

# Advisory Committee on equal opportunities for women and men

## Opinion on the gender dimension of integration of migrants<sup>1</sup>

### Table of content

<b>Mandate of the working group .....</b>	<b>2</b>
<b>Context .....</b>	<b>2</b>
<b>Challenges .....</b>	<b>3</b>
<i>Employment and education.....</i>	<i>3</i>
<i>Health.....</i>	<i>7</i>
<i>Poverty.....</i>	<i>8</i>
<i>Civic and political participation.....</i>	<i>9</i>
<i>Violence .....</i>	<i>10</i>
<i>Targeted integration services.....</i>	<i>12</i>
<i>General recommendations.....</i>	<i>13</i>
<i>Recommendations to the european Commission .....</i>	<i>14</i>
<i>Recommendations to the fundamental rights agency.....</i>	<i>14</i>
<i>Recommendations to the European Institute for Gender Equality.....</i>	<i>15</i>
<b>Annex: Good practices from Member States .....</b>	<b>16</b>

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## Mandate of the working group

The Advisory Committee decided to set up a working group to prepare an opinion on the gender dimension of integration of migrants.

Considering the political context and ongoing initiatives in the field of integration, the Advisory Committee should consider the following points:

- Examine good practices in Member States where integration policies take the gender equality dimension into account.
- What are the specific challenges that migrant women face? What are the specific challenges that men face?
- How can participation of migrant women in the labour market be enhanced?
- Propose actions promoting gender equality to be included in the New European Agenda on Integration.

## Context

Migration to the European Union (EU) contains both opportunities and challenges. Legal migrants<sup>2</sup> contribute to the economy as workers and entrepreneurs and can help meet the demographic challenge EU faces. To reach the EU objectives set in the Europe 2020 Strategy, in particular the goal to raise the employment rate for women and men to 75%, better integration of legal migrants is crucial. Migrants also contribute to an increasing diversity and cultural richness in the EU.

However, unless migrants are fully integrated into the receiving societies, it is not possible to fully benefit from the potential of migration - economically, socially or culturally. The role of policy makers is in this regard important to ensure that integration is a two-way process that involves the society as a whole. Policy makers need to speak out on the positive economic, social and cultural contribution of migrants to our societies to influence public opinion and perception.

Migrant women and men may face multiple and different integration challenges depending on their country of origin, the reason for migrating (e.g. labour migration or family reunification) and which member state they migrate to. However, one of their common integration challenges is getting a job in the destination country. Today, migrant workers – and especially women - are disproportionately likely to be working in temporary, casual or atypical forms of employment, and are also more

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<sup>2</sup> This opinion relates to legal migrants. The legal basis for measures to promoting the integration of third-country nationals is Article 79(4) of the Treaty on the Functioning of the European Union (TFEU), which clearly refers to “the integration of third-country nationals residing legally”. Likewise, the section on ‘Integration’ in the Stockholm Programme (Section 6.1.5), begins by stating that “The successful integration of legally residing third-country nationals remains the key to maximising the benefits of immigration.”

concentrated in low paid, low-status jobs when in full-time employment. In addition, in a time of economic crisis, they are among the most vulnerable groups.

Women represent a substantial component of the migrant population in European countries today. According to Eurostat, about 17 million migrants from third-countries live in the EU, making up 4% of the total EU population. Of these, 8,3 million are women. Women have been migrating increasingly independently, in search of work and often as heads of families, rather than simply as wives coming to join their husbands already resident in the receiving country.

Although migrant women share many integration challenges with migrant men, their exclusion risks may be more pronounced, because of simultaneous gender, racial and class discrimination. A range of obstacles to the empowerment of migrant women in the host country may derive from their lack of independent legal status if they arrive in the EU as dependent spouses. This creates a dependency factor, whether it is dependence on the husband, the employer or the state, which puts migrant women in a vulnerable position and impedes their access to fundamental rights. As a result they experience greater risks of social exclusion, (domestic) violence and poverty than the men from their community and ethnic majority women.

The important role migrant women play both as workers and as mothers makes them an important target group for social inclusion policies. However, addressing migrant women's conditions is particularly challenging, because it means considering the multiple interaction of social, cultural and economic factors that influence their daily lives — barriers of gender and traditions, discrimination, racism, poverty and poor access to education and employment. The fact that women usually are less visible than men both in data collection and in research- and policymaking makes the challenge even greater. Policy makers also have to be careful not to base integration activities towards migrant women on stereotypical ideas of gender and ethnicity, which is often the case.

Finally, it is important to stress that migrant women in European countries is a diverse group, as these women all have different historical backgrounds, reasons for migrating, and conditions for being integrated in the destination country. However, some structural problems that concern migrant women as a group can be observed, within different policy areas. These challenges, and policy recommendations related to these challenges, are presented below.

## **Challenges**

### **EMPLOYMENT AND EDUCATION**

Research conducted by the British Trades Union Congress in 2006<sup>3</sup> revealed that migrant women are more likely to be unemployed or economically inactive than any other group in the labour market. Employment statistics also indicate that migrant women are overrepresented in the care or domestic sector. Enhancing the participation rate of migrant women in the labour market is crucial in order to reach the objective set by the EU 2020 strategy to raise the employment rate of the population aged 20-64 from the current 69% to at least 75%. EU Ministers have agreed at the Zaragoza Ministerial Conference that the gap between migrant women and men's employment should be monitored and that early assistance to migrants, women in particular, should be provided.

Considering the possibilities of enhancing the participation of migrant women in the labour market, one should also bear in mind that migrant women constitute a highly important economic factor for their countries of origin: According to a recent study published by the World Bank<sup>4</sup>, the whole of remittances sent to Africa matches roughly the amount of the internationally spent official development assistance. Researches have shown that migrant women send fewer remittances in total in comparison with migrant men, but proportionally, they spend a higher percentage of their incomes to send it to their families in their countries of origin. In some countries, these remittances sent by migrant women constitute far more than a half of the foreign exchanges entering the country. These rates reflect the capacities and economic power of migrant women.

In addition, many Member States fail to efficiently recognise migrant women's qualifications obtained in their countries of origin. Top-up training opportunities for those lacking certain competencies entails that too many well-qualified migrant women are employed in low paid jobs, especially in cleaning and caring - a situation which, despite the importance of these roles, denies society the benefit of migrant women's skills and qualifications.

