

PROJECT

E-MPLOY-ME!

Empowerment skills for Employment of Migrant Women through e-literacy!
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1. DESCRIPTION OF THE TARGET GROUP – UNEMPLOYED MIGRANT WOMEN WHO FACE PROBLEMS IN THEIR PROFESSIONAL AND SOCIAL INCLUSION

The integration of migrant women into the labour market depends upon institutional ramifications - in particular the immigration regime, the welfare model and the education system -, on supply factors - in particular the educational attainment level and occupational skills, language competence, ethnic origin and the proximity to the ethnic cultural identity of the host country-, and demand factors - in particular the composition by economic sectors, the division of work between the household, the informal and the market sector and the economic and technological development level. Research indicates that it is the combination of different immigration and welfare regimes, which account for different employment opportunities of migrant women in the various EU-Member states (Baldwin- Edwards 2002, Adsera & Chiswick 2004, Freeman 2004).

Thus, also the employment opportunities of migrants depend to a large extent on their immigrant status, which tends to define the access rights to the labour market. For example, asylum seekers may or may not access work (depending on national immigration regime) while waiting for their case to be decided. In contrast, target workers (employer nomination scheme, intercompany transferees, seasonal workers etc.) are almost by definition employed. Settlers who are joining their partners (family formation or reunification) may adapt their employment behaviour to that of locals, e.g. work in the formal or informal sector. The employment opportunities of migrant women also differ between EU-Member state as the employment opportunities of women in general differ as a result of various welfare models and economic development levels. In addition, the educational attainment level and occupational structure of migrant women may differ which has an impact on the employment opportunities and integration of those women.

Countries like Austria relegate a large portion of work, in particular social services, to the household sector by tax incentives or transfer payment have a lower employment rate of women than countries in which the state of the private sector are the major suppliers of these goods and services. In countries like Cyprus migrant women are only allowed to

work in certain sectors. Thus, the integration of migrant women is on the one hand determined by the labour market access rights stemming from the immigration model, and the welfare model on the other (Esping-Andersen et. al. 2001). While the immigration model determines who may settle and have access to the labour market and under what conditions, the welfare model structures the division of work between market and household work of the host society. An important consequence of the different division of labour between the household and market sector, through a complex system of taxes and benefits, are not only differing degrees of integration of women into the labour market but also differing degrees of poverty and income inequality.

For Germany migration is a subject which has affected the country in the last years more than any other member of the European Union („EU“). The in-migration flow of the years 2015 and 2016 has meant and still means a strong challenge for the German society at different levels (civil society, administration, justice and politics).

But as the report from the Italian partner shows women do not only face discrimination regarding their labour market integration, but also sexual violence and abuse on their way to Europe and in the host country.

Due to the different situations in the different partner countries we decided to give short overviews on the situation per country (in alphabetical order) and then do conclusion for the E-mploy-Me! target group:

a. AUSTRIA

In early 2016 around 1 287 800 people of working age with a place of birth abroad lived in Austria; this corresponded to 22% of the total population of working age (15 to 64 years). Some 42% of the migrants of working age were born in EU/EEA states, mainly in Germany, Romania and Hungary or Switzerland. Slightly below 58% were born in third countries, such as Turkey, Bosnia and Herzegovina. Due to refugee movements in recent years, immigration of people of working age from third countries, especially from Syria and Afghanistan, has risen strongly.

Compared to Austrians of working age (15 to 64 years) without a migration background, those with such a background are less frequently employed; in 2015 only 63% were

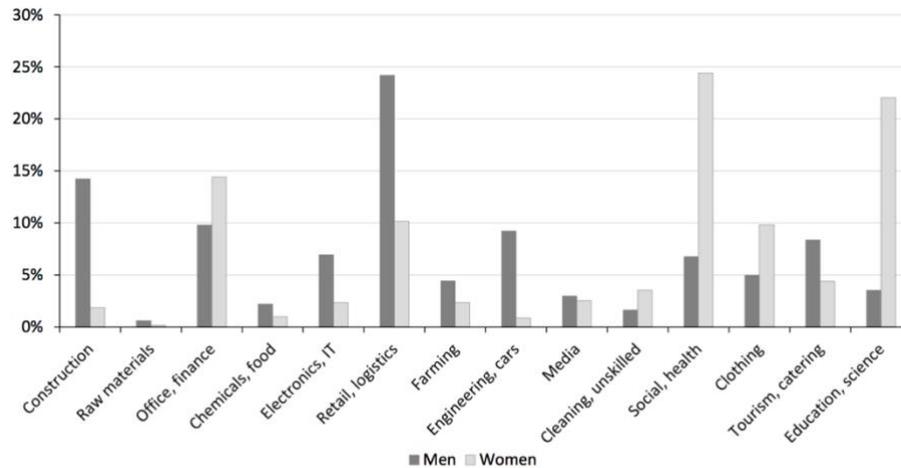
		Men	Women
Citizenship	Iraq	94%	77%
	Syria	94%	70%
	Afghanistan	90%	53%
	Other	88%	75%
Education	ISCED 0	91%	49%
	ISCED 1	96%	54%
	ISCED 2	91%	63%
	ISCED 3	91%	65%
	ISCED 4-6	94%	92%
Age	Below 25	79%	40%
	25-29	90%	54%
	30-39	97%	74%
	40+	98%	78%
Total		92%	69%

Source: AMS competence checks, 4,312 persons.

employed (annual average) while for those without a migration background the employment rate was almost 74%. But migrants are a heterogeneous group: the share of the workforce from EU/EEA states is 77%, even higher than among Austrians, while for those with roots in Turkey it is 54%. Women with roots in Turkey and countries of the former Yugoslavia are far less frequently employed (42% and 59% respectively) than Austrian women (70%). Refugees were most frequently unemployed: roughly three quarters of Syrians (75%) and almost half of all Afghans (46%) of working age were unemployed in 2015. Turkish immigrants were more than twice as frequently affected by unemployment (slightly less than 20%) as Austrians.¹

The large sample of competence checks done by the Austrian employment service allows a differentiation by education and citizenship, which reveals remarkable differences by education among women. As expected, gender differences were substantial. Whereas men were mostly occupied in 'retail, logistics' (24%) as well as 'construction' (14%), women peaked at 'social, health' (24%) as well as 'education, science' (22%). For the latter category in particular, educational levels of female respondents must overall be higher than average, including post-secondary and academic degrees for teaching and nursing jobs.

1



Source: DiPAS and AMS competence checks; n=4,301 persons (3,711 men and 590 women).

b. CYPRUS

The growing demand for foreign domestic workers, combined with labour shortages in manufacturing and tourism, created the conditions that have transformed the Cypriot economy from a labour-exporter to one that increasingly relies on immigrant labour. Migrant workers made up 5.3% of the labour force in 1995, and 7.2% in 1998.

According to Prodromos Panayiotopoulos (2005)², a significant contextual explanation for the growing role of foreign domestic workers in Cyprus can be found in the direct and indirect effects of rapid economic growth and rising per-capita incomes. Cyprus experienced an 'economic miracle' during the period 1976-1984, which saw the expansion of tourism and the clothing industries.

Most migrant workers are employed in a narrow range of sectors and in gender-sensitive ways, with over half employed in manufacturing, tourism, or by private households. Most women are employed by private households as maids and carers, or in the tourism sector as cleaners and kitchen staff.

