



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 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

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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.

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.

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

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

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=QdS1wA6MXnTSSOMYsBcF9LOj.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.

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.

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.

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

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.

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 furthercoming [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, [[hlth_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 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:

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.

- 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:

Date	Action
Study specifications	
4 May 2021	Circulation of the first draft to the AG
6 May 2021	First AG meeting

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
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 *Czech Republic*

The aim of the presented study on the 'Integration of Migrant Women in the EU: Policies and Measures' is to understand if and to what extent Czech Republic consider the distinct situation of migrant women in their integration policies and measures.

The study provides some background information on the immigration channels of migrant women in the Czech Republic. Amongst the top three countries of citizenship (TCN) of migrant women in the period of 2016-2020 in the Czech Republic were Ukraine, Russia and Vietnam and the main reasons for the immigration of migrant women were remunerated activities reasons, family reasons, and education reasons. It can be also stated that the share of third-country national migrant women among the total population is very close to the share of third-country national migrant men in the Czech Republic.

Also, it should be emphasized that gender is mainstreamed in national integration policy in the Czech Republic and **integration of migrant women is a part of the integration policy of the Czech Republic**, which is based on the Policy for Integration of Immigrants (approved in 2000, updated in 2006, 2011 and 2016) and National Strategy for Equality of Women and Men in the Czech Republic. Migrant women have long been an essential part of the Policy for Integration of Immigrants. Nevertheless, in most of Czech strategic documents migrant women are referred to within a wider group of „foreign women and foreign men.“

The study also deals with labour market integration of migrant women which is mostly realized through projects co-financed by EU funds in the Czech Republic.

As regards the main public and policy debates regarding migrant women's integration, there is an effort to mainstream migrant women's integration into all public and policy areas.

Integration measures aimed at women that have been identified as good practices are implemented by a network of 18 Integration Centres which are strategically located throughout the country. Based on individual needs, these Integration Centres provide also targeted support for migrant women (special language courses with babysitting, social orientation courses – childbirth, etc.)

Assistance, support and educational activities focused at this group are also provided by the non-governmental organisations, such as Association for Integration and Migration, InBaze, Meta, Caritas etc.

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?

Top 3 countries of citizenship (TCN) in the period of 2016-2020 in the Czech Republic are Ukraine, Russia and Vietnam.

The main reasons for the immigration of migrant women were:

1. Family reasons
2. Remunerated activities reasons
3. Education reasons
4. Other

The main reasons for the immigration of migrant men were:

1. Remunerated activities reasons
2. Family reasons
3. Other
4. Education reasons

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.

In the year 2016, a total of 5 367 513 females were living in the Czech Republic. There were **128 324** migrant women in the Czech Republic. It was approx. 2,39 percent of the total population of women in the Czech Republic.

In the year 2017, a total of 5 378 133 females were living in the Czech Republic. There were **138 694** migrant women in the Czech Republic. It was approx. 2,58 percent of the total population of women in the Czech Republic.

In the year 2018, a total of 5 390 264 females were living in the Czech Republic. There were **137 408** migrant women in the Czech Republic. It was approx. 2,55 percent of the total population of women in the Czech Republic.

In the year 2019, a total of 5 405 606 females were living in the Czech Republic. There were **148 392** migrant women in the Czech Republic. It was approx. 2,75 percent of the total population of women in the Czech Republic.

In the year 2020, a total 5 421 943 females were living in the Czech Republic. There were **153 270** migrant women in the Czech Republic. It was approx. 2,83 percent of the total population of women in the Czech Republic.

In the year 2016, a total of 5 186 330 males were living in the Czech Republic. There were **152 583** migrant men in the Czech Republic. It was approx. 2,94 percent of the total population of men in the Czech Republic.

In the year 2017, a total of 5 200 687 males were living in the Czech Republic. There were **163 885** migrant men in the Czech Republic. It was approx. 3,15 percent of the total population of men in the Czech Republic.

In the year 2018, a total of 5 219 791 males were living in the Czech Republic. There were **158 664** migrant men in the Czech Republic. It was approx. 3,04 percent of the total population of men in the Czech Republic.