Some particular challenges are:

- The general situation on the labour market is more severe for migrant women from countries outside of EU, in comparison with both European women and migrant men. 44% of non-European women are employed compared with 68% of European women. In terms of highly-qualified women, the gap widens in the 25-54 age group where 84.7% of European women are employed compared with 60% of non-European women. The number of migrant women in part-time work and/or on temporary contracts is also higher. In addition, while the unemployment rate among European migrant women is 10%, it stands at 19%

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<sup>3</sup> TUC Black Women and Employment ESAD/EERD 4 April 2006

<sup>4</sup> "Leveraging Migration for Africa: Remittances, Skills, and Investments" - Published April 26, 2011 by World Bank.

among non-European migrant women. Among highly-qualified women, in the 25-54 age group, the gap increases again between the two categories, to the detriment of non-European migrant women (4.9% compared with 12.7%). Finally, the pay gap between European men and women is around 17%<sup>5</sup> in the EU and migrant women earn 10% less than their European counterparts.

- One of the main causes for the underrepresentation of migrant women on the labour market is discrimination, as they often suffer from cultural stereotyping by employers. Consequently, migrant women are often forced to take jobs below their qualification level which also leads to their deskilling. Because of professional downgrading, many also fall into irregular work with precarious working conditions (e.g. under-paid work or working very long hours) and are concentrated in “typical female” occupations such as domestic work or jobs at restaurants and hotels. If these workers are undocumented their vulnerability increases even more. Also the scope of professional downgrading is greater for migrant women from countries outside of EU, in comparison with both European women and migrant men.
- Research from Sweden shows that many migrant women, in particular the ones that arrive on grounds of family reunification, participate to a less extent in introduction activities. Partly this is because women take a greater responsibility for household tasks, child and eldercare and family-life, which means that they are more likely to stay at home. There are also delays in starting introduction activities while waiting for child care place. Similarly, many women experience frequent interruption in their introduction activities due to troubles combining parental duties with introduction programmes. These difficulties also contribute to the underrepresentation of migrant women on the labour market.
- Migrant women often lack information about their possibilities and civil rights, which is also true concerning their rights on the labour market and within the educational system. Moreover, formal education/training is usually not adapted to the needs and cultural specificities of migrant women, letting monoculture and classicist approaches of the integration process prevail. Interventions targeting this challenge are often promoted by NGOs who lack financial resources and face limitations in the territorial scope of their activities.
- Finally, it is important to stress that not all migrant women are able to work. Some women such as women who have been victims of gendered-based persecutions, might be unable to find a job.

### **Recommendations:**

- The European Commission should take into account the special needs of migrant women and girls when drafting the next financial framework, as

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<sup>5</sup> Figure for 2009

<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tsiem040>

European funding is an important tool for Member States to promote active measures to better integrate migrant women and girls (e.g. training, entrepreneurship, social inclusion, youth, etc.) and to achieve the targets of the Europe 2020 strategy.

- The European Commission should also ensure equal treatment between men and women of working conditions and social conditions for migrant workers to enable integration and social cohesion in Member States. Member States should protect social partners' bargaining autonomy. This is important to prevent fractures of the labour market, social dumping and segmentation of the workforce.
- High-skilled migration schemes should be evaluated from a gender equality perspective. Studies have shown that the sectoral and earnings based selection practiced in most European countries and proposed in the Blue card system implicitly favours men. However, the Canadian system, under which immigration is based on education and language attainment, has led to an increase in highly qualified female migrants. An increase of highly qualified migrant women could hopefully improve the general perception of migrant women on the labour market and decrease the scope of professional downgrading.
- Introduction activities should be made more flexible in order to ensure that maternity, paternity or parental leave do not cause interruptions or a shortening of the introduction/integration activities. Member States should also take into account the responsibility for domestic work many migrant women have and provide services which enables women to combine work, personal and family life.
- Member States should promote the empowerment of migrant women by providing them with knowledge and social skills, where vocational training and courses in the language should be of high priority. Educational measures should all be designed and implemented from an intercultural perspective.
- Bilateral labour agreements should include two different types of provisions which can benefit female migrant workers: (a) general good practices that have a positive impact on women, such as protective provisions in sectors that cannot be covered by national labour law, e.g., domestic services; and (b) gender-specific provisions such as gender impact assessments; the inclusion of gender advisers with expertise on migration at all stages, from creation to implementation of such agreements, and gender sensitivity training for all staff involved in the process.
- Implement efficient systems for recognition of qualifications, in order to broaden the working possibilities, in different sectors, for migrant women. E. g. member states should draft legislation on the acknowledgment of third-country universities and vocational degrees to prevent deskilling of migrant women. This is important both from a societal and economical point of view, as well an individual perspective of the migrant woman.

- To develop mentoring programmes, in order to improve migrant women's social networks. As many migrant women's education fails to be recognised by the formal educational system in the destination country, personal contacts may be an alternative way of showing the knowledge obtained in their home countries.
- To support migrant women's access to professional networks and their contacts with public institutions or non-governmental organisations, in order to enhance their prospects of finding work.
- To provide information, in a range of languages, on gender equality legislation and on legal aid schemes or gender equality ombudsmen to help migrant women achieve their rights according to the legislation.
- To set "soft" evaluation indicators in order to monitor the evolution of the integration process e.g. better access to public services, better knowledge of their rights, participation in community life.
- To offer increased possibilities to combine parental leave with introduction activities through, for example, extended child care opportunities and shorter waiting times for child care places, evening classes or distance learning.
- To provide free or affordable childcare facilities so that the immigrant mothers are able to attend qualification courses and look for employment, while children also benefit from early years interventions.
- To create incentives and opportunities for both parents to stay at home with the children so that parents can combine introduction activities with family-life.
- The individualisation of rights and benefits is a core instrument to ensure the equal position of migrant women and men and creates a better opportunity for women to secure a place in the labour market.
- Provide appropriate support for migrant women who want to set up or develop their own businesses, e.g. guidelines concerning financing, supporting services and coaching.
- Monitor the gap between migrant women and men's employment, in terms of their participation rate in the labour market, but also the quality of employment i.e. income, flexibility of hours etc.

## HEALTH

Well-being, poverty, employment and legal status are all factors that impact on the health of migrants as well as their right to access quality healthcare. Many migrant women face particular challenges in relation to their healthcare needs because of lack of information and their insecure economic and social situation.

