

NATIONAL REPORT 2021

**Integration of migrant women in the EU and
Norway : policies and measures**

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PRESENTATION OF EMN FRANCE

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INTEGRATION OF MIGRANT WOMEN IN THE EU AND NORWAY: POLICIES AND MEASURES

National report conducted by EMN France

November 2021

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LIST OF ACRONYMS

CESEDA: Code on Entry and Residence of Foreign nationals and Right of Asylum (*Code de l'entrée et du séjour des étrangers et du droit d'asile*)

C2I: Interministerial Committee for Integration (*Comité interministériel à l'intégration*)

C3I: Interministerial Committee for Immigration and Integration (*Comité interministériel à l'immigration et à l'intégration*)

CIDFF: Information Centre for Women's and Family Rights (*Centre d'information sur les droits des femmes et des familles*)

CILPI: Interministerial Commission for the Housing of Immigrant Populations (*Commission interministérielle pour le logement des populations immigrées*)

CIR: Republican Integration Contract (*Contrat d'intégration républicaine*)

CTAIR: Regional Contracts for the Reception and Integration of Refugees (*Contrats territoriaux d'accueil et d'intégration des réfugiés*)

DGEF: General Directorate for Foreign Nationals in France (*Direction générale des étrangers en France*)

DIAIR: Interministerial Delegation for the Reception and Integration of Refugees (*Délégation interministérielle à l'accueil et à l'intégration des réfugiés*)

DIAN: Directorate for Integration and Access to Citizenship (*Direction de l'intégration et de l'accès à la nationalité*)

DIHAL: Interministerial Delegation for accommodation and access to housing (*Délégation interministérielle à l'hébergement et à l'accès au logement*)

DREETS: Regional Directorate for the Economy, Employment, Labour and Solidarities (*Direction régionale de l'économie, de l'emploi, du travail et des solidarités*)

OFII: French Office for Immigration and Integration (*Office français de l'immigration et de l'intégration*)

OFPRA: French Office for the Protection of Refugees and Stateless Persons (*Office français de protection de réfugiés et des apatrides*)

SDIE: Sub-directorate for the Integration of Foreign Nationals (*Sous-direction de l'intégration des étrangers*)

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Executive summary

This EMN France national report concerns the integration of migrant women in the main sectors covered by the **European Commission Action Plan on Integration and Inclusion (2021-2027)**,¹ notably education and training, employment and skills, health and housing, considered as the basis for integration into society. In its action plan on integration and inclusion for the 2021-2027 period, presented in November 2020, the European Commission proposes “**targeted, tailored support**” that takes into account individual characteristics that may present specific challenges to people with a migrant background, such as gender or religious background. Successful integration and inclusion depend both on early action and on a long-term commitment.

This report aims to understand **the extent to which migrant women are specifically taken into account in the integration policies and measures in France**. It aims more precisely to **list the current national integration policies that specifically target women**, to **provide examples of good practices and lessons learnt** concerning the integration measures for migrant women at a national, regional and local level, and to provide an **overview of the specific policies or measures implemented to counteract the negative consequences of COVID-19** on migrant women’s integration.

While the term “**integration**” may be contested and the term “**inclusion**” is preferred in policies, this report deliberately uses the term “integration” to identify the integration and inclusion policies and measures targeting migrant women.

This report defines a *migrant woman* as a third-country national migrant woman (i.e. a **regularly residing female migrant aged 18 and above**) for the analysis of policies; and as a third-country national woman for the analysis of statistical data. However, the report also analyses policies and measures that do not exclusively target third-country national women, but which include them in a broader target group (for example, women in general, or migrant women in general **which may also include EU citizens with migrant background**).

The report is based on research, contributions from the different stakeholders responsible for the integration of third-country nationals and more specifically women, and statistical data available at the national level. The period taken into account within the framework of this study is from **2016 to 2021**, depending on the area of analysis (i.e., statistical data, policies and measures).² The integration policies and measures presented as part of this study are classified according to the following target areas: labour market, entrepreneurship, education and vocational training, language training, housing, health and civic integration.

Section 1 will start by providing some background information on the **migratory status and grounds for migrant women in France as well as key integration indicators**, in order to understand the current situation and the integration opportunities and challenges affect migrant women in France. The analysis of data extracted from Eurostat shows that women more frequently arrive as a result of **family migration** (between 59.2% and 60% of arrivals between 2016 and 2019). The different statistics on access to the employment market, access to education, level of education and school enrolment yield a number of findings and highlight **differentiated integration depending on gender**. The Longitudinal Survey on the Integration of First-Time Arrivals (ELIPA 1 and 2) supplement this analysis by building on this finding and by analysing the factors that may explain these differences. According to this study, the integration path for migrant women differs according to two factors: **their age on arrival in France and the grounds for the migration**.

Section 2 then describes the **organisational approach towards integration policy and analyses how migrant women are addressed in the different integration policies in France** (labour market, entrepreneurship, education and vocational training, language training, housing, health, civic integration). In terms of integration in the labour market and access to employment, the national guidelines and priorities specifically address migrant women, as shown in the “**action plan to recognise the skills of first-time arrivals and access to employment for foreign women**”. This consideration is the result of

¹ European Commission, 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.

