

Integration of Migrant Women in the EU and Norway: Policies and Measures

Common Template for EMN study 2021

Final version, 23 July 2021

Subject: Integration of Migrant Women in the EU and Norway: Policies and Measures

Action: EMN NCPs are asked to submit their national reports for this study by 25 November 2021.

If needed, further clarifications can be provided by directly contacting the EMN Service Provider (ICF) at emn@icf.com.

1 BACKGROUND AND RATIONALE FOR THE STUDY

This study focuses on the integration of migrant women in the main sectorial areas covered by the EU Action plan on Integration and Inclusion 2021-2027¹ including education and training, employment and skills, health and housing as the base for societal integration. While the term 'integration' is contested² and other terms such as 'inclusion' are increasingly preferred in policy, in this study the term 'integration' is used deliberately to refer to integration and inclusion policies and measures addressing migrant women.

In the EU, women account for almost half of the migrants from third countries (10.6 million or 49% of the migrant stock on 1 January 2020).³

Women, like men, migrate to Europe for a variety of reasons.⁴ Women may arrive as family migrants, labour migrants, students, asylum applicants or belonging to another group of migrants. This is reflected

¹ European Commission, 'EU Action plan on Integration and Inclusion 2021-2027', COM(2020) 758 final, <https://ec.europa.eu/migrant-integration/?action=media.download&uuid=CDFE0088-C151-66D5-846F7C422DE2A423>, last accessed on 9 July 2021.

² Schinkel, W. 'Against 'immigrant integration: For an end to neocolonial knowledge production', 2018, *CMS*, 6(31).

³ Eurostat, 'Population on 1 January by age group, sex and citizenship', 2021, https://ec.europa.eu/eurostat/web/products-datasets/-/migr_pop1ctz, last accessed on 21 July 2021 (without EL, HR, MT and PL).

⁴ European Commission, 'Integration of migrant women – A key challenge with limited policy resources', 2018, <https://ec.europa.eu/migrant-integration/feature/integration-of-migrant-women>, last accessed on 9 July 2021.

in the diversity of legal statuses and rights among migrant women. Migrant women's integration challenges differ depending on their resident status or reason for migration.^{5 6}

Recent studies show that migrant women face a so-called “double disadvantage”, due to the intersection of being a woman and being a migrant.⁷ For example, migrant women in the EU generally have a higher unemployment rate than both non-migrant women and migrant men. For those women with young children, the employment rate is significantly lower for migrant than non-migrant women.⁸ Moreover, refugee women are worse off when it comes to education or employment compared to other migrant women, pointing to a “triple disadvantage”.⁹

In addition, migrant women have been disproportionately impacted by the COVID-19 pandemic, e.g. through job loss, additional care and housework, domestic work or increased exposure when providing front-line services.¹⁰

On the other hand, there are also unique integration opportunities. Migrant women are – for example – equally likely to be as highly educated as non-migrant women and are more likely to be highly educated than migrant men.¹¹

The above elements shows the importance of a gendered approach in migrant integration policies and measures.¹² However, a 2017 study by the European Union Agency for Fundamental Rights (FRA) found little evidence of a gendered approach in national action plans and integration strategies.¹³ The European Court of Auditors in its 2018 report identified a lack of policies for addressing the specific integration challenges of migrant women.¹⁴ Furthermore, a recent study published by the European Network of Migrant Women in 2020 identified shortcomings in addressing the needs of migrant women in Asylum, Migration and Integration Fund (AMIF) projects implemented through direct management, noting that: ‘Although gender mainstreaming is briefly referred to in the majority of the calls, there seems to be a lack of clarity what this term implies in practical terms. The specific vulnerabilities and needs of women and girls are also largely overlooked’.¹⁵

⁵ European Economic and Social Committee, 'Opinion on Inclusion of migrant women in the labour market', 2015, p.5, <https://ec.europa.eu/migrant-integration/librarydoc/inclusion-of-migrant-women-in-the-labour-market?lang=en>, last accessed on 9 July 2021; FRA, 'Second European Union Minorities and Discrimination Survey – Migrant women – selected findings', 2019, p. 9–11, https://fra.europa.eu/sites/default/files/fra_uploads/fra-2019-eu-midis-ii-migrant-women_en.pdf, last accessed on 9 July 2021.

⁶ European Institute for Gender Equality (EIGE), 'Gender and Migration', 2020, p. 4, <https://eige.europa.eu/publications/gender-and-migration>, last accessed on 9 July 2020.

⁷ European Commission – Joint Research Centre, 'Gaps in the EU Labour Market Participation Rates: an intersectional assessment of the role of gender and migrant status', 2020, <https://publications.jrc.ec.europa.eu/repository/handle/JRC121425>, last accessed on 9 July 2021.

⁸ OECD, 'How to strengthen the integration of migrant women?', 2020, Migration Policy Debate No. 25, pp. 4 and 6, <https://www.oecd.org/migration/mig/migration-policy-debates-25.pdf>, last accessed on 9 July 2021.

⁹ OECD, 'Triple Disadvantage? A first overview of the integration of refugee women', 2018, pp. 16 and 19, https://www.oecd-ilibrary.org/employment/triple-disadvantage_3f3a9612-en;jsessionid=QdS1wA6MXnTSSOMySbcF9L0j.ip-10-240-5-190, last accessed on 9 July 2021.

¹⁰ IOM, 'COVID-19 and women migrant workers: Impacts and Implications', 2020, <https://publications.iom.int/books/covid-19-and-women-migrant-workers-impacts-and-implications>, last accessed on 9 July 2021.

¹¹ OECD, 'How to strengthen the integration of migrant women?', 2020, Migration Policy Debate No. 25, p. 4, <https://www.oecd.org/migration/mig/migration-policy-debates-25.pdf>, last accessed on 9 July 2021.

¹² OECD, 'How to strengthen the integration of migrant women?', 2020, Migration Policy Debate No. 25, p. 6, <https://www.oecd.org/migration/mig/migration-policy-debates-25.pdf>, last accessed on 9 July 2021.

¹³ The EU Agency for Fundamental Rights (FRA) 'Together in the EU - Promoting the participation of migrants and their descendants', 2017, p. 7, https://fra.europa.eu/sites/default/files/fra_uploads/fra-2017-together-in-the-eu_en.pdf, last accessed on 9 July 2021.

¹⁴ European Court of Auditors, 'The integration of migrants from outside the EU, Briefing Paper', 2018, p. 23, https://www.eca.europa.eu/Lists/ECADocuments/Briefing_paper_Integration_migrants/Briefing_paper_Integration_migrants_EN.pdf, last accessed on 9 July 2021.

¹⁵ European Network of Migrant Women, 'Follow the €€€ for Women and Girls', 2020, <http://www.migrantwomennetwork.org/wp-content/uploads/Follow-the-Money-for-Women-2020-AMIF.pdf>, last accessed on 9 July 2021.

In its 2016 Action Plan on the Integration of Third-Country Nationals, the European Commission made a commitment to engage in a dialogue with Member States to ensure that concerns related to the gender dimension and the situation of migrant women are taken into account in planned policies and funding initiatives.¹⁶ The assessment of the action plan, however, noted that it only recognised to a limited extent the specific needs of certain categories and the possible intersections between the migrant status and other segments of discrimination including gender.¹⁷

In its Action Plan on Integration and Inclusion 2021–2027, presented in November 2020, the European Commission proposed targeted integration support that takes into account individual characteristics that may present specific challenges such as gender through gender-specific processes that complement the mainstreamed approach.¹⁸ At the same time, the importance of a gender-sensitive response to different policy areas has been emphasised by the EU Gender Equality Strategy 2020–2025,¹⁹ which emphasised also the dual approach of targeted measures to achieve gender equality, combined with strengthened gender mainstreaming. Therefore, the 2021 EMN study on the ‘Integration of Migrant Women in the EU: Policies and Measures’ conducts a stock-taking exercise on where EMN Member States currently stand in terms of gender-sensitive integration policies and measures targeting migrant women.

2 STUDY AIMS AND OBJECTIVES

The aim of the 2021 EMN study on the ‘Integration of Migrant Women in the EU: Policies and Measures’ is to understand if and to what extent Member States and Norway consider the distinct situation of migrant women in their integration policies and measures. The aim is to provide information that will support policymakers developing integration policies and measures that better support migrant women in their integration process, taking their respective backgrounds into account. An overview will be provided of research and statistics available at the national level on the integration opportunities and challenges of migrant women.

The study’s main objectives are:

- To map current national integration policies in the EU Member States and Norway that specifically target women;
- To provide examples of good practices and lessons learnt from EU Member States and Norway on integration measures for migrant women at the national but also regional or local level;
- To provide an overview of special policies or measures that have been developed to counteract negative consequences of COVID-19 for migrant women’s integration.

The study targets policymakers interested in addressing the specific situation of migrant women in their integration policy as well as researchers, who may use the findings as a starting point for more in-depth research of the integration of migrant women, such as at the local and regional level. Also, the study is of interest to the general public, raising awareness on gender-specific integration issues.

¹⁶ European Commission, ‘Action Plan on the integration of third-country nationals’, 2016, https://ec.europa.eu/home-affairs/sites/default/files/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160607/communication_action_plan_integration_third-country_nationals_en.pdf, last accessed on 9 July 2021.

¹⁷ European Commission, ‘Assessment Of The 2016 Commission Action Plan on the Integration of Third-Country Nationals’, SWD(2020) 290 final, https://ec.europa.eu/home-affairs/sites/default/files/pdf/20201124_swd-2020-758-commission-staff-working-document.pdf, last accessed on 9 July 2021.

¹⁸ European Commission, ‘EU Action plan on Integration and Inclusion 2021-2027’, COM(2020) 758 final, pp. 6-7, <https://ec.europa.eu/migrant-integration/?action=media.download&uuid=CDFE0088-C151-66D5-846F7C422DE2A423>, last accessed on 9 July 2021.

¹⁹ European Commission, ‘A Union of Equality: Gender Equality Strategy 2020-2025’, COM(2020) 152 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>, last accessed on 9 July 2021.

3 SCOPE OF THE STUDY

This study defines a *migrant woman* as a third-country national female [migrant](#) (i.e. a regularly residing female migrant aged 18 and above) for the purpose of policy analysis; and as a female [third-country national](#) for the purpose of data analysis. However, the study also analyses those policies and measures that are not exclusively targeting third-country nationals, but which include them as part of a wider target group (e.g. women in general; or migrant women in general which may also include EU citizens with migrant background). EU Member States and Norway are encouraged to include information on such policies and measures, focusing on their relevance for the study's target group.

The policies and measures outlined in this study will be structured along specific categories of migrant women (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers) as far as possible.

Integration policies refer to targeted integration strategies and action plans but also broader policy instruments relevant to the integration of migrant women such as sector specific governmental programmes (health, education, employment, housing, etc.). *Measures* include systematic initiatives (multi-year / long term), projects (ad-hoc) and legislative (structural) measures that are used to implement the integration policies (including those funded by governments but implemented by NGOs on behalf of the governments).

Even though local communities are the places where integration happens and therefore regional and local authorities have their own integration policies and measures, the focus of this study is the national level for the simple reason that researching regional and local level policies and measures would require considerably more time and resources than available for an EMN study. However, questions on good practices have been incorporated to this study to allow for the provision of examples from the regional and local level.

Integration policies and measures will be categorised along the focus areas of labour market, entrepreneurship, education and vocational training, language training, housing, health and civic integration, and will open the door for Member States to report on any other areas that are significant.

The reporting period for this study ranges from 2016 to 2021, depending on the area of analysis (i.e. data, policies, measures):

- Data: 2016–2020, to capture trends over the past 5 years.
- Policies: 2021 and upcoming policy developments (i.e. the policies currently in place as well as planned developments).
- Measures: 2016–2021 in order to allow the inclusion of measures that might have already been evaluated.