Some particular challenges are:

- The differences in culture, language, and financial/social security make it difficult to access health care and information about general and reproductive health issues. Additionally, the lack of understanding of migrant women's health needs and the lack of culturally appropriate health services poses a serious problem.
- In some countries, women employees dominate the health and welfare sector, but the majority of doctors are men, and there is not enough ability in the system to let the immigrants to choose whether they want to be examined by a female or male doctor. In addition, there is a lack of interpretation service, and female interpreters especially in contact with the health and welfare services.
- Studies have found that migrant women receive inadequate or no antenatal care, and show higher rates of stillborn children and infant mortality than native women. Migrant women also have a higher incidence of unplanned pregnancies due to poor access to information about family planning and lack of information regarding contraception and its availability.
- Lack of information and guidance regarding sexual education, contraception and family planning directed especially towards men.
- Often the national health care systems do not proceed to the diagnosis and prevention of violence against women and, in particular, harmful traditional practices such as female genital mutilation, an issue to which more consideration should be given.
- Lack of focus on management and follow-up of women's health status in the integration programs.

### **Recommendations:**

- Healthcare policies should take into account the different cultural backgrounds of migrant women by involving intercultural mediators, by providing assistance and translation into foreign languages and by showing sensitivity to cultural issues. Also, the education and training of all health and welfare system workers should contain an intercultural perspective. Experience among health service workers to address cultural and religious issues would increase accessibility to these services, especially for migrant women.
- Educating more female interpreters within the health sector, would hopefully increase the accessibility of health services for migrant women.
- The introduction programs should contain gender specific information and guidance regarding sexual education, contraception and family planning. In particular, information about the harmful practices of female genital mutilation on child girls, girls and women should aim at raising the general awareness on the matter.
- Member States should take all necessary measures including enacting and enforcing legislation to prohibit female genital mutilation and to protect women, girls and girl children from this practice including when this occurs outside the country of residence.

Member States should as far as possible provide to all migrants, including migrant women and girls, access to quality and affordable health care, including sexual and reproductive health, and other services available to the general population.

## **POVERTY**

Social security systems often take little account of the situation of migrant women and their vulnerability to poverty and social exclusion. This applies particularly to older migrant women.

Some particular challenges are:

- Due to the combined effect of multiple discriminations, high levels of unemployment or insecure or part-time jobs, migrant women face poverty to a higher extent than migrant men.
- Older migrant women experience severe levels of poverty in retirement because of the combined effect of longer periods of unemployment, insecure and irregular forms of employment, low wages and lack of access to accrued pension rights. If these women are widowed and have never worked, they have only secondary rights, often modest. Without having worked, they lack access to social networks and sometimes the language of the host country.

## **Recommendations:**

- Member states should improve research knowledge on poverty of migrant women.
- Member states and the Commission should have a common approach to older migrant women in order to eliminate discriminatory barriers which they face in their access to education and training, employment, and to provisions such as social security benefits, care, pensions, disability allowances and other social protection schemes.
- Member states should promote measures and policies addressing the specific needs of older and dependant migrant women in order to fight their risk to poverty and to guarantee their inclusion into social and elderly care systems, their economic independence.

## **CIVIC AND POLITICAL PARTICIPATION**

Participating in public and political life is an important element to integration. The right to vote and to access European citizenship are both essential to ensure migrants' full participation in public and political life. However, migrant women are particularly under-represented in public and political life. They often feel isolated from

the receiving society, and do not have access to information about their voting rights and how they can participate in political debates and the democratic life of their host country. This is particularly important for undocumented migrant women who have undeclared work and are particularly exposed to isolation.

Some particular challenges are:

- Lack of knowledge of the reasons behind this under-representation.
- Lack of participation and leadership of migrant women in NGOs, political parties and political decision-making,
- Lack of contact or dialogue between the migrant population as a whole, and migrant women in particular, with the authorities but also with other already existing structures of civil society.
- Migrant women have a very small role in family and community decision-making, despite representing a substantial component of the migrant population.

### **Recommendations:**

- Member States and the Commission should finance research examining why migrant women are under-represented in the public and political life.
- Awareness campaigns directed towards NGOs and political parties regarding the need to raise the share of migrant women both as members of the organisations and in leading positions should be initiated. Also, the system of public support to NGOs should be designed so that it rewards a higher share of migrant women in these organisations.
- Member states should promote measures that aim at developing young migrant girls' knowledge and self-confidence, while still letting them keep their own cultural identity. This is necessary in order to increase their participation in the decision making processes and to integrate them as active citizens in society. In order to make this possible, the building of local and national mechanisms that will ensure their full involvement in society is a necessary complementary measure.
- A stronger support of migrant associations, including associations of migrant women, would hopefully lead to them participating in the public and political life to a greater extent, both on a national and local level.

### **VIOLENCE**

Although violence against women occurs in all societies and within all socio-economic groups, women who migrate as dependents of their husbands under family reunification are particularly vulnerable to physical and psychological violence. A

number of migrant women face beside domestic violence specific forms of violence, such as Female Genital Mutilation, violence committed in the name of so called "honour" or forced marriages. These harmful traditional practices continue to systematically violate women's human rights and should never be justified on the basis of their cultural context. Also, women are the first victims of trafficking for sexual exploitation and are coerced into prostitution, sex tourism or commercial marriages. The increase of restrictive immigration policies in the EU are limiting the possible entry of migrant women, which leads more and more women who wish to migrate into trafficking.

Migrant women are often dissuaded from making formal complaints because of the lack of information about existing legislation, linguistic barriers, family and community pressure, isolation, cultural traditions and/or discrimination practiced by service-providers and police officers in charge. This leads to disempowerment and social exclusion, which leaves migrant women even more exposed to abuses, economic exploitation and general insecurity.

Some specific challenges are:

- Migrant women may not be aware of their rights regarding gender based violence. They tend to have scant knowledge of the services available, e.g. the existence of counselling centres and shelters. And if they are aware of them, many migrant women have a hard time accessing them, especially if they are undocumented. These women can also be generally mistrustful of public institutions which provide the available services, e.g. the police because they fear to get into trouble with the alien's act.
- Lack of appropriate legislation and protection against gender based violence and of services for the support of victims in many EU Member States and the EU law itself.
- Migrant women are usually in a weaker position than the women of the majority population, being socio-economically more dependent on their partners, especially when their residence permit is tied to marriage, and family reunification. Undocumented migrant women have even more to rely on their relationships with their partners and communities.
- Lack of information to access anti-discrimination legislation and how to access their rights

### **Recommendations:**

- The authorities should ensure that all migrant women, independent of their legal status, have information about and access to available services and support systems, information that should be contained already in the introduction programs. The information should be accessible in a language that is understood by the migrant. Hopefully, migrant women's confidence in

authorities could be raised by better informing them about their rights and possibilities in the destination country.