² 2016-2020 for statistical data, 2021 for policies (along with planned developments), and 2016-2021 for measures (in order to include measures that may already have been assessed).

a recent development in the **national strategy for integration and guidelines pronounced by the Interministerial Committee for Integration (C2I) and the Interministerial Committee for Immigration and Integration (C3I)** in 2018 and 2019. The specific mobilisation for access to employment for newly arrived women aims to remove the multiple obstacles that they may encounter: weak mastery of the language, absence of qualifications, mobility difficulties, childcare difficulties, country of origin stereotypes.

Section 3 looks at **available funding and provides examples of integration measures targeting migrant women** that have been identified as a good practice. It indicates the funding conditions for integration measures on the national level (for the selection of national or interregional scope projects), regional level (through calls for regional and/or departmental projects) and European level (as part of the "legal migration and integration" objective of the Asylum, Migration and Integration Fund - AMIF) The section specifically presents two measures, the first aiming to **inform newly-arrived women that are victims of violence of their rights**, and the second covering **comprehensive support towards employment for women that benefit from international protection**. Other examples of good practices implemented by the associations are presented in this section.

Section 4 focuses on **changes in integration policies or measures for migrant women in light of the COVID-19 pandemic**. As a result of the COVID-19 crisis and the publication of the decree no. 2020-1310 of 29 October 2020³ laying down the general measures required to deal with the COVID-19 epidemic as part of the health state of emergency, new actions were committed, notably leading to the **creation of a COVID-19 heading** on the Ministry of the Interior website and the **implementation of actions to deal with the digital divide**. The health crisis and lockdown situation led the **Ministry of the Interior and the OFII** to find mechanisms to continue to support and integrate newly-arrived foreign nationals during this period, notably through **distance learning**. The **associations** also mobilised to continue their support and to adapt to the situation in order to maintain ties with the people concerned. The **Interministerial Commission for the Housing of Immigrant Populations (CILPI)** also financially supported new actions carried by the associations during the health crisis.

Section 5 presents the future outlook for integration policies and measures in France. Several measures are envisaged to reinforce the **integration of newly-arrived foreign nationals**, including women, with the aim of reinforcing French language learning, improving job hunting and accelerating the opening of social rights, in particular for the beneficiaries of international protection as soon as this status is obtained. Measures that **more specifically focus on women** are planned, concerning, for example, the development of a childcare offering in association with the regional authorities to facilitate their job hunting and participation in training, the development of training paths to employment in the sectors that have difficulty recruiting, or the reinforcement of training for newly-arrived women in gender equality and stereotypes.

³ Decree no. 2020-1310 of 29 October 2020 laying down the general measures required to deal with the COVID-19 epidemic as part of the health state of emergency.
<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000042475143>

Section 1: Integration of migrant women – data and debates

The report starts by providing some background information on the immigration channels of migrant women in France as well as key integration indicators in order to understand the current situation and which integration opportunities and challenges are affecting migrant women in France.

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?

In general, we note that women represent less than 50% of first-time arrivals, who **are, therefore, mostly men**: 48.7% of first-time arrivals were men in 2016 which is the only year for which women were a majority; they represented between 50.4% and 52% of first-time arrivals depending on the years over the 2017-2020 period.

Women more frequently arrive as a result of family migration (between 59.2% and 60% of arrivals between 2016 and 2019). This is probably explained by the fact that generally, in a couple, the man migrates before his wife and she joins him once he is settled.

As part of residence for studies, women have a slight majority share between 2017 and 2019 (50.7% in 2017, 51.4% in 2018, 50.4% in 2019) with a decrease to 49.6% in 2020, probably due to the COVID-19 pandemic.

Conversely, **men arrive more frequently as part of professional migration** (between 71 and 77% depending on the years between 2016 and 2020), whereas women represent less than 30% of first-time arrivals for economic reasons.

As part of humanitarian migration, men are also a majority (around 60%) and women only represent 40% of first-time arrivals (45% in 2016 and 38.6% in 2020).

With regard to the country of origin of the first-time arrivals:⁴

In 2018, in total, out of ten beneficiaries of first-issue permits, nearly six are from Africa, three from Asia and one from America. **Morocco, Algeria and Tunisia are the main countries of origin**, their nationals represent almost one-third of first-time arrivals, **for both men and women**. They are followed by China with 5% of total flows, then India (3%). For Africa outside of North Africa, Senegal and Côte d'Ivoire also represent significant flows (3% of the total each), followed by Cameroon and Mali (2% each).

The origins do not differ much according to gender. However, **women are clearly in the minority for African nationalities (notably from the Sahel: 36%) and the majority for America (59%) and China (63%)**.

A mainly family migration for women:

In 2018, 91,017 new permits were issued for family grounds. Six out of ten of these permits were issued to women. People from Africa, and mainly North Africa, are the main beneficiaries of these family permits (respectively 71% and 46%). Asians are less represented (16%).

Amongst the 83,700 new **residence permits for foreign students** in 2018, **women were a slight majority** (51%). Whilst half of these residence permits are granted to people from Africa, this proportion is lower than for all first-time arrivals, due to relatively lower flows from North Africa (27%). However,

⁴ Source: Bianchini Jean-Claude, Residence permits issued in 2018 (*Les titres de séjour délivrés en 2018*), Department for Statistics, Studies and Documentation, Infos migrations no. 96, May 2020. https://www.immigration.interieur.gouv.fr/content/download/122407/982258/file/IM_96_IM_Titres_de_sejour_2018.pdf

students most often come from Asia, and particularly China (12%), India (4%) and South Korea (3%). We also note an **under-representation of women amongst students from Sahel Africa, whilst twice as many Chinese women** as men come to study in France.

