MIGRANT WOMEN AND THE LABOUR MARKET: DIVERSITY AND CHALLENGES

OECD and European Commission Seminar
Brussels, 26-27 September 2005

PROGRAMME
1. Objectives and description of the seminar

1. This two-day seminar is jointly organised by the European Commission and the OECD. The aim of the seminar is to gain a better understanding of migrant women’s position in the labour market and the society of the host countries, as well as their contribution to meeting the future needs of the labour market in these countries, in a context of population ageing. It also aims to identify the professional mobility of migrant women and the means of overcoming obstacles to their integration into the labour market and the discrimination they face. Particular attention will also be given to the role of migrant women in entrepreneurship. Moreover, the seminar will facilitate an analysis and an improved understanding of migrant women’s concerns, whilst examining different aspects of future migration policies.

2. The first session will be dedicated to understanding the extent of the feminisation of migration flows and the principal features of female migration (participation rate, job type and situation in the labour market). For this introductory session, we will rely on the most recent statistical data and on the outcomes of the European Commission’s and the OECD’s work on migration movements, foreign population and foreign-born population.

3. Within the framework of the second session, it is proposed to analyse the diversity of how migrant women integrate into the labour market by examining three aspects. The first provides a comparative analysis of groups of the same nationality present in Europe, but also in North America, the Middle-East and in Asia. Particular attention will be given to women from the North African countries, the Philippines, Turkey and the Balkans. The second aspect concerns skilled migrant women and those involved in enterprise creation, from examples in Australia, France, the United Kingdom and the Netherlands. Particular attention will be given to second generation women migrants. The third part of this session, looking more to the future, will consist of examining the role that migrant women could play in meeting the future needs of the labour markets of the EU and OECD countries within the context of ageing populations.

4. The third session will examine policies and programmes aiming to facilitate the labour market integration of migrant women, and the first evaluations of the implementation of these policies and programmes. This session will allow us to better identify the obstacles to the labour market integration of migrant women and the discrimination against them. In this respect, particular attention will be given to how their situation compares to the labour force participation of the native-born population (complementarity or substitution?).

5. During the fourth and the last session, the meeting will discuss how to include and mainstream women’s interests in the development of migration and labour market policies by the host countries as well as in the labour market and civil society integration policies of the host countries.

2. Documentation

6. Six reference documents will be prepared for this seminar by mutual agreement between the EU and the OECD; they will be sent to participants in English and French. In addition, various room documents and information notes will be available in their original version.

3. Participants

7. Representatives of the EU Member States and the OECD Member Countries as well as delegates from international organisations, such as the Council of Europe, International Labour Organisation (ILO), United Nation’s High Commissioner of Refugees (UNHCR) and the International Organisation for Migration (IOM). Invited experts from non-member countries, NGOs as well as representatives from the social partners and civil society will also participate in the seminar.
Monday 26 September 2005

8h30-9h00  Registration of participants

9h00-9h15  OPENING SESSION

Statements:

- Ms Luisella Pavan-Woolfe (Director, Directorate General for Employment, Social Affairs and Equal Opportunities, European Commission)

- Ms Berglind Ásgeirsdóttir (Deputy Secretary-General of the OECD)

First SESSION

9h15-9h45  Chair: Mr. Antonis Kastrissianakis (Director, Directorate General for Employment, Social Affairs and Equal Opportunities, European Commission)

Feminisation of international migration
Laura Oso (University of la Coruna) and Jean-Pierre Garson (OECD)

Migrant women in OECD countries: participation rate and employment situation
Jean-Christophe Dumont, Marion Isoppo and Thomas Liebig (OECD)

9h45-10h15  General Debate
10h15-11h00  ROUND TABLE: Migrant women: their role in the labour market?