- Professionals who work with migrant women should be trained to improve their ability to detect and handle incidents of gender based violence in the frame of multiple discrimination being aware of a possible consequences of their trauma .
- Attention should be paid to fight all forms of violence faced by women and girls with a migrant background, such as Female Genital Mutilation, violence committed in the name of so called "honour" or forced marriages but also to other intersecting categories of violence such as discriminatory acts and hate crimes based on discrimination against their ethnicity, colour, class, religion etc.. The development of statistics regarding the scope of abuse and intersecting categories of violence against women in the population in general and in the migrant population in particular, is an important tool in the awareness-raising and policy-making process, Also, increased awareness about the intersectionality of violence against migrant women would hopefully help fight prejudices regarding the share of men in the migrant and majority population who are abusers or have a violent behaviour towards their wife and daughters and against migrant women as such in general..
- Member States and the Commission should continue to pursue European and international cooperation in the area of fight against trafficking in human beings. Especially, trafficking for the purposes of forced prostitution and sexual exploitation need to be addressed through preventive measures, victim protection and assistance to victims.
- The role of NGOs and the third sector is of crucial importance in the integration, especially in providing low threshold services, helping women to create social support networks, to get information on public services and to support them in developing legal practice in how to access their rights.

## **TARGETED INTEGRATION SERVICES**

### **Recommendations:**

- In order to design functioning social policies targeted at migrant women, it is a necessity to better recognise these women's diverse cultural and socioeconomic conditions. This includes the multiple and interconnected factors that impact on their daily lives, such as gender barriers in society, discrimination based on ethnicity and citizenship and poor access to employment and education (followed by increased poverty risks). In addition, a gender-oriented integration policy should focus more on intercultural aspects (language education, civic integration) than on welfare aspects.
- The location, the timing and the content of introductory courses and programmes should be made accessible to all migrant women and men,

irrespective of the family status and ground for immigration. For example, language classes and other training for migrant women staying at home should be organised in the immediate surroundings, as to make these programmes more practically possible to combine with family life. Further, child care should be available during the classes as far as possible.

- Integration programmes should pay special attention to the needs of immigrant girls and women outside of the labour market - both the needs of newcomers and women who after many years have not yet achieved contact with the labour market. Separate support or qualification programs should be available for these women.

## **GENERAL RECOMMENDATIONS**

### **Statistics and indicators**

- All statistical data, based on the core indicators agreed at EU-level, should be broken down by sex. The same applies to analysis and presentations.
- A gender perspective should be integrated in research programs on immigration.
- Define concrete and clear goals and indicators for the social inclusion of migrant women and their descendents.
- In order to measure the effectiveness of integration measures for migrant women within important social areas, such as the labour market, the welfare services, the health care, the justice sector, housing, the culture and media sector and education, it is necessary to define clear and concrete goals, benchmarks and targets.
- Study the living conditions of migrants and carry out comprehensive interviews to learn more about the situation for the entire population and for immigrants – what kind of challenges have they experienced both and what have they done to overcome these challenges?
- In order to assess the need for foreign labour, evidence should include data on gender and more detailed information on specific labour market sectors to understand gender distribution. The needs assessment should not overlook domestic work and private care-related services so that admission policies would better reflect the actual need. Such measures would also help reduce the number of female migrants working in irregular employment situations.

### **Gender sensitive policies**

- The second European Agenda for Integration should encompass a gender equality perspective. It is crucial that integration issues are mainstreamed in

all relevant policy areas, such as social inclusion, health, education, anti-discrimination and gender equality.

- Integration and non-discrimination policies should include a gender equality perspective and pay attention to the specific needs of migrant women. The gender impact should be assessed when preparing these policies.
- Policy measures, including those aiming at having more women into decision making positions, should include migrant women.
- Promoting a gendered dimension in policies aimed at children and young people in order to achieve a greater participation and inclusion of young migrants, and migrant girls in particular.

### **Role of civil society**

- Particular attention should be paid to the role of civil society and migrant women's organisations in political decision-making.
- Civil society organisations, including migrant organisations, should be consulted in the development, follow-up and evaluation of integration policies at local, regional, national and European level, including those working with the promotion of cultural diversity and intercultural dialogue. In these consultations, both women and men should be heard.
- Initiatives for and by migrants, including migrant women's organisations, should be supported with specific funding lines and measures should be taken to increase the access to EU funding to migrant organisations.

### **RECOMMENDATIONS TO THE EUROPEAN COMMISSION**

- Continue the general dual approach of gender mainstreaming and specific actions. The horizontal integration of gender equality required by the Lisbon Treaty needs to be complemented by specific measures to overcome persisting conditions of inequality between women and men.
- Ensure that *the Second European Agenda for Integration* and the implementation of *the Common Basic Principles for Immigrant Integration Policy* in the EU explicitly integrates a strong gender equality perspective.
- The European Commission should include funding for gender equality policies and programmes when drafting the next financial framework the special needs of migrant women and girls, as the European Funds are important tools for Member States to promote active measures to better integrate migrant women and girls (e.g. training, entrepreneurship, social inclusion, youth, etc.) and to achieve the targets of the Europe 2020 strategy.

- Provide dedicated, adequate and predictable funding budget for women's rights and gender equality. Take strong commitment for gender equality through dedicated budget *earmarked* for gender specific policies, activities and projects in all areas of EU competencies. Initiatives for and by migrants, including migrant women's organisations, should be supported with specific funding lines and measures should be taken to increase the access to EU funding to migrants' organisations.

#### **RECOMMENDATIONS TO THE FUNDAMENTAL RIGHTS AGENCY**

- Include a transversal gender equality and women's rights perspective in all its work on integration and immigration.
- Systematically collect sex-disaggregated data.
- Establish systematic, direct and formal links with the EIGE

#### **RECOMMENDATIONS TO THE EUROPEAN INSTITUTE FOR GENDER EQUALITY**

- Develop activities on the situations of groups of women facing specific inequalities such as migrant women.
- Cross sex-disaggregated data with other data such as on the country of origin.
- Establish systematic, direct and formal links with the FRA.

As stressed in the context above, there is a huge need for supporting migrant women within several policy areas, in order to better integrate them in their new home-countries. Both policy makers, civic organisations and researchers *within* each country play important roles in the integration process, as well as the European Commission and other transnational institutions. However, it is also important to stress the individual responsibility of the migrant women themselves. Without their personal motivation and engagement, integration- measures initiated by both national and transnational institutions will probably have little effect on the actual integration of migrant women.

## **Annex: Good practices from Member States**

Below is a presentation of examples of good integration- practices, within different policy areas, from a number of European Member States.