Economic migration is mainly masculine (72%).

Impact of the COVID-19 pandemic on first residence permits

In 2020,⁵ first issues of permits declined by 20.9% compared to 2019 (provisional data). This decrease is mainly due to the COVID-19 health crisis context. The general decrease in first residence permits to women was 22.8% in 2020 compared to 2019, against 18.7% for men.

Family immigration, which still represents a large share of migratory flows, saw a more moderate decrease (-18%). This is due to the fact that some of the family permits are granted to people that are already living in France when they request a permit. The impact of the border closures due to the health crisis is, therefore, less significant than for other permits. The decrease was, however, higher for women (-20.15%) than for men (-14.75%).

For students, the decrease was contained (-20.0%) in a context of the rapid development of remote teaching. This is probably due to the university registrations coinciding with periods between lockdown periods and the implementation of a new online request tool. This enabled students to rapidly file their residence permit requests and for these to be processed rapidly. The decrease for female students was 20.3% compared to 18.8% for men.

Professional immigration was particularly affected by the COVID-19 crisis with a decrease of 32.1% in 2020. This is probably due to the delay or abandonment of employment-related migratory projects either to remain with family or due to the slowdown in economic activity in France. The decrease was, however, higher for women (38%) than for men (29%).

Humanitarian permits decreased by almost 20% in 2020 compared to 2019 with a decrease of 28% for women compared to 13.8% for men.

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.

The share of men in France whatever the nationality is around 48% (48.4% in 2016, 48% in 2017, 48.3% since 2018). There is, therefore, a slight majority of women (51.6% in 2016, 52% in 2017, 51.7% since 2018), representing over 34 million people.

Among third-country nationals, women remain a majority but to a lesser extent (between 50.2% and 50.4% depending on the years), representing a total of around 1.7 million people.

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?

In terms of **unemployment**, the data extracted from Eurostat provides several findings: in 2019, third-country national women in France aged 20 to 64 had an unemployment rate of 20.9% compared to 16.2% for third-country national men in the same age range. The unemployment rate for French women for the

⁵ 2020 data, source; Publication of annual statistics on immigration, asylum and acquisition of French citizenship (*Statistiques annuelles en matière d'immigration, d'asile et d'acquisition de la nationalité française*), 15 June 2021 (VSA/DSED – DGEF, MI).

<https://www.immigration.interieur.gouv.fr/Info-ressources/Etudes-et-statistiques/Chiffres-cles-sejour-visas-eloignements-asile-acces-a-la-nationalite/Derniers-chiffres-cles>

same year and same age range was 7.5%. We note similar disparities with regard to the **activity rate** for migrant men and women aged 20 to 64 years: the average activity rate for third-country national men for 2019 was 81.2% compared to only 48.25% for third-country national women. **These differences in integration in the labour market may notably be due to the fact that a significant proportion of women are at home, and also due to the grounds for the migration** (see Q.5).

The data on **entrepreneurship** also tend to confirm this trend for differentiated integration depending on gender. In 2019, there were almost 85,000 third-country national men aged 20 to 64 years and 'auto-entrepreneurs' (self-employed) in France, compared to 24,000 third-country national women in the same age range and type of activity. However, we note an increase in the number of migrant women auto-entrepreneurs as this figure was 15,000 in 2017.

The Eurostat data on **access to education, level of education and school enrolment** once again show differentiated integration according to gender. Thus, the proportion of women migrants with a level of education **lower than primary education and the first cycle of secondary education**, is much higher than for migrant men over the last five reference years (2016, 2017, 2018, 2019, 2020).⁶ In 2017 and 2018, the rate of third-country national women that graduated from upper secondary education was 24.5% compared to 31.9% (in 2017) and 31.3% (in 2018) for third-country national men. However, for **higher education**, the Eurostat data over the same period (2016-2020) highlights lower disparities between migrant men and women. The proportion of migrant women that graduated from higher education is slightly higher than migrant men over the 5 years.⁷ The results obtained as part of the Longitudinal Study on the Integration of First-Time Arrivals (ELIPA 1 and 2) show that for first-time arrivals, this higher level of education for women is not reflected on the labour market, as for the same diploma, newly-arrived migrant women are systematically less active and more often unemployed than men (see also Q.5).

With regard to **housing**, the Eurostat data enables us to identify the proportion of "overcrowding" for third-country national men and women in France over the 2016-2020 period. From this data, we can deduce the relatively better housing conditions for third-country migrant women than for men. The proportion of migrant women living in a situation of "overcrowding" was around 26% in 2019 compared to 32.3% for men. However, there is a significant difference with the situation of French women where the rate is 6.5%. These factors on integration by housing are developed in more detail in Q.5 in light of the results of the Longitudinal Survey on the Integration of First-Time Arrivals (ELIPA 1 and 2).

With regard to the **health situation and the COVID-19 crisis**, the Eurostat data on the labour market, housing, education and access to healthcare **do not show significant changes**. For example, as for French women, the activity rate of third-country national women saw a slight decrease during Q2 2020, going from 50.3% for Q1 to 47.2% for Q2 (a 3-point decrease). This decrease is slightly higher than for French women, for whom the activity rate went from 75.8% in Q1 2020 to 73.5% in Q2. This decrease was slightly more significant for third-country national men for whom the activity rate went from 81.9% to 76.6% from Q1 to Q2 2020.

