

Background paper: The integration of migrant women in Spain and the rest of Europe

The purpose of this paper is to provide key context, information and good practice examples around the theme of 'ESF and migrant women', which is one of a number of areas of interest to the Thematic Network on Migrants ('TN Migrants').

This paper 'sets the scene' for members of the TN Migrants, ahead of a study visit on this theme, which is due to take place in Madrid on April 1st and 2nd 2019. The paper aims to better equip members' understanding of this theme so that they may better engage with the host projects and related issues in Madrid.

The paper is structured according to the following issues:

- 1.1 Why look at migrant women?**
- 1.2 Background: Spanish immigration and integration policies**
- 1.3 The situation in Madrid**
- 1.4 Projects to be visited in Madrid**

Annex: 'Homework': questions for you to consider prior to the study visit

Summary of key points

- Migrant women often face a penalty in the labour market, with the most marginalised facing a triple penalty due to their gender, migration background and migration status. The integration outcomes of migrant mothers is strongly linked to the integration outcomes of their children, and particularly girls.
- Although the recent inflow of refugees and asylum seekers has brought this issue to the fore, the issue still lacks policy focus across Europe as a whole.
- What support does exist comes from programmes focusing on early integration and targeted funding priorities.
- What has been shown to facilitate the integration of migrant women is support to build basic and 'soft' skills skills, mentoring, help in sourcing childcare, counselling, work-focused interventions, outreach and early engagement, and approaches which support the whole family.
- Integration has been a national policy goal for over two decades in Spain, with an emphasis on labour market integration and educational attainment for migrant children. Many measures target vulnerable groups, including migrants, and this has remain unchanged even after the economic crisis.
- In 2016, the Operational Programme on Social Inclusion and Social Economy in Spain for 2014-2020, (co-funded by the ESF), included non-nationals as a target group. This has enabled specific projects to target migrants or specific groups of migrants, including women.
- Spain has largely not seen the rise of anti-immigrant sentiment that has characterised some other Member states, and Madrid reflects this trend.
- Integration is a devolved policy areas in Spain, with most regional authorities having their own Integration Plan that is tailored to meet local needs. Madrid's approach to integration is one characterised by co-existence and openness towards newcomers.
- The two projects to be visited by the Thematic network on migrants in April 1st and 2nd in Madrid are the Adelante Programme and the AYSHA project. Both are ESF-funded and support the labour market integration of migrant women. They are both implemented by NGOs.

1.1 Why focus on the situation of migrant women?

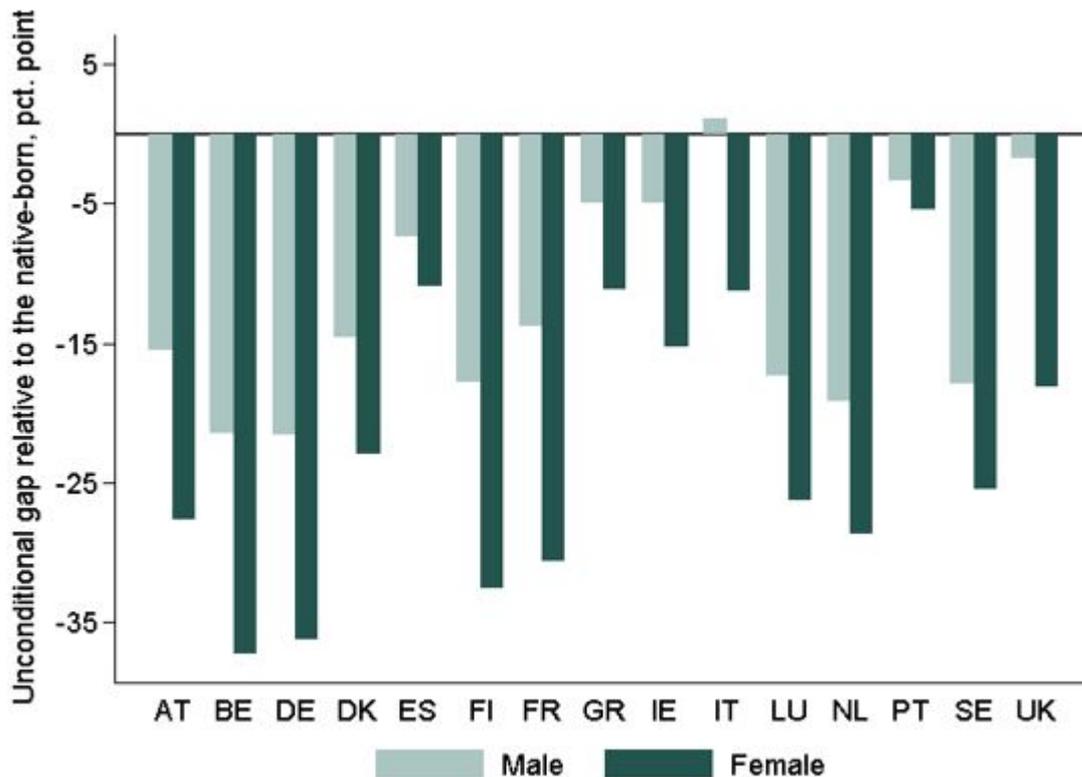
They often face a double penalty in the labour market

