

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

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.

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 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.

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.

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.

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 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, [[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.

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.

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:

- 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

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

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
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

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](#).

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 *Member State*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 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:

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.

The integration of third-country nationals has always been part of the strategic documents of the Republic of Bulgaria in the field of migration. The national policy on integration of foreigners is based on the National Strategy on Migration of the Republic of Bulgaria (2021-2025) (the Strategy), where it is set out in Part IV "National Policies in the Field of Free Movement, Legal Migration and Integration". The issues concerning the integration of migrant women are not explicitly regulated in the Strategy and the current national legislation in the field of labour migration and integration, because they are part of the general policy on integration of migrants in the Republic of Bulgaria.

The integration policy in Bulgaria is mainly related to the need of labour force on the national labour market. In this regard, the priority for Bulgaria is the work on the implementation of the concluded Mobility Partnerships with the countries of the Eastern Dimension, as well as on the identification of other potential countries that are of interest to the Republic of Bulgaria. Since the beginning of 2017, Bulgaria has initiated the resumption of the preparation and negotiations for concluding bilateral agreements on labour migration with the countries of the Eastern Dimension of the EU Neighbourhood Policy - in particular the countries with which the EU has concluded Mobility Partnerships and in which Bulgaria as a country also participates, interrupted due to the economic crisis processes. At present, such agreements have been signed with the Republic of Armenia, the Republic of Moldova and Georgia. Negotiations for concluding agreements with Ukraine and the Republic of Belarus have started, and a mandate has been

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

taken to negotiate with the Republic of Azerbaijan, the Kyrgyz Republic, the Republic of Uzbekistan, the Republic of Albania and Turkmenistan.

The Republic of Bulgaria has introduced into its national legislation all the provisions of the special directives concerning labour migration, and at the same time the work on the legislative initiatives for attracting labour force from third countries has an almost permanent character. For example, in the middle of 2021 amendments were made to the Law on Foreigners in the Republic of Bulgaria (promulgated, SG No. 21 of 12.03.2021), which changed provisions in the Law on Labour Migration and Labour Mobility (LLMLM), as in the Bulgarian legislation was introduced on the principle of administrative service "one-stop shop". This facilitated the procedure for submitting and receiving documents under all labour market access regimes for third-country nationals (seasonal workers, EU Blue Card, single permit and intra-corporate transfer).

The principle of non-discrimination is provided for in Art. 2 of the Law on Labour Migration and Labour Mobility and according to this provision, in exercising the rights and obligations under this law, are not allowed: direct or indirect discrimination, privileges or restrictions based on nationality, origin, ethnicity, personal status, gender, sexual orientation, race, age, political and religious beliefs, membership in trade unions and other public organisations and movements, marital, social and material status and the presence of mental and physical disabilities.

As regards the persons granted international protection status or the right to asylum, it should be noted that in 2017 the Council of Ministers of the Republic of Bulgaria adopted an Ordinance on the Terms and Conditions for Concluding, Implementing and Terminating the Agreement on Integration of Foreigners with Granted Asylum or International protection (the Ordinance) (promulgated, SG No. 60/2017). The purpose of the Ordinance is to create conditions for successful integration in the Bulgarian society of foreigners with granted asylum or international protection by concluding an integration agreement providing a wide range of services and activities. The integration agreement defines their rights and obligations, as well as the rights and obligations of the respective state or municipal authorities in the integration process.

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?

Please describe.

The information available in Eurostat and in the relevant national official sources is not sufficient to make a definite assessment of the reasons and factors that make women migrants from third countries turn to Bulgaria. The main reason can be considered the reunification of families and the realisation on the labour market. According to the National Revenue Agency (NRA), in 2018, 13,415 women third-country nationals worked in Bulgaria, in 2019 - 14,039, and in 2020 - 13,601. The largest number of them are citizens of Russia, Ukraine and Moldova. Among the persons who have been granted a refugee status or a humanitarian status, in the last three years in Bulgaria have worked as follows: in 2018 - 20, 2019 - 22 and in 2020 - 15.

