by the Secretary of State for Migration and by other ministerial departments, entities and institutions. The objective is to serve as a platform for knowledge, analysis and the promotion of work to combat racism, racial discrimination, xenophobia and other forms of intolerance, as well as incidents and hate crimes. It operates in collaboration with public administrations and civil society at national, European Union and international levels. For more information: https://www.inclusion.gob.es/oberaxe/es/index.htm
- The CEPAIM entity developed the **SOM project against racism and xenophobia** in 2021. It has achieved a lot regarding awareness-raising on this matter, improving intercultural coexistence and curbing racist and / or xenophobic attitudes and behaviours. Specifically, a section for migrant women can be consulted in the following link https://www.cepaim.org/terminamos-el-proyecto-som-contra-el-racismo-y-la-xenofobia-con-mucho-conseguido/
- Andalucía Acoge is launching **ALEPPO IV: Training and improvement programme for professionals and volunteers** working on intercultural mediation and gender, prevention and management of gender violence in support programmes, the management of labour insertion in the face of diversity, reception and social inclusion of applicants and beneficiaries of international protection, as well as the management of migrant reception on the coast. They also carry out other state projects: "Amal" socio-

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labour interventions with migrants deprived of freedom; Humanitarian care; Cambalache; **"Faguas" Comprehensive intervention with women in the socio-family sphere**; "Globalemplea"; " Kay Pacha" Community action in Andalusia and Melilla neighbourhoods; "Kleos" Asylum, refugees and people under international protection; "Nemesis" Legal intervention programme for the migrant population; "Shakti"; STOP RUMORES (Phase VI) Programme aimed at combating xenophobic and discriminatory stereotypes, prejudices and discourses about the immigrant population; "WELTI; TARHIB; EQUIPAMIENTO: Equipment and adaptation of buildings designed to receive and support applicants and beneficiaries of international protection; EQUILEM. Moreover, at the international European level, it carries out: In medias Res without borders; Support me-supporting practitioners to train migrants in the EU; Youth together for refugees, among others; For further information: https://acoge.org/proyectos/

To end the chapter, we present a success story about a migrant woman in Spain, entitled "***I want to see myself, I want you to see me. From Puerto Rico to Spain***", accessible at https://viw.pixel-online.org/case_view.php?id=NjI = In this case the protagonist tells about the obstacles she encountered to her integration. She notably describes how some entities were disinformed, which generated fear and uncertainty during her stay in the host country.

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Refugee and migrant women
https://www.unwomen.org/es/news/in-focus/women-refugees-and-migrants
This UN web portal includes consultable updated material on the situation of migrant and refugee women: news, videos, infographics with statistical data, etc.

Good educational practices for the integration of migrants
https://ligaeducacion.org/wp-content/uploads/2020/02/LIBRO-BUENAS-PRACTICAS-WEB.pdf
This guide presents awareness-raising actions against racism and xenophobia to support social integration in schools.

Prejudice, ethnocentrism and institutional racism in social policies and social service professionals who work with migrants
http://nadiesinfuturo.org/IMG/pdf/AGUILAR_MJ.pdf
This article analyses the institutional and social racism found in social policies, despite a written discourse which is supposed to go precisely in the opposite direction.

Muslim women wearing the niqab in Spain: Dialogues around discrimination, identity and freedom (2020).
https://www.sciencedirect.com/science/article/pii/S0147176719303335?casa_token=hUEoIvGFoGgAAAAA:jnv9HwtO5PD4gjedieBV3PbQyhtnqhocEcl3XkLmOEbLDBACfiFmBiW3bDLUgYu2iWqWcXVfDQ
This article analyses stories of Muslim women wearing niqabs in Spain, exploring the adverse experiences they face, as well as ways to transform them. The article highlights the different kinds of discrimination, prejudice, personal attacks and social isolation that these women suffer in their daily lives.