Migrant women are a diverse group and may arrive in Europe for different reasons; some may arrive as economic migrants, highly specialised employees, family members or seeking humanitarian protection. This diversity is reflected in a disparity of integration outcomes.¹

However, many migrant women often face a double penalty in the labour market by virtue of being both female and having a migrant background. This double disadvantage means that migrant women have worse employment outcomes when compared to migrant men and native-born women, and one which is often compounded by family and childcare responsibilities (figure 1).

Figure 1: Employment gap of non-EU immigrants relative to the native-born in the EU15 in 2016, by gender

¹ European Economic and Social Committee (2015), *Inclusion of migrant women in the labour market*. Opinion paper. EESC: Brussels.



Note: Age group 25-54. For Germany, data on the country of birth are not available, therefore, immigrants are defined based on the nationality.

Source: Centre for European Policy Studies drawing on Eurostat data, 2016.

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 countries are more likely than men to have skills that are not formally certified by diplomas.²

Women who have arrived as family members, as asylum seekers, refugees or under humanitarian protection, are often faced with a 'triple disadvantage' due to their gender, migrant background and migration status.³ These women are also more vulnerable through the kinds of sectors and work that they tend to be concentrated in (low paid, low skilled or informal work). Those working in private households, for example, are particularly vulnerable since domestic work does not often require legal registration and provides fewer workers' rights than other sectors.⁴

The integration of women impacts on their children

The integration of migrant women tends to be critical for the integration of their children. OECD research has shown that the integration of migrant women is decisive for the integration outcomes of their children, over and above what is observed for native-born mothers and children. In particular, the labour market status of migrant mothers seems to have a strong impact on the employment outcomes of their daughters.⁵ In May 2017, the TN Migrants saw this intergenerational

² <https://ec.europa.eu/migrant-integration/feature/integration-of-migrant-women>

³ Liebig, T. and K. Tronstad (2018), "Triple Disadvantage?: A first overview of the integration of refugee women", *OECD Social, Employment and Migration Working Papers*, No. 216. OECD Publishing: Paris. <http://dx.doi.org/10.1787/3f3a9612-en>

⁴ European Economic and Social Committee (2015), *Inclusion of migrant women in the labour market*. Opinion paper. EESC: Brussels.

⁵ OECD (2017), *Catching Up? Intergenerational Mobility and Children of Immigrants*. OECD Publishing: Paris.

pay-off for themselves when they visited an ESF-funded project called *Univerbales* in Liege, Belgium. Targeted at migrant women, one mother described⁶ the effect of the project on her, but also on her son too, in terms of raising both their expectations and aspirations for the future.

The recent inflow of asylum seekers has made this issue more urgent

Recent evidence from the OECD shows that it takes longer for refugee women to gain a foothold in the labour market compared with refugee men.⁷ Often those arriving as asylum seekers have to wait for long periods of time before being able to work which adds another layer of vulnerability to what is often a precarious situation already. With women comprising an estimated 45% of all refugees before the 2015-2016 peak and approximately one-third of all asylum seekers over the period 2015-2017, the recent arrival of large refugee populations in Europe has added to the urgency of integrating migrant woman.

The issue still lacks policy focus

In many member states, there is still a lack of policy focus on the integration of migrant women. A recent briefing paper highlighted that, out of 32 responding governments, only 7 have such policies in place.⁸ The EU Fundamental Rights Agency (FRA) has also found little evidence of specific actions or policies, from across the EU, that specifically target migrant women or gender issues.⁹ Civil society has often filled this policy vacuum by offering support to help migrant women integrate or by campaigning and advocating for their rights.