Moreover, according to a research conducted by Charalambidou-Solomi et. al (2019)³, regarding the demographic situation of migrant women in Cyprus, the following data were extracted:

² The globalisation of care: Filipina domestic workers and care for the elderly in Cyprus

³ Female Immigrants in Cyprus – profile, obstacles, needs, aspirations

- The majority of respondents (93%) ranged from 18-55 years old with 37% being in the category of 26-35 years old.
- In terms of education, 32% of migrant women were secondary school graduates, while 26% were university graduates, and 4% had a post-graduate degree.
- Only 8% had not graduated from elementary school.
- The majority of female migrants in the survey (63%) were either married, divorced, or widowed, and only 36% were single.
- More than half of the women of the sample stated that they had children (58%).
- The majority of the survey participants were Third-Country Nationals (TCNs) coming from Asia (49%), followed by women from the former Soviet Union countries (23%).
- Knowledge of Greek as a foreign language fluctuated at relatively low levels with an average of 2.63.
- The majority of women reported no or basic knowledge of the Greek language.
- The main reason reported for migration by the sample was seeking employment (77%).
- Migrant women were mainly working as domestic workers (54%), followed by women employed in sales (14%), and in nursing (6%).
- Most of the occupations that the migrant women could secure in Cyprus were low-level positions.

c. GERMANY

The statistics about the migration flows in the last years show clearly that Germany is an in-migration country. In 2018 almost one fourth (19,7%; 19,3% in 2017) of the population living in Germany⁴ had in-migration background („Migrationshintergrund“). A person is

⁴ Current population in Germany amounts to 82,79 Millions - <https://de.statista.com/themen/20/einwohnerzahl/>



considered to have a in-migration background if they themselves or at least one parent does not have German citizenship by birth.

In 2017 the number of foreign people who in-migrated to Germany was around 1.38 million. 67.0% of all immigrants moved from another European state to Germany (56.3% in 2016), of which 53.4% came from the EU – being Rumania, Poland and Bulgaria the main three countries of origin of the EU in-migrants- and 13.6% from the rest of Europe (2016: 45.6% and 10.7%, respectively). Another 15.4% of the in-migrants were from an Asian state (2016: 25.2%) while only 4.3% (2016: 4.9%) moved in from African countries and 5.3% from America, Australia and Oceania (2016: 1.2%)⁵.

Since 2000 the percentage of female in-migrants moved to Germany has been between 43%-36% of the total inmigrants, amounting in 2017 to a total of 39,2 %⁶. From these women-migrants 77% come from the EU, 15% from Asia, 4% from Africa and 3% from America⁷.

The main migration groups in 2017 were:

- 1) EU-Migration (777.750)- main reason was family reunion (43%) while 29% from them came due to labour purposes;
- 2) Asylum seekers (198.317), from them 34% were women, being 73%⁶ from them younger than 30 years old;
- 3) Family reunion (114.861- not including the EU family reunion-), being around 50% from them women which joined their husbands in Germany while only approximately 5% from them were men which joined their wives;
- 4) Students (104.940) – from the students which started an education at a German university in 2017 49% were women and 49% were also the female proportion of the foreign students which graduated at a German university (Total: 41.736);
- 5) Labour purposes (60.882- not including the EU family reunion-) – 28,5 % from this group were women; 37% from them practiced professions which do not require any

⁵ Migration Report of the German Federal Government 2016/2017 (*Migrationsbericht der Bundesregierung 2016/2017*)

⁶ See footnote 2

⁷ IQ Konkret Fachmagazin 03/2017 “FRAUEN”

qualified professional education and only 21% refer to professions which do require a specific professional education.

The age of the in-migrants lies between 18 and 40 years old; in fact, 75%⁶ of the in-migrants which came to Germany in 2017 were under 40 years old.

The group of the women-migrants moving to Germany is a heterogeneous group and they hold different educational levels. Thus, they face to certain extent different challenges based on their reasons for the migration process, financial situation and education level.

Almost 50% of the total amount of female migrants have a high educational level: 3,6 million of the female migrants have a professional degree, about 1.2 million of them are academics and 54,000 doctorates. However, many migrant women are employed under their qualifications, are unemployed (244.000), are self-employed or not available to the labour market⁸.

At the management level, migrants (both male and female) face great challenges to accede to management positions in German companies. While 70% of all companies in Germany are directed by men, 10% are led by mixed teams and only 20% by women. The proportion of women at senior management level of large companies varies by company form between 4% und 11%. At this managerial level, female migrants face a double challenge on the way to their professional and social integration: gender and migration background. ⁹ The number of female migrants in high positions cannot be quantified. Judging by the amount of income, it can be concluded that there are not many migrant women in higher positions – only earn 108,000 women with a migrant background monthly more than 3,200 EUR net¹⁰

⁸ Statistical Federal Office (*Statistisches Bundesamt* 2017)

⁹ Statistical Federal Office (*Statistisches Bundesamt* 2017)

¹⁰ Statistical Federal Office (*Statistisches Bundesamt* 2017)

d. ITALY

In Italy, according to the Eurostat¹¹ data, between December 2015 and November 2016 arrived 118,295 asylum seekers, 17,560 were women. This number almost doubled since 2015 with an increase of 86%.

Regarding their origins, the majority are from Nigeria – 40%, followed by Eritrea with 10.9% and Ukraine with 7.9 %.

There are quite a lot of differences between the male and female immigrants phenomenon. Starting from the reasons why they leave their country, the difficulties and challenges they face during the travel and as well their arriving situation and integration processes differs for the both groups.

According to the IOM report, a study on the socioeconomic profile of migrants arriving in Italy, and based on interviews conducted between April and July 2016 with a thousand migrants at open reception centres (CARA), temporary reception centres (CAS) and secondary reception centres (SPRAR) in several regions of Italy, the percentage of women towards the percentage of men that left their country because of family or related reasons is 37,8% vs.17,8% in the female cases, one of the most frequent reasons for immigration is to avoid abuse within the family, to avoid forced marriage, or also, in order to follow their partner.

Another significant point to be highlighted is who does the decision for leaving the country. 82% of the male migrants were able autonomously to decide to leave, while the female immigrants, only 59% were able to do so.

Another alarming fact, is the violence the immigrants experience on their way towards Italy. As has documented by Amnesty International¹²: 89.7% of the immigrants coming to Italy have to pass Libya where they experience violence. The women are often gang raped by their traffickers regardless of their nationality, age, or even if they are pregnant. Hence, to avoid unwanted pregnancies which might limit their journey, the women start

¹¹ Asylum and first time asylum applicants by citizenship, age and sex Monthly data, available at: eurostat.ec.europa.eu/nui/show.do?dataset=migr_asyappctzm&lang=en

¹² “Refugees and migrants fleeing sexual violence, abuse and exploitation in Libya”, 1st July, 2016, available at: <https://www.amnesty.org/en/latest/news/2016/07/refugees-and-migrants-fleeing-sexual-violence-abuse-and-exploitation-in-libya/>.

taking massive doses of contraceptives months before leaving. The medical staff, upon examination at the reception center, have found that this practice has serious consequences to their health. Unfortunately, they are not safe of sexual violence in Italy. Especially in Sicily, many female immigrants are victims of trafficking, as will be further explained in the report.