4 EU LEGAL AND POLICY CONTEXT

Although migrant integration policies are a national competence of EU Member States, European institutions have the mandate to 'provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals' since the signature of the [Treaty of Lisbon in 2007](#). The EU has periodically set priorities and goals to drive EU policies, legislative proposals and funding opportunities on integration since the 1999 [Treaty of Amsterdam](#), that led to the 2004 [Common Basic Principles for Immigrant Integration Policy](#). These have guided and continue to guide most EU actions in the area of integration. The [Common Agenda for Integration](#), presented by the Commission in 2005 and in effect until 2010, provided the framework for the implementation of the EU integration policy and contained a series of supportive EU mechanisms and instruments to promote integration and facilitate exchanges between integration actors. In 2009 the [European Website on Integration](#) was launched to provide a platform for good practices and news on integration in the EU. In July 2011, the [European Agenda for the Integration of Third-Country Nationals](#) was adopted. It covered the period 2011–2015, focused on increasing the economic, social, cultural and political participation of migrants and on fighting discrimination, with an emphasis on local actions. This was followed by the 2016 [Action Plan on](#)

[the Integration of Third-Country Nationals](#). This was a goal-setting document published by the European Commission, providing a comprehensive framework to support Member States' efforts in developing and strengthening their integration policies and describing concrete measures the Commission was to implement in this regard. In 2017, the [Skills Profile Tool](#) was launched to map skills of third-country nationals to be used by national authorities when planning integration. Building on the 2016 Action Plan, the European Commission revealed its new [Action Plan on Integration and Inclusion](#) (2021-2027) in November 2020, proposing concrete actions, giving guidance, and delineating funding for initiatives meant to bring inclusion for all.

Other relevant policy instruments include:

- The [EU Anti-racism Action Plan 2020–2025](#), which was published by the European Commission on 18 September 2020 to step up action against racism in the European Union. As the action plan points out, racism can be combined with discrimination and hatred on other grounds, including gender.
- The [Pact on Migration and Asylum](#), that was proposed by the European Commission on 23 September 2020. With the Pact, the Commission is proposing a fresh start on migration, bringing together policy in the areas of migration, asylum, integration and border management. In the area of integration, the Pact supports effective integration policies with a focus on local communities and early access to integration services for children and vulnerable groups.
- The [EU Gender Equality Strategy 2020–2025, which](#) sets the key objective of achieving gender balance in decision-making and in politics for example. The Strategy pursues a dual approach of gender mainstreaming combined with targeted actions - intersectionality is a horizontal principle for its implementation.
- The forthcoming [Recommendation on Migrant and Refugee Women and Girls](#) which is currently being tasked to Drafting Committee on Migrant Women (GEC-MIG), a subordinate body to the Gender Equality Commission (GEC) of the Council of Europe.

5 PRIMARY QUESTIONS TO BE ADDRESSED BY THE STUDY

The study seeks to address four primary questions:

- What does the available data /research tell us about the migration channels, the level of integration of migrant women in the EU Member States and Norway, and their integration challenges and opportunities?
- To what extent are migrant women specifically addressed in national integration policies (e.g. strategies, action plans and government programmes)?
- To what extent are there targeted integration measures available in the EU Member States and Norway, specifically addressing migrant women at the national but also regional or local level, and what has been identified as a good practice in this area?
- Have special integration policies or measures been developed to counteract the negative consequences of COVID-19 for migrant women's integration, and if yes, what do these policies or measures look like?

6 RELEVANT SOURCES AND LITERATURE

EMN Studies, Informs and Ad-Hoc Queries

- EMN Study (2019): [Labour market integration of third-country nationals in EU Member States](#).
- EMN study (2015): [The Integration of Beneficiaries of International/Humanitarian Protection into the Labour Market: Policies and Good Practices](#).
- EMN & OECD Inform (2020): [Inform # 1 – EU and OECD member states responses to managing residence permits and migrant unemployment during the COVID-19 pandemic](#).
- EMN Ad Hoc Query (2020.74): [Measures regarding civic integration - Part 2](#).
- EMN Ad Hoc Query (2020.73): [Integration measures regarding language courses - Part 1](#).

- EMN Ad Hoc Query (2019.67): [Lines of intervention for the effective integration of persons entitled to international protection.](#)
- EMN Ad Hoc Query (2019.15): [Early language support.](#)
- EMN Ad Hoc Query (2018.1331): [Support measures to facilitate the labour market entry of family members.](#)
- EMN Ad-Hoc Query (2017.1168): [Integration measures regarding language courses and civic integration – Part 2.](#)
- EMN Ad-Hoc Query (2017.1167): [Integration measures regarding language courses and civic integration – Part 1.](#)
- EMN Ad-Hoc Query (2016.1097): [Content of integration programmes for applicants for/beneficiaries of international protection.](#)
- EMN Ad-Hoc Query (2015.683): [Monitoring report on integration.](#)
- EMN Ad-Hoc Query (2013. 497): [Immigrant Integration Plans.](#)

Other relevant sources

- European Commission (2021): [European Website on Integration – Integration Practices.](#)
- European Commission (2020): [A Union of Equality: Gender Equality Strategy 2020-2025](#), COM(2020) 152 final.
- European Commission (2020): [Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Action plan on Integration and Inclusion 2021–2027](#), COM(2020) 758 final.
- European Commission (2018): [Integration of migrant women – A key challenge with limited policy resources.](#)
- European Commission – Joint Research Centre (2020): [Gaps in the EU Labour Market Participation Rates: an intersectional assessment of the role of gender and migrant status.](#)
- European Court of Auditors (2018): [The integration of migrants from outside the EU](#), Briefing Paper.
- European Economic and Social Committee (2015): [Opinion on Inclusion of migrant women in the labour market.](#)
- European Institute for Gender Equality (2020): [Gender and Migration.](#)
- European Institute for Gender Equality: [Migration.](#)
- European Network of Migrant Women: www.migrantwomennetwork.org.
- European Network of Migrant Women (2020): [Follow the €€€ for Women and Girls.](#)
- European Union Agency for Fundamental Rights (2019): [Second European Union Minorities and Discrimination Survey – Migrant women – selected findings.](#)
- Eurostat (2021): [Migrant integration statistics](#). 2020 edition.
- International Organization for Migration (2020): [COVID-19 and women migrant workers: Impacts and Implications.](#)
- Organisation for Economic Co-operation and Development (2020): [How to strengthen the integration of migrant women?](#) Migration Policy Debate No. 25.
- Organisation for Economic Co-operation and Development (2018): [Triple Disadvantage? A first overview of the integration of refugee women.](#)

7 AVAILABLE STATISTICS

Eurostat, First permits by reason, age, sex and citizenship, [[migr_resfas](#)].

Eurostat, First permits issued for other reasons by reason, length of validity and citizenship, [[migr_resoth](#)].

Eurostat, Population on 1 January by age group, sex and citizenship, [[migr_pop1ctz](#)].

Eurostat, Unemployment rates by sex, age and citizenship (%), [[lfsa_urgan](#)].

Eurostat, Activity rates by sex, age and citizenship (%), [[lfsq_argan](#)].

Eurostat, Self-employment by sex, age and citizenship (1,000). [[lfsa_esgan](#)].

Eurostat, Population by educational attainment level, sex, age and citizenship (%), [[edat_lfs_9911](#)].

Eurostat, Overcrowding rate by age, sex and broad group of citizenship, [[ilc_lvho15](#)].

Eurostat, Self-reported unmet needs for medical examination by sex, age, main reason declared and groups of country of citizenship, [[hth_silc_30](#)].

8 DEFINITIONS

The following key terms are used in the Common Template. The definitions are taken from the EMN Glossary Version 6.0²⁰ unless specified otherwise in footnotes.

Dual approach to gender equality: complementarity between gender mainstreaming and specific gender equality policies and measures, including positive measures.²¹

Gender: The socially constructed attributes, roles, activities, responsibilities and needs predominantly connected to being male or female in given societies or communities at a given time.

Gender mainstreaming: Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions.²²

Gender-sensitive: Policies and programmes that take into account the particularities pertaining to the lives of both women and men, while aiming to eliminate inequalities and promote gender equality, including an equal distribution of resources, therefore addressing and taking into account the gender dimension.²³

Integration: In the *EU context*, a dynamic, two-way process of mutual accommodation by all immigrants and residents of EU Member States.

Integration indicators: Benchmarks used to measure the integration of migrants in specific policy areas, such as employment, education, social inclusion and active citizenship.

Intersectionality: Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination.²⁴

Migrant: In the EU/EFTA context, a person who [...]: (i) establishes their usual residence in the territory of an EU/EFTA Member State for a period that is, or is expected to be, of at least 12 months, having previously been usually resident in another EU/EFTA Member State or a third country.

Third-country national: Any person who is not a citizen of the European Union within the meaning of Art. 20(1) of TFEU and who is not a person enjoying the European Union right to free movement, as defined in Art. 2(5) of the Regulation (EU) 2016/399 (Schengen Borders Code).

9 ADVISORY GROUP

An 'Advisory Group' (AG) has been established within the context of this study for the purpose of (i) developing the (common) specifications for the study, (ii) providing support to EMN NCPs during the

²⁰ EMN Glossary, https://ec.europa.eu/home-affairs/what-we-do/networks/european_migration_network/glossary_en, last accessed on 9 July 2021.

²¹ EIGE, 'Glossary & Thesaurus – dual approach to gender equality', <https://eige.europa.eu/thesaurus/terms/1092>, last accessed on 9 July 2021

²² EIGE, 'Glossary & Thesaurus – gender mainstreaming', <https://eige.europa.eu/thesaurus/terms/1185>, last accessed on 9 July 2021.

²³ EIGE, 'Glossary & Thesaurus – gender sensitive', <https://eige.europa.eu/thesaurus/terms/1211>, last accessed on 9 July 2021.

²⁴ EIGE, 'Glossary & Thesaurus – intersectionality', <https://eige.europa.eu/thesaurus/terms/1263>, last accessed on 9 July 2021.

development of the national contributions to the study, as well as (iii) providing support to draft the study. The members of the AG for the study include:

- COM
- ICF/ EMN Service Provider
- AT NCP (lead)
- CY NCP
- DE NCP
- ES NCP
- FI NCP
- FR NCP
- HU NCP
- IE NCP
- LT NCP
- LU NCP
- SE NCP

A core AG, consisting of max 6 NCPs, COM and the Service Provider has been established to follow the development of the common template very closely and provide dedicated input and support.

- COM
- ICF/ EMN Service Provider
- AT NCP
- DE NCP
- ES NCP

Other relevant partners:

The following third parties are contributing to this study:

- European Union Agency for Fundamental Rights (FRA)
- European Commission's Joint Research Centre (JRC)
- European Integration Network (EIN)

10 METHODOLOGICAL CONSIDERATIONS

As with all EMN studies, the national reports should be primarily based on secondary sources. These may be supplemented by expert interviews. The identification of an integration measure as a “good practice” will utilise the European Website on Integration guidance that a good practice is defined as a measure that is “effective, efficient, sustainable and/or transferable, and that reliably lead[s] to a desired result”.²⁵ Furthermore, for the purpose of this study, an integration measure can additionally be considered “good” if it applies the concepts of gender-sensitivity or intersectionality. The selection of the measure should be made by an expert working in the field (e.g. policy maker; service provider; civil society organisation; migrant organisations) or based on studies or evaluations.²⁶

11 TIMETABLE

The following tentative timetable has been proposed for the study going forward:

²⁵ European Commission, 'European Website on Integration – What are 'good practices'?', 2014, <https://ec.europa.eu/migrant-integration/index.cfm?action=furl.go&go=/what-are-good-practices>, last accessed on 9 July 2021.

²⁶ A good starting point for researching „good practices“ could be the [collection of good practices by the European Commission](#) as well as the Commission's article on [Integration of migrant women – A key challenge with limited policy resources](#).

Date	Action
Study specifications	
4 May 2021	Circulation of the first draft to the AG
6 May 2021	First AG meeting
14 May 2021	Circulation of the second draft to the AG (one-week deadline for review)
21 May 2021	Second AG meeting
1 June 2021	Circulation of the third draft to the core AG (three days for review)
11 June 2021	Circulation of the final draft to NCPs (two weeks deadline for review)
22 July 2021	Launch of the study
National reports	
25 Nov 2021	Submission of national reports by EMN NCPs
Drafting of study	
9 Dec 2021	Draft of the study to COM and AG members (one-week deadline for review)
16 Dec 2021	Deadline for comments
7 Jan 2022	Circulation of the first draft to all NCPs (two-weeks deadline for review)
21 Jan 2022	Deadline for comments
4 Feb 2022	Circulation of the second draft to COM and all NCPs (two-weeks deadline for review)
18 Feb 2022	Deadline for comments
4 March 2022	Circulation of the third (final) draft SR to COM and all NCPs (two-weeks deadline for review)
18 March 2022	Deadline for comments
31 March 2022	Publication

12 TEMPLATE FOR NATIONAL CONTRIBUTIONS

Common Template of EMN Study 2021

Integration of Migrant Women in the EU and Norway: Policies and Measures

National Contribution from **GREECE**²⁷

Disclaimer: The following information is provided primarily for the purpose of contributing to this EMN study. The EMN NCP has provided information that is, to the best of its knowledge, up-to-date, objective

²⁷ Replace highlighted text with your **Member State** name here.

and reliable within the context and confines of this study. The information may thus not provide a complete description and may not represent the entirety of the official policy of the EMN NCPs' Member State.