Existing support is provided through early integration programmes or funding priorities

Where specific support is provided for the integration of migrant women, it can often be found in countries that have introduced early integration measures for newcomers and include language learning and social orientation courses mainly for women arriving in the context of family migration.¹⁰ Specific support for women's integration can also be found in countries that have chosen specific funding priorities as an instrument for prioritising the issue. Austria's national integration fund, for example, has been supporting a total of 54 women-related projects in 2017 and 2018, representing roughly 10 per cent of funds dispersed. In Germany, the budget available since 2016, for refugee integration from the federal level, has seen a focus on the empowerment of refugee women as well as their labour market integration. More than 100 projects have been implemented by civil society organisations in 2017.

In addition to this, the ESF has funded a number of projects focused on the labour market integration of migrant women across Europe (Box 1 below).

⁶ Marangozov, R (2017), *Study visit report: the 'DiSISMi' and 'Univerbal' projects in Wallonia*. Thematic Network on Migrants, ESF Transnational Platform: Brussels:

https://ec.europa.eu/esf/transnationality/filedepot_download/1794/1644 (last accessed March 2019).

⁷ <https://www.oecd-ilibrary.org/docserver/3f3a9612-en.pdf?expires=1552322310&id=id&accname=guest&checksum=93A14D4201A137B3D2491DB2A36CCEE7>

⁸ https://www.eca.europa.eu/Lists/ECADocuments/Briefing_paper_Integration_migrants/Briefing_paper_Integration_migrants_EN.pdf

⁹ FRA (2017), *Together in the EU. Promoting the participation of migrants and their descendants*. Luxembourg: Publications Office of the European Union.

¹⁰ For a full list of the different types of projects and initiatives supporting migrant women across Europe, see: <https://ec.europa.eu/migrant-integration/feature/integration-of-migrant-women>. Last accessed March 2019.

Box 1: Examples of European projects targeting the integration of migrant women

The German project, [*Strong at work*](#), where mothers with a migration background are provided with individual support and career orientation to help them to access the labour market. This project is supported by ESF.

The Swedish project, [*Mirjam*](#), which provides work-related guidance and inspiration for newly-arrived refugee women.

The Irish project, [*Building Better Futures*](#), which aimed to support migrant women who face additional barriers to entrepreneurship.

The Slovenian project, [*Razkirte roke 3*](#), which brought together migrant women to set up a business while improving their language skills.

In Luxembourg, the [*CIAO \(Contexte d'Inclusion et d'Accueil Organisé – Context of Inclusion and Organised Reception\)*](#) project supports the integration of migrant through various workshops and courses (language, culture, citizenship, employment).

In the United Kingdom (UK), the [*Building Better Opportunities*](#) (BBO) programme, match-funded and delivered through the Big Lottery Fund Opt In Organisation, encompasses all ESF activities in England. BBO aims at improving people's life chances by building better opportunities for education, training and employment. As part of this programme, several activities focus on supporting BAME (Black, Asian, and Minority Ethnic) women.

The French project, [*Boosting the employability of female immigrants and descendants of immigrants*](#), combines labour market integration with the fight against multiple discrimination based on nationality and on gender. Women participate in coaching sessions, thematic meetings and employer sponsorship programmes.