France

State racism consists in France of a historical phenomenon that has amplified since the 70's, with the growing influence of neoliberal policies and the disappearance of the "left" from the political scene. The current electoral campaign is currently constructed on a xenophobic discourse that aims to reject all immigrants from France, in a context where the myth of the "great replacement" conveyed by the far right has been gaining more visibility in the public debate. The figure of the "Muslim immigrant" represents the main target of state racism, which has built its nationalist imaginary through the control and repression of

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the “Muslim woman”. Since 2004, successive laws banning the wearing of the headscarf in schools and public spaces (Loi 2004; Law of 2010-1192) have been carried out in the name of “protecting” French Republican values in front of a “Muslim threat”. These laws have hindered the social and economic inclusion of Muslim women in French society, impeding their access to public services and marginalizing them.

The “Anti-Separatism Bill” (2021) reinforces political repression and racial discrimination, as it:

- bans the wearing of burkinis in public swimming pools;
- plans to suspend family allowance in case of a child absenteeism (which particularly aims immigrant families and “mothers” considered irresponsible in front of their children’s education);
- bans the wearing of the jilbab and other religious signs in sports competition;
- bans foreign flags during marriages
- bans prayer in university
- reinforces state power to control civic associations. It plans the dissolution of any organization that “prohibits a person or group of persons” from participating in a meeting “on the basis of their color, origin or belonging or non-belonging to an ethnicity, nation, race or religion”. This especially targets immigrant and racialized groups of people.

University has become a key area of such political discrimination. Many professors and groups of students exploring ideas of “intersectionality”, “decolonialism” and “islamophobia” in order to critically address state racism became subjects of public launching and received personal intimations.

Women political figures have played a key role in promoting such xenophobic measures carried out in the name of “women rights” and secular democracy. Marlène Schiappa, Minister of State for Gender Equality and the Fight against Discrimination in France, was the main carrier of the Anti-Separatism Law. Sara El Hairy, Minister of State for Youth and Engagement, publicly stated that she felt more threatened by “intersectional” discourses than by Zemmour’s anti-immigrants and anti-Muslim speeches. On the other hand, women have been excluded of the General Assembly for wearing the veil and forbade to take part in the public debate.

Such political and ideological context of racism and hatred is alarming.
For this reason, no set of “good practices” coming from the government can be recommended.
Rather, we recommend to support groups of immigrant women who, by taking part in civic, democratic and intellectual resistance to oppose state racism, contribute to create new narratives on “French” politics

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Italy

Discrimination against migrant women takes different forms depending on their migration experiences and conditions, namely: it is different when women migrate in search of work, or to join family members, or when they are daughters of immigrant families. Besides, some of the women who emigrate in search of work are highly educated, some arrive with a good professional luggage, while some others lack basics needed for a positive social and economic integration in emigration.

Nonetheless, these preconditions are often neglected in the Italian context, and exposed to ***simplifications, generalisations*** and ensuing ***stereotypes***. As a result, the profile of migrant woman is repeatedly built on stereotyped sexist, racist and xenophobic patterns, according to which:

- a migrant woman is not educated
- a migrant woman is (basically) able to pursue a care work
- a migrant woman is (potentially) a prostitute.

Crises and politics. Another relevant aspect is that Italy has been undergoing a serious ***economic*** and ***social crisis*** since some 10 to 15 years now, with particular impact on lowering both labour and salaries, accompanied by increasing unemployment and destitution. Concurrently, sections of the Italian population have been easily overwhelmed by certain feelings and opinions, fortified by a growing anti-immigration speech by certain political forces, which has been further reflected in immigration laws and policies: as a final result, the ***hostility towards migrants*** is at increase in Italy. This is to say that politics actually do not help the situation, at least not sufficiently.

Perceptions and opinions. As already pointed out in previous Modules, both legal and political agendas do not help the phenomenon to break away from a stereotyped imagery: in Italy, immigration has been primarily and increasingly approached ***in terms of labour and public safety*** since years; in public opinion, this approach, being further reinforced by the ongoing economic and social crisis, takes shape of ***perceptions and opinions*** identifying migrants ***in terms of labour and security, fear and emergency***.

In addition to these stereotypes involving both migrant men and women, the latter have to cope with additional ***stereotypes in working settings*** which are based on an association between ***migrant women*** and care workers: to boot, the context of domestic work proves to be poorly regulated and supported in terms of social rights and economic benefits.