For Education, the situation again is quite different for male and female immigrants. Women tend to be less educated than men, with almost 90% not having completed lower secondary school. And although, immigrants speak more languages, as they often have more than one mother tongue, still in the female cases, the women speak less languages than men, as they have gone just through the lower level of education.¹³

e. SPAIN

Due to the latest data available from the Spanish National Statistics Institute (from 1 January 2019), the total number of immigrant women in Spain was 2,510,131; this number can be broken down as follows:

COUNTRY OF PROCEDEENCE	NUMBER OF WOMEN
Morocco	355.915
Romania	345.341
United Kingdom	132.002
Colombia	114.691
China	112.250
Italy	101.267
Venezuela	79.001
The Republic of Honduras	70.122
Ukraine	63.900
Bulgaria	62.058
Ecuador	60.621
Brazil	57.922
Germany	57.755

¹³ “Human Trafficking Through The Central Mediterranean Route: Data, Stories And Information Collected By The International Organization For Migration” – International Organization for Migration, 2017

Paraguay	55.456
Bolivia	53.625
France	51.855
Russia	51.709
Portugal	40.449
Dominican Republic	40.370
Poland	30.849
Cuba	30.460
Pakistan	25.980
Algeria	24.062

(<http://www.ine.es/dyngs/INEbase/listaoperaciones.htm>)

This growth in migratory flows and the role women play in them is part of a global context of dualization of the labour market in the “central nations” through the generation of secondary employment sectors. The demand for employment in certain sectors not covered by the indigenous population thus becomes a niche of occupation for foreigners from countries with fewer job opportunities. Taking into consideration the gender component - in the sectoral and occupational segregation by sex of the labour market - the result is that, due to these employment niches women end up occupying “feminized” sectors like the care and domestic service sector.

Almost half of employed foreign women are in unskilled jobs and in sectors such as hospitality, commerce or domestic work.

Typical features of these women's employment situations are over- or under-skilling, if one takes into account the level of qualification in the job in relation to their original educational level.

Precarious working conditions are also associated with sectoral concentration in unskilled occupations and sectors. Foreign women, for example, receive much lower salaries than those received by the rest of the groups, a longer period of time, working days and schedules that are not compatible with other facets of life and multiple employments, not to mention the situations of irregular work that many of them suffer.

However, we have to keep in mind that these situations are found only among a particular group of migrant women, as Spain welcomes also a big amount of British, French or German immigrant women that do not face the same challenges.

Thus, for women coming from Eastern Europe (mostly from Romania) it would be worth highlighting their degree of overqualification and their lower “relative” concentration in domestic employment than for other origins, with a somewhat more significant presence in other branches such as commerce, hospitality or real estate activities and business services.

Women from Central and South America, but mainly from the Andean region (Ecuador, Colombia and Bolivia), have the highest activity and employment rates. A job profile quite different from the above can be identified among women from Africa, mostly Moroccans. This national group is characterized by low activity and employment rates, where even variables such as age or educational level have little influence. (www.inmujer.gob.es/areasTematicas/estudios/.../docs/analisisLaborallinmigrantes.pdf). The number of immigrants registered in Oviedo grew in 2017 after seven years of continuous declines. 2017 closed with 12,754 foreigners settled in the municipality, a figure that represents 5.79 percent of the total population of the council and shows a small upturn with respect to the downward trend of recent years. The majority of new immigrants in Oviedo arrived from Cuba, the Dominican Republic, Colombia and Morocco, although the country with the highest representation in the capital of the Principality continues to be Romanians with 2,642 people. The average age of the registered immigrants in Oviedo is between 20 and 49 years. The number of women is slightly higher than that of men (54.3 per cent), except from countries such as Senegal or Pakistan (from where more men come). (<https://www.lne.es/oviedo/2018/06/13/numero-inmigrantes-ciudad-repunta-siete/2302190.html>)

2. The problems the target group faces in regards to their labour integration

The most common problems in all partner countries in regards to the access to employment can be summarized in the following points with small variations:

- Legal Employment regulations depending on status of residence
- Language barriers
- Recognition of prior education and skills, thus employment does not correspond to their level of knowledge
- Lower wages and payment
- Less social protection and precarious working situations

a. AUSTRIA

Third country nationals migrating to Austria in order to find employment are subject to provisions of the Foreign Labour Act (Ausländerbeschäftigungsgesetz) that govern residence as well as access to the labour market. From a gender perspective, there are two important points: Spouses and unmarried minor children of the holder of a working permit are entitled to a working permit as well, after having resided in Austria for at least twelve months. This means a relatively short waiting period especially for women, before being able to enter the labour market. An independent residence permit, however, is only granted to persons earning a livelihood above a certain level. For low wage earners and women with part time employment, this requirement is hard to meet.¹⁴

The 2 key steps of the integration process for all migrants are Mastering German language and accessing the labour market. Women with family and childcare obligations have worse employment outcomes in comparison with migrant men and native-born women. Migrant women face double disadvantage - as both migrants and women; a fact that is consistently confirmed by research.

Despite having a share of tertiary-educated similar to that of native-born women and migrant men, women born outside the EU are both more likely to be over-qualified for their job and less likely to be in employment. The latter is partially due to difficulties they encounter getting their skills recognised, as studies underline that women in developing

¹⁴ https://www.zsi.at/object/publication/1446/attach/CountryreportAustria_EN.pdf (05.2019)

countries are more likely than men to have skills that are not formally certified by diplomas.

A higher number of women than men arrive to join family members. They often have limited language proficiency and do not benefit as frequently from skills assessment, re-training measures and other integration programmes.

Women arriving as asylum seekers may also have to spend long, unproductive and discouraging waiting periods before having a clear permission to stay (and work), with valuable time for early integration being lost during the process. Asylum adds a further element of vulnerability, as refugees generally have worse integration outcomes (e.g. in the labour market) than migrants arriving through other channels.

Recent OECD evidence shows that it takes longer for refugee women to gain a foothold in the labour market compared with refugee men. When employed, refugee women are frequently in part-time positions. They also have lower levels of host-country language skills compared to men in the first two to three years after arrival, related to the fact that they frequently receive less integration support than men, both in terms of language training and active labour market measures. With women comprising an estimated 45% of all refugees before the 2015-2016 peaks and approximately one-third of all asylum seekers over the period 2015-2017, the recent arrival of large refugee populations in Austria adds to the urgency of integrating migrant woman.

b. CYPRUS

Perhaps the biggest challenge that migrant women face with respect to labour integration in Cyprus is the language barriers; the fact that the majority of them do not know how to communicate in Greek. This is indeed an issue that extends beyond the daily communication and into the bureaucratic processes of the country. In a focus group organised in the context of the project MIICT – _ICT Enabled Public Services for Migration in April 2019 in Cyprus that involved relevant local stakeholders, it was stated that the lack of communication was a big issue for the well-being of migrants. For instance, it was stated that some official governmental documents are only published in Greek and

English, languages which are not fully understood by the migrant women, who come to work in Cyprus, and who have quite often a working-class background.

Moreover, another major problem in the labour integration of migrant workers is the laws that surround the specific issue. In Cyprus, Third-Country Nationals are only allowed to work in specific sectors such as agriculture, farming, housekeeping, etc. This means that regardless of the educational background of a TCN worker, they are constrained to work only within these sectors, which sometimes do not match their skills and qualifications.

The findings of the ENAR Shadow Report¹⁵ have shown that migrant workers systematically earn less per hour than local citizens and the report has also exposed their severe exploitation due to the widespread acceptance of viewing and using migrants as cheap workforce.

Furthermore, the results of the report on Cyprus exposed institutional weaknesses highlighting the underreporting of discrimination and racism in employment.

c. GERMANY

The main challenges which female migrants face regarding their labour integration are as follows:

1. Language

German language skills are a key factor for a jobseeker in Germany. A real social and professional integration can take only place with the language competence. Migrants often acquire general language skills as part of an integration course (basic and advanced language course, B1 preparatory course, imparting language skills for coping with everyday situations, job search, cultural studies ...). However, these courses do not contain profession-specific language skills. Migrants require at least a C1 German level in order to have access to an employment matching to their educational level and professional experience.