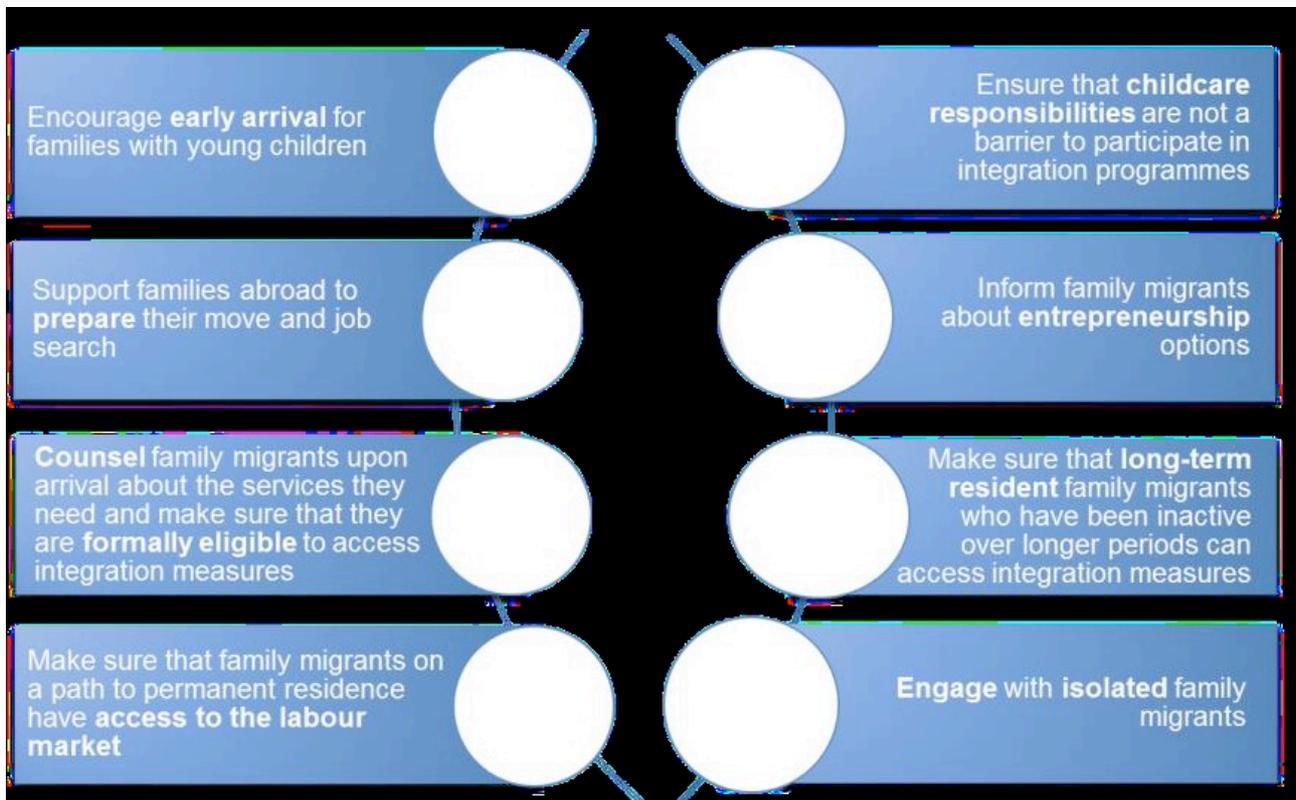
The Czech project, [*Equal opportunities on the threshold of Czech homes*](#), focuses on promoting legal employment of women working in the domestic area. The project provides free legal and social counselling for future employers and employees in the sector.

Source: This non-exhaustive list has been compiled using information listed at: <https://ec.europa.eu/migrant-integration/feature/integration-of-migrant-women> (Last accessed March 2019) and also in reference to a list of projects compiled by Frederico Pozzani at the European Commission and given to the author in February 2019.

What works in integrating the most disadvantaged migrant women?

In 2017, the OECD published an overview of good practices with respect to the integration of women who have arrived through family migration (figure 1).¹¹

Figure 1: Lessons from integration review in OECD countries regarding integration of family migrants



Source: Liebig, T. and K. Tronstad (2018), p. 32

As the majority of refugee women are those who have arrived in the context of family migration, then much of the above remains relevant to them.

Some areas, however, are of particular relevance. First, is the need for outreach, given that many refugee women will lack contact with the host society – contact which has been shown to yield positive integration outcomes in the labour market. Second, is the importance of mentoring as a good way of providing such contacts and extending them to professional fields of work. Indeed, one of the largest mentorship programmes in the OECD – the *Kvinno* in Denmark – is specifically targeted at refugee women¹², and the TN Migrants have seen for themselves the positive labour market effects of mentoring schemes targeted at migrants through *Duo for a Job* (in Brussels)¹³ and *Kodiko* (in Paris).¹⁴ These have been shown to be particularly cost-effective means of

¹¹ Liebig, T. and K. Tronstad (2018), "Triple Disadvantage?: A first overview of the integration of refugee women", *OECD Social, Employment and Migration Working Papers*, No. 216. OECD Publishing: Paris.

<http://dx.doi.org/10.1787/3f3a9612-en>

¹² OECD (2017), *Catching Up? Intergenerational Mobility and Children of Immigrants*. OECD Publishing: Paris: <http://dx.doi.org/10.1787/9789264288041-en>.

¹³ Thematic Network on Migrants, ESF Transnational Platform (2018), *Final minutes of the 7th Meeting of the TN Migrants*: https://ec.europa.eu/esf/transnationality/filedepot_download/1799/1727 (last accessed March 2019).