The following are some major **recommendations** that should be considered and used in social services

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aimed at ***protecting migrant women*** from xenophobia and racism:

- stop approaching immigration and immigrants in terms of labour, security and emergency
- invest more in the fight against stereotypes, prejudices and discrimination towards immigrants, especially towards certain communities and migrant women
- provide more systematic legal assistance to migrant women in order to support them in safeguarding their basic rights and fight against discrimination.

"From Nigeria to Italy and Beyond" https://viw.pixel-online.org/case_view.php?id=MjE=: this story shows how, after some difficult experiences including episodes of discrimination, this woman native to Nigeria has managed to find a job and conclude her university studies.

"Personal Success means having Concrete Expectations" https://viw.pixel-online.org/case_view.php?id=Nzg=: the protagonist in this story highlights gender and cultural stereotypes she had to face as a woman, migrant and worker in caregiving professions.

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These online reflections address the issue of racism and sexism, and presents some possible solutions for services to be offered to migrant women in Italy.

Nosotras
(https://nosotras.it/antidiscriminazione/progetti-antidiscriminazione-nazionali/)
This web site of the Association Nosotras in Florence is dedicated to empowerment, gender-based violence, anti-discrimination, and related training projects, and to the strategies that could be used to fight against sexism and racism towards migrant women.

Portugal

The Constitution of the Portuguese Republic, in its title of fundamental rights and duties, article 15, states that "Foreigners and stateless persons who are in Portugal or who reside in Portugal shall enjoy the rights and be subject to the duties of Portuguese citizens". Equality and non-discrimination are further reinforced in Article 13(2), which states that "No one shall be privileged, favoured, prejudiced, deprived of any right or exempted from any duty on the basis of ancestry, sex, race, language, territory of origin, religion, political or ideological beliefs, education, economic situation, social condition or sexual orientation". This same precept is also provided for in Law No. 93/2017, of 23 August, which establishes the legal regime for preventing, prohibiting and combating discrimination on the grounds of racial and ethnic origin, colour, nationality, descent and territory of origin.

But, despite the formal guarantee of non-discrimination, it is possible to observe through some success stories collected in Portugal, problems regarding equal treatment. The awareness that there is still a way to go in the fight against racism and xenophobia is expressed in the Resolution of the Council of Ministers no. 101/2021, which approves the National Plan to Combat Racism and Discrimination 2021-2025 - Portugal Against Racism (PNCRD). According to the referred document, the PNCRD is structured on the following four principles: a) Deconstruction of stereotypes; b) Coordination, integrated governance and territorialisation; c) Integrated intervention in the fight against inequalities; d) Intersectionality, and foresees actions in 10 areas of intervention: (a) Governance, information and knowledge for a non-discriminatory society; (b) Education and culture; (c) Higher education; (d) Work and employment; (e) Housing; (f) Health and social action; (g) Justice, security and rights; (h) Participation and representation; (i)

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Sport; (j) Media and the digital.

It is also worth highlighting law 39/2009, of 30 July that regulates security and the fight against racism, xenophobia and intolerance in sporting events. Portuguese legislation punishes conducts based on racism and incitement to hatred. In the criminal code, article 132, no. 2, paragraph f) foresees the homicide perpetrated for reasons of "racial, religious, political hatred or hatred generated by the victim's colour, ethnic or national origin, sex, sexual orientation or gender identity. Article 240 typifies as a crime the conduct of discrimination and incitement to hatred because of race, colour, ethnic or national origin, ancestry, religion, sex, sexual orientation or gender identity.

The work of various associations that aim to combat racism and other forms of discrimination (e.g. SOS Racismo) should also be highlighted for their contribution to raising public awareness of these issues, to making situations of discrimination visible and giving a voice to people who have been discriminated against. On these issues, the work of different immigrants' associations in Portugal is also relevant.

To illustrate the problematisation of racism and xenophobia issues we recommend the analysis of the success story "The country where I put down my roots", available at: https://viw.pixel-online.org/case_view.php?id=NDA=.

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This report presents statistical and administrative data collected by the CICDR (Commission for Equality and Against Racial Discrimination) and by the entities that, in Portugal, act on the issue of ethnic-racial discrimination.