In the course of the study, no data was found that the COVID-19 pandemic had an impact on the number of migrant women residing in the territory of the Republic of Bulgaria since the beginning of the pandemic.

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.

Please describe.

Based on the data available in Eurostat, it can be concluded that in general the number of third country nationals in Bulgaria is not significant. In this sense, the share of migrant women relative to the country's population is also insignificant. In addition, a correct percentage cannot be calculated, as a census procedure in Bulgaria is currently under way. Initial results are expected to be announced by the end of 2021 or in the beginning of 2022.

No information is available on the impact of the COVID-19 pandemic on the number of migrants (including women) in Bulgaria.

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?

Please describe.

The main source of information concerning the integration of the labour market of foreigners is the data of the National Revenue Agency. Thus, in 2018, 13,415 women third-country nationals worked in Bulgaria, in 2019 - 14,039, and in 2020 - 13,601. The three countries with the largest number of migrant women are: Russia, Ukraine and Moldova. For comparison, for the same three years the number of third-country male citizens who have worked in Bulgaria is as follows: for 2018 - 13,743, 2019 - 15,209 and 2020 - 15,602. This data shows that there is no significant difference in the number of men and women, third-country nationals, who have worked in Bulgaria in the last three years.

No official data are available on the impact of the COVID-19 pandemic on the number of migrants (including women) in Bulgaria.

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.*

No information is available on the existence of difficulties or obstacles for migrants in the process of integration. In this sense, no challenges and problems have been identified that require appropriate legislative or administrative measures. It should be noted that in order to consider and resolve issues concerning the integration of third-country nationals in Bulgarian society, a number of consultative bodies have been established at the national level with the participation of all competent state authorities and representatives of the non-governmental sector (the National Integration Unit for example).

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.

There are no such studies found at national or local level in the course of the study.

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

Please describe.

All issues related to the integration of migrants into the labour market are discussed within the National Council on Labour Migration and Labour Mobility, in which all competent national institutions and national representative organisations of employers and employees participate. Representatives of NGOs with a respective subject of activity may also participate in the meetings of the council, if they wish. During the reporting period, no issues have arisen concerning the integration of migrants in Bulgaria. The main focus was the debate on the introduction of additional facilitations for access of third-country nationals to the Bulgarian labour market, which resulted in the latest legislative changes from mid-2021.

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?

Please describe.

According to the Bulgarian legislation, the integration process has a horizontal character, as there is no institution at governmental and local level with a clear leading role. The powers of all of these authorities with regard to the integration of persons granted asylum or international protection is set out in detail in the Ordinance.

According to the Ordinance, the integration process begins with the conclusion of an integration agreement, for which the mayor of the municipality and the foreigner with asylum or international protection voluntarily declare their desire to sign it. The agreement must include specific integration activities in the field of education, employment, training, housing, health and social assistance and social services.

Municipalities express their willingness to conclude an integration agreement with a certain number of foreigners granted asylum or international protection, which is an important moment in the integration process.

The functions of the competent authorities and institutions at national and local level are regulated in detail in this Ordinance. It is envisaged that the State Agency for Refugees under the Council of Ministers, the Ministry of Education and Science, the Ministry of Labour and Social Policy, the Ministry of Health, the Ministry of Interior, the Ministry of Youth and Sports will take an active part in the integration process. Other concerned institutions and authorities are the State Agency for National Security, the State Agency for Child Protection, the Employment Agency, the Social Assistance Agency, mayors, district governors, etc.

Indicators have been introduced in the Ordinance, with the help of which an effective assessment of the integration process is performed. The indicators aim to assess the extent to which an alien with asylum or international protection has been granted access to education, training, employment, housing, health and social assistance and social services. To assess the implementation of the indicators, the competent institutions collect information on the number of children enrolled in kindergartens and schools, of foreigners enrolled in higher education, of foreigners who have started work, etc. The ordinance provides for the fulfilment of the criteria for integration of the foreigner with granted asylum or international protection is reflected in the individual integration plan.

The coordination and control over the implementation of the integration agreement is carried out by the Deputy Prime Minister, assisted by the administration of the Council of Ministers of the Republic of Bulgaria.