¹⁴ Thematic Network on Migrants, ESF Transnational Platform (2018), *Final minutes of the 8th Meeting of the TN Migrants*: https://ec.europa.eu/esf/transnationality/filedepot_download/2442/1860 (last accessed March 2019).

integration while also benefiting the host society as well. Childcare is also particularly relevant to refugee women as is the need for building basic skills with regard to qualifications and host-country language. Building 'soft skills', such as confidence, motivation and interpersonal skills is also particularly relevant for this group, since 'starting over' in terms of building a new life in a new country can prove to be an intimidating and overwhelming prospect for many. The TN Migrants saw how important soft skills could be to improving labour market outcomes in Liege in May 2017, when visiting an ESF-funded project called *Univerbales*.¹⁵ Other interventions, such as counselling and mental health support can also more relevant for refugee women if they have experienced prior trauma or violence.

1.2 Background: Immigration and integration policies in Spain

Integration has been a policy goal since 1994

Up to 1994, Spain's policies had been dominated by the regulation of immigration, with integration being much less of a concern. A change came about when bottom-up pressure, exerted by regions and municipalities and civil society organisations, came to bear upon national government. These local actors were facing the realities of a growing immigrant population and the need to integrate them.

As such, the national level has witnessed three benchmarks in policymaking: the Plan of Social Integration of Migrants (1994), GRECO (2000) and PECEI (2006). The local pressures prior to 1994 produced the first national Plan on Social Integration of Immigrants, launched in 1994 by the Ministry of Social Affairs. Formally, this plan introduced Spain's integration policies at the national level but in practice, the importance of the 1994 plan was something more symbolic, acknowledging for the first time that integration was a policy goal. The new national regulation, known as the GRECO plan, was launched in 2000. However, it did not establish concrete measures or guidelines for sub-national actors, and neither was it backed by any specific allocation of financial resources.

2004 saw production of the first real national framework policy for the promotion of integration and increasing social pressures and politicisation of the topic of integration pushed the issue up the national political agenda. Promoting equality of immigrants was the main goal of the ambitious national Programme for the Citizenship and Integration, known as PECEI 2006. For the first time, these national guidelines were backed by the financial commitment of an allotted budget (€2,005 million were set for the period 2007-2010). In addition, the national integration budget sanctioned those regional policies that complied with national guidelines, although autonomous communities could still cultivate their own integration policy.

PECEI stands out for having a relatively pro-participation nature. Although discussions with regional and local levels did not take place during its drafting, the plan was also subject to widespread consultation and commentary. PECEI also stands out in the context of the economic crisis and the intense growth of migration inflow that characterised the period of implementation. During these years, despite cuts affecting all residents, the government maintained and even enhanced long-term commitments to economic, family and societal integration of migrants.

PECEI II for the period 2011-2014 organised policy tools in the area of integration according to 11 areas of intervention, including education, health, social services and inclusion. However, within this, there was a heavy emphasis on labour market integration and the educational attainment of migrant children. This has continued to the present day although integration policy at the local levels have been adapted to the increasing demand of international protection and the growing diversity of the immigrant population in Spain.

¹⁵ Marangozov, R (2017), *Study visit report: the 'DiSISMi' and 'Univerbal' projects in Wallonia*. Thematic Network on Migrants, ESF Transnational Platform: Brussels:
https://ec.europa.eu/esf/transnationality/filedepot_download/1794/1644 (last accessed March 2019).

Integration is a devolved issue

Integration is a complex issue in Spain because of the devolution of a range of policy areas to the regional and local level. Education, health services, social assistance and labour-market related policies are regional competencies, with Madrid and Barcelona having more devolved responsibilities in these areas to reflect the larger sizes of their populations. For this reason, most regional governments (autonomous communities) have their own regional integration plans that are independent of the national integration plan. The role of national government, then, is to coordinate and fund these regional programmes.

Each region's integration plan is different, but most share a common structure and aims regarding immigrant integration. The plans are driven by local needs and so some will prioritise specific groups (such as women and young people), whereas others will not.

There has been a post-crisis emphasis on labour market integration

The 2000s in Spain has been referred to as a decade of 'growth and hidden risks'.¹⁶ The economic boom of the period led to a surge in immigration but also acted as a disincentive to invest in large scale labour market integration efforts. Unlike some other European countries, Spain has traditionally allocated more resources to passive labour market policies and employer subsidies than to proactive training or guidance, which has been detrimental to native and migrant job seekers alike. Targeted employment programmes were limited as migrants encountered few obstacles to finding work and public employment services played a limited role in job matching as most new arrivals found their work through their own networks. Language policy was also a low priority; many new arrivals spoke Spanish and vocational and occupational Spanish courses were rare.