¹⁵ ENAR Shadow Report: Racism & Discrimination in Employment in Europe 2013-2017: https://www.enar-eu.org/IMG/pdf/shadowreport_2016x2017_long_final_lowres.pdf

2. Difficulty in recognizing non-German qualifications and professional experience

In Germany the process to recognize non-German qualifications is regulated both at the federal level¹⁶ as well at the federal states level, with the consequence that in each federal state the process to recognize certain professions may vary from the regulations of other federal states. Basically, a common element of the recognition process is the difference between “regulated” and “non-regulated” professions. For the “regulated” professions migrants require a previous approval before they can practice their profession. The recognition process is usually tedious since it takes a long time (from 6 months up to 3 years –in many cases migrants are forced to “repeat” certain subjects at a German university-, for which their German level should be in most of the cases C1). Due to the specific educational system in Germany, there are besides many professions, for which no specific training or requirements are foreseen in many countries of origin, while they require a previous educational training certificate in Germany – such as carpenter, butcher or baker-. In order to keep carrying out this group of professions, migrants need to take part at an educational program in order to acquire a “master” title on that profession.

3. Burdens in reconciling work and family life

48% of migrant moms living in Germany (one million) are unemployed while the percentage of unemployed German mothers is only 27%. Female migrants do not have normally a family network which can support them with the family obligations. School timetable do not often many women the possibility to accept a full-time job. Since in most of the cases men provide the highest income to the family, women adjust in this regard to lower or under qualified positions in order to be able of reconciling work and life family.

4. Insufficient information

Many female migrants claim not obtaining enough information about the labour market in Germany and even not knowing where and how to access to this information. Sometimes the information is available at different organizations or public bodies but there is no one

¹⁶ Gesetz zur Verbesserung der Feststellung und Anerkennung im Ausland erworbener Berufsqualifikationen vom 6.12.2011 (Act on Recognition of professional qualifications acquired abroad- Recognition Act-)

single public organization which can provide all necessary information to access to a job or to found an own company.

Due to these burdens many female migrants consider the German labour market to be closed or at least difficult to access. Often they can only find positions either in a lower paid sector and not according to their qualifications and abilities or under conditions which do not offer a complete security such as part-time job or minijobs (which do not include any social coverage). Therefore, many of these women see self-employment as an appropriate alternative to their social and labour integration in Germany. In fact, the statistics show that every third migrant entrepreneur is a woman¹⁷.

d. ITALY

Most migrants speak at least one European language. 60% of them speak English, 23% French and around 11% speak Italian. Moreover, 20% of the migrants also speak Arabic. Most of them learn the Italian language after they have spent some time in Italy, but it is a slow process: after 4 years in Italy, only 50% of them can speak the language, and learning Italian in order to be able to find a job in their new residence country is one of the biggest worries of the migrants. Almost everyone in the reception centres wants to work and is willing to do a low-skilled job, but the majority of the migrants does not work. When they work, it is irregularly. For sure they lack information and support to access the labour market. The situation differs from the asylum seekers centers and the migrants outside of them. More than a third of the migrants living in informal settlements are employed. Of course, the longer they have been in Italy, the higher are the chances that they speak Italian and have a job.

In fact, more than 50% of the migrants who have been for 3 or more years in Italy, already have a job, and often in farming, gardening or the construction industry. The employment is usually found through personal networks of friends or family members. Though, these

¹⁷ IQ Konkret Fachmagazin 03/2017 “FRAUEN”

jobs are mostly irregular, as noted that 90% of the immigrants work without a contract and that the majority of them are not satisfied with it.

e. SPAIN

The initiatives launched during the years of crisis targeting foreign unemployed people to return to their countries of origin, were hardly accepted. This confirms the importance to reinforce programmes aimed at improving their employability.

It is important to bear in mind that a significant proportion of foreign wage earners lack the right of access to unemployment protection. Specifically, 20% of foreign women are affiliated to the Social Security under the Special System for Household Employees, which, despite the improvements in protection introduced in 2011, does not cover the right for unemployment benefits. Many of the differences in access to unemployment protection could be explained by some of the characteristics of the work trajectories of foreign nationals, such as their greater geographical mobility, greater temporariness and part-time work, as well as the greater predisposition to accept lower-paid jobs or the lack of knowledge of existing support.

Based on a report published by Red Acoge, immigrant women are mostly active in the labour market (89.22%). 37.75% have one or more jobs, and 51.47% are unemployed but in active search. 50% of employed women declare that their position does not fit either the training or the skills that the person possesses, so these women are overqualified for their work. Immigrant women perceive double discrimination on the workplace because they are foreigners (49% of cases) and because they are women (21%).

<https://ecodiario.eleconomista.es/sociedad/noticias/8220568/03/17/Empeora-la-situacion-laboral-de-las-mujeres-inmigrantes-en-espana-segun-un-informe-de-red-acoge.html>

Employment of migrants increased in Oviedo by more than ten points in 2017. 56% immigrants had jobs last year, up from 46% the year before. The highest percentage of labour insertion was among persons with primary education (16.73%), followed by the group with secondary education (15.42%) and those who had completed the baccalaureate (13.85%). Immigrants with a university degree or professional training have less access to work in Oviedo.

Migrant women are among the most exploited and marginalized. One in five faces the risk of “working poor” defined at European level. This figure is soaring in Spain, as one out of every three women is in a precarious situation and at risk of “working poor”. (<http://www.observatorioigualdadyempleo.es/precariedad-laboral-y-las-mujeres/>)

According to various studies, female migrant workers from both EU-28 and even more non-EU countries face the greatest risk of “working poor”. In 2016, Spain was the EU country with the highest rate of migrant women and men at risk of “working poor”: 39.4% and 43.8% respectively. Often with low educational levels or with greater obstacles for validation of their original qualifications, they are more likely to hold part-time jobs, or to alternate periods of employment and unemployment.

(<http://www.observatorioigualdadyempleo.es/search/%22oces+contra+la+precariedad%3A+mujeres+y+pobreza+laboral+en+Europa%22>)

3. The problems the target group faces in regards to their social integration

Social integration challenges in the partner countries are mostly related to:

- Social isolation
- Language barriers

An important point is that in many countries there are not really measures to target these problems, even if such non-existence complicates the integration and lead to massive subsequent problems.

a. AUSTRIA

Little research can be found in regards to social integration of migrants in Austria. Social isolation happens to migrant women easily if they belong to the ones who stay at home to take care of the household and children and are not integrated into Austrian society. This makes their situation even more complicated and can cause psychological problems. Volf (2001:101) points to missing social contacts in the receiving society as an integration barrier for refugees. A few researchers examined specific communities and how they were integrated. Kucera (2001) outlines that many refugees suffer from loneliness, due to the loss of their social networks. Feelings of loneliness also occur, however, for persons

who come with their families and in particular for older persons. Building contacts with the local population is often difficult due to language barriers and disinterest of locals with little understanding of migrants. Locals in contrast often have a mostly functioning social network with a full-time schedule and obligations. Stubnig and Lackner (2007) point to sport (football association, weight training), cultural events, employment and social networks as positive influencing factors. Neuwirth emphasizes the asylum procedure, language problems, the negative attitude of the receiving society, stereotypes, prejudices, social discrimination, different cultures and social counselling as well as the contact to other refugees as influences on social integration. Frick outlines how trauma experiences and related symptoms lead to changes affecting social skills and hence influencing contact behaviour of persons concerned (Frick 2009: 31).