The obligations of the mayor of the municipality, deriving from the integration agreement concluded by him/her, have been clearly regulated. In addition, the Ordinance regulates the cases in which he/she may

unilaterally terminate the integration agreement. The scope of the obligations of foreigners with an asylum or international protection has been exhaustively defined. The possibility is provided for them to make objections to the regional governor in case of partial or complete non-implementation of the agreement by the mayor of the municipality.

It is also stated that the rights of foreigners granted asylum or international protection are equal to the rights of Bulgarian citizens, except for the right to participate in elections for state and local authorities, in national and local elections, to participate in referendums, and to participate in the establishment and to be members of political parties, to hold positions for which Bulgarian citizenship is required by law, to be in military service and others, explicitly provided by law.

The Ordinance provides for that integration measures and activities shall be financed by European Union funds and programmes, funds, programmes and instruments of other donors, international institutions and organisations, as well as national budget funds falling within the scope of the consolidated fiscal programme.

With regard to measures and activities for the integration of foreigners granted asylum or international protection after relocation or resettlement, they are financed by the Asylum, Migration and Integration Fund. The funds are provided by the Responsible Authority of the Fund – the International Projects Directorate in the Ministry of Interior in the manner prescribed in the national mechanisms for implementation of the commitments of the Republic of Bulgaria for relocation and resettlement.

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

Please elaborate according to whom/what source.

The issues of integration of women migrants are not set out as a separate priority for the national policy in the field of migration and integration, on the one hand, because they are part of the common migration policy and, on the other, because of the small number of migrant women in the country and the absence of serious problems concerning their integration into Bulgarian society. This should not be seen as neglecting any cases that may have arisen, as Bulgarian law provides sufficient opportunities to protect these persons, both administratively and judicially.

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

Please describe.

NO

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 ²⁸	n/a (no integration available) national policy
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²⁸ 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)		
Yes	Yes	-	-
<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.

The issues of integration of women migrants are not set out as an independent priority of the national policy in the field of migration and integration, on the one hand, because they are part of the common migration policy and, on the other hand, because of the small number of migrant women in the country and the absence of serious problems with their integration into Bulgarian society. This should not be seen as neglecting any cases that may have arisen, as Bulgarian law provides sufficient opportunities to protect these persons, both administratively and judicially.

- 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.

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.

Table 2: Labour market integration

Labour market	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to labour market integration?	N/A	There is not specific integration policy or sector specific policy that addresses integration of women into national labour market.

Labour market	Name of integration policy or sector specific policy	<i>Please add columns as necessary</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 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	The issues of integration of women migrants are not established as an independent priority of the national policy in the field of migration and integration, on the one hand, because they are part of the common migration policy and, on the other hand, because of the small number of migrant women in the country and the absence of serious problems with their integration into Bulgarian 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	There aren't specific categories of migrant women targeted.
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	There isn't any differentiation.	

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?	N/A	There is not specific integration policy or sector-specific policy that addresses integration of women with regard to entrepreneurship.

Entrepreneurship	Name of integration policy or sector specific policy	<i>Please add columns as necessary</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 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	The issues of integration of women migrants are not established as an independent priority of the national policy in the field of migration and integration, on the one hand, because they are part of the common migration policy and, on the other hand, because of the small number of migrant women in the country and the absence of serious problems with their integration into Bulgarian 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	There aren't specific categories of migrant women targeted.
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	There isn't any differentiation.	

Table 4: Education and vocational training

EDUCATION AND VOCATIONAL TRAINING	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to education and vocational training?	N/A	There is not specific integration policy or sector-specific policy that addresses integration of women with regard to education and vocational training.