However, the economic crisis exposed gaps in the policy framework and the need to invest in comprehensive, mainstream policies to support workers into long-term, high-quality work. At the same time, the prevalence of informal employment and the large-scale loss of temporary jobs left migrants and other vulnerable groups disproportionately affected by the crisis.

Many measures target vulnerable groups, including migrants

After the crisis, the Spanish government launched systematic reforms of labour market regulations, employment services and training and credential systems. Most of the reforms targeted all vulnerable workers, but migrants stood to benefit substantially from these improvements to mainstream services. For example, reforms to the public employment service (PES) created common minimum standards of all regional providers, revised funding mechanisms to encourage better performance, and increased capacity by enabling the involvement of private organisations. Other reforms have increased information and support for entrepreneurs, and sought to enable both migrant and native entrepreneurs to take up opportunities elsewhere in Europe through the EU employment network, EURES. Reforms to the vocational training system introduced more work-based training to better meet employer needs.

The ESF in Spain includes migrants as a target group

The ESF in Spain is characterised by three broad priority areas:¹⁷

1. **Better skills, more jobs:** the ESF in Spain is helping young people into work as a key priority. Some €2.3 billion, including Youth Employment Initiative funding, is earmarked to achieve this goal and it is funding a raft of national and regional projects involving education, training, work placements and apprenticeships. ESF projects are creating pathways to employment by ensuring that young people have the relevant skills, qualification and competencies to find sustainable work.

¹⁶ Ramos, Raul (2014), *Turning a corner? How Spain can help immigrants find middle-skilled work*. Migration Policy Institute and International Labour Office: Washington, DC and Geneva.

¹⁷ <http://ec.europa.eu/esf/main.jsp?catId=378>

2. **Combating exclusion:** Spain is also investing heavily in supporting its most vulnerable groups and individuals. Some €2 billion is being invested in order to reduce the number of people at risk of poverty or social exclusion by 1.5 million by 2020. This includes people with disabilities, migrants and disadvantaged women, who are among the target groups for ESF-funded training and social support measures.¹⁸

3. **Educational for opportunities:** The ESF is also improving the training and vocational education system to improve the quality of the skills and qualifications that they offer and their relevance to employers and businesses.¹⁹

However, within these priority areas, migrants have been prioritised as a target group. In 2016, the Operational Programme on Social Inclusion and Social Economy in Spain for 2014-2020, (co-funded by the ESF), included non-nationals as a target group. This has enabled specific projects to target migrants or specific groups of migrants (e.g. women).

In addition to the two ESF-funded projects that the TN Migrants will be visiting in Madrid, in April 2019, Box 2 highlights some of the other ESF-funded projects in Spain aimed at targeting migrant women.

¹⁸ For example, the nationwide '[For Talent](#)' project, co-supported by Repsol, and the '[PAEM](#)' project for women entrepreneurs in Ciudad Real.

¹⁹ For example, the '[Gradua2](#)' project in Valladolid, which gives a second chance to those students leaving school early without qualifications.

Box 2: ESF-funded projects in Spain targeting migrant women

In the North African Spanish enclave of Melilla, the **Women's Information and Guidance Centre** (*Centro de Información y Asesoramiento de la Mujer*) aims at increasing social and labour market insertion of the most vulnerable women, hence fighting poverty and discrimination. In most cases, these women are victims of gender violence, in a situation of social emergency and/or migrants/with a migration background. Since its beginning in 2014, Melilla's Women Information and Guidance Centre assisted over 470 women. Throughout the whole programming period, the centre should assist more than 1 200 women.

The programme [SARA](#) (2017-2018), financed under the Social Inclusion and Social Economy Operational programme supports a better quality of life, personal empowering, work-like balance and non-discrimination for migrant women at risk of social exclusion. It does this through personalised itineraries of socio-economic integration, and a constant evaluation of the evolving needs of migrant women

In the Spanish region of Galicia, the NGO "Mestura" implements the ESF project, [Paso a paso](#). The NGO is dedicated in helping migrants settle down, integrate into society and find sustainable work that will enable them to live a decent life. Women represent over half of all participants.

Another ESF project, [Neneiras](#), has been specifically targeting the more vulnerable women, including victims of violence, with itineraries focusing on psychological support, legal assistance, and childcare activities, in order to enable these women to attend meetings with administration, training courses, job interview, and eventually be able to work.

The **FUTUR** project in the region of Madrid is implemented by the Association for the reinsertion and support of sex workers. The project consists of individualised holistic support, training, and guidance for women victims of sexual exploitation. Cultural and linguistic mediators, as well as legal and psychological assistants complement the support teams.