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.*

⁶ Thus, in 2019 for example, this rate was 46.4% for migrant women compared to 40.9% for men. The proportion of French women with a level of education lower than primary education and the first cycle of secondary education is 16.3%.

⁷ For example, for migrant women, these rates over the 2016-2020 period are on average 27.1% compared to 24.5% for migrant men.

In France, people who obtain an initial residence permit and who wish to settle on a long-term basis in France must sign a Republican Integration Contract (CIR). In 2019, women represented **47.2% of the signatories of the Republican Integration Contracts**. They are mainly between 26 and 45 years of age and are more qualified than the men that have signed the CIR (39% of women declare that they have followed higher education in their country of origin, or 13 points higher than for men). 61.7% of women declare that they exercised a professional activity in their country before coming to France. However, in 2019, **the employment rate of migrant women was only 40.8%**, compared to 47.8% for non-migrant women, whereas there is almost no difference between the employment rate of migrant men and non-migrant men (54.6% compared to 54.5%). Lastly, with an identical family configuration, the participation rate of migrant women in the labour market remains sustainably lower than that of women in the general population.

On the one hand, access to employment is, therefore, more difficult for migrant women, notably due to the cumulation of obstacles that they are faced with. These are of various origins - insufficient mastery of French language, low level of education for some, ignorance of the public employment service, family constraints including childcare, reduced mobility, etc.

On the other hand, newly-arrived women are more likely to be subject to violence due to their precarious situation, isolation and lack of information on their rights.

Lastly, their physical and mental health may also constitute additional difficulties for their integration.

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?

The French Office for Immigration and Integration (OFII) provides statistics on the signatories of CIRs including a gender-based approach (breakdown by department, age range, level of education before arriving in France, number of children under 3 years, area of professional activity before and after arriving in France, job hunting, registration with the public employment service, etc). In its 2020 figures from its activity report, OFII notes that in 2020, 53.8 % of signatories were men, and that women were in the majority only for family grounds (61 %). Among beneficiaries of international protection who signed the CIR, 70.7 % were men.

The Longitudinal Survey on the Integration of First-Time Arrivals (ELIPA 1 and 2)⁸

The ELIPA survey, launched in 2009, aimed to understand the integration path for people benefiting from an initial residence permit who intend to settle on a long-term basis in France. For this, it proposes to question people just after they obtain their first residence permit, then question them again one year, then three years later.⁹ The ELIPA 1 survey resulted in numerous publications.

A new survey, **ELIPA 2**, has been carried out since the first half of 2019. The ELIPA 2 survey's main objectives are to **understand the integration path in France over the three years after the person has obtained their first residence permit (excluding for "student" grounds) and to assess the reception mechanism implemented by the Ministry of the Interior (the Republican Integration Contract - CIR)**. ELIPA 2 questions a sample of foreign nationals aged 18

⁸ Jourdan Virginie, Prévot Marie, The Longitudinal Survey on the Integration of First-Time Arrivals (persons admitted to residence) (*L'enquête longitudinale sur l'intégration des primo-arrivants (personnes admises au séjour)*), ELIPA 2, Department for Statistics, Studies and Documentation, Infos Migrations no. 97, June 2020. https://elipa2.org/Document/Document/IM_97_Presentation_ELIPA2.pdf

⁹ The survey is carried out by the Department for Statistics, Studies and Documentation at the General Directorate for Foreign Nationals in France (DGEF) at the Ministry of the Interior. It was carried out in three waves: 6,107 people responded to the survey in 2010. They were questioned again in 2011 (4,756 people responded) then in 2013 (3,573 people responded).

It is part of the programme of public service statistical surveys and as such is strictly monitored by the National Council of Statistics (CNIS) and the National Council for Data Processing and individual rights (CNIL).

or over, from third countries, to which a first residence permit of at least one year was issued in 2018, three times (in 2019, 2020 and 2022).

This survey aims primarily to monitor the integration path of first-time arrivals through the acquisition of the French language, access to employment, housing and social life; as well as to assess the CIR for those that follow it. It studies how migrants adapt to life in France, provides information on the factors likely to help or hinder their integration and so enlightens the public authorities and social partners about these issues. The ELIPA 2 questionnaire focuses on four themes: the migratory path as a whole (situation before and after arrival in France, reason for the migration, migratory project); the administrative path of first-time arrivals and any difficulties; the assessment of the CIR; and the integration path in several areas (acquisition of the French language, integration into the labour market, access to housing, social life...).

The first questioning of this statistical study took part in 2019, in ten languages, with 6,547 people who obtained a first residence permit of at least one year in 2018 in ten departments¹⁰.

- The trends identified from the ELIPA 1 survey

In 2014, the first results of ELIPA 1¹¹ identified a certain number of trends with regard to the integration of migrant women in terms of housing, employment, education and learning of the French language. The results highlighted, for example, **a differentiated integration into the labour market** depending on gender, notably due to the large proportion of women at home. In 2010, or a few months after obtaining their first residence permit, **33% of the new migrants are “homemakers”**.

The relationship between the activity of the new migrant women, their integration and their life at home was subject to a more detailed analysis, notably showing that **the career paths of the new migrant women are closely linked to whether or not children are present in the household and their age**.¹² Having young children is the main factor for entering a period of life at home for migrant women.