Jobstmann (2002) points out that only good mastery of the language allows orientation in a country and is an essential precondition for communication with the population. A lack of language knowledge results in reduced social contacts. This leads to the inability to articulate needs and concerns towards representatives of authorities and members of the receiving society. In extreme cases, this can lead to isolation. Kraler et al. (2013) also state that former asylum-seekers in particular felt negatively affected by the criminalizing and stigmatizing reports on refugees. 18

b. CYPRUS

As far as the social integration of female migrants in Cyprus is concerned, this is an issue that is not being addressed in Cyprus. There are no specific policies for female migrant workers in Cyprus, although this target group has different needs and priorities than migrant workers in general.

Trimikliniotis and Fulas-Souroulla (2006)¹⁹ found that “In fact, we can refer to an ‘immigration-integration conundrum’ as a key characteristic of the Cyprus general policy, given that at least so far there is no ‘integration policy’ as such. Moreover, there is such a degree of fragmentation and problematic coordination between the regulation of

¹⁸ <https://www.refworld.org/pdfid/5278dc644.pdf> (05.2019)

¹⁹ Mapping of policies affecting female migrant and policy analysis: the Cyprus Case

migration issues, labour/employment and social security/welfare issues, health issues and educational issues [...] (7).

Furthermore, language training is a key issue in relation to the social integration of the target group. Very few, if any, migrants arriving in Cyprus speak the language. Greek language classes for foreigners are made available through programmes within the Adult Education Centres and the State Institutes for Further Education; both institutions belong to the Ministry of Education and Culture of Cyprus. The programmes offered through the two institutions promote general adult education and life-long learning only in Greek with the exception of Greek language classes for foreigners; therefore, immigrants who do not speak Greek are not able to attend other classes for education and lifelong learning. The classes of the programme “Greek for foreigners” within the Adult Education Centres are offered in English and Russian. Therefore, the foreigners who are interested in attending these classes must have a proper knowledge of either English or Russian languages. There are also relevant initiatives by private organization or NGOs, mostly through programs funded by the European Union, but such programs are not offered on a regular basis.

c. GERMANY

In addition to the language, one of the main challenges which female migrants face regarding their social integration are the Cultural differences and intercultural competences. Migrants (both male and female) usually require some time to understand the cultural differences with the German culture; especially those coming from so-called collective cultures experience a higher cultural shock in front of a so-called individualistic culture such as the German one. Migrants experience these cultural differences in the every day life obligations, on the way of interacting socially with German citizens, on the way of dealing with public administration, on how to prepare a job application and a job interview, on how to deal with German clients, on how to deal with working colleagues, etc. Both acquiring intercultural competences in Germany as well as recovering a healthy status of the self-esteem after dealing with the “normal” losses related to the migration process are key factors for dealing with this challenge.

Another further challenge for the social integration is the insecurity to deal with German administrative authorities. Many in-migrant women report negative experiences with German authorities- such as the Federal Employment Office, tax authorities, etc. They often feel overwhelmed by language difficulties or misunderstandings due to cultural differences and language barriers. As a result, they develop insecurity to contact them.

d. ITALY

According to the IOM20, in 2016, 80% of the Nigerian women that in 2016 arrived in Sicily, have been victims of trafficking, and arranged to take part of the Italian prostitution market. This fact makes their professional and social integration more difficult. First it is really difficult to recognize the victims. Then convinced by the promises that they will have regular employment, as babysitting or domestic help, the victims do not reveal any information with regards to the network who brought them to Italy as they fear of losing their job. According to a report done by the UNHCR and Women's Refugee Commission, the victims do not speak and do not seek for help unless they have serious health issues. Of course, one of the reasons is the shame they feel for the violence they have gone through, but another important reason is the voodoo rituals they went through before starting their journey. They believe that if they do not obey the orders, "juju" will punish their families. This is one of the most common reason why the victims of trafficking cannot be recognized, which results in their complete social exclusion.²¹

e. SPAIN

In Spanish society, immigrant women suffer triple discrimination, by class, gender and race. In this society, immigrant women are not listened to and get expelled to spaces that are not very visible and where they are not uncomfortable. In education they are usually guided to choose professional training, instead of encouraging them to study a degree. In Spain the idea of a foreign women doing a higher degree, doctorate or specialization

²⁰More information on: <https://italy.iom.int/it/media/documenti-e-pubblicazioni>

²¹"The number of women seeking asylum in Italy and who they are" - Francesca Romana Genoviva, 8th March, 2018

is not very common. They are considered to lack capacities or intellect. For this reason, it is difficult or even impossible for them to occupy positions of influence on public decision-making and act as political subjects. In Spanish society, very few people believe that immigrant women are biologically inferior but nevertheless women belonging to this group continue to be excluded, controlled and pointed out.

The person applying for a residence permit must prove by means of a settlement report done by the Social Services of the town hall that he or she has “settled in Spain”. This report assesses, among other points, the “integration effort” done by the applicant. One of the indicators for accrediting this integration effort is the assistance and interest in learning one of the official languages of the Spanish territory. That is to say, the administration demands for foreign people to have attended Spanish courses. However, the administration itself, as is the case of the Autonomous Community of Galicia, denies access to this training in its Official Language Schools to all those people who do not have a residence permit.

(<http://www.sosracismogalicia.org/articulo-mujer-racializada-e-inmigrante-una-forma-de-exclusion-en-espana/>)

Summarized we can say the biggest challenges migrant women face in Spain are:

- Discrimination on the labour market which leads to employment not corresponding to their skills and precarious working situations
- Lacking language skills in the national language
- Lacking information on the Spanish system
- Lacking representative to improve their legal status and rights in the workplace

4. Available support services

a. AUSTRIA

▪ Austrian Integration Fund (ÖIF)

The Austrian Integration Fund (ÖIF) stands in close cooperation with the Austrian Federal Ministry of Integration to implement the Integration Agreement and laws promoting integration. The ÖIF offers integration services for individuals such as

recognized refugees, beneficiaries of subsidiary protection, third-country nationals and people from migrant background, as well as institutions and organizations working in this field.

The main services for migrants provided by the ÖIF are:

- German skill tests in different levels and preparation for the tests
- German courses in order to support the professional or education integration of the target group, supporting material to learn German, e.g. basic dictionaries or textbooks
- ÖIF-consulting centres in all state capitals and mobile counselling in some local communities support the integration process by offering
- information and counselling. Counselling topics encompass e.g. working in Austria, the procedure for formal professional recognition;
- The initiative “Mentoring for Migrants” has the ÖIF join in with the Austrian Federal Economic Chamber and the AMS job market service. The goal is to match migrants with a qualified mentor of the business world, in order to support the mentee to access the job market successfully. The mentee needs to match certain criteria to join the initiative.
- The ÖIF offers easily accessible courses on “values and orientation”, covering topics like fundamental values in Austria or in-depth courses on topics like the labour market, health or environment.

<https://www.integrationsfonds.at/en/home/>

▪ **Counselling by the Austrian chamber of labour (Arbeiterkammer, AK)**

The Arbeiterkammer, the Austrian chamber of labour, offers free of charge counselling for people who have gained qualifications in countries other than Austria and supports them in obtaining the recognition of their documents and qualifications. four professional centres. The chamber cooperates with organisations and services in the states of Austria, to finally provide a professional single access point to migrants who need to take this step. The location of the services and contact information can be found by following the link below.

https://www.arbeiterkammer.at/beratung/arbeitundrecht/auslaendischearbeitnehmerInnen/Beratung_fuer_MigrantInnen.html

- **Public employment service of Austria (AMS)**

AMS, commissioned by the Federal Ministry of Labour, Social Affairs and Consumer protection, is Austria's leading provider of labour market related services. It is free of charge and acts as a job agent for people who wish to find a job in the Austrian labour market or to gain qualification.