**Chair:** Ms Berit Berg (Research Director, SINTEF Technology and Society, Trondheim, Norway)

Introduction to the debate: Frédérique Rychener (Directorate General for Employment, Social Affairs and Equal Opportunities, European Commission)

**Participants:**
Jonathan Chaloff (Asylum Research Group, Sistema Interventi Decentrati Migrazioni, Italy)
Gloria Moreno-Fontes (ILO)
Catelene Passchier (European Trade Union Confederation, ETUC)

11h00-11h20  Coffee Break

11h20-11h45  General Debate

**Second SESSION**

11h45-12h45  THE RANGE OF WAYS IN WHICH MIGRANT WOMEN INTEGRATE INTO THE LABOUR MARKET

**Chair:** John Martin (Director, Directorate for Employment, Labour and Social Affairs, OECD)

**Participants:**
Laura Oso (University of La Coruna, Spain)
Nouria Ouali (Université libre de Bruxelles)
Ahmet Içduygu (Koç University, Istanbul)
Eleonore Kofman (School of Health and Social Sciences, Middlesex University, United Kingdom)

12h45-13h15  General Debate

13h15-14h30  Lunch-buffet hosted by the European Commission
14h30-15h30  **ROUND TABLE:** Skilled migrant women involved in enterprise creation

**Chair:** Marie-Florence Estimé (Deputy Director and Head of Division for Small and Medium Enterprises and Entrepreneurship, OECD)

Introduction to the debate: Migrant women’s entrepreneurship: experience and best practices
Angeline Low (Research Associate, University of Technology, Sydney, Australia)

Participants:
Brigitte Frenais-Chamaillard (Deputy-Director, Direction de la Population et des Migrations, France)
Daniela Bobeva (Central Bank of Bulgaria)

15h30-16h00 General Debate

16h00-16h15 Coffee Break

16h15-17h00  **ROUND TABLE:** Migrant women’s role in relation to the future needs of the labour market

**Chair:** Brigitte Frenais-Chamaillard (Direction de la Population et des Migrations, Paris)

Introduction to the debate: Needs for immigrant women and their integration in ageing societies
Dragana Avramov (Population and Social Policy Consultants, Brussels)

**Participants:**
Christine Holzer (Federal Ministry for Economic Affairs and Employment, Austria)
Georges Lemaître (OECD)

17h00-17h30 General Debate
Tuesday 27 September

Third SESSION

POLICIES AND PROGRAMMES FOR MIGRANT WOMEN’S LABOUR MARKET INTEGRATION: OUTCOMES AND PROSPECTS

09h00-10h30 ROUND TABLE: Policies and programmes for migrant women’s labour market integration

Chair: Fay Devonic (Head of Unit of Gender equality, Directorate General for Employment, Social Affairs and Equal Opportunities, European Commission)

Introduction to the debate: Migrant women into work: What is working?
Alexandra Heron (Consultant, OECD)

Participants:
Michèle Thozet (Directorate General for Employment, Social Affairs and Equal Opportunities, European Commission)
Wuokko Knocke (National Institute for Working Life, Stockholm)
Elizabeth Ruddick (Director General, Research and Evaluation, Citizenship and Immigration Canada)

10h30-11h00 Coffee Break

11h00-11h30 General Debate

Fourth SESSION

GENDER MAINSTREAMING IN THE DEVELOPMENT OF MIGRATION AND LABOUR MARKET POLICIES

11h30-13h00 Chair: Ms Berglind Ásgeirsdóttir (Deputy Secretary-General of the OECD)

ROUND TABLE with policy makers:
Ms Elizabeth Ruddick (Citizenship and Immigration Canada)
Mr. F Licher (Ministry of Social Affairs and Employment, The Netherlands)
Dina Ionescu (IOM, Geneva)

Issues for discussion: How can employment, training and enterprise creation programmes be adapted to increase opportunities for employment among women? What can be done regarding impediments to labour force participation by women entering under family reunion? What measures are needed to allow immigrant women to reconcile work and family life? What can be done to address issues of employment security, accreditation of qualifications and availability of training in areas where immigrant women are concentrated, such as domestic services and health care?

13h00-14h30 Lunch-buffet hosted by the European Commission

14h30-15h30 General Debate
15h30-15h50  Coffee Break

15h50-16h15  **CLOSING SESSION**

Conclusions and recommendations

Mr. Antonis Kastrissianakis (Director, Directorate-General for Employment, Social Affairs and Equal Opportunities, European Commission)

Ms Berglind Ásgeirsdóttir (Deputy Secretary-General of the OECD)