In terms of **housing**, the ELIPA 1 survey showed that newly arrived migrant women are better housed than men, as they more often live in independent (or personal) housing, in 2010, 75% lived in personal housing compared to 65% of men.

Moreover, the data from ELIPA 1 also highlighted that for an equal duration of presence in France, the integration path of migrant women differs according to two other factors: **their age on arrival in France and the reason for the migration**.

With regard to **learning of the language**, as part of the three waves of the ELIPA 1 survey, four self-assessment questions about the level of written and spoken French were asked identically to the surveyed persons. Based on the answers given, an **indicator of fluency in French was constructed**. A lower level

¹⁰ The departments concerned by the survey are the ones in metropolitan France in which there are the most first-time arrivals: Bouches du Rhône (13), Nord (59), Rhône (69), Paris (75), Yvelines (78), Essonne (91), Hauts-de-Seine (92), Seine-Saint-Denis (93), Val-de-Marne (94), Val-d’Oise (95). ELIPA 2 is representative of the 59,294 people that belong to the target population of the survey living in one of these departments, corresponding to half of the first-time arrivals in 2018.

¹¹ Jourdan Virginie, “ELIPA 2013: the first results” (*ELIPA 2013: les premiers résultats*), Department for Statistics, Studies and Documentation, Info Migrations, no.72-73, July 2014.
https://www.immigration.interieur.gouv.fr/fr/content/download/128235/1023530/file/IM_72-73_elipa3_1er_resultats-2.pdf

¹² Domergue Florent, “The activity of new migrant women after one or more births” (*L’activité des nouvelles migrantes après une ou plusieurs naissances*), Department for Statistics, Studies and Documentation, Infos Migrations, no.90, October 2017.
https://www.immigration.interieur.gouv.fr/fr/content/download/128212/1023415/file/IM_90_activite_meres.pdf

of fluency in French was seen for women: for example, in 2010, this low level of fluency in French was 25% for new migrant women surveyed compared to slightly less than 15% for men.¹³

- **The first results of the Elipa 2 survey**

In a publication presenting the first results of the Elipa 2 survey,¹⁴ it is recalled that the previous Elipa survey showed that **integration paths were closely linked to gender**. According to the first results of the Elipa 2 survey, the analysis of the **activity rate** shows that 83% of men are in activity compared to 50% of women. The unemployment rate is almost twice as high for women than for men. These differences in integration into the labour market are notably due to the fact that a significant proportion of women are at home: this concerns almost three out of ten newly arrived women in 2019 compared to one in one hundred men. The survey clarifies, however, with regard to people at home, that three-quarters declared their intention to find work or become self-employed within the next three years. The next results of the Elipa 2 survey based on the interviews planned in 2020 and 2022 will provide information on whether or not these projects to integrate the labour market were achieved.

With regard to **the level of education and integration into the labour market**, the Elipa 2 survey shows that amongst the first-time arrivals, **the levels of education differ significantly according to gender**: 23% of women do not have a diploma and 35% are graduates of higher education. These proportions are respectively 30% and 25% for men. But **these advantages are not reflected in the labour market**. For an equal diploma, women are systematically **less often active (in employment or unemployed) and more often unemployed** than men. These differences are significant whatever the diploma. It is, however, above all women holding diplomas corresponding to CEP, CAP or BEP diplomas (high school or vocational diplomas) and, to a lesser extent, university undergraduate degrees that suffer from a particularly high unemployment rate.

With regard to admission to residence, women obtain their residence permit faster than men. They come more often under **family migration**. The "family member" permit is issued three times more often to women than men.

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

Over the last few years, assessments of the integration policy for newly-arrived foreign nationals were carried out, resulting in an **ambitious recast**. On this occasion, **the challenges related to the integration of migrant women were also taken into consideration**, specifically in terms of integration into the labour market.

Thus, **in February 2018**, the député (MP) Aurélien Taché, entrusted by the Prime Minister with a mission to "recast the reception and support policy for foreign nationals in France", submitted a report formulating **72 proposals to implement "a true, ambitious and demanding public integration policy"**.¹⁵

These proposals served as a basis for the work of the **Interministerial Committee for Integration (C2I)** that met in June 2018 under the chairmanship of the Prime Minister to formulate the priorities for the French government's integration policy. A 48-measure action plan was decided.

¹³ Jourdan Virginie, "ELIPA 2013: the first results", *Op.cit*, p.9.

¹⁴ Jourdan Virginie, Prévot Marie, "First-time arrivals in 2019, one year after their first residence permit: first results of the ELIPA 2 survey" ("*Les primo-arrivants en 2019, un an après leur premier titre de séjour: premiers résultats de l'enquête ELIPA 2*"), Department for Statistics, Studies and Documentation, Infos Migrations no.98, June 2020; https://elipa2.org/Document/Document/IM_98_Premiers_résultats_ELIPA2.pdf

¹⁵ Aurélien TACHÉ, "72 proposals for an ambitious integration policy for foreign nationals arriving in France" ("*72 propositions pour une politique ambitieuse d'intégration des étrangers arrivant en France*"), Report to the Prime Minister, February 2018, Available [online]: <https://www.vie-publique.fr/rapport/37165-72-propositions-pour-une-politique-ambitieuse-dintegration-des-etranger>