### **EMPLOYMENT AND EDUCATION**

#### **Denmark**

Relationships provide the strongest foundation for personal and professional success. Women immigrants all over Europe often experience the biggest challenge to be finding the right people and establishing networks to help answer questions and to open doors to opportunities both at work and in the wider community. KVINFO has designed a Mentor Network that facilitates the path to employment for immigrant women in Denmark. It has been estimated that more than 50 % of all job openings in Denmark are filled via personal networks. Networks are essential to gain a foothold in Danish society. Since 2002, KVINFO is making the connections between a large network of resourceful, educated, influential Danish women and refugee and immigrant women living in Denmark. Through one-on-one meetings of equals, the Danish women provide access to professional networks and give appropriate advice regarding job applications, job interviews, workplace culture and reassessment of employment potential. We call the two parties mentees and mentors. We match them based on the mentee's educational background, her profession and personal wishes. With thousands of women involved, the Mentor Network is today internationally recognized as an initiative that other countries can learn from.

See more: <http://www.kvinfo.dk>

#### **Norway**

In Norway, the introduction programme for newly arrivals combines an introduction programme with economic benefits paid to the participants. Women participate on equal footing as men. The aim of the program is to provide basic skills in the Norwegian language, and a basic understanding of the Norwegian society, as well as to prepare the individual for participation in the labour market and/or further education. The duration and the scope of the program are tailored to individual circumstances, needs and abilities. It may run for up to two years with additional periods to compensate for approved leaves of absence.

Participants in the introduction programme receive an economic benefit that is the same for all participants regardless of their family situation (whether they had children and a spouse to provide for) and their expenditures. Each participant is entitled to the benefit, and they receive it themselves. Before the introduction programme and the introduction benefit were introduced, economic benefit from the welfare service was paid out to the husband in the family. Equality between men and women was an important argument behind the design of the introduction benefit.

In connection with birth and adoption, parents participating in the introduction programme have the right to leave of absence from the program up to ten months.

The parental leave may be shared between the parents. As of July 1 2010, the father is guaranteed ten weeks paternity leave. The objective is to make sure that fathers spend more time with his child during the child's first year, and also to make sure that women have the possibility for a more continuous participation in the introduction program.

In addition, a targeted measure for immigrants who do not have a secure foothold in the labour market has been designed - a trial qualifying programme. The main elements of the programme are language tuition, employment training and social studies. Women from selected nationalities with a particularly low employment rate (Somalia, Pakistan, Morocco, Turkey, Afghanistan and Iraq) and immigrant women who are staying at home and are being provided for by their husband, are the main target groups. Participants in this trial programme complete a two year qualifying programme similar to the Introduction Scheme. Main elements of the programme are language tuition, employment training and social studies.

### **Sweden**

All newly arrived immigrants who are involved in drawing up an introduction plan, or take part in activities according to the plan, are entitled to an individual introduction benefit. An individual benefit that is not affected by the incomes of other household members creates stronger incentives for both spouses in a family to take part in introduction activities – thus enhancing women's chances on the labour market.

A newly arrived immigrant with an introduction plan is entitled to choose an introduction guide, who will support the newly arrived with finding work. This opportunity to choose an introduction guide will give women access to their own professional network and increase their independency.

### **Finland**

Gender impact assessment was carried out, when a new Act on Promoting Integration was prepared. Specific questions concerning the situation of immigrant women were analysed. According to the Act, initial assessment of the newcomer's skills and needs is made. This means that even those groups that have not been entitled to integration measures before will have the right to initial assessment. This will promote the situation of immigrant women and also helps to direct them to language studies and training as well as to services that are most suitable to them. On the grounds of the initial assessment, an evaluation is made of whether the immigrant is in need of an integration plan, which will then include a plan on integration training and additional support to help the immigrant find a workplace. Every immigrant who is estimated to need an integration plan according to the initial assessment is entitled to one. This means that integration training is available to different groups of immigrants more effectively.

## **Greece**

The project “Greece – International School of Culture and Communication” is addressed to immigrants who wish to know the Greek language and culture and who wish to know how to be integrated in the job market. The goal of this project is their multilateral support and their integration into the job market. The goal will be achieved through the creation of a model Holistic and Experiential method for migrants’ lingual and cultural support. Some support centers provide creative activities to women’s children to facilitate their participation.

The “Programme of the Greek language and history courses for immigrant mothers” aimed at the equal participation of women in the educational services. It involved a 120 hours Greek language and history course for immigrant mothers in areas of high concentration of migrants as well as one book with training material. Overall 400 women participated in the courses. An important aspect of the Programme was to provide safe keeping and creative activities to occupy the children whose mothers attended the courses.

The “Integration project of the Van Leer Foundation” aimed to integrate Turkish-speaking women and their children. Psychological support, legal counseling and health visits, language skills, sewing workshop, creative occupation of children and assistance with school work were provided.

A survey titled “The female immigration phenomenon in Greece” is being conducted. The purpose of this action is the statistical recording of data about the female immigration as well as an assessment/evaluation of actions in the sector of the labour market, with emphasis on the mechanisms related to the professional training, lifelong education and balancing work and family life.

## **Spain**

A legislative reform has improved the situation for immigrants who have a residence permit for family reunification. This permit is independent of the spouse and also involves a work permit in order to minimize the economic and administrative dependence.

In general, all actions aimed at the integration of immigrant population in Spain follow a double strategy:

### 1. Incorporate gender mainstreaming in every program:

- Programs aimed at the integration into the labour market of victims of trafficking for labour and sexual exploitation;
- Employment programs that promote the reconciliation of work and family life

### 2. Support specific programs for immigrant women in different areas:

- Programs to promote access, participation and involvement of immigrant women in all spheres of social life.

- Programs that promote knowledge, awareness, implementation of actions and networks of social support to migrant women, prostitutes and women victims of trafficking for labor or sexual exploitation, especially those programs involving specific comprehensive care and those who create or strengthen mobile units to care for victims in circumstances of isolation.

### **United Kingdom**

Trade unions have played a key role in highlighting the exploitation of migrant workers and the lack of employment protection in some loosely and unregulated sectors of the labour market. For example, the Trades Union Congress (TUC) launched a Vulnerable Workers Project which highlighted experiences of abuses and exploitation of migrants workers and ensured rights to employment protection, payment of the national minimum wages and stronger protection under the the Gangmasters' Licensing Act and Regulatory Authority.

## **CIVIC AND POLITICAL PARTICIPATION**

### **Norway**

The Contact Committee for Immigrants and the Authorities (KIM) is an advisory body appointed by the Norwegian government every 4 years. The committee has two functions:

- advise the government in matters that affect immigrants
- facilitate dialogue between immigrants and authorities.

The Contact Committee was appointed by the government for the first time in 1984 at the request of the Parliament.