<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>The issues of integration of women migrants are not established as an independent priority of the national policy in the field of migration and integration, on the one hand, because they are part of the common migration policy and, on the other hand, because of the small number of migrant women in the country and the absence of serious problems with their integration into Bulgarian society.</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 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><input checked="" type="checkbox"/> No</p>	<p>There aren't specific categories of migrant women targeted.</p>
<p>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</p>	<p>There isn't any differentiation.</p>	

Table 5: Language Training

LANGUAGE TRAINING	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
<p>How are migrant women addressed with regard to language training?</p>	<p>N/A</p>	<p>There is not specific integration policy or sector specific policy that addresses integration of women with regard to language training.</p>
<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>The issues of integration of women migrants are not established as an independent priority of the national policy in the field of migration and integration, on the one hand, because they are</p>

LANGUAGE TRAINING	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
		part of the common migration policy and, on the other hand, because of the small number of migrant women in the country and the absence of serious problems with their integration into Bulgarian 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	There aren't specific categories of migrant women targeted.
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	There isn't any differentiation.	

Table 6: Housing

HOUSING	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to housing?	N/A	There is not specific integration policy or sector-specific policy that addresses integration of women with regard to housing.
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	The issues of integration of women migrants are not established as an independent priority of the national policy in the field of migration and integration, on the one hand, because they are part of the common migration policy and, on the other hand, because of the small number of migrant women in the country and the absence of serious problems with their integration into Bulgarian 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	There aren't specific categories of migrant women targeted.
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	There isn't any differentiation.	

Table 7: Health

HEALTH	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to health (including mental health)?	N/A	There is not specific integration policy or sector specific policy that addresses integration of women

HEALTH	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
		with regard to health.
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	The issues of integration of women migrants are not established as an independent priority of the national policy in the field of migration and integration, on the one hand, because they are part of the common migration policy and, on the other hand, because of the small number of migrant women in the country and the absence of serious problems with their integration into Bulgarian 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	There aren't specific categories of migrant women targeted.
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	There isn't any differentiation.	

Table 8: Civic integration²⁹

CIVIC INTEGRATION	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to civic integration?	N/A	There is not specific integration policy or sector-specific policy that addresses integration of

²⁹ For example validation of skills, civic courses, political participation or other.

CIVIC INTEGRATION	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
		women with regard to civic integration.
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	The issues of integration of women migrants are not established as an independent priority for the national policy in the field of migration and integration, on the one hand, because they are part of the common migration policy and, on the other hand, because of the small number of migrant women in the country and the absence of serious problems with their integration into Bulgarian 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 type="checkbox"/> No	There aren't specific categories of migrant women targeted.
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	There isn't any differentiation.	

Table 9: Other³⁰

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?	N/A	There is not specific integration policy or sector specific policy that addresses integration of women with regard to other areas.
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	The issues of integration of women migrants are not established as an independent priority for the national policy in the field of migration and integration, on the one hand, because they are part of the common migration policy and, on the other hand, because of the small number of migrant women in the country and the absence of serious problems with their integration into Bulgarian 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	There aren't specific categories of migrant women targeted.

³⁰ 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.

At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	There isn't any differentiation.	
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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)?

Please provide your answer here.

Through the Refugee Employment and Training Programme (RETP), the Bulgarian government supports the integration into the labour market of foreigners who have granted refugee status or humanitarian status. The RETP includes also the applicants with right to access to the labour market according to the Article 29, Paragraph 3 of the Law on Asylum and Refugees (the access to the labour market if the proceedings are not completed within three months of the submission of the application for reasons beyond the applicant's control). The main goals of the Programme are to increase their employability by including them in Bulgarian language training, vocational training and providing subsidised employment. The problems these persons encounter in finding a job are specific and are due to the special situation in which they find themselves: they do not speak Bulgarian; do not have documents proving their education and professional qualification, work experience and experience, which make it difficult to find a job in the specialty.

The main goal of the Programme is to support the successful adaptation and employment in the Bulgarian labour market by including these persons in training and subsequent employment, as well as increasing the capacity of transit and registration and reception centres and local authorities to work with refugees. In order to increase the capacity of the transit and registration-reception centres, of the municipal and regional administrations for rendering effective support to the persons seeking or receiving international protection, within the programme the appointment in the centres and administrations of unemployed persons with appropriate qualification is envisaged. The Programme is funded by the State Budget and by the employers.