Mostra Internacional de Cinema Anti-Racista
https://micar.sosracismo.pt/
On the SOS Racismo Association page, trailers of Films from the International Anti-Racist Film Festival are available, which illustrate experiences marked by racism and other intersectional discrimination, as well as various forms of anti-racist struggle and resistance. Regarding the situation in Portugal, we disregard the trailers of the documentaries: “Olhares sobre o racism” by Bruno Moraes Cabral, Eddie Pipocas and Dércio Tomás Ferreira, and “CHELAS NHA KAU”, a documentary made in a multimedia studio of the project “Dá-te ao Condado E6G ”, promoted by Associação Aguinenso and financed by Programa Escolhas.

Slovenia

In Slovenia hostility towards immigrants has been rising as a result of anti-immigration hate speech and politics promoted by the government since 2020, which has been further reflected in tightening of the immigration laws and policies (since 2015). Immigration and asylum are in the prerogative of the Ministry of the Interior that has an obvious emphasis on issues of security. The official stance towards immigration is one of so-called migration management that – on the one hand – puts emphasis on circular labour migration (as needed by Slovenia’s economy), and – on the other hand – on issue of security and border control; i.e. treating migration as potential threat. The current right-wing government policies reflect political discourse of anti-immigration fear mongering and emergency.

As one positive development, in 2016 the National Assembly of the Republic of Slovenia adopted a Protection Against Discrimination Act (PADA) which established the Advocate of the Principle of Equality, an independent and autonomous state body mandated to deal with discrimination. The new Act

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strengthened enforcement mechanisms by enhancing access to procedures, introducing the shift of burden of proof and several sanctions. At least formally, then, Slovenia's favourable laws cover most forms of racial, ethnic, religious and nationality discrimination, going beyond the minimums in EU law. It remains to be seen how this may affect migrant women's integration prospects.

MIPEX therefore perceives anti-discrimination policies in Slovenia favourable due to favourable laws that cover most forms of racial, ethnic, religious and nationality discrimination, going beyond the minimums in EU law.

To end this chapter, we make available to students the following success stories starring migrant women in Slovenia:

"Overcoming the bureaucratic obstacles, poor information flow and health care issues" accessible at Welcome to VIW project (pixel-online.org) This success story illustrates the problem with getting the correct and quick information pertaining to various issues.

"Success in getting work opportunities, but facing health service access discrimination" accessible at: https://viw.pixel-online.org/case_view.php?id=Njc= and

"Integration as a project" accessible at: https://viw.pixel-online.org/case_view.php?id=OA==

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MIPEX – Migrant Integration Policy Index. 2020. Brussels: Migration Policy Group. Available at: Slovenia | MIPEX 2020

The Migrant Integration Policy Index (MIPEX) is a unique tool which measures policies to integrate migrants in countries across six continents, including all EU Member States (including the UK), other European countries (Albania, Iceland, North Macedonia, Moldova, Norway, Serbia, Switzerland, Russia, Turkey and Ukraine), Asian countries (China, India, Indonesia, Israel, Japan, Jordan, Saudi Arabia, South Korea, United Arab Emirates), North American countries (Canada, Mexico and US), South American countries (Argentina, Brazil, Chile), South Africa, and Australia and New Zealand in Oceania. Policy indicators have been developed to create a rich, multi-dimensional picture of migrants' opportunities to participate in society. Specific indicators are available for Slovenia regarding anti-discrimination.

Zagovornik načela enakosti accessible at https://www.zagovornik.si/

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CHAPTER 5: EUROPEAN DIMENSION