The committee's mandate states that The Contact Committee for Immigrants and the Authorities (KIM) is an advisory, independent body for the authorities in matters concerning persons with immigrant background. KIM may pursue a dialogue with the ministries and other government agencies, academic and research institutions, political parties, interest groups, and other relevant stakeholders concerning all fundamental aspects of the Norwegian policy concerning immigrants and their children. From 1/1/2010 KIM consists of 24 persons: The Chairperson and 23 representatives of the immigrant population appointed from Norway's 19 counties among candidates nominated by immigrant and minority organizations.

### **Sweden**

Compulsory civic orientation classes are part of the introduction plan. Information on human rights and fundamental democratic values, rights and responsibilities in Sweden is important for all newly arrived immigrants, not the least women. No newly arrived woman shall have to solely rely on her partner for information about Swedish society. The civic orientation programme covers areas such as: supporting yourself

and developing in Sweden, the rights and obligations of the individual, and starting a family and living with children in Sweden.

Women's introduction benefit is not affected by the incomes of other family members, which hopefully leads to more women working. Also, this hopefully means that self-supportive women become more active members of society, both on a civil and a political level.

## **Finland**

Development of a new model for integration training where immigrant women are an important target group. There are three integration paths: two for adults and one for children and young immigrants. On path 2, the aim is to include all the members of the family in the initial assessment and integration training, also mothers of families with many children. On this path, the objective is to test training as part of the family's everyday life. This enables family members to learn Finnish or Swedish and ways of acting in society. There will be additional measures for those who cannot read and write or who otherwise need special support.

Several NGOs provide guidance, training and support services for immigrant women and men. E.g. Monika - Multicultural Women's Association in Finland operates as the umbrella organization for several associations for women of ethnic minorities. The Multicultural Women's Houses offer information and advice sessions, group activities and support for the integration process to Finland. The Resource Centers, the Mona Shelter and the national helpline number assist immigrant women and children who have been victims of violence and those living under the threat of violence. See <http://www.monikanaiset.fi/>

Also, women's school project by Oulu Settlement Association aims to create a new model of education and other support structures in order to activate immigrant women and integrate them better into Finnish society. The objective is also to make work communities more accessible to immigrant women. See [www.tem.fi/valtava](http://www.tem.fi/valtava)

The Man's Line, a service organised by Lyömätön Linja Espoo, seeks to help immigrant men who have carried out or fear the usage of violence within the relationship or families. See <http://www.lyomatonlinja.fi/Sivusto%2010/Welcome.html>

## **France**

The advancement of women and changing representations of them. Actions to promote social and economic integration including learning the French language (for newcomers and those already settled in France) to promote economic and professional integration are supported.

## **Spain**

Besides supporting programs aiming at increasing and strengthening the social and civic participation of migrant women, one of the most important instruments in Spain is the *Forum Of Social Integration of Immigrants*. The Forum, consisting of a balanced tripartite representatives of the Government, associations of immigrants and social support organizations (including unions and business organizations), is the official body for consultation, information and advice to the government on immigrant integration, attached to Labor and Immigration Ministry through Directorate of Integration of Immigrants. It is composed of 32 members and, at present, it consists of 16 men and 16 women. The forum acts in accordance with the provisions of *Organic Law 4 / 2000 of 11 January on the rights and freedoms of foreigners in Spain and their social integration*.

The Forum has produced two reports related specifically to migrant women in situations of exclusion:

- Report on the situation of social integration of immigrants and refugees in 2008: paper on violence against immigrant women on gender
- Report to the document "Proposed measures in the Comprehensive Plan to combat human trafficking for sexual exploitation"

## **HEALTH**

### **Portugal**

Pregnant migrant women, newly migrant mothers, young children and babies are amongst the groups with universal access to the Portuguese National Health Service, irrespective of their situation in the destination country. They are entitled to the same health care services offered to Portuguese citizens, namely in the fields of sexual and reproductive and also maternal and child health.

### **Germany**

The City of Frankfurt provides an "International Humanitarian Consultation Service" for migrants in unstable living conditions who do not have any health insurance. The service is free of charge and guarantees anonymity if desired. The offered services range from social and medical consultations to treatment and referrals to specialised doctors, most of them established within Frankfurt's public health department. The service started in 1997 as institution for Romanian migrants. After the establishment of consultation hours for African migrants in 2001, the institution has spread its services since 2009 and opened up to all migrant groups living in Frankfurt. The service is an integrated part of a network consisting of different departments of Frankfurt's administration and migrant-relevant NGOs.

[http://www.frankfurt.de/sixcms/media.php/738/Humanit%C3%A4re\\_Sprechstunde.pdf](http://www.frankfurt.de/sixcms/media.php/738/Humanit%C3%A4re_Sprechstunde.pdf)

## **Ireland**

In Ireland, *National Intercultural Health Strategy 2007-2012* prepared and implemented by the Health Service Executive, HSE, (the body which has overall responsibility for the delivery of health services) governs the approach and practice around the needs of service users from a range of ethnic, cultural and language backgrounds. The needs of migrant women are specially referenced in this document. It is within the framework of this strategy that specific actions have been undertaken e.g. the translation of information about the health services into a range of languages which have been funded on the Women's Aid website. The HSE National Policy on Domestic, Sexual and Gender based violence also contains specific reference and actions in relation to the health and care needs of migrant women....

Also, AkiDwA, the African and Migrant Women's Network in Ireland, developed a resource booklet for health care professionals, as part of a project funded by the Office of the Minister for Integration. The booklet focuses particularly on the health-care needs of women who have undergone female genital mutilation in their countries of origin and who now reside in Ireland.

## **Greece**

A short-term pilot project aiming at raising awareness about migrant women's health needs and cultural diversities included preparation and distribution of information booklets on migrant women to health professionals in two gynecological hospitals in Athens.

## **Poland**

Foreigners applying for refugee status or asylum are granted the following medical services: basic health care, specialist consultations, specialist examination, hospitalization, medical services included in the State Medical Rescue system, rehabilitation and dentist surgery. Basic health care services is provided in medical points, localized in centres for asylum seekers. However examinations, specialist consultations and hospitalization take place in the mandatory hospitals or in other medical health care centers with which the mandatory has signed agreements.

## **Spain**

In the field of health, and following the dual approach already mentioned, there have been developed:

- Programs for health prevention and promotion aimed at the immigrant population, with particular emphasis on preventive programs on reproductive health, and those related to childhood immunization.
- Programs that involve training workshops and the design of materials aimed at immigrant women in order to eradicate female genital mutilation.

- Programs that promote health professionals training in intercultural fields. Priority is given to programs that take into account attention to groups with particular needs, specially women.

## **POVERTY AND SOCIAL INCLUSION**

### **Portugal**

Migrant women and men in particularly vulnerable socioeconomic situations are provided support by the Portuguese state.