Some services which the AMS provides are counselling to find jobs, information about the job market, professional qualification and financial funding for courses. Concerning labour migration, the AMS decides over the admission to the Austrian labour market.

The Career information centres (BIZ), located in each regional branch office of the AMS, provide information about different professions and about options to receive education and training in Austria. The BIZ offers information on how to prepare for a job interview.

<https://www.ams.at/organisation/public-employment-service-austria>

- **Mentoring for young muslim women**

After a successful pilot project in 2014, the association of muslim youth Austria "Muslimische Jugend Österreich" (MJÖ) carries out the annual project "Mentoring für junge Musliminnen" ("mentoring for young muslim women"). This project is funded by the Federal Ministry of Women, Family and Youth and supported by the Ban Ki-Moon Centre for Global Citizens. Muslim women between 23 and 30 years, who are just at the start of their careers (mentees), may receive personal support and mentoring by already successful women (mentors) for several months. The goal is that the women can successfully enter the Austrian labour market and to advance their professional careers. Usually, the applications to be a mentee need to be submitted at the beginning of the year.

<https://www.mjoe.at/mentoring2019/>

b. CYPRUS

- **MiHub – Migrant Information Center**

The Migrant Information Centre (MIC) has developed services based on the core values of listening, empathy, understanding and supporting individual vulnerable migrants. They help vulnerable migrants across Cyprus feel protected, safe, informed, and supported so that they are able to move forward with their lives. Their experienced teams offer advice on a wide range of issues, while respecting the privacy and confidentiality of any information provided. It aims to assist: Asylum Seekers, Refugees, International Protection Beneficiaries, Third Country Nationals, Domestic Workers, Students, Resettled Refugees.

The Migrant Information Center offers a variety of services:

- Social support: information regarding procedures, support in completing necessary forms and key information to increase the access and speed up procedures.
- Job finding assistance: the center empowers their service users to become able to register to the responsible authorities to look for a job, to prepare them for a job interview, to inform them about procedures to certify academic Professional Qualifications, to advise them about preparing Presentation skills, to assist them to prepare their Curriculum vitae and to enhance communication skills for being employed.
- Advocacy: The MIC makes an effort to ensure all individuals have equal access to resources and opportunities offered.
- Mobile psycho-social support: The mobile unit is equipped to provide psychosocial support and information services, at an individual and/or family level, to reduce as well as to eliminate social problems resulting from the transition to a new country and from the need for active inclusion in the local community.
- Psychological support: MIC provides assistance to vulnerable service users through psychological assessment and design an intervention plan which will be adapted solely for each individual assisting their transition in the local community.

<https://www.mihub.eu/>

▪ **International Organisation for Migration Cyprus'**

Cyprus became an IOM Member-State in May 1974 at a time when a lot of Cypriots were emigrating to Australia, Canada, South Africa, the US and other European countries. IOM started its activities in Cyprus much later when it was invited to set up an office locally. The IOM country office in Cyprus was inaugurated in November 2015 and is located in Nicosia. It falls under the purview of the IOM Regional Office for the European Economic Area, the European Union and NATO in Brussels, Belgium.

The IOM office in Cyprus works closely with the governmental authorities of Cyprus such as the Ministry of Interior, the Ministry of Health, UN and EU agencies and in collaboration with diverse partners within the civil society, local authorities and academia. Various projects include voluntary return and reintegration, relocation, resettlement and family reunification, integration, access to services and public awareness to counter the rise in xenophobia and discrimination.

Services:

- Assisted Voluntary Return and Reintegration
- Relocation, Resettlement and Family Reunification
- Integration, Access to services and public awareness to counter rise in xenophobia and discrimination

<http://cyprus.iom.int/iom-cyprus>

▪ **Cyprus Information Guide for Third-Country Nationals**

The Cyprus Information Guide is developed as part of the Action “Upgrade of the Cyprus Information Guide” (Action A1 – CY/2016/AMIF/SO2.NO1.1.1) and it is co-funded by the Asylum, Migration, and Integration Fund (AMIF) of the European Commission and the Republic of Cyprus.

The Guide provides general information about Cyprus for TCNs to help facilitate their integration in the Cypriot society and the local labour market. The Cyprus Information Guide is developed in an effort to promote mutual respect and appreciation among TCNs and the local society regarding access to a number of basic daily activities, rights and obligations. The primary objective of the Guide is to support a substantial participation of TCNs in the economic, social and cultural life of Cyprus.

The Guide is available in English, Arabic, Filipino, Hindi, Moldovan Romanian, Russian, Sinhala, Tamil, Ukrainian and Vietnamese. All publications are available in the present website.

The Cyprus Guide is composed of thematic units providing information covering all aspects of

<http://cyprus-guide.org/>

▪ **Digital Inclusion Project**

The project promotes and encourages the integration of refugees, asylum seekers and newly arrived migrants through enhancing their basic skills and key competences for achieving better social and labour inclusion in the European Community.

Objectives of the project:

- Strengthen the cooperation and networking between Alternative Education Programs (AEPs), research centers, and public bodies from countries most affected by the refugees' crisis.
- Test and implement innovative practices in the field of education and training of specific target groups.
- Better prepare and deploy the education and training of professionals for equity, diversity, and inclusion challenges in the learning environment.
- Promote the integration of refugees, asylum seekers, and newly arrived migrants and raise awareness about the refugee crisis in Europe.
- Encourage the utilization of Open Educational Resources (OER) to give access to education and digital training tools to migrants, refugees, and asylum seekers.

<https://digitalinclusiontools.com/>

c. GERMANY

▪ **Federal Employment Agency and Job Center**

The Employment Agency and the Job Center support immigrants with information, advice services and financial support for certain courses and educational trainings. Topics: Learning German; Job Board; Recognition of Qualifications; Financial Support; Consultation and Job Placement; Education; Social Insurance; Starting a Business.

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Besides, they offer an online platform with different tools: 1) BERUFNET for getting information about careers, 2) KURSNET to find about further education opportunities, 3) LERNBÖRSE's offering e-learning services and 4) JOBBÖRSE providing job vacancies.

- **The Federal Network “Integration through Qualification” (“IQ”)**

The IQ Network was launched in 2005 with the aim of improving the employment opportunities for migrants. It functions through a regional network in each of the 16 federal states as well as through five central competence centers.

At the local level, the IQ regional networks cooperate closely with relevant actors, such as employment agencies, job centers, chambers or counselling centers. In the 2015-2018 funding phase, the sixteen regional networks and their about 380 subprojects in all federal states focus on three priority areas:

The work of the regional networks focuses on:

- 1) Advice on recognition of qualifications obtained abroad as well as advice on job training within the context of the Recognition Acts of the federal government and the federal states.
- 2) Job training schemes in the context of the Recognition Act providing bridge training in order to support the full recognition of foreign professional credentials.
- 3) Development of intercultural competence among labour market stakeholders.

The five Competence Centers acting at a federal level are the following:

- 1) Competence Centre for Counselling and Job Training; 2) Competence Centre for Work-Related German Language; 3) Competence Centre for Immigration; 4) Competence Centre for Intercultural Opening and Anti-Discrimination and 5) Competence Centre for Migrant Entrepreneurship.