	RACISM AND XENOPHOBIA	SOCIO-EDUCATIONAL INTERVENTION	FUTURE LINES
France	State racism and xenophobia are institutionalized in the French law, since the anti-Separatism Bill (2021). Sous le prétexte de lutter contre le « séparatisme communautaire », cette loi institue la séparation et la stigmatisation des minorités ethnoculturelles. Under the pretext of fighting "community separatism," this law institutes the separation and stigmatization of ethnocultural minorities. In november 2020, the French state dissolved the Collectif contre l'Islamophobie (CCIF).	Good practices cannot be suggested in this regard.	To support groups of immigrant women who, by taking part in civic, democratic and intellectual resistance to oppose state racism, contribute to create new narratives on "French" politics.
Greece	During 2020, 107 racist incidents were recorded. In addition, there is significant racial and gender discrimination/violence in the labor market	The 2021 National Integration Strategy has been introduced, favoring protection and prevention against all forms of violence, abuse and exploitation	Develop measures to combat stereotypes and racism and protect Human Rights
Italy	There are different forms of discrimination against migrant women, depending on their migratory experiences and conditions. However, there is a tendency to simplify, generalize and stereotype	UNAR (c/o Department for Equal Opportunities, Presidency of the Council of Ministers) is the National Office against Racial Discrimination, active since 2003 with the purpose of promoting the right to equal treatment of all people regardless of their origins, and fighting all forms of discrimination based on race or ethnic origin, religion, personal beliefs, disabilities, age, sexual orientation, and/or gender identity. Besides, various associations and NGOs are fighting against racism and other forms of discrimination.	Stop dealing with immigration and migrants in terms of work, security and emergency; fight against stereotypes, prejudices and discrimination; provide more systematic legal assistance to migrant women
Portugal	On certain occasions, inequalities continue to exist in the treatment of migrants	A law has been developed to regulate security and the fight against racism, xenophobia and intolerance in certain spaces such as sports. Likewise, there are associations whose objective is the fight against racism and other forms of discrimination.	Mitigate integration difficulties exacerbated by stereotypes regarding certain nationalities; Provide legal support for reports of racism, xenophobia, and sexism; Build capacity to identify situations of racism, xenophobia, and sexism
Slovenia	There has been an increase in hostility towards migrants, increasing hate speech and	Some measures have been developed such as the Protection Against Discrimination Act (PADA).	The education of young people about discriminatory behaviour, racism, and xenophobia should

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	anti-immigration policies.	Formally, all laws cover most forms of racial discrimination	be improved. Workshops especially for young people about discrimination can reduce prejudice.
Spain	Racism and xenophobia are still present in Spanish society. Migrant women face double discrimination: for being a woman and a migrant	Development of platforms to promote knowledge and analysis of reality with the aim of combating racism and xenophobia; SOM project developed to promote awareness; Training and improvement program for professionals and volunteers who work in the field	Plant intersectional and comprehensive care; create policies that consider the reality of migrant women; develop awareness and citizenship work; professional training

General ideas
In all the analyzed contexts, it is observed how racist and xenophobic acts continue to exist towards the migrant population, even in some of them it is increasing (see the case of Slovenia). Although strategies are being developed to combat this reality, there are still many changes to be made. Observing the future lines of action, the importance of developing actions with all the actors involved is detected. It is not only necessary to implement measures that favor the attention of migrant women, but also to develop actions with the host societies and with the professionals who work in the matter. For this reason, the need to educate young people or the training of professionals is proposed.

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LEARNING OBJECTS/PRACTICAL ACTIVITIES

Practical activities
In Module 8 we look at the different forms of racism and xenophobia in host societies, and what measures and reflections can help them to disappear. ***Duration: 45 minutes*** ***Objectives:*** • Understanding and differentiating the concepts of racism, cultural racism. • To introduce the issue of gender in migration discourse. • To recognise migrant women's "proper" jobs. • Elements to be taken into account in the training of professionals in the field of migration. *In order to reinforce the proposed knowledge, we present the following activities:* **Activity 1**: **Understanding key concepts** - Explain briefly in your own words what you have understood by racism and cultural racism. - Regarding the incorporation of migrant women into the labour market, could you give examples of "proper" jobs for migrant women nowadays? Do you think they are more precarious than those that men can get? - Taking into account the concepts covered in the lesson, do you think that religion is an important factor in discriminating against a migrant person, or is it even more important to be a woman? Argue your proposal in 100 words **Activity 2**: **On citizenship awareness and consciousness-raising** - Identify in the text the educational proposals focused on migrant women in order to favour their inclusion. - What do you think migrants can contribute to the host society? Answer the question in 200 words.

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