Since 2001, Portugal has been implementing the Choices Program - a nationwide program that promotes social inclusion of children and young people from most vulnerable socio-economic contexts, particularly descendants of immigrants and ethnic minorities, with a view to equal opportunities and social cohesion.

In 2004, ACIDI created the National Centres for the Integration of Immigrant, in order to provide answers to some of the difficulties felt by the immigrants in the integration process. These Centres gather a wide range of institutions and specific support services for immigrants, in the same building. The centre is particularly important to victims of violence, who may need extra support and information.

They can also be received by socio-cultural mediators, provided by immigrants' associations that establish proximity between the immigrant and the services, thus building confidence and a trustful relation. This allows immigrants with sensitive problems, such as victims of violence, to reach the services and ask for help.

### **Greece**

Various projects aiming at removing inequalities, minimizing the danger of social exclusion and formulating a holistic outreach method for the aforementioned problems of migrant groups, have been implemented.

### **United Kingdom**

Relationships with organisations and community groups caring for migrant workers have been developed, as well as capacity building schemes to help integration and social cohesion.

## **VIOLENCE**

### **Germany**

**“KOK - German nationwide activist coordination group combating trafficking in women and violence against women in the process of migration”** is an NGO which is made up of womens' organisations and counselling centres for women in Germany with the following aims:

- to combat trafficking in women on a worldwide basis
- to have trafficking in women recognised as a human right's offence
- to achieve the realisation of human rights for female migrants and strengthen the rights of victims
- to combat the racist and sexist discrimination of female migrants
- to achieve realistic social equality for prostitutes

By means of PR and lobbying, the KOK e.V. involves itself directly in the discussion of these issues both within political spheres and among the public in general, thereby assuring a continued effort to achieve its goals.

KOK has 38 member organisations from all over Germany and gives them a combined voice. KOK is a member of the Federal Working Group to combat trafficking in women - the national coordination body for developing anti-trafficking policies -, and represents together with SOLWODI and the Co-ordination group of the German Welfare Organisations the non-governmental side in the federal coordination body.

KOK has been funded by the Federal Government since December 1999.

<http://www.kok-buero.de/>

The **BIG Hotline** in Berlin is a non-profit organisation that offers telephone-based consulting services in the field of domestic violence. It works in close collaboration with other stakeholders in this domain and is supported financially by the federal government of Berlin. The hotline gives confidential and free advice concerning all relevant aspects to women with or without children who experience violence in their partnerships or families. Services also encompass the intervention of women's shelters. Taking into account the needs of migrant women, the hotline offers its advisory services in 51 different languages. The Hotline's counsellors also make use of a pro-active approach and contact women who might need their support to offer their services when indicated. This approach has found a positive reception by the women approached.

[www.big-hotline.de](http://www.big-hotline.de)

**SIBEL Papatya** is an online-based consulting service for young migrant girls and women who experience domestic or sexual violence, violence in the name of so-called honour or forced marriages. The consultation is anonymous and practised by experienced educationalist and psychologists who offer their services in German, English, French, Kurdish and Turkish. The experts provide both consultation and physical shelter in case of need in cooperation with other institutions. The idea behind the programme is to reach and communicate also with those migrant girls and women who are not easily visible and accessible due to their constricted life

circumstances. The pilot project started in 2007, with three different places of location with regard to awareness raising and campaigning (Berlin, Frankfurt, Stuttgart) and was funded by the federal government. The pilot phase ended in 2010, and the programme's success is reflected by the steady continuation of the service.

*www.sibel-papatya.org*

## **Portugal**

ACIDI<sup>6</sup> produces leaflets and brochures in several languages, that provide information on the rights and resources available for migrant women and on the prevention of domestic violence against women. Also, a radio spot in the framework of the 2007 Council of Europe campaign "Stop Domestic Violence against Women" was broadcasted at the 'Rádio Leste' for 6 months, in Russian and Romanian, addressed to immigrants from Eastern European countries.

## **Finland**

Monika-Multicultural Women's Association in Finland is an umbrella organisation of 16 multicultural women's NGOs, established in 1998, that develops and offers services to immigrant women and children who are suffering from domestic violence. It offers education to recognise and prevent violence against immigrant women and children, and support for victims that have been exposed to it. The services are provided in twenty different languages. Also, the association have created two shelters for immigrant women and children who are in immediate danger of life due to intimate relationship violence, and issued a publication called "Immigrant Women and Violence, Handbook for victim help in social welfare and health care"

## **Greece**

An information campaign aiming to sensitize the public opinion as well as inform female third country nationals of coping with cases of trafficking, domestic violence and sexual harassment is being conducted. It includes an information message on the TV (a spot) which will contribute to sensitizing public opinion on issues related to trafficking, as well as an information campaign through printed material addressed to female immigrants in order to cope with cases of domestic violence, sexual harassment and trafficking.

Also, The General Secretariat for Gender Equality started operating the SOS - 15900- helpline on the 11<sup>th</sup> of March, 2011. The SOS helpline is addressed to all women victims of violence. It is nationwide and operates 24 hours a day, throughout the whole year, with local charge. The helpline is operated by psychologists and social workers who provide immediate assistance to victims of all forms of gender-

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<sup>6</sup> Alto Comissariado para a Imigração e Diálogo Intercultural (High Commission for Immigration and Intercultural Dialogue)

based violence. The assistance can be provided both in Greek and in English. According to the available data, 12% of the cases refer to migrant women.

## France

The prevention and fight against violence contain two main- focuses; female genital mutilation and forced marriages. For instance, the Ministry has co-funded a guide (7) developed by the association ADRIC (development agency for intercultural citizenship) in order to train field workers facing violence and discrimination to support women from immigration. This guide which provides a methodology for developing solutions to people on the ground facing the complexity of different cultural situations has been awarded the "2008 European Year of Intercultural Dialogue".

Women are a primary audience for the political integration of immigrants because of their role within the family and in child-bearing. They represent more than half of foreign newcomers. They suffer more frequently than other women of inequalities and violence that are inconsistent with the principles of personal freedom and equality between men and women (which are core values in France and Europe).

Therefore, the Ministry of Interior in charge of this subject and the Ministry of Solidarity and Social Cohesion and their partners support many initiatives to better secure their rights and changing attitudes. The Ministries' actions take also the form of a greater support for associations which act more specifically on access to rights and prevention of violence against immigrant women.