In the year 2019, a total of 5 244 194 males were living in the Czech Republic. There were **176 555** migrant men in the Czech Republic. It was approx. 3,37 percent of the total population of men in the Czech Republic.

In the year 2020, a total of 5 271 996 males were living in the Czech Republic. There were **188 376** migrant men in the Czech Republic. It was approx. 3,57 percent of the total population of men in the Czech Republic.

Therefore, it can be stated that the share of third-country national migrant women among the total population is very close to the share of third-country national migrant men.

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?

There is no significant difference between these groups. Except for the fact that third-country national migrant women have less often upper secondary and post-secondary non-tertiary education (level 3 and 4 of ISCED) than non-migrant women, but they have more often tertiary education (level 5 – 8 of ISCED) than non-migrant women.

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.*

Key opportunities and challenges for the integration of migrant women include:

Raising awareness among foreign women and foreign men of the work – life balance. Develop a methodology for teaching programmes aimed at promoting socio-cultural courses to inform also about the possibilities of work – life balance, the possibilities of protection against discrimination,

especially during pregnancy and early parenthood, and other rights related to the position in the labour market.

(a) It is an appeal to the relevant public authorities.

(b) The reason for this is the low level of awareness among foreign men and women of the work – life balance.

(c) National Strategy for Equality of Women and Men in the Czech Republic for 2021-2030, Office of the Government of the Czech Republic.

Increasing public awareness of employment rights in the context of maternity and parental leave.

(a) It is an appeal to the relevant public authorities.

(b) The reason is the low level of public awareness of rights in relation to maternity/parental leave.

(c) National Strategy for Equality of Women and Men for 2021-2030, Office of the Government of the Czech Republic

Increasing the level of protection of the rights of foreign women and foreign men in relation to their position in the labour market.

(a) It is a challenge for the relevant public authorities.

(b) The reason is the low level of protection of the rights of foreign women and foreign men in relation to their position in the labour market.

(c) National Strategy for Equality of Women and Men for 2021-2030, Office of the Government of the Czech Republic.

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?

Yes, some data are also available in Indicators of the integration of third-country nationals (system founded in 2010, updated every six months.)

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

There is an effort to mainstream migrant women's integration into all public and policy areas. Key opportunities and challenges for the integration of migrant women include for example: Increasing the level of protection of the rights of foreign women and foreign men in relation to their position in the labour market, increasing public awareness of employees rights in the context of maternity and parental leave, or raising awareness among foreign women and foreign men about the balance between work and life and, last but not least, reducing gender inequalities related to reimbursement from public health insurance.

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 integration of immigrants is an essential tool for a successful migration policy. It is a two-way process involving both immigrants and the majority society. Integration is a complex issue that touches on many areas. The Ministry of the Interior is entrusted with the role of coordinator of integration, but some other ministries (Ministry of Education, Ministry of Labour and Social Affairs, Ministry of Foreign Affairs, Ministry of Culture) and other partners (18 Integration Centres, non-governmental non-profit organizations, organizations of immigrants, regional and local administrations, academia, etc.) are also involved in its implementation.

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

Yes, since migrant women are considered as a vulnerable group, their integration is prioritized by special measures and projects.

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

Integration of migrant women is a part of the integration policy of the Czech Republic, which is based on the Policy for Integration of Immigrants (approved in 2000, updated in 2006, 2011 and 2016) and National Strategy for Equality of Women and Men in the Czech Republic.

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

Yes, migrant women have long been an essential part of the Policy for Integration of Immigrants. More specific goals could be also found in National Strategy for Equality of Women and Men in the Czech Republic.

Table 1: Policies addressing migrant women

Yes	No ²⁷	n/a (no national integration policy available)
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²⁷ 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".

Third-country nationals	Migrants in general (that might also include EU citizens with migrant background and third-country nationals)		
	Policy for Integration of Foreign Nationals. National Strategy for Equality of Women and Men in the Czech Republic.		
<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)?

N/A

- 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?

N/A

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.