Top-line factsheet [max. 1 page]

*The top-line factsheet will serve as an overview of the **national report** introducing the study and drawing out key facts and figures from across all sections, with a particular emphasis on elements that will be of relevance to (national) policy-makers. Please add any innovative or visual presentations that can carry through into the study as possible infographics and visual elements.*

Please provide a concise summary of the main findings of Sections 1-6:

Gender equality is at the core of the values promoted by our country, while it is a key priority at European level, as well. It is manifested in EU primary and secondary law, while it is a key goal of the European Charter of Fundamental Rights, but also of the European Pillar of Social Rights of the EU.

The gender policy area is inextricably linked to integration policies and this element is reflected in all relevant texts, as equal treatment of women who are subject to multiple discrimination can be achieved through well-developed and targeted social integration initiatives. In March 2020, the European Commission adopted the Gender Equality Strategy, setting targets for the period 2020-2025 and a commitment to the systematic inclusion of the gender perspective "at all stages of policy-making and in all policy areas of EU", internally and externally. At the same time, the Gender Equality Strategy recognized the importance of **intersectionality** as "the combination of gender with other personal characteristics or identities" and the need to apply it as a horizontal principle.

In the context of this study, through a comparative analysis of statistical data collected by EUROSTAT, important conclusions were drawn, regarding the differences observed between migrant women and migrant men but also in relation to native women living in Greece, in various aspects of life extending to the whole range of economic and social life of the country.

What is found is that despite the measures that our country has taken in recent decades to promote gender equality, differences still exist, usually to the detriment of women. Migrant women in Greece should take a more active role in the future and a key tool in this direction is investing in education and cultivating the necessary skills that will help them keep up with changes and demands in the labour market. In addition, their participation in the labour market is becoming imperative and important, as a key goal of the new *National Strategy for the Social Integration of Asylum Seekers and Beneficiaries of International Protection*, is to ensure the autonomy of migrants, through the promotion of active employment policies and not through assistance in the form of allowances, which creates long-term dependent citizens, thus burdening the state budget.

As will be analyzed below, the **National Action Plan for Gender Equality 2021-2025**, the **National Action Plan of Greece for Women, Peace and Security (2020-2024)**, as well as the **National Strategy for Social Integration of Asylum Seekers and International Protection Beneficiaries of the Ministry of Migration and Asylum**, lay a very strong foundation for the future, promoting very important policies aimed at addressing the most important challenges currently faced by third-country migrants and especially migrant women who constitute a socially vulnerable group of the population.

Section 1: Integration of migrant women – data and debates

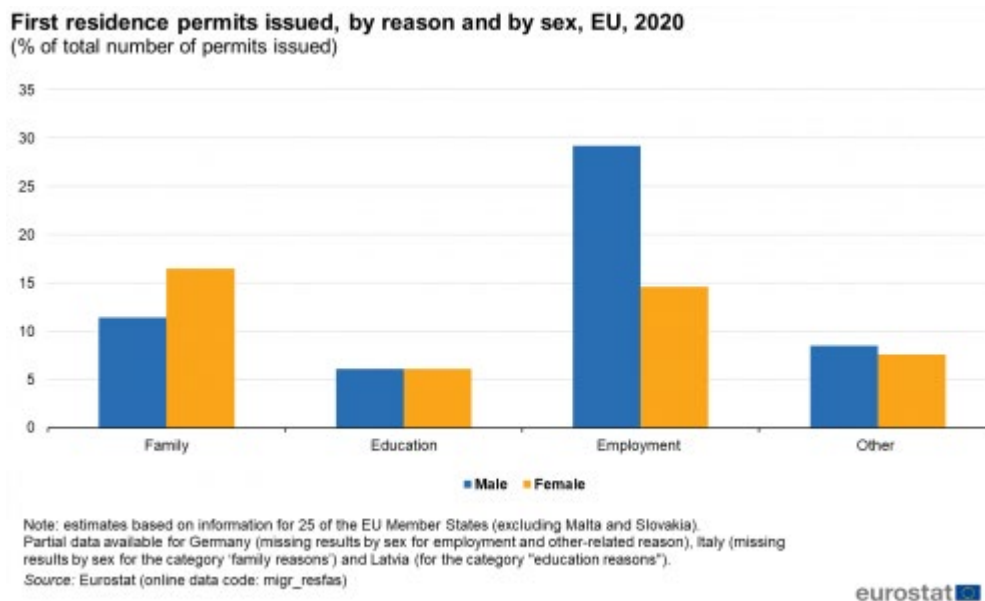
The study will start by providing some background information on the immigration channels of migrant women in the EU Member States and Norway as well as key integration indicators in order to understand the current situation and which integration opportunities and challenges are affecting migrant women in the EU Member States and Norway.

Q1 Please analyse the data on first residence titles issued by reason in 2016–2020 in your country as extracted from Eurostat and included in the statistical Annex (see Annex 1.1) and describe the main forms of immigration used by third-country migrant women compared to third-country migrant

men. What are the top 3 countries of citizenship in the period of 2016-2020? Did any significant changes occur in 2020 that might be related to COVID-19?

According to Eurostat data for the year 2020, covering the European Union overall, the main reason for issuing first residence permits for migrant women was family reunification, in contrast to male migrants, for whom the main reason for migration was employment.

Table 1: First residence permits issued, by reason and by sex, in EU, in 2020



1. Main types of migration for third-country migrant women in comparison with third-country migrant men

1. 1 Types of Migration

1.1.1. Family reunification

Regarding Greece, according to Eurostat data below, the main reason for issuing first residence permits for migrant women for the years 2015 to 2020, was family reunification.

More specifically, as observed, in 2016 the number of first issuance of residence permits to migrant women was 13 810, which until 2019 remained on a relatively stable level, recording a small decrease (10 853), while in 2020 there was a significant decrease, reaching 4,621 residence permits, which, as will be analyzed below, can be interpreted as a result of the overall reduction in first residence permits issued during 2020, due to the restrictive measures imposed under COVID- 19. However, despite the significant decline in 2020, family reunification remained the main reason for issuing first residence permits for migrant women.

In contrast to migrant women, as shown in the table below, the first residence permits for family reunification, issued to male migrants, are significantly fewer, starting in 2016 with 9,788 and reaching in 2019, with 8,841 residence permits issued. In 2020, there was also a significant decrease, reaching 3,702 residence permits.

Tables 2 and 3: Residence permits for migrant women and men, issued in Greece for reasons of family reunification

Table 2

REASON	Family reasons				
SEX	Females				
AGE	Total				
CITIZEN	Total				
UNIT	Person				
GEO/TIME	2016	2017	2018	2019	2020
Greece	13.810	8.005	9.772	10.853	4 621

Table 3

REASON	Family reasons				
SEX	Males				
AGE	Total				
CITIZEN	Total				
UNIT	Person				
GEO/TIME	2016	2017	2018	2019	2020
Greece	9.788	5.793	7.307	8.841	3 702

*The above data are about migrant men and women in total, and not exclusively coming from third countries.

1.1.2. «Other Reasons»

According to the statistics below, the second most common type of migration for migrant women is the "other reasons" category, which includes the international protection regime, such as refugee / subsidiary protection, victims of trafficking in human beings, humanitarian reasons, unaccompanied minors, etc.

More specifically, as we see below, in 2016 the number of first residence permits issued to migrant women in the category "other reasons" was 7,110, reaching 8,336 residence permits in 2019, while in 2020 the number was reduced to 3,785 permits.

Comparing these percentages with those of male migrants, it appears that the main type of migration for men, in all the years examined by the present study, i.e from 2016 to 2020, is the category "other reasons", starting with 2016 with the registration of 10,338 residence permits, and reaching 10,224 in 2019. In 2020 this number decreased, reaching 5,394 residence permits, which, as has already been said, is a result of the restrictive measures taken due to COVID- 19.

Tables 4 and 5: Residence permits for migrant women and men, issued in Greece for “other reasons”

Table 4

REASON	Other				
SEX	Females				
AGE	Total				
CITIZEN	Total				
UNIT	Person				
GEO/TIME	2016	2017	2018	2019	2020
Greece	7 101	5 779	6 578	8 336	3 785

Table 5

REASON	Other				
SEX	Males				
AGE	Total				
CITIZEN	Total				
UNIT	Person				
GEO/TIME	2016	2017	2018	2019	2020
Greece	10 338	7 546	8 240	10 224	5 394

The above data are about migrant men and women in total, and not exclusively coming from third countries.

1.1.3. Remunerated employment

Although the number of first residence permits issued in 2016 for remunerated employment to migrant women is quite small, we see that by 2019 there was a gradual improvement, which stopped in 2020, due to the pandemic crisis. More specifically, while in 2016 337 first residence permits were issued for remunerated employment, in 2019 this number reached 706; despite the decrease in 2020, reaching 432 residence permits, this number was still higher, compared to 2016. This small increase is definitely a positive development, as it demonstrates the greater involvement of migrant women in the economic sector.

On the other hand, the provision of remunerated employment is the second most common type of migration for migrant men. More specifically, in 2016 the number of first residence permits issued for the latter, for the purpose of remunerated employment was 1,796, while this number marked (with the exception of 2017) a gradual increase, reaching in 2019 the 2,427 residence permits. In 2020, there was a decrease in the number of permits issued, reaching 1,200, due to the pandemic.

Tables 6 and 7: Residence permits for migrant women and men, issued in Greece for reasons of remunerated activities

Table 6

REASON	Remunerated activities reasons				
SEX	Females				
AGE	Total				
CITIZEN	Total				
UNIT	Person				
GEO/TIME	2016	2017	2018	2019	2020
Greece	337	329	619	706	432

Table 7

REASON	Remunerated activities reasons					
SEX	Males					
AGE	Total					
CITIZEN	Total					
UNIT	Person					
GEO/TIME		2016	2017	2018	2019	2020
Greece		1 796	1 693	2 242	2 427	1 200

*The above data are about migrant men and women in total, and not exclusively coming from third countries.

1.1.4. Education

Finally, migration for reasons of studying is the least common type of migration for migrant women. This in itself is a negative element, as education is a very important part of human development, necessary for the social and economic integration of migrants in general, especially for groups that are considered socially vulnerable, such as migrant women.

In particular, as we see below, the number of permits issued for education reasons since 2016, remains low and stable, with no significant fluctuations. Specifically, in 2016 the number of permits issued was 452, while in 2020, with the outbreak of the pandemic, this number was reduced to 335.

For migrant men, in the field of studies, the number of permits issued is very low, in all the years examined, being only slightly higher comparing to the number of permits recorded for migrant women. More specifically, in 2016, the number of permits issued for reasons of studies for migrant men was 450, while until 2019, it remained relatively stable, with a small increase, reaching 532 residence permits. In 2020, there was a decrease, reaching 352 residence permits.

Tables 8 and 9: Residence permits for migrant women and men, issued in Greece for education reasons

Table 8

REASON	Education reasons					
SEX	Females					
AGE	Total					
CITIZEN	Total					
UNIT	Person					
GEO/TIME		2016	2017	2018	2019	2020
Greece		452	415	404	429	335

Table 9

REASON	Education reasons				
SEX	Males				
AGE	Total				
CITIZEN	Total				

UNIT	Person				
GEO/TIME	2016	2017	2018	2019	2020
Greece	450	435	409	532	352

*The above data are about migrant men and women in total, and not exclusively coming from third countries.