The immediate goals of the Programme are:

- informing and consulting of unemployed persons, who have been granted a refugee status or a humanitarian status, or who enjoy the rights under Art. 29, para. 3 of the Law on Asylum and Refugees, for the opportunities for inclusion in training and employment;
- orienting to appropriate training and subsequent employment in accordance with the individual needs of the Programme's target group and the needs of the labour market;
- increasing the employability of unemployed persons who have been granted a refugee status or a humanitarian status or who enjoy the rights under Art. 29, para. 3 of the Law on Asylum and Refugees, through inclusion in Bulgarian language training and vocational training;
- providing employment to unemployed persons from the Programme's target group;
- increasing the capacity of transit and registration-reception centres under the Law on Asylum and Refugees, of regional and municipal administrations by appointing on subsidised job positions unemployed persons who will work with foreigners applying for or having been granted a refugee status or a humanitarian status.

Participants in the RETP are unemployed persons who have been granted a refugee or a humanitarian status in the current year or in the previous two calendar years or who enjoy the rights under Art. 29, para 3 of the Law on Asylum and Refugees, registered in the Directorates "Labour Office" (DLO) and other unemployed persons registered in DLO.

The tasks of the Programme are:

- conducting consultations between the institutions involved in the implementation of the Programme.
- providing training in Bulgarian language and training for acquiring professional qualification for unemployed persons who have been granted a refugee status or a humanitarian status in the current year or in the previous two calendar years or who enjoy the rights under Art. 29, para. 3 of the Law on Asylum and Refugees;
- providing employment to persons from the Programme's target group;
- increasing the capacity of transit and registration-reception centres, of regional and municipal administrations to work with persons who apply for or have been granted a refugee status or a humanitarian status.

Program activities include:

- organisation and preparation for the implementation of the Programme;
- selection of beneficiaries and start of training sessions - identification and inclusion of registered unemployed persons from the Programme's target group in appropriate training and/or employment;
- organising and conducting a procedure for selection and inclusion in training with a duration of 180 teaching hours in the key competence "Communication in a foreign language - Bulgarian language" of unemployed persons who have been granted a refugee status or a humanitarian status in the current year or in the previous two calendar years or who enjoy the rights under Art. 29, para 3 of the Law on Asylum and Refugees. The training is for acquiring language level B1 or B2 according to the Common European Framework of Reference for Languages and is conducted under the Bulgarian Language Curriculum as a foreign language for adults seeking or receiving international protection, approved by the Ministry of Education and Science. The training is organised by training institutions with proven experience in conducting training in Bulgarian as a foreign language for adults seeking or receiving international protection. Unemployed persons from the target group who have undergone Bulgarian language training under Programmes and projects financed from the state budget or with EU funds are not entitled to participate in Bulgarian language training under the Programme;
- organising and conducting a procedure for selection and inclusion in training with a duration of 300 school hours for acquiring the first degree of professional qualification or qualification in part of the profession of unemployed persons who have been granted a refugee or a humanitarian status in the current year or previous two calendar years or who enjoy the rights under Art. 29, para 3 of the Law on Asylum and Refugees;
- providing subsidised employment to unemployed persons from the target group for a period of up to 12 months full-time;
- providing employment on the primary market to persons from the Programme's target group;
- monitoring and reporting on the progress in the implementation of the Programme activities.

The institutions responsible for the implementation of the RETP are:

the Ministry of Labour and Social Policy (MLSP):

- the Minister of Labour and Social Policy approves the Programme and, if necessary, approves amendments and supplements to it;
- provides methodological guidance in the implementation of the Programme;
- carries out general coordination and control over the implementation of the Program;

- provides the necessary funds from the MLSP budget for active policy for implementation of the Programme in the respective year.

the Employment Agency (EA):

- provides methodological guidance, coordination and organisation in the implementation of the Programme;
- allocates financial resources for the implementation of the Programme;
- carries out constant control over the implementation of the Programme;
- monitors the Programme;
- provides information about the implementation of the Programme;
- promotes the Programme at national level.

the Regional Employment Service Directorates:

- promote the Programme at regional level;
- provide methodological assistance and assistance to the Directorates "Labour Office" (DLO) in the territories where the Programme is implemented;
- coordinate the relations between the institutions at regional level;
- transfer the necessary funds under contracts concluded by the DLO;
- provide information to the Employment Agency in connection with the implementation of the Programme.

the Directorates "Labour Office" (DLO):

- promote and explain the Programme at the local level;
- inform and consult the registered unemployed persons from the target group in order to include them in the Programme;
- refer unemployed persons from the target group for inclusion in vocational training to a training institution specified by the respective employer;
- make a selection of registered unemployed persons for inclusion in the Programme;
- conclude contracts with the unemployed persons, included in training under the Programme;
- conclude a contract with the training institutions for conducting training under the Programme;
- organise and conduct specialised labour exchanges for direct contact between employers and unemployed persons who have been granted a refugee status or a humanitarian status or who enjoy the rights under Art. 29, para. 3 of the Law on Asylum and Refugees, in order to provide employment;
- select unemployed persons from the Programme's target group and refer them to employers - transit and registration reception centres, regional and municipal administrations, to fill positions for work with refugees;
- conclude contracts with employers providing subsidised employment under the Programme;
- state the needs for funds necessary for the implementation of the Programme in the respective Regional Employment Service Directorate;
- carry out current control and coordination of the implementation of the Programme at local level;
- assist the control bodies in carrying out inspections on the implementation of the Programme.

- provide information to the interested institutions in connection with the implementation of the Programme.

The Ministry of Education and Science (MES) provides methodological assistance in conducting Bulgarian language training.

The State Agency for Refugees (SAR):

- promotes the Programme;
- informs the unemployed persons who have been granted a refugee status or a humanitarian status or who enjoy the rights under Art. 29, para. 3 of the Law on Asylum and Refugees, for the opportunities for inclusion in the Programme;
- interacts with the partners in planning and implementing the activities under the Programme at national and regional level;
- initiates the training in the key competence "Communication in a foreign language - Bulgarian language by indicating/choosing the training institution;
- training institutions in key competence "Communication in a foreign language - Bulgarian language";
- concludes contracts with the respective DLO for training in the key competence "Communication in a foreign language - Bulgarian language" of unemployed persons who have been granted a refugee status or a humanitarian status in the current year or in the previous two calendar years or who enjoy the rights to Art. 29, para. 3 of the Law on Asylum and Refugees, registered in the DLO;
- conducts training in the key competence "Communication in a foreign language - Bulgarian language" for acquisition for language level B1 or B2 according to the Curriculum in Bulgarian as a foreign language for adults seeking or receiving international protection.
- after completing the training and successfully passing the examination, they issue to the unemployed person a certificate for completed training course in the key competence "Communication in a foreign language - Bulgarian language".

Licensed vocational training centres:

- conclude contracts with the respective DLO for conducting vocational training of unemployed persons who have been granted a refugee status or a humanitarian status in the current year or in the previous two calendar years or who enjoy the rights under Art. 29, para. 3 of the Law on Asylum and Refugees;
- conduct training for acquisition of the first degree of professional qualification or of qualification in part of a profession of unemployed persons from the Programme's target group.
- after the completion of the training they issue to the unemployed persons a certificate for professional training or a certificate for professional qualification;
- prepare the necessary documents according to the concluded contract under the Programme.

Employers under the Programme:

- designate licensed vocational training centres to provide training to the unemployed in obtaining the professional qualifications required to employ the vacancy declared by them;
- conclude a contract with the respective DLO for financing the employment of unemployed persons employed in subsidised jobs under the Programme;
- conclude individual employment contracts under the Labour Code with the unemployed persons, directed by the respective DLO;

- create the necessary organisation for the work of the employees under the Programme;
- provide healthy and safe working conditions;
- pay the salaries for the actual time worked by the employees under the program and provide them in accordance with the provisions of the Bulgarian labour and insurance legislation;
- provide funds for material costs for securing the created jobs, as well as provide all obligatory payments according to the Bulgarian labour and insurance legislation;
- prepare and submit in the respective DLO reporting documentation according to the requirements of the concluded contracts under the Programme.