N/A

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>Labour Market integration activities for migrant women are mostly realized through projects co-financed by EU funds.</p> <p>National Strategy for Equality of Women and Men in 2021-2030 contains two concrete tasks:</p> <ul style="list-style-type: none"> ○ Raising awareness of migrant women and men about possibilities to balance work and private life ○ Raising awareness about employment rights for parents on maternity and parental leave (including language versions of some documents for migrant women and men) 	
<p>Are migrant women specifically targeted or are they addressed as part of a wider group?</p>	<p><input type="checkbox"/> Specifically, third-country national migrant women targeted</p> <p><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><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	<p>In most of the Czech strategic documents migrant women are referred to within a wider group of „foreign women and foreign men.“</p> <p>In the updated version of the Concept for integration of foreigners 2016 called „In the mutual respect“ and also in the implementing document migrant women are mentioned as one of the vulnerable group of migrants. Not only women in the households but also economically active</p>

Labour market	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
		women are considered especially vulnerable. The above mentioned documents set measures that enable migrant women to participate in integrational activities which include the set distribution of tailored information and educational activities (namely Czech language and courses aimed at improving orientation in the Czech society).
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	The integration to the labour market starts right from the beginning of the integrational process together with pre-entry information on employment rights and obligations.	

Table 3: Entrepreneurship

Entrepreneurship	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to entrepreneurship?	There are not any specific policy with regard to the migrant women in area of entrepreneurship. Migrant women are not addressed with regard to entrepreneurship. Migrant entrepreneurs are addressed without gender specification.	

Entrepreneurship	Name of integration policy or sector specific policy	Please add columns as necessary
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 checked="" type="checkbox"/> Migrant women addressed as part of a wider group of women	N/A
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No	N/A
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	<i>Please describe</i>	N/A

Table 4: Education and vocational training

EDUCATION AND VOCATIONAL TRAINING	Name of integration policy or sector specific policy	Please add columns as necessary
How are migrant women addressed with regard to education and vocational training?	In general, the Czech Republic has no special policy focused specifically on migrant women and that applies also to the sector of education. However, there are project-based activities implemented by various stakeholders including NGOs available.	
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 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	N/A
Are specific categories of migrant women targeted (for example low-/highly-skilled	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their</i>	There is no systematic strategy but for example higher

labour migrants, students, family migrants, asylum seekers, etc.)?	<i>specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	education institutions themselves can provide targeted services to selected highly qualified staff or students (e.g. by accepting them for a project/grant, etc.).
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	<i>In all relevant stages.</i>	

Table 5: Language Training

LANGUAGE TRAINING	Name of integration policy or sector specific policy: Policy for Integration of Immigrants	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to language training?	In general, the Czech Republic has no special policy focused specifically on migrant women. However, there are special measures provided by various stakeholders, including NGOs which aimed at assistance and support of this group.	For example migrant women are supported within the group of "asylum seekers" who are entitled to special language courses where babysitting is provided.
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 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	N/A
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently	<i>In all relevant stages.</i>	

LANGUAGE TRAINING	Name of integration policy or sector specific policy: Policy for Integration of Immigrants	Please add columns as necessary
arrived or no differentiation)?		

Table 6: Housing

HOUSING	Name of integration policy or sector specific policy	Please add columns as necessary
How are migrant women addressed with regard to housing?	The Czech Republic has no special policy focused specifically on migrant women with regard to housing. Information and assistance is provided by the Integration centers or by NGOs.	
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 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 type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	<i>In all relevant stages.</i>	

Table 7: Health

HEALTH	Name of integration policy or sector specific policy	Please add columns as necessary
How are migrant women addressed with regard to health (including mental health)?	There is no special policy applied specifically to migrant women in the sector of health. Information and assistance is provided by the Integration centers or by NGOs.	

HEALTH	Name of integration policy or sector specific policy	Please add columns as necessary
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 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 type="checkbox"/> Yes If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed? <input checked="" type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	N/A	

Table 8: Civic integration²⁸

CIVIC INTEGRATION	Name of integration policy or sector specific policy: Policy for Integration of Immigrants	Please add columns as necessary
How are migrant women addressed with regard to civic integration?	Socio-cultural courses organized by 18 Integration Centres especially for migrant women based on their request (information on health insurance, childbirth, etc.).	
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 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,	<input type="checkbox"/> Yes If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?	