Source: A list of projects compiled by Frederico Pozzani at the European Commission and given to the author in February 2019.

1.3 The situation in Madrid

Local Migration Policy is characterised by intercultural co-existence

Madrid is a city that, for mainly historical reasons, is known for its openness and capacity for integration. Over the last 50 years, Madrid has doubled its population, but it has also acquired the personality that defines it: an open mentality and the prioritisation of integration and inclusion. A large number of the Spanish inhabitants of the City have born in other regions of Spain which has also contributed to the City's openness to external influences and newcomers.

Coexistence and openness have therefore influenced Madrid City Council's response to integration which began with the First Madrid Plan on Social and Intercultural Coexistence (2005-2009) and continued with the Second Plan (2009 – 2012). The policies of this latter model comprised instruments that address both migrants and locals at the same time and this is something that continues to characterise the City's approach to integration. For example, the City's neighbourhood

employment plans aim to target all vulnerable groups in neighbourhoods in Madrid with the highest rates of unemployment.²⁰

In Madrid, migration is the responsibility of the Equity, Social Rights and Employment Department of the Local Government of Madrid City Council. Immigrants from outside the EU need only to register at the municipality to get access to services. There are three key principles to the municipal approach:

- **Universal access to services** such as healthcare or education
- **Active integration of migrants** not only through reception facilities but also in by adopting measures to ensure language skills, information, labour integration, legal assistance and the access to public services
- **Intercultural living together** with dedicated mechanisms for citizen participation. Roundtable discussions by districts and the Madrid Forum on Dialogue and Coexistence²¹ have been set up.

Madrid has also taken measures to facilitate social participation and to combat racism, racial discrimination, xenophobia and related intolerance. To this end, the Anti - Discrimination Agency and the Legal Assistance Group Against Racism were launched in 2008. The Service of Legal Guidance on Immigration Matters and Racism, Xenophobia, Homophobia and Transphobia Cases provides free legal assistance for related cases and criminal proceedings for people registered as residents in Madrid.

Public perceptions of migration are largely positive

Spain as a whole has largely lacked the anti-immigration discourse that has characterised other European countries in recent years. This has been attributed to three key factors: a widespread belief among the Spanish public that immigration has been positive to economic growth; Spain's political culture that employs immigration as a vehicle for expressing democratic values; and the relatively low visibility of immigrants, which make them less of a perceived threat to national identity.²² Spanish Prime Minister Pedro Sanchez biggest political gesture since taking office has been to take in the Aquarius, a rescue ship that was stranded in the Mediterranean with 629 migrants on board after both Italy and Malta refused to let it dock at their ports – a move praised by the UN refugee agency and the European Commission. However, this does not mean to say that there are not right-wing leaders and politicians who are willing to capitalise on any underlying anti-immigrant sentiment; the victory of Pablo Casado in the 2018 leadership election of the People's Party was largely considered to be party swing towards the right. It just remains to be seen whether this sentiment will take hold in the longer term.

Madrid largely mirrors this national trend towards openness and newcomers. In the last Coexistence Survey run by the Madrid local council in 2009, the public perception of migration proved to be quite positive, particularly in comparison with other Mediterranean countries. Since then, the 2015 Survey on Social and Intercultural Coexistence in Territories with High Diversity reveals that there is general acceptance towards the migrant population and a large sector of citizenship declares not to have any suspicion toward ethnic or religious minorities. A more

²⁰ Eurocities (2015), *Promoting an Inclusive Labour Market at Local Level. Social Investment in Cities*. Eurocities: Brussels.

²¹ Created in 2007, the Madrid Forum on Dialogue and Coexistence is composed of 68 members who represent migrant associations, support agencies and other social organisations working in the city of Madrid. The plenary session, which is the top decision-making body of the Forum, meets at least once per quarter.

²² Joaquin Arango (2013), *Exceptional in Europe? Spain's experience with immigration and integration*. Migration Policy Institute: Brussels.

nuanced view, however, suggests that a concept of first and second class citizenship arises from this survey meaning that there is little room for complacency.²³

1.4 Projects to be visited in Madrid, April 2019

The information below provides some key information about the two projects that the TN Migrants will be visiting in Madrid. This is to familiarise participants with the work of the projects in advance and to ensure that the visit itself can serve to usefully fill any information gaps.

Adelante Programme

The ESF-funded Adelante programme is run by the CEPAIM Foundation and aims to improve the labour market integration of vulnerable women, including migrant women, from different Spanish regions.²⁴ The programme focuses on individual work plans but also on activities to improve the work-life balance and gender equality. It runs from 2016-2019.