The program is funded by the Federal Ministry for Labour and Social Affairs (BMAS) and the European Social Fund (ESF). Strategic partners in implementing the program are the Federal Ministry for Education and Research (BMBF) and the Federal Employment Agency (BA).

- **“ STRONG IN CAREER ”**

The program "Strong in Career - Moms with a migration background enter the market" aims to facilitate migrant moms access to the labour market and to support them in that process. It is financed by the Federal Ministry for Family, Senior Citizens, Women and Youth (BMFSFJ) and across Germany there are around 80 local projects carrying out this task financed – 35 from these projects offer additional offers especially for refugee mothers-. The projects include workshops, mentoring and coaching services on different topics relating to the labour integration in Germany.

So far a total of 9,409 mothers have taken part in the projects of which 24% of mothers are recognized as refugees. Two-thirds of mothers participating in the project have reached an employment focus: 27% have a job (employment subject to social insurance) or are self-employed; 6% has made the transition from minor to an employment offering social insurance; 10% were placed in education or training (such as nursing or education); 14% have completed a qualification (without language qualifications); 11% have successfully completed a language course.

- **AYEKOO – arbeit und ausbildung e.V.**

Ayekoo e.V. offers since 10 years job coaching and job placement for migrants in Berlin. They have worked with people from more than 100 countries and accompanied them individually on their way to a qualified job or vocational training. Together with their project participants they develop professional perspectives, help with the preparation of application documents and establish contact with employers. Their consulting services are provided in German, English, Spanish and French.

Furthermore, they work closely with companies in Berlin building contact between migrants and German companies. They also promote diversity for companies in Berlin as they offer their expertise in utilizing the diversity approach for adequate staff and trainees with special skills like languages, professional experiences and different cultural backgrounds.

- **FRAUENALIA gUG**

Frauenalia is an organization founded in Berlin by migrants with the aim to support migrants (mainly women) on their process to integrate the labour market. Its work is based on two main pillars: 1) Labour integration and 2) Entrepreneurship. Through its

projects Frauenalia provides information, individual assistance, mentoring and coaching to female migrants either to design a concrete plan for their professional integration or to found their own business. Apart from that, the participation on the projects allow female migrants to enter into the network of Frauenalia and a large migrant community, which has a direct and long-term impact regarding the social and labour integration in Germany.

Frauenalia provides female migrants with an integral working approach in order to increase their possibilities to join the labour market. This integral program includes the hard skills and factual support as well as the development of the necessary soft skills to face the different challenges.

Frauenalia currently accompanies around 50-60 migrants per year. Two-thirds of migrants participating in the projects have reached an employment focus: 50% have a job (employment subject to social insurance) or are self-employed; 10% were placed in education and 30% have successfully completed a language course.

Support services for the social integration

- **Welcome Center Berlin of the Senate of Berlin**

Welcome Center Berlin supports newcomers on their social and labour integration in Germany. They offer counseling and advice and guide the newcomers through their first steps after arriving in several languages. Their services are free of charge. They cover a wide range of issues from questions concerning residence rights to work and education, not forgetting opportunities for leisure activities and intercultural encounters. If they cannot help you they will point you in the direction of the correct specialist services, provided by other institutions and non-profit.

- **La Red eV**

La Red e. V. supports migrants in Berlin on their arrival in Germany and in their professional and social integration. Its projects include many areas of society that are relevant to the integration of new immigrants, in particular subjects such as civil society engagement, work, environmental protection, culture and the media. Thus, they provide free- both personally and online- on following topics: social assistance, housing law, unemployment, employment law, health insurance or self-employment.

d. ITALY

- **The SPRAR project (Protection System for Refugees and Asylum Seekers)**

is financed by the Ministry for the Interior through the National Fund for Asylum Policy and Services. Its aim is to support and protect asylum seekers, refugees and immigrants who fall under other forms of humanitarian protection. Applications for support often are more numerous than available places, so waiting lists are long. It is possible that the applicant might be referred to the Central SPRAR Service if the waiting period is too long. In this case, it will be checked if there is a place available on all national waiting lists, the costs of transferring the applicant accordingly will be covered.

The SPRAR Project deals with the initial care, integration and protection of the person. The Care Services comprise of: accommodation in a small house, supply of food vouchers for board, orientation in relation to local services, support of a linguistic mediator, assistance in procedures to access social, health and educational services (L2 Italian language courses for adults, enrolment in school for minors).

The Integration Services include orientation in relation to employment, enrolment in training courses, professional re-training, support in job search and finding a home.

The legal protection services support the beneficiary in procedures relating to the application for international protection. At the same time, psycho-social protection services help to access specialist social services and psychological/psychiatric support.²²

- **Programma integra**

carries out projects aimed at promoting social inclusion of immigrants and refugees, encouraging cooperation, knowledge and innovation among social professionals, involving the Community in the challenge of integration, supporting institutions to implement measures of social inclusion addressing migrants and refugees.

²²More information on: <http://www.serviziocentrale.it/>

Programma integra cooperates with public institutions, Third Sector organizations, Italian and European universities and research centers, companies.

The projects consist of: Vocational training courses, inclusion in the labor market of migrants and refugees, including foreign unaccompanied minors, Intercultural mediation, Social mediation service in the field of housing, refresher and training courses for social professionals, Information and awareness raising activities on intercultural dialogue, anti-discrimination and rights of citizenship, research, exchange of best practices and creation of strategic partnerships on migration issues.²³

e. SPAIN

▪ **Spanish Commission for Refugee Assistance**

CEAR supports the social inclusion of refugees, stateless persons and vulnerable migrants during all phases of the reception process. Based on the premise that hosting does not simply imply providing accommodation and meals, CEAR's reception programmes are defined by a set of actions aimed at enhancing the autonomy, dignity and well-being of persons seeking international protection and refugees. (<https://www.cear.es/#>)

▪ **Por Ti Mujer Association**

This association provides attention to the group of immigrant women, with guidance services and advice on issues of aliens: documentation, family reunification, legal advice, work permits, difficult to cover catalogue, renewal of residence cards, driver's license, and recognition of titles. All these services are free and executed in network with other specialized associations according to the topic or problem requested. (<https://asociacionportimujer.org/inmigracion-e-integracion/>)

▪ **La Red de Organizaciones de Mujeres Inmigrantes (Network of Immigrant Women's Organizations)**

It works in the fields of regularization of documents and permits or domestic violence, among others, with migrant women. They do this mostly through their web page, where they offer different services and information; but they also work face to face with these

²³More information on: <http://www.programmaintegra.it/eng/>

women in places like Castilla y Leon or Madrid. As they are a network of different organisations, each of them carries out different activities in their region or city.

(<http://redormiga.org/>)

- **Oviedo City Council**

The Oviedo City Council web page offers information and help for different services that this group may need. These services include legal advice, labour insertion, reports of roots and sufficient housing or the service of application for flats of welcome. Sociolinguistic support is also offered to immigrant children.

(<https://www.oviedo.es/vive/asistencia-y-proteccion-social/para-los-inmigrantes>)

- **Fundación ADSIS**

ADSIIS foundation has a programme aimed to help immigrants to enter the labour market. This programme is funded by the Spanish Ministry of Employment and Social Security and the European Social Fund, and its main goal is to help and support those immigrants who are looking for a job in their new country.