1.2. Top countries of origin, for the year 2020

1.2.1. Types of permits

Residence permits for third-country nationals, pursuant to European Regulation 862/2007 for the provision of statistics, are divided into the following categories:

I. Employment

II. Other types of residence permits

III. Family reunification

IV. Studies

- I. The category "Employment" includes residence permits for remunerated / dependent work, intra-corporate transfer, high-skilled employment ("EU Blue Card"), investment activity (Article 16), as well as special purpose residence permits for executives employed in companies governed by special legislation, copyright creators, foreign correspondents, etc.
- II. The category "Other" types of residence permits includes various types of permits, among which the permanent residence permit for investors (golden visa), according to no. 20B of Law 4251/2014, as well as for the financially independent persons (article 20 A). Also included in this category are long-term residence permits, such as second-generation and long-term residence permits, as well as residence permits for vulnerable third-country nationals (humanitarian reasons), as well as exceptional reasons.
- III. The category "Family Reunification" includes the residence permits of the family members of the main holder of the respective type of permit, for whom family reunification is allowed. This category also includes residence permits concerning the family members of the investors (articles 16 and 20 B of law 4251/14), as well as the family members of a Greek or an EU citizen.
- IV. Finally, the category "Studies" includes the residence permits of the citizens of third countries who come to the country for the purposes of studies in public institutions of higher education, vocational training, scholarships, etc.

Table 10: Top countries of origin of migrants residing in Greece under any type of permit (December 2020)

	ORIGIN	VALID PERMITS	PERCENTAGE
1	Albania	316 964	62,3%

2	China	23 770	4,7%
3	Georgia	22 103	4,3%

At the end of December 2020, the valid residence permits amounted to 508,452. The main country of origin of migrants residing in Greece under any type of permit is Albania, followed by migrants from China (23,770) and Georgia (22,103) with a significantly lower percentage.

1.2.2 Changes in 2020 that may be due to COVID-19

COVID-19 has resulted in a significant decrease in the first issuance of residence permits to third-country nationals in all Member States of the European Union.

More specifically, according to Eurostat data, in Greece in 2020, there was a decrease of 53% compared to 2019, as from 42,300 first residence permits issued in 2019, this number decreased to 19,800 residence permits in 2020.

In particular, in terms of the total number of valid permits, there is a steadily declining trend of 6.3%, since the beginning of the year at the end of each month of the year 2020, mainly due to measures to limit the spread of the COVID -19 pandemic.

The above tables, as they have been quoted, show in detail the decrease that has been noted in the residence permits issued within 2020, by category of migration and gender.

Q2 Please analyse the data on population in 2016–2020 as extracted from Eurostat and included in the statistical Annex (see Annex 1.2) and describe the share of third-country national migrant women among the total population compared to third-country national migrant men. Please include any evidence for changes related to COVID-19 if available.

1. Number of third country migrant women, in total population, compared with the number of third country migrant men.

Table 11: Total number of migrants (men and women), third-country nationals, residing in Greece, 2016- 2020

CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
AGE	Total				
SEX	Total				
UNIT	Number				
GEO/TIME	2016	2017	2018	2019	2020

Greece	591.693	604.813	604.904	618.522	715.227
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Table 12: Total number of third-country migrant women, residing in Greece, 2016- 2020

CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
AGE	Total				
SEX	Females				
UNIT	Number				
GEO/TIME	2016	2017	2018	2019	2020
Greece	294.691	293.205	285.232	283.062	340.610

Table 13: Total number of third-country migrant men, residing in Greece, 2016- 2020

CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
AGE	Total				
SEX	Males				
UNIT	Number				
GEO/TIME	2016	2017	2018	2019	2020
Greece	297.002	311.608	319.672	335.460	374.617

In Table 11 of Eurostat above, we see the total number of migrants from third countries, who have been registered in Greece, per year, from 2016 to 2020. Then, in tables 12 and 13, the number of third-country migrant women and men, respectively.

From these data, it is understood that between migrant women and migrant men, there are no significant differences, as the percentage held by each category of the total population seems to be, to some extent, evenly distributed, with small differences in favour of the male migrant population.

Q3 Please analyse the data on labour market, entrepreneurship, education, housing and health indicators in 2016–2020 as extracted from Eurostat and included in the statistical Annex (see Annex 1.3) and describe the main findings with specific focus on third-country national migrant women compared to third-country national migrant men and non-migrant women. Did any significant changes occur in 2020 that might be related to COVID-19?

2. Percentages of participation of migrant women and men and of native women in the labour market / unemployment indicators (age group 20-64)

Table 14: Unemployment percentages for third country migrant women (age group 20-64)

SEX	Females
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
UNIT	Percentage
AGE	From 20 to 64 years
TIME/GEO	Greece
2016	34,2

2017	33,0
2018	35,9
2019	34,3
2020	n/a

Table 15: Unemployment percentages for native women (age group 20-64)

SEX	Females
CITIZEN	Greece
UNIT	Percentage
AGE	From 20 to 64 years
TIME/GEO	Greece
2016	27,8
2017	25,6
2018	23,6
2019	20,7
2020	18,8

Table 16: Unemployment percentages for third country migrant men (age group 20-64)

SEX	Males
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
UNIT	Percentage
AGE	From 20 to 64 years
TIME/GEO	Greece
2016	26,8
2017	24,3
2018	20,2
2019	20,8
2020	n/a

According to the data shown in the Eurostat tables, for the years 2016-2020, unemployment for third-country migrant women is higher than the corresponding rates of third-country migrant men, and this gap is growing over the years.

In addition, the unemployment rate of third-country migrant women, compared to that of native women, is also higher. According to the data provided, the unemployment rate for native women decreased significantly, while that of migrant women showed a slight increase, the result being that the gap between the two categories remained quite large.

However, despite the gradual increase in women's participation in the labour market in recent decades, the gender gap still exists in most parts of the world, including Europe. Even today, women are less active in the labour market than men, receive lower wages, face occupational segregation, and bear most of the burden of caring for dependent household members.

In addition, many recent studies have confirmed the existence of so-called "motherhood penalty" or "child penalty" which is described as the systematic disadvantages that women encounter in the labour market once becoming a mother. Not only does motherhood reduce the likelihood of employment, but in many cases it also means a lower wage for working mothers compared to men and childless women. These figures, which are aggravating for a native woman, take on even greater proportions for third-country migrant women, who face a "double discrimination" arising from their gender and origin.

In the recent years, in order to deal with this phenomenon our country has taken very important measures that promote gender equality in the labour market, incentivize women to take a more active role in the economic life of the country and eliminate all forms of discrimination.

Equal access to the labour market, after all, is recognized as a cornerstone of financial independence and women's participation in public life. In addition, migrant women are known to be particularly vulnerable to trafficking for labour exploitation and to violations of their labour rights, such as exploitation and difficult working conditions. Below you can find a thorough analysis of the measures and policies already implemented in Greece, as well as those to be implemented in the near future, with the aim to equalize the situation.

3. Percentages of migrant women, migrant men and native women as part of the economically active population (age group 20- 64)

Table 17: Percentage of third-country migrant women, as part of the economically active population²⁸, (age group 20-64)

SEX	Females							
AGE	From 20 to 64 years							
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country							
UNIT	Percentage							
GEO/TIME	2016Q1	2016Q2	2016Q3	2016Q4	2017Q1	2017Q2	2017Q3	2017Q4
Greece	66,5	65,6	65,4	61,9	61,2	65,3	67,2	62,1

SEX	Females							
AGE	From 20 to 64 years							
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country							

²⁸ The activity rate is the percentage of economically active population aged 15-64 years in the total population of the same age group. The economically active population (also called labour force) is the sum of employed and unemployed persons.

More information: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Activity_rate

UNIT	Percentage							
GEO/TIME	2018 Q1	2018Q2	2018Q3	2018Q4	2019Q1	2019Q2	2019Q3	2019Q4
Greece	62,6	65,6	66,4	61,1	63,2	66,7	67,1	61,2

Table 18: Percentage of third-country migrant men, as part of the economically active population ²⁹, (age group 20- 64)

SEX	Males							
AGE	From 20 to 64 years							
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country							
UNIT	Percentage							
GEO/TIME	2016Q1	2016Q2	2016Q3	2016Q4	2017Q1	2017Q2	2017Q3	2017Q4
Greece	94,0	95,4	93,9	92,5	92,8	93,3	93,8	90,7

SEX	Males							
AGE	From 20 to 64 years							
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country							
UNIT	Percentage							
GEO/TIME	2018Q1	2018Q2	2018Q3	2018Q4	2019Q1	2019Q2	2019Q3	2019Q4
Greece	90,6	92,2	92,2	90,9	91,6	94,0	92,7	89,7

Studying the statistics as shown in Eurostat Tables 17 and 18, the percentages of third-country migrant women as part of the economically active population, are clearly much lower than those of third-country migrant men. This gap seems to remain unbridgeable throughout the years examined in this study, while it closes in 2019 with almost 30 points difference in favor of male migrants.

Interpreted in combination with the percentages in question Q1 on the predominant types of migration for each gender, the above tables show that a large percentage of male migrants seek mainly the provision of paid work and their involvement in the social and economic life of the country, in contrast to

²⁹ The activity rate is the percentage of economically active population aged 15-64 years in the total population of the same age group. The economically active population (also called labour force) is the sum of employed and unemployed persons.

More information: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Activity_rate

migrant women, where the provision of paid work is not their main priority, either by choice or by external factors and challenges that make them more vulnerable, as already mentioned above.

4. Number (x 1 000), of self-employed migrant women and migrant men, native women and men, (age group 20- 64)

Table 19: Number (x 1 000) of self-employed third-country migrant women (age group 20-64)

UNIT	Thousand				
WSTATUS	Self-employed persons				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
SEX	Females				
AGE	From 20 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	3,9	4,6	4,2	4,2	:

Table 20: Number (x 1 000) of self-employed third-country migrant men (age group 20-64)

UNIT	Thousand				
WSTATUS	Self-employed persons				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
SEX	Males				
AGE	From 20 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	14,0	11,5	11,3	13,5	:

Table 21: Number (x 1 000) of self-employed native women (age group 20-64)

UNIT	Thousand				
WSTATUS	Self-employed persons				
CITIZEN	Reporting country				
SEX	Females				
AGE	From 20 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	341,5	338,8	338,9	334,0	332,1

Table 22: Number (x 1 000) of self-employed native men (age group 20-64)

UNIT	Thousand				
WSTATUS	Self-employed persons				
CITIZEN	Reporting country				
SEX	Males				
AGE	From 20 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	698,6	720,9	731,7	711,5	696,5

The numbers of self-employed third-country migrant women for the 20-64 age group, as shown in Table 19, is much lower than that of third-country migrant men, while this gap remains quite significant, despite the small increase that has occurred since 2016 for migrant women, in relation to the corresponding small decrease in the numbers of migrant men.

Compared to native women, we see that the difference is very significant, with the numbers for the latter group being quite high, compared to those of migrant women, while the difference between native women and men is equally noteworthy, with rates for men remaining significantly higher.

5. Percentages of migrant women, migrant men and native women per educational level (age group 18- 64)

Tables 23, 24, 25: Educational level - primary, secondary and tertiary education - for third-country migrant women, (age group 18- 64)*Table 23:*

UNIT	Percentage				
SEX	Females				
ISCED11	Less than primary, primary and lower secondary education (levels 0-2)				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
AGE	From 18 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	42,8	41,1	43,3	43,5	:

Table 24

UNIT	Percentage				
SEX	Females				
ISCED11	Upper secondary and post-secondary non-tertiary education (levels 3 and 4)				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
AGE	From 18 to 64 years				

GEO/TIME	2016	2017	2018	2019	2020
Greece	44,1	43,3	45,0	45,2	:

Table 25:

UNIT	Percentage				
SEX	Females				
ISCED11	Tertiary education (levels 5-8)				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
AGE	From 18 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	13,1	15,6	11,7	11,3	:

Tables 26, 27, 28: Educational level - primary, secondary and tertiary education - for native women, (age group 18- 64)

Table 26:

UNIT	Percentage				
SEX	Females				
ISCED11	Less than primary, primary and lower secondary education (levels 0-2)				
CITIZEN	Reporting country				
AGE	From 18 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	24,2	23,6	23,0	20,9	19,1

Table 27:

UNIT	Percentage				
SEX	Females				
ISCED11	Upper secondary and post-secondary non-tertiary education (levels 3 and 4)				
CITIZEN	Reporting country				
AGE	From 18 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	45,2	45,1	45,1	46,7	47,8

Table 28:

UNIT	Percentage				
SEX	Females				
ISCED11	Tertiary education (levels 5-8)				
CITIZEN	Reporting country				
AGE	From 18 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	30,6	31,4	31,9	32,4	33,1

Tables 29, 30, 31: Educational level - primary, secondary and tertiary education - for third-country migrant men, (age group 18- 64)

Table 29:

UNIT	Percentage				
SEX	Males				
ISCED11	Less than primary, primary and lower secondary education (levels 0-2)				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
AGE	From 18 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	55,4	52,2	49,8	53,2	:

Table 30:

UNIT	Percentage				
SEX	Males				
ISCED11	Upper secondary and post-secondary non-tertiary education (levels 3 and 4)				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
AGE	From 18 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	37,5	40,6	44,9	41,5	:

Table 31:

UNIT	Percentage				
SEX	Males				
ISCED11	Tertiary education (levels 5-8)				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
AGE	From 18 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	7,1	7,2	5,3	5,3	:

In the data presented above, it is clear that the percentage of third-country migrant women, aged 18-64, who have a satisfactory level of education, i.e. secondary and tertiary education, is quite low.