²⁸ For example validation of skills, civic courses, political participation or other.

CIVIC INTEGRATION	Name of integration policy or sector specific policy: Policy for Integration of Immigrants	<i>Please add columns as necessary</i>
family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	<i>In all relevant stages.</i>	

Table 9: Other²⁹

OTHER	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to other areas?	<i>Please describe</i>	
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 are 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 type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No	
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	<i>Please describe</i>	

²⁹ 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.

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)?

Yes. There is available funding (EU or national) in the Czech Republic regarding these measures. Usually, these measures include targeted support for migrant women within specific projects. The activities in the area of support for the integration of immigrants (or specifically migrant women) are financially supported, for example, by the state budget (departmental subsidies), the ESF, EEA and Norway Grants, AMIF funds and other sources (e.g. municipalities, regions, embassies). The share of total funding is not available.

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 so 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.

The topic of migrant women is part of a larger group. Good practice regarding integration measures is, for example, the creation of a network of 18 Integration Centres which are strategically located throughout the Czech Republic. Based on individual needs, these Integration Centres provide also targeted support for migrant women (special language courses with babysitting, social orientation courses – childbirth, etc.)

Table 10

Measure 1	
a) Overview	
Name	Network of 18 integration centers
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 checked="" type="checkbox"/> Entrepreneurship <input checked="" type="checkbox"/> Education and vocational training <input checked="" type="checkbox"/> Language training

	<input checked="" type="checkbox"/> Housing <input checked="" type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration <input type="checkbox"/> Other (<i>please specify</i>)
Access	<input checked="" type="checkbox"/> Third-country nationals <input 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).
Stage of the integration process (e.g. recently arrived or no differentiation)	The integration process begins as soon as the foreigner arrives in the country.
Coverage	<input type="checkbox"/> National <input checked="" type="checkbox"/> Regional <input type="checkbox"/> Local
Link	Refugee Facilities Administration of the Ministry of the Interior (RFA MOI) www.integracnicentra.cz
Source and justification	The mission of Integration Centres is to monitor the situation of immigrants in a given region and to help municipalities and employers by sharing information. Last but not least, the Integration Centres provide a wide range of services to immigrants themselves. The task of the Integration Centres is to ensure that immigrants have equal access to integration services and qualified integration support at a comparable level in all regions of the Czech Republic, in cooperation with integration actors in the region, especially with municipalities, regions and NGOs.
b) Description	
i) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?	
The objective is to secure integration support in all 14 regions of the Czech Republic.	

ii) **When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?**

This project has a long-term perspective and has been running for 12 years. Long-term financing is secured.

iii) **How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?**

The measure is implemented mainly by the Administration of Refugee Facilities of the Ministry of the Interior and also by Regions and NGOs.

iv) **How/by whom is/was the measure funded?**

The operation of the Centre is covered by the state budget and AMIF.

v) **What strategies have been adopted to reach migrant women?**

A strategy of direct outreach through street - working or internet campaigns.

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?**

The evaluation of the results of the integration centres is carried out quarterly and the project is rated as a very successful one.

vii) **Were there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?**

No. We did not encounter any major problems.

Measure 2	
c) Overview	
Name	Adaptation-integration courses
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 checked="" type="checkbox"/> Entrepreneurship <input checked="" type="checkbox"/> Education and vocational training <input checked="" type="checkbox"/> Language training <input checked="" type="checkbox"/> Housing <input checked="" type="checkbox"/> Health

	<input checked="" type="checkbox"/> Civic integration <input type="checkbox"/> Other (<i>please specify</i>)
Access	<input checked="" type="checkbox"/> Third-country nationals <input 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 type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). Migrant women are part of a larger group.
Stage of the integration process (e.g. recently arrived or no differentiation)	The integration process begins as soon as the foreigner arrives into the country.
Coverage	<input type="checkbox"/> National <input checked="" type="checkbox"/> Regional <input type="checkbox"/> Local
Link	https://www.vitejtevcr.cz/
Source and justification	There is a new obligation to complete Adaptation and Integration Courses for newly arrived immigrants from third countries (including migrant women). The Adaptation-Integration Course is a course in which immigrants will be familiarized with the rights and obligations arising from their stay in the Czech Republic, with the basic values of the Czech Republic, with the local conditions and with the cultural customs prevailing in the Czech Republic. In addition, participants will be provided with information on organizations and institutions providing free counselling to foreigners. Equality of Women and Men in the Czech Republic and the fight against domestic violence are key parts of the course.

d) Description

viii) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?