Following a debate organised on 7 and 9 October 2019 at the National Assembly and Senate on the migratory policy, the French government announced new measures on immigration and integration. The Prime Minister **presented “20 decisions to improve our immigration, asylum and integration policy”**¹⁶ during an Interministerial Committee for Immigration and Integration (C3I), on 6 November 2019. **Measure 14** “promoting integration through work” indicates the measures taken by the government in this area and proposes to continue the government’s actions in two reaffirmed directions: on the one hand, better access to the recognition of qualifications and skills acquired abroad and on the other hand, **the promotion of activity for women migrants** “for whom participation in the labour market, which is still lower than that of men, increases the professional integration of their children by 9% according to the OECD”.¹⁷

Thus, the governmental priorities on the integration of migrant women in France beyond the general mechanisms such as training provided as part of the Republican Integration Contract (CIR), mainly cover two aspects in which they have specific fragilities: **integration into the labour market and how situations of vulnerability and specific needs in their integration path are taken into account**. In order to overcome difficulties of isolation, **several dedicated mechanisms are funded by the State, notably the “Opening up schools to parents for children’s success” (“Ouvrir l’école aux parents pour la réussite des enfants” – OEPRE) mechanism**¹⁸ which contacts parents (very often mothers) via their school age children, and integrates them into dedicated integration programmes.

¹⁶ Interministerial Committee for Immigration and Integration, “20 decisions to improve our immigration, asylum and integration policy” (“20 décisions pour améliorer notre politique d’immigration, d’asile et d’intégration”), 6 November 2019, Available [online]:

https://www.gouvernement.fr/sites/default/files/document/document/2019/11/dossier_de_presse_-_comite_interministeriel_sur_limmigration_et_lintegration_-_06.11.2019.pdf

¹⁷ *Op.cit*, p.7.

¹⁸ The OEPRE mechanism is presented in table 4 of Q11.

Section 2: National integration policies in the Member State

This section describes the 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 preparation and definition of the integration policy**

The national integration policy is designed and steered by the **Ministry of the Interior**. Within this, and more precisely the General Directorate for Foreign Nationals in France (DGEF), **the Directorate for Integration and Access to Citizenship (DIAN)** is responsible for designing and implementing the public integration policy for newly-arrived foreign nationals in France and access to French citizenship.

The Sub-directorate for the Integration of Foreign Nationals (SDIE) within the DIAN defines and implements the integration policy for foreign nationals granted residence in France for the first time and who wish to settle in the country on a long-term basis. It ensures the design and coordination of the republican integration path. For this, it builds on the decentralised network of State departments and mobilises the institutional, economic and associative stakeholders to implement this policy in the regions.

Over the last few years, a new impetus has been given to the integration policy as part of an **Interministerial Committee for Integration (C2I)** meeting under the chairmanship of the Prime Minister on 5 June 2018. This Committee prepared 48 interministerial actions. The **Interministerial Committee for Immigration and Integration (C3I)**, of 6 November 2019, reinforced the integration through work section (**measure 14**).

The DIAN regularly meets the representatives of the different ministerial departments to monitor the correct deployment of these measures and report on their progress to the Prime Minister through monitoring indicators and results. Several specifically concern women's employment.

Through the decree of 6 July 2020 on the composition of the government,¹⁹ **a Deputy Minister for Citizenship** was appointed **reporting to the Ministry of the Interior**. She prepares and implements actions related to the policy of integrating foreign nationals in France.

- **The implementation of the integration policy**

The French Office for Immigration and Integration (OFII) is the main DGEF operator with the mission of taking part in all administrative, health and social actions regarding the integration of legally residing foreign nationals in France during their first years of residence. For this, it implements provisions for French language training adapted to their needs and a civic training session organised over four days.

The initial reception phase for newly-arrived foreign nationals is more specifically entrusted to the **OFII** which implements the services of the Republican Integration Contract (CIR).

The tailored republican integration path

Foreign nationals that are admitted for the first time to residence in France and who intend to settle in the country on a long-term basis commit to a **tailored republican integration path**. This path meets four main objectives: understanding by the foreign national of the Republic's values and principles, learning of the French language, social and professional integration and access to autonomy.

¹⁹ Decree of 6 July 2020 on the composition of the Government.
<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000042088964>

First section: The Republican Integration Contract (CIR)

The signature of a CIR marks the foreign national's commitment to this republican integration path, that lasts for five years. The CIR is signed by all newly-arrived foreign nationals, including refugees and beneficiaries of subsidiary protection, admitted for the first time to residence in France and who intend to settle in the country on a long-term basis.

When the newly-arrived foreign national is received by the OFII, they benefit from a **tailored initial interview** with an auditor. This interview is a step to assess the foreign national's personal situation and their needs; it enables the social, family and professional situation to be taken into account and for the person to be guided in a suitable way to local services.

In order to better appropriate the values of the Republic and French society, the foreign national must take part in a **civic training session**. Since 1 March 2019, the duration of this training has increased from two to four days. It comprises five themes: a portrait of France, healthcare, employment, parenthood and housing.

On the OFII reception platform, the newly-arrived foreign national passes a written and oral **positioning test** designed to measure their French language skills. Depending on the results and identified needs, four language training paths can be prescribed (of a duration of 100 hours, 200 hours, 400 hours or 600 hours for non-readers, non-writers). Once prescribed, this **language training** is mandatory.

Within three months after the end of the prescribed civic and language training, the OFII summons the foreign national to an **end of CIR interview** during which a review of the training is carried out and new information is provided on the local services that can facilitate the next steps in the integration path, and notably professional integration.