However, comparing the tables on migrant women with the corresponding tables showing the rates for migrant men, but also for native women, we can record the discrimination on two levels: on the one hand in the “gender gap”, that is, between migrant women and men, and on the other hand, in what is referred to in EU texts as the "migration gap", i.e the discrimination that exists between natives and third-country nationals of the same sex. However, both in the “gender” and the “migration gap” cases, there should be more data on their quality characteristics, such as marital status and parental status, in order to be more precise.

In particular, as we can see in the tables, third-country migrant men, while having higher rates in primary and secondary education than migrant women, are lower in tertiary education rates comparing to migrant women. However, the percentages of native women, in all years, are significantly higher in relation to both male and female migrants.

Judging from these data, we would say that they are discouraging, regarding the effort of successful integration of migrant women in the socio-economic life of the country. As stated in the KCMD Report, achieving and ensuring a high level of education in the female population as a whole is fundamental to achieving the reduction of the gender gap that continues to exist. As characteristically mentioned in the same report, the analysis that has been done shows that the higher the educational level of women, the narrower the gap between the two sexes. However, it is pointed out that for most EU labour markets, this fact remains, even today, a vulnerability.

Of particular interest, however, is the fact that the effect of education on reducing the gender gap does not carry the same weight in each case. More specifically, the increase in the educational level of women born in EU countries, has a substantial effect on reducing the gender gap, something that does not apply to migrant women. This fact shows that the immigration status of women greatly shapes the relationship between gender and education.

The analysis confirms that investment is needed to increase the participation of all women in education, whether it's about third-country migrant women or women born in the EU. Following this conclusion, it must be said that in the context of the new National Strategy for the Social Integration of Asylum Seekers and Beneficiaries of International Protection, our country has taken seriously the first and second principles of the European Pillar of Social Rights. According to the first principle, every person has the right to quality and inclusive education, training and lifelong learning in order to maintain and acquire skills that will enable him to be fully involved in society and to successfully manage changes in the labour market. Equally important is the second principle, which concerns gender equality, and provides for equal treatment and equal opportunities for women and men and advancement in all areas, including labor market participation, of employment requirements and conditions and career development. Women and men are entitled to equal pay for work of equal value.

This approach is also promoted through the updated EU Skills Agenda but also through the European Education Area , which is planned to be implemented by 2025, and among other things, aims to promote inclusive education and gender equality, at all levels and education and training sectors.

6. Percentages of migrant women, migrant men and native women who live in an overcrowded household (age group 20-64)

Table 32: Percentages of third-country migrant women who live in an overcrowded household (age group 20-64)

UNIT	Percentage				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
SEX	Females				
AGE	From 20 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	54,0	51,3	51,1	46,7	47,0

Table 33: Percentages of native women who live in an overcrowded household (age group 20-64)

UNIT	Percentage				
CITIZEN	Reporting country				
SEX	Females				
AGE	From 20 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	28,2	28,6	28,4	28,0	28,4

Table 34: Percentages of third-country migrant men who live in an overcrowded household (age group 20-64)

UNIT	Percentage				
CITIZEN	Non-EU28 countries (2013-2020) nor reporting country				
SEX	Males				
AGE	From 20 to 64 years				
GEO/TIME	2016	2017	2018	2019	2020
Greece	58,9	60,0	60,5	54,1	55,7

In the above tables, we see that the percentages of third-country migrant women aged 20-64, living in overcrowded households, are consistently lower than that of migrant men, in all the years we examine, but without very high deviation. The rates for native women are much lower, which as we see, have almost the same percentage from 2016 to 2020. Judging by the above data, the pandemic crisis does not seem to have affected this indicator.

7. Percentages of third-country migrant women, migrant men and native women with self-reported unmet medical needs, per reason (age group 20-64)

Table 35:

SEX	Males
AGE	From 20 to 64 years

UNIT	Percentage
TIME	2016
GEO	Greece
REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	21,7
Too far to travel	0,0
No time	0,4
No unmet needs to declare	76,8
Didn't know any good doctor or specialist	0,0
Waiting list	0,5
Fear of doctor, hospital, examination or treatment	0,0
Wanted to wait and see if problem got better on its own	0,6
Other	0,0
SEX	Males
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2017
GEO	Greece
REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	9,5
Too far to travel	0,1
No time	0,3
No unmet needs to declare	89,4
Didn't know any good doctor or specialist	0,0
Waiting list	0,3
Fear of doctor, hospital, examination or treatment	0,0
Wanted to wait and see if problem got better on its own	0,3
Other	0,0
SEX	Males
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2018
GEO	Greece

REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	9,5
Too far to travel	0,0
No time	0,0
No unmet needs to declare	89,8
Didn't know any good doctor or specialist	0,0
Waiting list	0,1
Fear of doctor, hospital, examination or treatment	0,1
Wanted to wait and see if problem got better on its own	0,5
Other	0,0
SEX	Males
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2019
GEO	Greece
REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	7,8
Too far to travel	0,0
No time	0,4
No unmet needs to declare	91,3
Didn't know any good doctor or specialist	0,0
Waiting list	0,2
Fear of doctor, hospital, examination or treatment	0,3
Wanted to wait and see if problem got better on its own	0,1
Other	0,0
SEX	Males
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2020
GEO	Greece
REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	3,3

Too far to travel	0,0
No time	0,0
No unmet needs to declare	93,1
Didn't know any good doctor or specialist	0,0
Waiting list	0,6
Fear of doctor, hospital, examination or treatment	0,0
Wanted to wait and see if problem got better on its own	0,3
Other	2,8
SEX	Females
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2016
GEO	Greece
REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	18,7
Too far to travel	0,4
No time	0,3
No unmet needs to declare	80,4
Didn't know any good doctor or specialist	0,0
Waiting list	0,0
Fear of doctor, hospital, examination or treatment	0,2
Wanted to wait and see if problem got better on its own	0,0
Other	0,0
SEX	Females
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2017
GEO	Greece
REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	11,8
Too far to travel	0,4
No time	0,4
No unmet needs to declare	86,6

Didn't know any good doctor or specialist	0,0
Waiting list	0,6
Fear of doctor, hospital, examination or treatment	0,2
Wanted to wait and see if problem got better on its own	0,1
Other	0,0
SEX	Females
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2018
GEO	Greece
REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	11,7
Too far to travel	0,0
No time	0,1
No unmet needs to declare	86,9
Didn't know any good doctor or specialist	0,0
Waiting list	0,2
Fear of doctor, hospital, examination or treatment	0,3
Wanted to wait and see if problem got better on its own	0,6
Other	0,3
SEX	Females
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2019
GEO	Greece
REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	8,6
Too far to travel	0,0
No time	0,7
No unmet needs to declare	89,1
Didn't know any good doctor or specialist	0,0
Waiting list	0,4
Fear of doctor, hospital, examination or treatment	0,4

Wanted to wait and see if problem got better on its own	0,7
Other	0,0
SEX	Females
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2020
GEO	Greece
REASON/CITIZEN	Non-EU28 countries (2013-2020) nor reporting country
Too expensive	6,1
Too far to travel	0,0
No time	0,1
No unmet needs to declare	90,7
Didn't know any good doctor or specialist	0,0
Waiting list	1,2
Fear of doctor, hospital, examination or treatment	0,8
Wanted to wait and see if problem got better on its own	0,2
Other	0,9
SEX	Females
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2016
GEO	Greece
REASON/CITIZEN	Reporting country
Too expensive	11,7
Too far to travel	0,1
No time	0,5
No unmet needs to declare	86,0
Didn't know any good doctor or specialist	0,0
Waiting list	0,7
Fear of doctor, hospital, examination or treatment	0,2
Wanted to wait and see if problem got better on its own	0,7
Other	0,1
SEX	Females

AGE	From 20 to 64 years
UNIT	Percentage
TIME	2017
GEO	Greece
REASON/CITIZEN	Reporting country
Too expensive	6,6
Too far to travel	0,2
No time	0,3
No unmet needs to declare	91,5
Didn't know any good doctor or specialist	0,0
Waiting list	0,6
Fear of doctor, hospital, examination or treatment	0,1
Wanted to wait and see if problem got better on its own	0,6
Other	0,0
SEX	Females
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2018
GEO	Greece
REASON/CITIZEN	Reporting country
Too expensive	7,8
Too far to travel	0,1
No time	0,2
No unmet needs to declare	90,8
Didn't know any good doctor or specialist	0,0
Waiting list	0,3
Fear of doctor, hospital, examination or treatment	0,3
Wanted to wait and see if problem got better on its own	0,5
Other	0,1
SEX	Females
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2019
GEO	Greece

REASON/CITIZEN	Reporting country
Too expensive	6,8
Too far to travel	0,1
No time	0,1
No unmet needs to declare	91,9
Didn't know any good doctor or specialist	0,0
Waiting list	0,3
Fear of doctor, hospital, examination or treatment	0,2
Wanted to wait and see if problem got better on its own	0,6
Other	0,0
SEX	Females
AGE	From 20 to 64 years
UNIT	Percentage
TIME	2020
GEO	Greece
REASON/CITIZEN	Reporting country
Too expensive	4,1
Too far to travel	0,1
No time	0,3
No unmet needs to declare	92,7
Didn't know any good doctor or specialist	0,0
Waiting list	0,3
Fear of doctor, hospital, examination or treatment	0,2
Wanted to wait and see if problem got better on its own	0,3
Other	1,9

Looking carefully at the data in the table above, we see that the highest percentage for both third-country migrant women and men, as well as for native women, aged 20-64, is observed in the category "unmet needs for report". In this category, we see the largest percentage, for all three categories of citizens, in all the years we examine, while the immediately higher percentage, but with a big difference, is observed in the category "high cost".

Therefore, what can be deduced from the above, is that regarding access to healthcare services, there is no difference in terms of gender, but also in terms of native women, as the percentages between them show very small differences. This conclusion is indicative of the priority given by the Greek state, regarding the provision of a satisfactory level of health care for all citizens living in the Greek Territory.

Q4 What are the key opportunities and challenges for migrant women's integration as identified in national statistical sources (e.g. integration monitors, census, administrative data) or available research (e.g. surveys among migrant women)?

For each challenge please:

- a) describe for whom it is a challenge,*
- b) indicate why it is mentioned as a challenge, and*
- c) indicate the source / evidence for the challenge.*

The low rates in education and participation of third-country migrant women in the labour market, according to the available data presented in this study, are the most important challenges for the integration of migrant women in the social and economic life of the country. However, the new National Strategy for the Social Integration of Asylum Seekers and Beneficiaries of International Protection envisages a number of targeted national policies and response measures, which are designed to be implemented both horizontally and targeted at migrant women. For more information, see Q6.

Q5 Are more disaggregated data or research available at national level (compared to what is available through Eurostat), e.g. by resident status/reason for migration, by number of children in households or by first/second generation of migrants?

Please briefly describe the main findings.

N/A

Q6 What are the main public and policy debates regarding migrant women's integration (opportunities and challenges)?

The new "National Strategy for the Social Integration of Asylum Seekers and Beneficiaries of International Protection" recently presented to the Ministerial Cabinet includes **four main pillars, which apply horizontally to both migrant women and migrant men, while new policies targeted exclusively at migrant women are being planned.**

These four pillars are: the pre-integration of asylum seekers, the social integration of refugees through vocational training and education programs, the prevention and protection from all forms of violence and the monitoring of the integration process through commonly accepted and comparable indicators.