According to CEPAIM, during this period, the programme aims to train more than 1,000 women, create over 2,600 personalised itineraries and involve over 500 companies.

- **Activation:** Individual work plans for women, including analysis of employability and psychological support.
- **Training and labour market insertion:** professional development in the field of ICT and green jobs; support the transfer of women and their families into healthy, inclusive work environments and job opportunities
- **Sensitisation and awareness-raising:** train 'intervention professionals' to improve their aptitudes and attitudes in ICT and new masculinities in their professions; raise awareness among companies and other organisations around better conciliation and co-responsibility, with special attention to men; encourage men to play an active role in the fight for gender equality; prevent and raise awareness of gender-based violence.²⁵

AYSHA project

Migrant women have suffered more from the economic crisis compared to Spanish women in terms of job insecurity. The predominance of low-skilled and low-paid jobs defines the overall situation of migrant women in the labor market: 43 per cent of employed migrant women are concentrated in elementary occupations, compared to 17 per cent of Spanish women. The labour market barriers that migrants find residing in Spain are due, among other factors, to the absence of work-focused support, the lack of training in basic skills and social skills, and the difficulties of accessing professional occupational training.

The AYSHA project in Madrid aims to improve the employability of migrant women from non-EU countries. It is funded by the Ministry of Social Security and Employment and co-financed by the ESF. AYSHA is run by the International Organisation for Migration (IOM Spain). The project focuses on offering the following support:

- Help to design personalised work plans
- Specific training around digital skills, social skills and basic skills.
- Career guidance based on those professional profiles most in demand in the labour market.

²³ International Centre for Migration Policy Development (2018), *City Migration Profile Madrid*. ICMPD: Austria.

²⁴ It is currently being carried out in Teruel, Zaragoza, Madrid and Valencia (Region A), Ceuta (Region B), El Ejido, Nijar, Huelva, Seville, Ciudad Real, Molina de Aragón, Cartagena and Murcia (Region C) and Navalmoral de la Mata and Mérida (Region D).

²⁵ <http://cepaim.org/que-hacemos-convivencia-social/igualdad-de-oportunidades/programa-adelante/>

- Help to enter into, and complete traineeships or work experience in companies.²⁶

²⁶ <https://spain.iom.int/es/proyecto-aysha>

Annex: ‘Homework’: Questions for you to consider in advance of the study visit

If you are a planning to attend the study visit to Madrid from another member state, then please **provide complete answers to Questions 1-8 below (or answers that are to the best of your knowledge)**. These can either be emailed to the Network Expert, Rachel Marangozov, prior to the study visit (pillairachel@gmail.com), or you can bring these answers with you on the study visit itself.

As a participant of this study visit/ member of the TN migrants, the information you provide here will fulfil three important purposes:

1. It will ensure that **you come to the upcoming Study Visit in Madrid well informed** about what is being done (or not done) in your Member State with regards to supporting the integration of migrant women. It will also help focus your thoughts about what your Member State could learn from this Study Visit to inform its own work in this area.
2. It **will ensure the study visit is a mutual learning exchange, and not just a one-way opportunity to learn about the projects in Madrid**. The Madrid projects will as interested to learn about what is going on in your respective countries, as we are in learning about their work and this is central to our aim of facilitating the transnational exchange of learning.
3. It will provide the Network Expert, Rachel Marangozov, with **relevant information to include in the Final Study Visit Report**, which will be written after the Study Visit and which may possibly also include a case study.

If you have any questions or queries about what is required from you, please do not hesitate to contact Rachel Marangozov. Thank you in advance.

Questions for study visit participants²⁷

- 1. What does your country/region do to support the integration of migrant women (either labour market integration or social integration)?** If there are no current activities, please provide details of why this is and whether there are any plans to develop this?

- 2. What was the rationale for providing this support?** (Social inclusion, growing numbers of migrant women, greater equity in labour market outcomes, greater inflows of refugees etc.)?

²⁷ Please expand the text boxes if needed.

3. Who funds the costs of this work / how are these costs split between partners?

4. What have been the challenges of integrating migrant women in your country/ region?

5. What have been some of the key successes and outcomes of this work?

6. How do your projects compare to the projects we are planning to visit in Madrid (from reading the project descriptions)? What are the commonalities/ areas of divergence?

7. What aspects of the projects in Madrid look like they may have potential for transferability to your own country/ region?

8. Judging from the project descriptions, what areas do you think will be the areas of most interest and learning for your member state to take away from this visit?