Second section: after the CIR

After the CIR, the foreign national can decide to continue their path through additional language training and other social, professional and local training actions (*these measures are covered in more detail in Q.10 and Q.11 of this report*).

While the design and steering of this public policy are **a national competency**, the integration challenges are found in the regions. The DIAN **mobilises the State's regional network** in order to roll-out the reception and integration policy close to where it is needed. Two networks are mobilised:

- **Regional "integration" correspondents** within the General Secretaries for Regional Affairs (SGAR) and/or Regional Departments for the Economy, Employment, Labour and Solidarities (DREETS) for missions of facilitation, coordination and management of resources.
- **Departmental "integration" referents** appointed by the Prefects from members of the Prefectoral corps or Departmental Directors for the Economy, Employment, Labour and Solidarities (DEETS) in an operational implementation role.

The **associative sector** is also one of the stakeholders in the integration policy, constituting a local relay with populations thanks to actions in language training, professional integration, access to rights, culture, sport... Almost 1,500 associations are funded by the State within this framework. 35% of the beneficiaries of these actions are women.

The **regional authorities**, with common law competencies in terms of housing, social action, vocational training, employment and mobility are an essential local driver to promote convergence of the newly-arrived foreign nationals with the welcoming society. The **municipalities and intermunicipalities** take part in settling the newly-arrived foreign nationals in their everyday environment and carrying out everyday life procedures (registration in schools, social housing applications, requests for financial aid). The **Departmental councils** also have competencies in the area of social action (organisation of social assistant meetings, care of people with disabilities and home help for the elderly for example). The **Regional councils** contribute to the funding of vocational training and mobility (public transport)

With regard to the integration of beneficiaries of international protection (BPI) in France, **an Interministerial Delegate for the Reception and Integration of Refugees (DIAIR)** was appointed by the French Council of Ministers in May 2018 to implement an overall coordination and mobilisation of

stakeholders at all levels: central or decentralised administration, regional authorities, associations and civil society. **The DIAIR's actions support the different stakeholders-operators of the integration policy for refugees: DGEF, the French Office for the Protection of Refugees and Stateless Persons (OFPRA), the OFII, the Interministerial Delegation for accommodation and access to housing (DIHAL)** The latter coordinates and implements the State's policy in terms of access to housing for homeless or poorly housed people.

Lastly, an **Interministerial Commission for the Housing of Immigrant Populations (CILPI)** is tasked with monitoring the actions for the housing of migrant persons and specifically the treatment plan for immigrant worker hostels (PTFTM).

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

At the national level, in order to implement measure 14 of the Interministerial Committee for Immigration and Integration (C3I) of 6 November 2019, in two areas, **the recognition of skills of first-time arrivals and access to employment for foreign women**, an **action plan** was prepared and each area separated into four actions. The second area aims to **promote access to employment for foreign women**, by building on the following actions:

- better understanding the professional integration situation for women in general and foreign women in particular, for example by collecting good European practices on the professional integration of foreign women (the subject of this report);
- improving the orientation of women towards employment, for example by creating conditions to enable the registration and interview booking at Pôle emploi (French job service) through support in online procedures by civic service volunteers (experiment ongoing);
- providing information directly to foreign women, for example by building on the OEPRE mechanism used by a mainly female public to diffuse information on the mobilisable support towards employment mechanisms;
- mobilising the integration stakeholders for this priority by coordinating the interministerial institutional and associative networks.

This action plan places employment and specifically that of foreign women as a priority theme at the interministerial level.

In this respect, the SDIE organised **an interministerial discussion session** in 2020 to **take stock of the common law mechanisms for the employment of women in order to better mobilise and coordinate them**. The following were concerned: the Interministerial Delegation for the Prevention and Fight against Poverty (DIPLCP), the Interministerial Delegation for the Reception and Integration of Refugees (DIAIR), the General Delegation for Employment and Professional Training (DGEFP), the General Directorate for Social Cohesion (DGCS), the General Directorate for Education (DGESCO) and the Interministerial Mission for the Protection of Women against Violence and the Fight against Trafficking in Human Beings (MIPROF).

Meetings under this format enable regular reports on the employment of foreign women notably through monitoring indicators and results: activity, employment and unemployment rates, share of women benefiting from registration at Pôle emploi as soon as the Republican Integration Contract has been signed, number of women supported by national and local mechanisms.

In addition to this institutional mobilisation, the French government subsidises, **via the call for projects procedure**²⁰, associative carriers that implement support programmes specifically for women. The

²⁰ Source: French Contact Point for the European Migration Network, 2020 Annual Report on Immigration and Asylum Policies in France, April 2021.
<https://www.immigration.interieur.gouv.fr/content/download/128568/1025641/file/1-Rapport-annuel-du-REM-2020-rapport-de-la-France.pdf>

DIAN has positioned itself as a support for projects to support women towards employment on a national scale, carried by network heads, such as the National Federation for Information Centres on the Rights of Women and Families (CIDFF) with the ability to cover several regions. The Prefects relay and fund actions carried by local stakeholders, based on credits delegated by the DIAN.