In particular, in the **first pillar** of the pre-integration of asylum seekers, the aim is protection and security, access to healthcare and education, safeguarding the children's rights, promoting the European way of life and familiarizing migrants with the rule of law, the gender equality, the avoidance of all forms of violence and the peaceful coexistence.

Among other things, it is planned to **ensure the presence of scientific teams consisting of doctors, psychologists and social workers in all reception facilities across the country**, which will be responsible for assessing any form of vulnerability and for their further referral to competent services. Furthermore, the provision of appropriate housing and support structures for vulnerable people and the creation of a support network for pregnant women and mothers is of utmost importance.

This pillar includes the provision of non-formal education, with the development of basic language and communication skills in Greek and English, in preparatory classes or as additional support to the formal education system, and ensuring access to public schools by providing schools with extra staff and technological

resources, including the introduction and implementation of a common registration process. It also provides for better and faster access to higher education through the acceleration of the recognition of qualifications and skills, as well as the implementation of vocational training programs.

In addition, it is planned to **bolster the provision of legal assistance to support asylum, return, relocation and family reunification procedures**, to hold informative sessions for asylum seekers regarding the legal, institutional and social framework in Greece and the European way of life, and to develop digital applications with information about available services.

The **second pillar** concerns the **social integration of refugees and aims at their achieving an independent living through vocational training programs** in order to gain access to the labor market and, in particular, to professions for which there is a demand. In this context, skills mapping will be required.

In addition, this pillar includes the **promotion of training and employment of women victims of gender-based violence**, in order to assist other women with similar experiences, the free provision of compulsory Greek language courses for adults, the reinforcement of the institution of Second Chance Schools for adults as well as the institution of coordinators for refugee education in structures. It also provides for the creation of housing opportunities for refugees, with incentives for homeowners and by linking housing opportunities with seasonal employment opportunities in the tourism or agricultural sector.

Strengthening the prevention of violence, including gender-based violence and human trafficking, is at the heart of the **third pillar**. The need for close cooperation of all competent authorities for the timely detection and referral of incidents and the implementation of training workshops and rehabilitation actions is underlined.

Moreover, the third pillar provides for the **organization of workshops for gender equality** which will be addressed to men, women and adolescents, but also for the development of special educational thematic units for students and front-line professionals in order to combat xenophobia and discrimination.

Finally, the **fourth pillar**, as mentioned, concerns the monitoring of the integration process, through commonly accepted and comparable indicators.

In addition, according to the new National Strategy for Social Integration, the change in the basic parameters of the refugee crisis has shifted the center of gravity of the migration issue to the process of integration of recognized refugees, among whom women are a particularly vulnerable category, as is also demonstrated by the statistics listed below.

As mentioned in the National Action Plan for Gender Equality 2021-2025, the low participation of women in the labour market is recognized as one of the main problems of the Greek economy in the Report on the Development Plan for the Greek Economy. Therefore, actions for the effective integration of migrant women into the Greek economy, through job creation in critical employment sectors and GDP growth, could be mutually beneficial for both Greeks and third-country migrants, who reside in our country and are expected to integrate effectively in the Greek society.

The comprehensive management of the integration process, with the strategic goal of creating jobs in critical sectors of the Greek economy and prioritizing the creation of integration structures within the accommodation centers, are the core of the National Strategy for Social Integration of Asylum Seekers and Refugees.

Emphasis will also be placed on the pre-integration of asylum seekers with a refugee profile, providing education and vocational training to all, but also on the connection of non-formal and formal education, through the non-formal education program implemented by UNICEF.

Priority in implementation is given to Greek language programs and a series of training programs in professions with reference to critical sectors of the Greek economy, which have the greatest demand for workers, including the agricultural, tourism and construction sectors, as well as manufacturing.

Furthermore, the implementation of the Helios integration program will continue, while the Helios Junior program will be created, for unaccompanied children who are coming of age.

Section 2: National integration policies in the Member State

This part of the study describes the Member State's organisational approach towards integration policy and analyses how migrant women are addressed in national integration policies.

Q7 Please describe your country's overall organisational approach with regard to integration policy: who are the competent authorities for integration policy? Is integration policy a national, regional, local or shared competency and which responsibilities come with that competency?

The social integration policy in Greece, addressed to the total population of the country, is a national policy, with a central, regional, and local dimension.

Concerning all population groups, the National Strategy for Social Integration constitutes a comprehensive policy for the prevention and combatting of labour and social exclusion, especially of vulnerable population groups, and is developed by the Ministry of Labour and Social Affairs, in collaboration with the co-competent Ministries and their supervised entities.

The National Strategy for Social Integration is a common framework of principles, priorities and goals for the coordination, the monitoring, and the evaluation of all interventions for the combatting of poverty, social exclusion, and discrimination, at the national, regional, and local level.

The National Strategy for Social Integration is institutionally supported by the National Mechanism for the Coordination, Monitoring and Evaluation of the Policies of Social Integration and Social Cohesion (law 4445/2016 A' 236), which connects the central with the other levels of governance. Specifically, this mechanism includes agencies at the central level (for example ministries), the regional level (for example Regional Observatories of Social Integration) and the local level (for example Community Centres and Social Service Departments of Municipalities).

Especially for third-country nationals, the design and implementation of public policy for social inclusion in Greece is taking place both through the rules of law and the legislation from which it derives, as well as through the design and implementation of a National Strategy for the social integration of third-country nationals.

The first "steps" in legislation related to the integration of immigrants are taken in Greece with the issuance of Law 2910/2001 which brought specific changes related to social integration issues such as:

- i) The provision for the establishment of employment offices in countries of origin for the management and control of migratory flows for labor purposes.
- ii) With regard to the entry and stay of foreigners for work purposes, the law provides for corresponding types of residence permits with the type of employment (residence permit for paid work, independent economic activity or work, for managers, executives and company staff, for intellectual creators, members of artistic groups, for reasons of public interest, etc.),
- iii) The fundamental social rights of immigrants legally residing in Greece are guaranteed, they enjoy the same social security rights as Greek citizens. The provisions related to social protection, as in force from time to time, also apply to foreigners who reside legally,
- iv) acts of racism and xenophobia are prosecuted ex officio.

Next, with Law 3386/2005, the general principles for the smooth adaptation and integration into Greek society of third-country nationals legally residing in Greece, which are secured by its provisions, are the following:

- The avoidance of any form of discrimination against third-country nationals.
- The pursuit of equal treatment in every aspect of economic, social, and cultural life.
- Respect of their fundamental rights.
- The support and promotion of their personal contribution.
- Assisting the cohesion of their families and strengthening the existing supportive social networks.
- Their participation in the design, implementation and evaluation of social integration policies and the development of strong advisory structures.

In order to ensure, at the national level, the coordination and supervision of the actions, measures and policies related to the integration, the former Ministry of Interior, Public Administration and Decentralization implemented an Integrated Action Plan (IAP). The purpose of the Integrated Plan was:

- a) to record the current situation by sector of integration and to highlight, on the one hand the successful actions, on the other hand the problems and possible areas of intervention (first part),
- b) to use the experience and good practices from the main social inclusion actions implemented or being implemented by the Member States of the European Union (second part) and
- c) setting the priorities for national social integration policy.

Equally important legislation for social integration issues is the “**Code of Migration and Social Integration**” (Law 4251/2014) and more specifically articles 129-130, which crystallize the basic principles of actions for the implementation of the smooth social integration of third-country nationals again under the umbrella of an Integrated Action Plan. It is, at the same time, a form of regulatory framework for immigration policy, clearly more sophisticated than previous efforts, which seems to tackle the problem of immigration overall, trying to regulate both technical and substantive issues. In this way, the issue of social integration comes to the fore again and begins to become an important chapter in the agenda of this policy

Later, the Greek State adopts the Law 4337/2016 (Government Gazette 51A / 03.04.2016) on the “Organization and operation of the Asylum Service, Appeals Authority, Reception and Identification Service, establishment of a General Reception Secretariat, adaptation of Greek legislation to the provisions of Directive 2013/32/EU of the European Parliament and of the Council on common procedures for the granting and revocation of international protection (recast) (L 180 / 29.6.2013), provisions on the work of beneficiaries of international protection and other provisions”. Law 4375/2016 further strengthens the importance attached to social integration issues, as the Social Integration Directorate is re-established in the General Secretariat of Migration Policy of the (current) Ministry of Migration and Asylum, which aims to study, design and implement integration policies for beneficiaries of international protection and immigrants in the Greek Territory.

Later, Law 4638/2016 (Government Gazette 21A / 21.02.2016) states that in each Municipality of Greece there may be established and operate the so-called "Community Centers", branches of which will be the Migrant Integration Centers (KEM). Initially, as described in the relevant law (L.4368/16), one of the actions of the Community Centers concerns the social integration and socialization of immigrants. At the same time, as branches of the Community Centers, with the appropriate staff, operate the so-called “Migrant Integration Centers” (KEM) in accordance with the principles of the Immigration Code on the one hand and all the Regulations, Decisions and Announcements of the European Parliament on the other.

From 2014 onwards, it becomes clear that one of the most important public bodies for the implementation of the policies of the Pillars of the Strategy are the Regions, the Municipalities as well as the decentralized Legal Entities governed by public law and Legal Entities governed by Private Law.

In order to achieve synergy with the civil society at the level of Municipalities, the so-called “Migrant Integration Councils” (SEM and later SEMP) are established and constitute an institution of the first degree

of local governance. These constitute advisory bodies whose responsibilities are described in Law 3852/10 and which are established by a decision of the Municipal Council. The main goal of a SEM is to act as a consultant for the strengthening of the social integration of immigrants in the local society as well as to solve the problems that they face. With Law 4555/2018, SEMs are transformed into “Migrant and Refugee Integration Councils”.

Finally, the access to services of social integration is clearly mentioned in Law 4636/2019 (Government Gazette 169A / 01.11.2019) "On International Protection and other provisions", in Article 35 which incorporates Article 34 of Directive 2011/95 / EU: "[...] Beneficiaries of international protection must follow the appropriate social integration programs drawn up by the relevant services [...]".

In addition to the basic rules of law of the Greek legislation on social integration, as mentioned above, there are also legal initiatives which operate in a complementary manner and relate to the strategic directions of implementation of public social integration policy in Greece.

Concerning especially third country nationals, it is necessary to mention also the **National Strategy for Integration**, which is designed by the Ministry of Migration and Asylum and implemented with the cooperation of various agencies and services at the central, regional, and local level.

According to the Presidential Decree 106/2020, the Social Integration Directorate, which is under which is under the portfolio for Social Integration Deputy Minister of Migration and Asylum and administratively under the General Secretariat for Migration Policy, is responsible for the planning, monitoring and implementation of the integration policy and the National Strategy for Integration of legally residing third country nationals, in collaboration with other Ministries, local authorities and their organizations, international organizations and the civil society organizations engaged in social integration activities.

Q8 Is the integration of migrant women a policy priority in your country?

The National Strategy for Integration of the Ministry of Migration and Asylum suggests certain actions that specifically concern women (applicants and beneficiaries of international protection, as well as immigrants), such as actions to ensure a safe living environment for women asylum seekers, actions for the evaluation of vulnerability, actions to provide adequate housing and support structures for pregnant women seeking asylum or actions to train migrant women in interpretation and intercultural mediation. Referral mechanisms for victims of violence, exploitation, and abuse (that women often are) are also envisaged. The above-mentioned provisions are necessary preconditions for the guarantee of human rights and the social integration of migrant and refugee women.

Q9 Is gender mainstreamed in national integration policies? Is this approach also complemented by gender specific policies (dual approach to gender equality)?

Same answer as to Q8.

Q10 Are migrant women specifically addressed in national integration policies (e.g. strategies, action plans, government programmes)?

Please tick the appropriate box in the table below and – according to your answer – continue with the indicated questions.