The main axes are:

- integration and access to rights through an enhanced information provided in the framework of public service of reception of women immigrants. Women predominate among the signatories of "reception and integration contracts" arriving as newcomers on the platforms home OFII (8). During the various stages of the contract, information has been strengthened on the republican principle of equality between men and women, secularism, the right and exercise of citizenship, fundamental freedoms and security of people. An information guide about these subjects realized by the Social Cohesion General Directorate is given to the women migrants in this occasion.

With the aim of facilitating the integration of immigrant women, the Directorate for reception, integration and citizenship-DAIC<sup>9</sup> has launched a call for proposals to fund activities on a national scale or focal experimental actions to be extended. In this context, the DAIC wishes to support nationally focused operations and/or innovative

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<sup>7</sup> <http://www.adric.eu/spip.php?rubrique73>

<sup>8</sup> OFII - French agency in charge of migration and welcoming foreign people which has the necessary means to apply the policy of the Ministry for Immigration, Integration, National Identity and Joint Development. [http://www.ofii.fr/qui\\_sommes-nous\\_46/background\\_167.html](http://www.ofii.fr/qui_sommes-nous_46/background_167.html)

<sup>9</sup>La direction de l'accueil, de l'intégration et de la citoyenneté est une direction du ministère de l'immigration, de l'intégration, de l'identité nationale et du développement solidaire est chargée de l'ensemble des questions concernant l'accueil et l'intégration des populations immigrées en France. Elle exerce la tutelle sur l'Agence nationale de l'accueil des étrangers et des migrations (ANAEM) et la Cité nationale de l'histoire de l'immigration (CNHI).

actions in the field of awareness and training, networking of actors including exchanges of best practices. The main goals are:

- to enhance and support the process of integration of immigrant women which enable them to be more independent and socially included;
- to prevent and combat violence against women on immigrant women and women born from immigrant family.

## **Poland**

A formal agreement has been signed between the Office for Foreigners, Chief Commandant of the Police, the UNHCR Office and NGO's. The agreement regulates standard procedures between the above mentioned partners and encourages them to counteract in situations of sexual and gender based violence, aimed at asylum seekers. In each destination where there are centers for asylum seekers, Local Teams of Cooperation have been created. Each team consists of a representative of the local police, an NGO and an employee of the Office for Foreigners. Each team meets on a regular basis to take action in cases of violence and to monitor the safety of the centers for asylum seekers and nearby surroundings. They also provide information to asylum seekers about violence and ways of preventing and reacting to such cases.

Since 1 January 2006, on a basis of agreement of carrying out a public task, between the Ministry of Interior and Administration and the "La Strada" Foundation, *Programme for support and protection victim/witness of trafficking in human beings* for foreigners has been implemented. The *Programme* is financed entirely from the budget, and it is designed for foreigners – third country nationals who were identified in Poland as victims of trafficking in human beings. Since January 2010 the *Programme* is a part of new public task – *National Consulting and Intervention Center for the Victims of Trafficking (KCIK)*, which supports both Polish citizens, as well as foreigners. Within this task it was possible to support also presumed victims of human trafficking, especially foreigners, who were victims of the violation of the rights of workers. Support is provided to them, if a competent expert of KCIK is convinced that this person is a victim of human trafficking even if she/he is not identified by LEAs. One of the principles of KCIK's work is so-called case-management, which means working with consultations, counseling and support with each victim of human trafficking on an individual basis, in order to adjust the scope of support to her/his individual needs.

In order to create a uniform operating model of the services and consequently to apply the uniform standard of the treatment of victims of trafficking in people and to provide them with appropriate rights, there has been developed an *Algorithm of proceedings of the enforcement agencies' officers in the case of disclosing a crime of trafficking in human beings*. The Algorithm is a set of instructions to be used by officers of the Police and the Border Guard in case of the disclosure or the suspicion that the crime of trafficking in human beings has been committed. The document mainly focuses on the description of the procedure to be followed by law enforcement bodies towards victims including on the rules of registering foreign victims for the *Programme for support and protection victim/witness of trafficking in human beings*.

One of the rules in the Algorithm states that if there is a suspicion of a case of human trafficking, the officer trained in this field should be informed immediately. The officer should be of the same gender as the victim.

## **Spain**

The Government Delegation for Gender Violence and the General Directorate of Integration of Immigrants, have drafted the Plan of Care and Prevention of Violence Against Women in Foreign Immigrant Population 2009-2012, prepared in the frame of the National Plan for Awareness and Prevention of Violence against Women, as well as the Citizenship and Integration Strategic Plan 2007-2010.

The top five priorities of the plan are presented below:

### 1. Information:

- Objective 1: provide information on gender violence in the proper format.
- Objective 2: to create channels of information tailored to the circumstances of the foreign population.

### 2. Training:

- Objective 1: to train professionals involved in assisting the population.
- Objective 2: Create specific material on gender violence in developing professional training.

### 3. Awareness Raising:

- Objective 1: to bring to the institutions and agencies that serve the foreign population references to act against gender violence.
- Objective 2: to conduct awareness campaigns and measures on gender violence in the immigrant population.

### 4. Care adapted to the circumstances of immigrants women victims of violence:

- Objective 1: to adapt the attention to the characteristics of foreign women who have suffered gender violence.
- Objective 2: align resources to the immigrant population.

### 5. Structural measures:

- Objective 1: policy reform and development of resources that facilitate the implementation of the plan, continuity and expansion.
- Objective 2: Create a space for communication and exchange between migrant organizations and women's organizations.

In reference with the last objective, a group called "Con-Fluencia" has been created, which is made up by women organizations, immigrant associations and Public Administration. This group is aimed at being a workspace and a participative forum for exchange of knowledge, experiences and good practices on gender violence in the immigrant population.

In the frame of the others objectives, the measures taken from the beginning of the Plan focus on the design and distribution of informative material for immigrants (on rights and gender violence in Spain). Also, they focus on improving the training of professionals working in the migration field (training courses aimed to social workers, lawyers, prosecutors, immigration offices, town officials, etc.).

In the same frame, the General Directorate of Integration of Immigrants has granted several programs implemented by NGO in specialized in the field of migrations and support the creation and maintenance of women immigrant associations.

## **QUALIFICATIONS AND EDUCATION**

### **Ireland**

In 2008, the Irish Intercultural Education Strategy developed notes that to ensure the successful development of an intercultural ethos and practice in education. The strategy contains ten key components, such as leadership, mainstreaming of education provisions, knowledge of language of instruction, and actions, monitoring and evaluation.

## **INFORMATION**

### **United Kingdom**

An example of good practice is pre-departure and orientation briefings for migrant workers with the involvement of trade unions. This includes the provision of advice and information to migrant workers on their rights as well as responsibilities at work, access and support to information on housing, banking facilities and accessing of social services.