The Executive Agency "General Labour Inspectorate" controls the employer for compliance with labour legislation and working conditions.

The Employment Commission of the Regional Development Council monitors and controls the implementation of the Programme.

Non-governmental organisations (NGOs):

- participate in the implementation of the Programme by informing the unemployed persons, who have been granted a refugee status or a humanitarian status during the current year or during the previous two calendar years or who enjoy the rights under Art. 29, para. 3 of the Law on Asylum and Refugees, subject of the Programme;
- provide support for the promotion of the Programme at national and regional level;
- if possible, provide employment to the unemployed persons included in the Programme who have been granted a refugee or a humanitarian status.

The activities financed from the State Budget for the respective year:

- the vocational training or training in the key competence "Communication in a foreign language - Bulgarian language";
- the group risk insurance of the persons included in the training, who have been granted a refugee status or a humanitarian status, for the period of the training;
- the scholarship for each day of attendance, and the means of transport costs when the training takes place in a place other than the place of residence.

For each unemployed person employed in a subsidised job, the state budget covers the expenses of the employer for:

- remuneration in the amount of the minimum wage for the country, full-time, for the actual time worked;
- additional remunerations at the minimum amounts established in the labour legislation;
- remuneration for basic paid annual leave;
- due contributions at the expense of the employer according to the insurance legislation.

Employers who have hired unemployed persons under the Programme provide financial resources for:

- the salaries of the unemployed persons employed under the Programme and the social security contributions in accordance with the provisions of the social security legislation;
- material support for the implementation of the activities of the created jobs, incl. for materials, raw materials, etc.

In the course of the implementation of the Programme, according to the competence of the institutions, constant control is performed for the quality of the implementation of the activities and the effective

spending of the funds under the Programme. Satisfaction of the participants in the Programme is surveyed through questionnaires.

The Programme includes the following indicators for evaluation of the achievements as a result of its implementation:

- number of unemployed persons included in training for acquisition of key competence “Communication in a foreign language - Bulgarian language”;
- number of unemployed persons included in training for acquiring professional qualification;
- number of unemployed persons employed for up to 12 months in subsidised jobs

In the course of the Programme implementation, the persons in charge of institutions prepare information to the Minister of Labour and Social Policy on the achievement of the goals and the spending of the planned funds, indicating the difficulties encountered in implementing the Programme and proposing measures to overcome them.

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.

There are not such measures.

Table 10

Measure 1	
a) Overview	
Name	<i>Please insert name of the measure here.</i>
Type	<input type="checkbox"/> Systematic initiatives (multi-year / long term) <input type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure
Area	<input type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurship <input type="checkbox"/> Education and vocational training <input type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input type="checkbox"/> Civic integration <input type="checkbox"/> Other (<i>please specify</i>)
Access	<input 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>Please describe how migrant women are specifically targeted in the measure.</i>
Stage of the integration process (e.g. recently arrived or no differentiation)	<i>Please describe</i>
Coverage	<input type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local
Link	<i>Please provide hyperlink to source/project here, if available.</i>
Source and justification	<i>Please indicate the source/who proposed the practice as good and explain why the measure is considered a "good practice" (see Section 10 Methodological Considerations).</i>
b) Description	
<p>i) What is the objective of the measure and underlying integration opportunity/challenge to be addressed? N/A</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? N/A</p> <p>iii) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented? N/A</p> <p>iv) How/by whom is/was the measure funded? N/A</p> <p>v) What strategies have been adopted to reach migrant women?</p>	

N/A

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?

N/A

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

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?

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.)

N/A

b) Integration measures

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

N/A

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?

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

The small number of migrant women currently staying legally in Bulgaria, as well as the lack of information about serious problems related to their integration into Bulgarian society prevent this topic to be put in the focus of national migration policy. However, this does not exclude the possibility of a timely and adequate response by the competent authorities and organisations, if necessary.

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.

N/A

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)?

Please describe.

N/A

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.?

Please describe.

N/A

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)?

Please describe.

N/A

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)?

Please describe.

N/A

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](#)].