The aim is to help newly arriving foreigners get acquainted with the environment of the Czech Republic.

ix) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?

First courses were introduced on voluntary basis in 2012, the legal obligation for newly arrived foreigners has been established as of 1 January 2021.

x) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?

The measure is implemented mainly by the Administration of Refugee Facilities of the Ministry of the Interior and also by NGOs.

xi) How/by whom is/was the measure funded?

The operation of the Integration Centres is covered by the state budget and courses are paid.

xii) What strategies have been adopted to reach migrant women?

A strategy of direct outreach through distribution internet campaigns, distribution through Integration Centres and NGOs.

xiii) 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?

This is a new project, so the evaluation will take some time.

xiv) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?

No. We did not encounter any major problems.

Measure 3	
e) Overview	
Name	<i>Cooperation with non-governmental organisations</i>
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 checked="" type="checkbox"/> Entrepreneurship <input checked="" type="checkbox"/> Education and vocational training <input checked="" type="checkbox"/> Language training <input checked="" type="checkbox"/> Housing <input checked="" type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration <input type="checkbox"/> Other (<i>please specify</i>)
Access	<input checked="" type="checkbox"/> Third-country nationals

	<input 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 type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). <i>Migrant women are part of a larger group.</i>
Stage of the integration process (e.g. recently arrived or no differentiation)	The integration process begins as soon as the foreigner arrives in the country.
Coverage	<input type="checkbox"/> National <input checked="" type="checkbox"/> Regional <input type="checkbox"/> Local
Link	https://www.mvcr.cz https://www.migrace.com/en/ https://inbaze.cz/en/ https://meta-ops.eu/ http://www.caritas-vos.cz/en
Source and justification	<p>Non-governmental non-profit organizations (NGOs) have considerable potential in the field of integration and are in many cases a welcome partner in the implementation of the Concept for the Integration of Immigrants. NGOs are significantly involved in the implementation of municipal projects and the activities of Integration Centres. Three Integration Centres are directly operated by NGOs. The activities of NGOs in the field of support for the integration of foreigners are financially supported, for example, by the state budget (departmental subsidies), ESF, EEA and Norway Grants, AMIF funds and other sources (e.g. municipalities, regions, embassies). The Department of Asylum and Migration Policy financially supports projects of NGOs supporting the integration of immigrants through grants from the state budget. A call for applications for grants is announced every year. The topics of projects are e.g. Czech language courses, women as entrepreneurs, equal opportunities for migrant women, legal advice, interpreting in official matters or campaigns aimed at domestic workers - migrant women working in the Czech Republic from third countries are often employed in households, as cleaners, carers or educators.</p> <p>For example, <i>Association for integration and migration</i> organized a project called <i>Migrant women among women</i>. The project was based on coherent and concurrent networking, awareness, advocacy and counselling activities. They</p>

organized seminars for NGOs on the topic of gender in migration; workshops for migrant women on emotional health and the possibilities of dealing with difficult life situations, including the creation of a database of therapeutic services.

Association for integration and migration has also organized a project called *Migrant women among women - in the shadow of Covid-19 pandemic*. Project is based on coherent and concurrent networking, awareness, advocacy and counselling activities. They organize seminars for NGOs on the topic of gender in migration; workshops for migrant women on emotional health and the possibilities of dealing with difficult life situations, including the creation of a database of therapeutic services.

Another example of a project, which is organized by non-governmental organization - *inBáze* is the *CHANCE MIGRANTKÁM* project. A comprehensive program will be created, including services to support entry into the labor market and reconcile work and family life for migrant women in the Czech Republic. The aim of the project is to implement activities leading to the reduction of gender inequalities, increasing sensitivity and awareness of existing inequalities in society concerning the target group of migrant women.

f) Description

xv) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?