Table 1: Policies addressing migrant women

Yes		No ³⁰	n/a (no national integration policy available)
Third-country nationals	Migrants in general (that might also include EU citizens with migrant background and third-country nationals)		
<p>Yes, there are national integration policies targeting migrant women (either migrant women specifically or migrant women as subgroup of all women). Actions concerning (also) women seeking international protection, beneficiaries of international protection and immigrants are included:</p> <p>1) In the National Action Plan for Gender Equality 2021-2025,</p> <p>2) In the National Action Plan of Greece for Women, Peace and Security-ESDGEA (2020-2024),</p> <p>3) In the National Strategy for Integration of the Ministry of Migration and Asylum</p>			
<i>Please continue with Q11</i>		<i>Please continue with Q10a</i>	<i>Please continue with Q10b & Q11</i>

a) If migrant women are not specifically addressed in national integration policies, what is the reason or underlying approach (e.g. mainstreaming approach)?

Please describe.

³⁰ If women are not specifically mentioned but if the policy implies women. (e.g. as parents), that should be reported as “yes”. But if the policy is not specific to women but addresses everyone (men, women, boys, girls) this should not be reported and the answer should be “no”.

b) If no national integration policy is available in your country, are migrant women specifically addressed in national policies across different sectors relevant to integration?

Please briefly describe. Please note that a detailed description is asked for in Q11.

Q11 How are migrant women addressed with regard to the following sectors: labour market, entrepreneurship, education and vocational training, language training, housing, health, civic integration, other?

Please fill out the tables for each focus area by answering the questions included in the tables for each policy (i.e. integration policy or – if not available – sector specific policy). Please add columns, as necessary. Please include information such as the competent authority, the aim of the policy, and the target group.

Table 2: Labour market integration

Labour market	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
<p>How are migrant women addressed with regard to labour market integration?</p>	<p>National Strategy for Integration of the Ministry of Migration and Asylum</p> <p>The National Strategy for Integration of MoMA, regarding the "Social integration of the beneficiaries of international protection", aims at "Short-term and targeted support for the autonomy of the beneficiaries of international protection. Rapid actions and service delivery programs for refugees by refugees". In this context, the following action is foreseen</p> <p>Promoting the training and employment of refugee women, victims of sexual violence (SGBV), to assist women belonging to vulnerable groups with similar experiences.</p> <p>It also aims to "Ensure the rights of beneficiaries of international protection", seeks to enhance employability and access to employment and provides for the following action.</p> <p>Support the development of professional skills by facilitating networking with local cooperatives and women's associations to design ways of developing skills, for both women and men.</p> <p>In addition, the National Strategy for Integration of MoMA, regarding the empowerment of women who find it difficult to find work, provides for the provision of counseling (mentoring) by working (local and migrant) women to migrant women with labor market integration problems.</p>	

Labour market	Name of integration policy or sector specific policy <i>National Strategy for Integration of the Ministry of Migration and Asylum</i>	<i>Please add columns as necessary</i>
	<p>Last, concerning especially women who belong to the “second generation” of third-country nationals, the National Strategy for Integration of MoMA provides for their information, training and empowerment in order to promote them in positions of responsibility, developing a) leadership opportunities in collective bodies (unions, organizations, etc.), and b) the opportunities for the development of autonomous entrepreneurship and their promotion to senior management positions in companies through a process of coaching by renowned Greek women and/or women entrepreneurs/professionals of migrant origin.</p>	
<p>Are migrant women specifically targeted or are they addressed as part of a wider group?</p>	<p><input checked="" type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	
<p>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i></p> <p>women victims of sexual and gender violence / women belonging to vulnerable groups / women with labor market integration problems / women who</p>	

Labour market	Name of integration policy or sector specific policy National Strategy for Integration of the Ministry of Migration and Asylum	<i>Please add columns as necessary</i>
	belong to the “second generation” of third-country nationals <input type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	After their recognition as beneficiaries of international protection (in the case of refugees) and after the granting of a residence permit (in the case of immigrants).	

Table 3: Entrepreneurship

Entrepreneurship	Name of integration policy or sector specific policy Operational program "Human Resources and Social Cohesion 2021-2027"	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to entrepreneurship?	In the framework of the operational program "Human Resources and Social Cohesion 2021-2027", one foreseen project has the title: "Promotion of employment and entrepreneurship through training and internship of refugee women in productive sectors of the economy."	
Are migrant women specifically targeted or are they addressed as part of a wider group?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women	

Entrepreneurship	Name of integration policy or sector specific policy Operational program "Human Resources and Social Cohesion 2021-2027"	<i>Please add columns as necessary</i>
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <i>Women refugees</i> <input type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	<i>After their recognition as beneficiaries of international protection.</i>	

Table 4: Education and vocational training

EDUCATION AND VOCATIONAL TRAINING	Name of integration policy or sector specific policy National Strategy for Integration of the Ministry of Migration and Asylum	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to education and vocational training?	<i>The National Strategy for Integration of MoMA, regarding the "Social integration of the beneficiaries of international protection", aims at "Short-term and targeted support for the autonomy of the beneficiaries of international protection. Rapid actions and service delivery programs for refugees by refugees ". In this context, it provides for the following action:</i> <i>Promoting the training and employment of refugee women, victims of sexual violence (SGBV), to assist women belonging to vulnerable groups with similar experiences.</i> <i>In addition, the National Strategy for Integration of MoMA, regarding the facilitation of the integration of women, provides for the training of migrant women in interpretation and intercultural mediation. This action concerns the implementation of Greek language</i>	

	<p>learning programs and elements of Greek culture and history in combination with training in interpretation techniques and intercultural mediation aimed at migrant / refugee women in order to acquire sufficient knowledge of the Greek language and its socio-cultural context, as well as use their training to assist other mothers immigrants/refugees first in the integration of their children in the Greek educational system but also in the generally smooth integration of their children and, indirectly, of themselves in the Greek context. In addition, this action aims to support migrant/refugee women in finding legal employment and gaining autonomy.</p> <p>Beyond specialized actions for women, there are general actions and programs of vocational training or non-formal education of adult recognized refugees, which concern the whole population (so, women, as part of the whole population, may also participate).</p>	
<p>Are migrant women specifically targeted or are they addressed as part of a wider group?</p>	<p><input checked="" type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	
<p>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i></p> <p>women victims of sexual violence / women belonging to vulnerable groups</p> <p><input type="checkbox"/> No</p>	
<p>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</p>	<p>After their recognition as beneficiaries of international protection (in the case of refugees) and after the granting of a residence permit (in the case of immigrants).</p>	

Table 5: Language Training

LANGUAGE TRAINING	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to language training?	<p data-bbox="580 371 1046 439">National Strategy for Integration of the Ministry of Migration and Asylum</p> <p data-bbox="580 456 1153 656">The National Strategy for Integration of MoMA provides for Greek language learning programs, which concern the entire immigrant and refugee population (so, women refugees and immigrants, as part of the entire immigrant and refugee population, may also participate).</p>	
Are migrant women specifically targeted or are they addressed as part of a wider group?	<p data-bbox="580 725 1123 792"><input type="checkbox"/> Specifically third-country national migrant women targeted</p> <p data-bbox="580 815 1131 949"><input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p data-bbox="580 972 1142 1039"><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<p data-bbox="580 1061 663 1095"><input type="checkbox"/> Yes</p> <p data-bbox="580 1111 1114 1211"><i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i></p> <p data-bbox="580 1234 655 1267"><input checked="" type="checkbox"/> No</p>	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	In all stages of the integration process.	

Table 6: Housing

HOUSING	Name of integration policy or sector specific policy National Strategy for Integration of the Ministry of Migration and Asylum	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to housing?	<p>The National Strategy for Integration of MoMA, regarding the "Pre-integration of asylum seekers", aims at "Ensuring security and protection" and seeks to ensure a safe living environment, especially for women, children and people with increased needs for care and reception". More precisely, and especially for women with increased needs for care and reception, who are asylum seekers and are in the stage of "pre-integration", the following action is foreseen:</p> <p>Providing adequate housing and support structures for people with increased care and reception needs (such as children, people with reduced mobility, single-parent families, pregnant women, people suffering from serious illnesses, etc.) with the provision of continuous and adequate lighting, safe functional access to toilets-baths and the possibility of direct movement to special "shelters".</p> <p>At the same time, there are other housing actions foreseen in the National Strategy for Integration of MoMA and concern the entire immigrant and refugee population (hence, also women as part of the entire population). More precisely, regarding the "Social inclusion of beneficiaries of international protection", the creation of housing opportunities is sought, through the following two foreseen actions:</p> <p>Linking housing opportunities with seasonal employment opportunities in the tourism or agricultural sector</p> <p>and</p> <p>Creating incentives for homeowners to lease real estate to beneficiaries of international protection</p>	

HOUSING	Name of integration policy or sector specific policy National Strategy for Integration of the Ministry of Migration and Asylum	<i>Please add columns as necessary</i>
Are migrant women specifically targeted or are they addressed as part of a wider group?	<input checked="" type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women	
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> women asylum seekers / women with increased needs for care and reception who are asylum seekers and are in the stage of "pre-integration" / women with reduced mobility / single mothers / pregnant women / women suffering from serious illnesses <input type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	Since the stage of "pre-integration" of asylum seekers.	

Table 7: Health

HEALTH	Name of integration policy or sector specific policy National Strategy for Integration of the Ministry of Migration and Asylum	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to health (including mental health)?	The National Strategy for Integration of MoMA, regarding the "Pre-integration of asylum seekers", aims at "Ensuring security and protection" and seeks to ensure a safe living environment, especially for women, children and people with increased care and reception needs". More precisely, the following action is foreseen Ensuring the presence of multidisciplinary teams (consisting of doctors, psychologists, social workers, etc.) in all reception facilities throughout the country. These groups will be responsible for assessing and	

HEALTH	Name of integration policy or sector specific policy National Strategy for Integration of the Ministry of Migration and Asylum	<i>Please add columns as necessary</i>
	identifying the vulnerability and any risks faced by asylum seekers and for their further referral to competent bodies and services. Alternatively, in case the live presence is not possible, ensure the possibility of intervention of the above groups from distance (online).	
Are migrant women specifically targeted or are they addressed as part of a wider group?	<input checked="" type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of women	
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> women asylum seekers with increased care and reception needs <input type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	Since the stage of “pre-integration” of asylum seekers.	

Table 8: Civic integration³¹

CIVIC INTEGRATION	Name of integration policy or sector specific policy National Strategy for Integration of the Ministry of Migration and Asylum	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to civic integration?	The National Strategy for Integration of MoMA, regarding the "Social integration of the beneficiaries of international protection", aims at the "Development of cohesive communities", seeks to "promote	

³¹ For example validation of skills, civic courses, political participation or other.

CIVIC INTEGRATION	Name of integration policy or sector specific policy <i>National Strategy for Integration of the Ministry of Migration and Asylum</i>	<i>Please add columns as necessary</i>
	<p>the social integration and participation of women and young people in the community" and provides for the following action:</p> <p>Taking initiatives to strengthen the connection between women through local associations (e.g. associations of single-parent families). Creation of clubs and associations within the community with meetings on a monthly basis and focusing on various thematic units (e.g. cooking month, delivery month, bazaar). The meetings will aim to strengthen the connection between women in single-parent families and to help their social integration (interaction, selection of topics of their own interest).</p> <p>In addition, the National Strategy for Integration of MoMA, regarding the strengthening of participation in public issues, foresees the organization of an information campaign for the benefits of the participation of immigrants as well as beneficiaries of international protection in local associations/organizations/communities and with special care for refugee and migrant women.</p>	
<p>Are migrant women specifically targeted or are they addressed as part of a wider group?</p>	<p><input checked="" type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	
<p>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i></p>	

CIVIC INTEGRATION	Name of integration policy or sector specific policy National Strategy for Integration of the Ministry of Migration and Asylum	<i>Please add columns as necessary</i>
	women refugees and immigrants / single mothers <input type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	After their recognition as beneficiaries of international protection (in the case of refugees) and after the granting of a residence permit (in the case of immigrants).	