<https://www.fundacionadsis.org/es/araba/noticias/programa-apoyo-la-insercion-laboral-de-personas-inmigrantes-0>

5. Resources and chances

In this chapter partners tried to identify possible areas, which might provide resources for employment and chances for social integration of migrant women in their respective countries. As we laid out in the beginning the conditions for migrant women are very different depending on their legal status, their origin, their level of education and their knowledge of the host countries languages. Nevertheless, partners tried to point out areas, which could help to improve the situation.

a. AUSTRIA

Austria provides qualitative training opportunities, which may be free of charge for migrant women and offers a variety of support services and chances to access the labour market, social security, social or health services, as mentioned in chapter 4. Due to linguistic and bureaucratic barriers, it may not be evident for migrant women to find out which offers and services exist in Austria. Thus, services specifically targeting migrants or women in

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Austria can be seen as mediators, in order for the women to receive accessible information, orientation and counselling, considering different aspects of the women's individual needs. The challenge of a possible language barrier may persist, as many of the services cannot automatically, immediately or at all offer access in multiple languages.

This is a selection of online resources and chances for migrant women in Austria:

- **List of selected organisations – especially NGOs – providing support, information, counselling or other services to migrants in Austria:**

The digital service of Austria, run by the Federal Ministry of digitalisation and industrial location provides a list of mostly well-established non-profit organisations in Austria, who specifically address migrants and offer support. This list offers various contacts to organisations for migrant women, who can support them in gaining further orientation: www.oesterreich.gv.at/themen/soziales/armut/2/Seite.1694400.html

- **Network of Austrian Counselling Centres for Women and Girls**

This network of 55 Austrian non-profit organisations defines all women and girls in Austria as their primary target group. The members of this network are located all over Austria. The organisations can be located via the link www.netzwerk-frauenberatung.at/index.php/standorte. This network provides information, counselling, assistance, education and training, self-help and more.

- **The Federal Government 's official information website on migration to Austria**

The website is run by the Federal Ministry for Labour, Social Affairs, Health and Consumer Protection. It provides in-depth information in English or German on the legal frame for migrants from different countries in a variety of situations, on general immigration criteria and on work and life in Austria. It features information on different types of visa and residence permits, forms, as well as helpful FAQs, lists of services and links.

www.migration.gv.at/en/welcome/?no_cache=1

b. CYPRUS

Migrants and Third-Country Nationals (TCNs) in Cyprus, including female unemployed migrants, are in a relatively disadvantaged position, since they are considered as ‘cheap labour’ for many employers, who often fail to offer legal employment including benefits and social insurance. However, this target group can often refer to several local NGOs that may help them to either look for employment or who offer humanitarian help (transportation to governmental services to submit documents or to hospitals, provision of clothes, food etc.) What is more, there are various EU-funded projects undertaken by organisations in Cyprus that focus on this particular target group, and consequently offer tailor-made free trainings and other educational events for them to attend. The issue is for these opportunities to reach the target group so as to achieve better dissemination and more active involvement from the part of the target group.

Adult education

The five Evening Gymnasias and the two Evening Technical Schools in Nicosia and Limassol, Post-Secondary Institutes of Vocational Education and Training, the Open University of Cyprus, the Mediterranean Institute of Management, Higher Education Institutions (both public and private) offering flexible learning programmes for adults.

Vocational Training

The Cyprus Productivity Centre (http://www.mlsi.gov.cy/mlsi/kepa/kepa_new.nsf/index_en/index_en?OpenDocument), the Cyprus Academy of Public Administration (https://www.mof.gov.cy/mof/capa/cyacademy.nsf/index_en/index_en?opendocument), afternoon and evening classes at the technical schools, the Apprenticeship Scheme offered jointly at technical schools and private industries, in-company courses funded by the Human Resource Development Authority.

The Adult Education Centres (<http://www.moec.gov.cy/epimorfotika/en/index.html>) is a significant programme which provides general adult education in Cyprus within the framework of providing lifelong learning opportunities. The main objective of the Adult Education Centres is the general development of each adult’s personality as well as the social, financial and cultural development of citizens and society in general. Their aims coincide with the state’s developmental policy and the wider aims of the Ministry of

Education and Culture regarding the provision of "Lifelong Learning" opportunities for all the citizens of the Republic of Cyprus and the combating of educational inequalities so that citizens may be successfully integrated and be enabled to act efficiently in a united Europe.

The Adult Education Centres offer a variety of interdisciplinary courses which focus mainly on the teaching of foreign languages, arts and crafts, cultural programmes, health and other issues of general interest, as well as on teaching professional and vocational skills.

Furthermore, every year the Adult Education Centres organise free of charge learning activities for various target groups, such as people with literacy difficulties, people with special needs, enclaved Cypriots, prisoners, mentally ill and elderly people. They also offer, free of charge, Greek language courses to children of repatriated Cypriots, to political refugees and to Turkish Cypriots. Moreover, Turkish language courses are offered free of charge to Greek Cypriots.

The Adult Education Centres have been acknowledged by the citizens of the Republic of Cyprus as the most important programme of general adult education with the provision of a variety of qualitative courses.

Regarding EU-funded projects, Center for Social Innovation is currently implementing the project 'MiraGE – _Migrant Integration for Growth in Europe' that aims at increasing the swift access and integration of Third-country Nationals (TCNs) in the labour market of their European host countries. At a later stage, the project partners will organize trainings for both employers and TCNs. The trainings offered to TCNs will aim at providing information regarding employment opportunities and resources, as well as information about opening up a new business.

In the context of the EU project 'iLearn Greek', Greek Language courses were offered for free from September 2017 until September 2018. Although the project is completed, there are numerous other opportunities published on the project website: <https://www.ilearngreek.eu/en/teachers-corner/useful-material>.

c. GERMANY

The current social and demographic situation in Germany opens considerable chances for female migrants in the labour market.

The social perceptions of women with a migrant background are often characterized by widespread clichés and stereotypes: headscarves, forced marriage, bad school qualifications. However, this picture is outdated – many female migrants are emancipated, well-qualified and career-oriented. They are characterized by a broad range of occupations, life models and competences and can bring many benefits to companies and organizations.

According to the Federal Ministry of Economics and Energy, migrants contribute to a dynamic, innovative and internationally competitive economy through their ideas, products and services, which are often characterized by their experience, creativity and courage.

Considering the current shortage of skilled workers in Germany, the skills of qualified migrant women are indispensable for companies, especially for small and medium-sized enterprises, which are rather unknown to potential employees. In addition, female migrants can offer certain competences needed at the international business level and with intercultural clients (language, openness and sensitivity to other cultures). Migrant women in management positions impress with their international experience and innovation orientation and human knowledge. As female scientists qualified migrants bring a fresh views of the German higher education system and often maintain international contacts²⁴.

d. ITALY

One of the resources for social change for the target groups is the value of education. It is fundamental to support education and that schools have a key role in the evolution of the society: it's both a personal and political effort as is a fundamental contribution to the growth of the society, and as well opens many other opportunities. Many are able to do

²⁴ Prof. Dr. Svetlana Franken -Forschungs- und Praxisprojekte mit Unternehmen zu den Auswirkungen der Industrie 4.0 auf die Arbeitswelt und genderspezifischen Kompetenzen im Kontext der Digitalisierung. Wissenschaftliche Leiterin der Studie „Qualifizierte Migrantinnen in Deutschland. Status quo, Erfolgsfaktoren, Mehrwert“ von 2016.

that thanks to scholarships, offered directly by national or regional programs, but usually when they are in younger age and have no kids to look after.

Moreover, in order for full integration to be achieved, it is essential the existence of a social network of people that helps the individuals to reach their own full potential. Plenty of immigrants make part of different type of associations, which make them fill useful, offer place for them to share their culture and traditions, to feel supported and less lonely.

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