The aim is to promote integration in all regions of the Czech Republic.

xvi) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?

These projects have a long-term perspective, but long-term financing is not always secured.

xvii) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?

The measure is implemented by NGOs.

xviii) How/by whom is/was the measure funded?

The activities of NGOs in the area of support for the integration of immigrants are financially supported, for example, by the state budget (departmental subsidies), the ESF, EEA and Norway Grants, AMIF funds and other sources (e.g. municipalities, regions, embassies).

xix) What strategies have been adopted to reach migrant women?

A strategy of direct outreach through street - working or internet campaigns.

xx) 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?

The evaluation of the results of the NGOs` projects are carried out on a regular basis and projects are usually rated as very successful.

xxi) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?

Projects are dependent on irregular funding.

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?

As well as Czech women, foreign women were also significantly affected by the pandemic: limited employment opportunities, being home to assist their children with distance learning, travel restrictions, and handling and dealing with a challenging situation.

No new policies were introduced, but existing measures were carried on, such as counseling from Integration Centres and assistance from NGOs.

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.)

Measures developed to counteract the negative consequences of COVID-19 have continued, existing measures were carried on.

b) Integration measures

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

Measures developed to counteract the negative consequences of COVID-19 have continued, existing measures were carried on.

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?

Czech Republic will further develop its national integration policy that addresses all aspects of integration process including challenges faced by migrant women. No major changes are expected at the national level.

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

Czech Republic will continue to support project-based activities and assistance that could better address specific aspects of integration of migrant women. Projects implemented by various stakeholders often introduce new measures based on actual needs and experience from the past.

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 updated version of the integration strategy: Concept for integration of foreigners 2016 called „In the mutual respect“ and also in the implementing document migrant women are mentioned as one of the vulnerable group of migrants in the Czech Republic. Not only women in the households but also economically active women are considered especially vulnerable. Documents mentioned above set measures that enable migrant women to participate in integrational activities which include the distribution of tailored information and educational activities (namely Czech language and courses aimed at improving orientation in the Czech society).

Key opportunities and challenges for the integration of migrant women include: Increasing the level of protection of the rights of foreign women and foreign men in relation to their position in the labour market, increasing public awareness of employees rights in the context of maternity and parental leave, or raising awareness among foreign women and foreign men about the balance between work and life and, last but not least, reducing gender inequalities related to reimbursement from public health insurance. Developing a methodology for teaching programmes aimed at promoting socio-cultural courses to inform also about the possibilities of work – life balance, the possibilities of protection against discrimination, especially during pregnancy and early parenthood, and other rights related to the position in the labour market.

There is an effort to mainstream migrant women's integration into all public and policy areas in the Czech Republic.

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.?

Integration of migrant women is a part of the integration policy of the Czech Republic, which is based on the Policy for Integration of Immigrants (approved in 2000, updated in 2006, 2011 and 2016) and National Strategy for Equality of Women and Men in the Czech Republic.

Integration is a complex issue that touches on many areas. The Ministry of the Interior is entrusted with the role of coordinator of integration, but some other ministries (Ministry of Education, Ministry of Labour and Social Affairs, Ministry of Foreign Affairs, Ministry of Culture,) and other partners (18 Integration Centres, non-governmental non-profit organizations, organizations of

immigrants, regional and local administrations, academia, etc.) are also involved in its implementation.

The integration process begins as soon as the foreigner arrives in the country. Good practice regarding integration measures is, for example, the creation of a network of 18 Integration Centres which are strategically located throughout the Czech Republic. Non-governmental non-profit organizations (NGOs) have considerable potential in the field of integration. NGOs are significantly involved in the implementation of municipal projects and the activities of Integration Centres.

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)?

Measures developed to counteract the negative consequences of COVID-19 have continued with special emphasis on providing information through the Integration Centers and the assistance of NGOs.

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)?

There are planned no major changes in response to COVID-19. Some events have been transferred to online format. Other events have been modified according to hygiene measures in response to COVID-19.

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](#)].