Table 9: Other³²

OTHER	Name of integration policy or sector specific policy National Strategy for Integration of the Ministry of Migration and Asylum	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to other areas?	<p>The National Strategy for Integration of MoMA, regarding the "Prevention and effective protection from all forms of violence, exploitation and abuse", seeks to "strengthen the primary, secondary and tertiary prevention of gender-based violence, child abuse and human trafficking, primarily at first reception facilities, with an emphasis on women and children". More precisely, and briefly, the following actions are foreseen:</p> <p>Action: Design and implementation of workshops on gender equality and the prevention of gender-based violence. These workshops are aimed at men, women, and adolescents, with the help of university institutions.</p> <p>Action: Cooperate with the competent authorities for early detection of signs of violence and abuse and referral for intervention.</p> <p>Action: Develop a holistic support program for the rehabilitation of victims through the provision of specialized services and their participation in a range of cultural activities</p>	

³² For example anti-discrimination measures, measures against racism, hate speech and violence against women, measures to enhance exchanges with the majority population, measures focusing on specific groups e.g. parents/families, or other.

	and vocational training activities, in order to develop interests and skills.	
Are migrant women specifically targeted or are they addressed as part of a wider group?	<input checked="" type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of women	
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> women asylum seekers, beneficiaries of international protection and immigrants with residence permit <input type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	In all stages of the integration process	

Section 3: Integration measures in the Member State

This part of the study looks at available funding and provides examples of integration measures targeting migrant women that have been identified as a good practice.

Q12 Is national funding available in your Member State for measures to support the integration of migrant women? Do structural funds / EU programmes fund integration measures targeting or addressing migrant women and if yes, to what extent (as a share of total funding)?

There is no separate funding either at national or European level exclusively for women. There are proposals and funding for programs in the next programming period 2021-2027 that concern exclusively women.

In the framework of the Operational Program on Human Resources Development, Education and Lifelong Learning 2014-2020, interventions are funded in the fields of employment, education and lifelong learning in which, migrant women may be potential beneficiaries. According to the data of the NSRF IIS (reference date 7/12/2021) 34,889 migrant women, participants of foreign origin, minorities (including marginalized communities, such as the Roma) have benefited from the interventions of the Operational Program.

Special reference could be made to the emblematic action Harmonization of Family and Professional Life (provision of care and accommodation places in kindergartens) which aims to increase and maintain the employment of beneficiary women and their substantial support in order to ensure equal access to work.

Finally, it is worth noting that the Operational Program funds the Second Chance Schools for the reintegration of adults (including migrants) with low formal qualifications in the education system as well as the Reception Classes in schools with the main subject of Greek as a second / foreign language but also the didactic support in other subjects, in order to facilitate the smooth adaptation and stay of the students in the educational system

Q13 What integration measures (systematic initiatives, projects or legislative measures) are available in the Member State that specifically address migrant women and have been identified as “good practice”? Please provide, if possible, up to three examples from the period 2016-2020 and note why the example was selected.

For methodological guidance on identifying “good practices” please refer to Section 10 (Methodological considerations) of the Common Template.

Note: A mapping of all reported integration measures will be provided in an annex. The study will include an analysis of the reported measures, including examples.

Please fill out Table 10 below describing the first good practice measure, and copy Table 10 to fill out to describe up to three further measures from the period 2016-2020.

Table 10

Measure 1	
a) Overview	
Name	Youth Included
Type	<input checked="" type="checkbox"/> Systematic initiatives (multi-year / long term) <input type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure

Area	<input checked="" type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurship <input checked="" type="checkbox"/> Education and vocational training <input type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration <input type="checkbox"/> Other (<i>please specify</i>)
Access	<input type="checkbox"/> Third-country nationals <input checked="" type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals)
Target group	<input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> <input checked="" type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). <i>Please describe how migrant women are specifically targeted in the measure.</i> <p>Youth Included is a project implemented by a European consortium of 3 organizations (Civis Plus in Greece, Uluslararası Gençlik Aktiviteleri Merkezi Dernegi in Turkey and the Center for Migration and Integration in Bulgaria) that supports the participation of young, third-country nationals in activities related to young people all over Europe.</p> <p>This program is not aimed exclusively at migrant women, but can be very beneficial for the them, especially at a young age, when they can break new ground, get in touch and get to know the European way of life as well as get support in addressing specific structural, social, political and financial challenges, as well as psychological, mental and emotional difficulties that prevent them from participating in the society of the host country.</p>
Stage of the integration process (e.g. recently arrived or no differentiation)	After their recognition as beneficiaries of international protection (in the case of refugees) and after the issuance of a residence permit (in the case of migrant women).
Coverage	<input checked="" type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local
Link	https://ec.europa.eu/migrant-integration/integration-practice/youth-included-european-project-increase-migrants-participation-youth_en

Source and justification	<p>The above practice is referred to as "good practice" in the context of a comparative study published by the research and analysis organization "DIANEOSIS", entitled: "Comparative Analysis of Migrant and Refugee Integration in Greece: Personal Experiences, Best Practices, Policy Proposals".</p> <p>This research emphasizes the importance of this program, as:</p> <p>“It aims at the integration of young migrants through the participation in activities of youth organizations and the creation of a framework for cooperation of migrant communities with existing youth organizations and exchange of practices and ideas. The program includes a guide for youth workers with information and activities and a toolbox that can be used by youth, migrant and refugee organizations to reach out and integrate young people more effectively.”</p>
b) Description	
<p>i) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?</p> <p><i>See above.</i></p>	
<p>ii) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?</p> <p><i>01.12.2014 - 31.01.2016</i></p>	
<p>iii) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?</p> <p><i>NGO CIVIS PLUS</i></p>	
<p>iv) How/by whom is/was the measure funded?</p> <p><i>European Union's Erasmus+ Programme.</i></p>	
<p>v) What strategies have been adopted to reach migrant women?</p> <p><i>Please describe.</i></p>	
<p>vi) Are evaluations of the measure available? If yes, did the measure meet the anticipated objectives in relation to migrant women? What are the main outcomes?</p> <p>The main result is the improvement of skills in young people and migrant communities, networking, the organization of joint activities and the management of culturally mixed groups. In addition, two papers were published to continue supporting youth and migrant organizations in their efforts regarding youth participation (Guide for Youth Workers & Toolkit for Immigrant Communities / Organizations)</p>	
<p>vii) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?</p>	

N/A

Section 4: Responses to COVID-19

This part of the study focuses on changes in integration policies or measures for migrant women in light of the COVID-19 pandemic.

Q14 Were integration policies or measures developed to counteract the negative consequences of COVID-19 specifically for migrant women's integration?

No. Measures taken to address the negative effects of the pandemic were "horizontal", that is, they were developed to include the entire migrant and refugee population.

a) Integration (or sector specific) policies

Please describe the key features of the policy(ies), for the areas / sectors set out in Q11 (i.e labour market, education and vocational training, entrepreneurship, language training, etc.)

b) Integration measures

Please describe the key features of the measure(s).

Section 5: Plans and future outlook

This part of the study will provide information on policies and measures planned in the EU Member States and Norway. This is particularly relevant for those countries that identified specific challenges for migrant women's integration as identified in Eurostat and in national statistical sources (Q3 and Q4), or where migrant women were particularly affected by the impact of COVID-19.

Q15 Please provide information on planned policy developments as well as plans to introduce new measures, also in light of the impact of COVID-19:

a) Does your Member State plan to develop new or revise existing national integration policies that address challenges faced by migrant women?

The new Program "Human Resources & Social Cohesion" (2021-2027)

The new Program "Human Resources & Social Cohesion" aims at a more social and inclusive Europe and Greece through the implementation of the European pillar of social rights, in accordance with Policy Objective 4 of the Programming Period 2021-2027 and the respective Specific Objectives that define the content of the Program. According to the NSRF 2021-2027, the Program has the largest budget of this Programming Period, amounting to 4.16 billion euros. The new Program, in particular, aims to improve access to employment and enhance the employability of human resources, with particular emphasis on young people up to 29 years who are out of Employment, Education and Training, to enhance equal access to quality and inclusive education, training and lifelong learning, in tackling material deprivation.

As part of the design of the new Program "Human Resources & Social Cohesion" 2021-2027, the Ministry of Development & Investments and the coordinating competent service of the Operational Program "Human Resources Development, Education and Lifelong Learning" are in constant communication and consultation with the relevant ministries and social partners, in order to include actions to address the issue of unemployment, enhance access to the labor market, with an emphasis on the groups of the population with the highest unemployment rates (such as women), interventions

to promote the equal participation of both sexes in the labor market as well as to support refugee and migrant students in education system.

In this context, open labour market integration programs with an emphasis on the long-term unemployed and women, the Observatory for Gender Equality and Demographic Policy, the new action entitled "Neighborhood Nannies" as well as interventions in schools aiming at the smooth adaptation and stay of refugee and migrant students in the education system are expected to be implemented. It is pointed out that in all the interventions of the new Program, migrant women can be potential beneficiaries.

- ATHENA project

The ATHENA project (Approaches To valorize the High Entrepreneurship potential of migrant women to contribute to their social and economic integration) aims to reduce the integration gap between men and women Improving migrant women's entrepreneurship by strengthening the services provided, related policies, and supporting migrant women entrepreneurs.

The ATHENA project is a two-year project funded by AMIF. Its main objective is to contribute to the economic and social integration of migrant women in the European Community, by improving the entrepreneurship support services provided to them and by creating a specialized business path. The project will directly benefit 210 migrant women, increase the skills of more than 35 professionals, create synergies with various organizations and, finally, seek to influence policy processes through proposals and Action Plans to be developed in the six regions where the institutions are located. This initiative will take place in Belgium, Germany, Greece, Italy, Latvia and Spain with the aim of producing common knowledge, identifying good practices and further capacity building through the preparation of new services in the host countries. The migrant women who will participate in the project will have the opportunity to interact, exchange information and improve their contacts within the host countries. The project will culminate in the creation of policy proposals and action plans led by the Hellenic Foundation for European and Foreign Policy, which will support the business opportunities of migrant women, create business routes for migrant women in various parts of the EU and propose measures for the viability of the project.

In addition, the ATHENA project follows the SMART (Smart Volunteering for Migrant Women) project implemented in 2019 with funding from AMIF, with final interventions recorded at a conference highlighting the lack of opportunities for women as a major challenge for their successful integration. The EU Entrepreneurship Action Plan 2020 aims to remove barriers and reshape the entrepreneurial culture in the EU, by ensuring that business services are available to all potential entrepreneurs, including vulnerable groups, thus improving cohesion within the EU and by promoting entrepreneurship among migrant men and women already residing in the EU.

b) Does your Member State plan to develop any new integration measures that address challenges faced by migrant women?

Please describe and explain the reasons / drivers and the new development.

Section 6: Conclusions

This part of the study compiles the main findings from sections 1-5.

Q16 Please synthesise the findings of your national report by drawing conclusions from your responses to Q1-Q15:

a) What are the main integration opportunities and challenges for migrant women identified in your country (Section 1)?

In the data examined in section 1, it was found that the types of migration with the lowest percentage for migrant women, were migration for reasons of education and migration for provision

of paid work. These data suggest that, as already mentioned, migrant women should play a more active role in the socio-economic life of the country, gradually leaving behind the entanglements of the past, which lead them to a more marginal role.

b) What are the key characteristics of the national integration policies (Section 2) and measures (Section 3) presented in terms of categories, focus area, stage of the integration process, etc.?

A characteristic feature of national integration policies (section 2) is the fact that women third-country nationals are most often treated as part of the overall migrant and refugee population. The foreseen actions concern both men and women migrants, asylum seekers and refugees, with only a few exceptions of actions that specifically concern women.

c) How do special integration policies or measures developed to counteract the negative consequences of COVID-19 (Section 4) differ from those previously in place (Sections 2 and 3)?

See Q 14

d) How do planned new integration policies and measures (Section 5) link to the main opportunities and challenges identified (Section 1 / Q16a) and/or responses to COVID-19 (Section 4)?

See Q 14

Annex: Eurostat statistics

Eurostat Data for each EU Member State and Norway will be extracted centrally by the Service Provider and an Excel-Sheet prepared for each country and shared with the NCPs.

The Statistical Annex consists of the following:

- Annex 1.1:** Eurostat data on first residence titles issued to third-country nationals disaggregated by sex and reason [[migr_resfas](#)] and first permits issued for other reasons by reason, length of validity and citizenship, [[migr_resoth](#)].
- Annex 1.2:** Eurostat data on population disaggregated by sex and age group [[migr_pop1ctz](#)].
- Annex 1.3:** Eurostat data on labour market, entrepreneurship, education, housing and health indicators disaggregated by country of citizenship and sex [[lfsa_urgan](#)], [[lfsq_argan](#)], [[lfsa_esgan](#)]. [[edat_lfs_9911](#)], [[ilc_lvho15](#)], [[hlth_silc_30](#)].