With regard to the beneficiaries of international protection, the **National Strategy for the Reception and Integration of Refugees** adopted in June 2018²¹ by the French Government listed a set of priorities for the integration policy of these persons. Amongst the transversal priorities, the government strategy aims to “*guarantee suitable care for vulnerable women refugees*”, with this priority notably covering two actions specifically targeting **women refugees**:

- **Action no. 12:** *Multiply training actions for personnel intervening in reception centres for asylum seekers (CADA) and temporary accommodation centres (CPH) on the themes of gender, sexual health and migration.*
- **Action no. 13:** *Guarantee safety in specialised accommodation structures”.*

At the local level, the Region and Department Prefects received an instruction from the Deputy Minister reporting to the Minister of the Interior responsible for citizenship on the **2021 priorities of the policy for the integration of newly-arrived foreign nationals (including the beneficiaries of international protection)**.²² These priorities cover four main focuses: governance of the integration policy, reinforced monitoring of beneficiaries of international protection, integration through employment of newly-arrived foreign nationals and their access to rights. It is through the focus on integration through employment that “**the increase in the participation of newly-arrived women in the labour market**” should be encouraged, in accordance with the objective set by the **Interministerial Committee for Immigration and Integration (C3I)** of 6 November 2019.

The instruction focuses on **removing the obstacles encountered by newly-arrived women**. It recalls that “*over 47% of the signatories to the CIR are women, of which 62% declare that they have exercised a professional activity and 40% that they followed higher education before their arrival in France. Women are likely to play a **driving role for family integration**. However, their activity and employment rate in France is lower than that of French women. Their entry into the labour market is later and more difficult than for foreign men or French women. The first results of the ELIPA 2 monitoring study show, for example, that 83% of newly-arrived men are in activity compared to 50% of women, and that women in activity are twice as often unemployed than men. Newly-arrived women may face specific obstacles to access to employment, related to their gender or migratory path: lack of language skills or training, problems with childcare, absence of network, stereotypes related to the culture of origin, effects of discrimination at recruitment.*”

It presents the main **levers for action: in terms of communication**, through a better understanding of the gender balance in professions, the reinforcement of the discovery of professions and their accessibility for women; **in terms of facilitation of access to childcare**, through actions to make women aware of the mechanisms and their access to rights; **in terms of the detection of social, physical and psychological health vulnerabilities** through the mobilisation of common law or dedicated mechanisms.

Associations are selected via a call for regional and/or departmental projects by the State’s decentralised network to implement these support actions.

²¹ “National Strategy for the Reception and Integration of Refugees ” (“*Stratégie nationale pour l’accueil et l’intégration des réfugiés*”), Interministerial Committee for Integration, 5 June 2018. Available [online]: <https://www.interieur.gouv.fr/content/download/110377/880362/file/strategie-nationale-dintegration.pdf>

²² Instruction to prefects, “2021 priorities of the policy for the integration of newly-arrived foreign nationals and beneficiaries of international protection” (“*Priorités 2021 de la politique d’intégration des étrangers primo-arrivants et des bénéficiaires de la protection internationale*”), Deputy Minister reporting to the Minister of the Interior, responsible for citizenship, NOR: INTV2101619, 17 February 2021. <https://www.legifrance.gouv.fr/download/pdf/circ?id=45136>

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

Gender is taken into account in the integration policy when there is an issue relating to **access to employment, or vulnerabilities that need to be taken into account**. *See Q10.*

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

Table 1: Policies addressing migrant women

Yes		No	n/a (no national integration policy available)
Third-country nationals	Migrants in general (that might also include EU citizens with migrant background and third-country nationals)		
	YES See also the answers provided below.		
<i>Please continue with Q11</i>		<i>Please continue with Q10a</i>	<i>Please continue with Q10b & Q11</i>

Migrant women are specifically taken into account, for example, in terms of **integration into the labour market** as shown by the “action plan to promote the recognition of skills of first-time arrivals and access to employment for foreign women”. This consideration is the result of a recent development of the national integration strategy following the C2I and C3I decisions in 2018 and 2019. The specific mobilisation for access to employment for newly arrived women aims to remove the multiple obstacles that they may encounter: weak mastery of the language, absence of qualifications, mobility difficulties, childcare difficulties, country of origin stereotypes.

In terms of vulnerabilities, women that benefit from international protection are also more exposed notably in the event of trafficking in human beings or violence, particularly domestic or family violence.

The assessment of the vulnerability of asylum seekers in order to determine, if applicable, their specific reception needs, is provided in article L. 744-6 of the Code on Entry and Residence of Foreign Nationals and Right of Asylum (CESEDA), and targets, in particular “(...), pregnant women, single parents with children under 18, victims of trafficking in human beings, people suffering from serious illness, people suffering from mental disorders and people that have been subjected to torture, rape or other serious forms of psychological, physical or sexual violence, such as female genital mutilation”.

More targeted information campaigns, including information supports online or on the social networks, are currently being deployed:

- **targeting women asylum seekers and refugees** on the definition of sexual and sexist violence as well as the public mechanisms to fight against violence to women and intra-family violence. These items will be diffused on the refugee information platform Réfugiés.info managed by the Interministerial Delegation for the Reception and Integration of Refugees (DIAIR), in partnership with the United Nations High Commission for Refugees, supported by translated, illustrated and digital data.

- **targeting the victims of trafficking** on the specific provisions provided for these people in terms of access to residence. This reinforcement of information will be supported by actions that aim to guarantee

and harmonise the effective implementation of these rights throughout France, in line with the focuses of the second national action plan to fight against trafficking in human beings adopted in October 2019.

In 2020, 300 specialist places allow **reinforced support tailored to the issues of victims of trafficking and women asylum seekers and refugees in danger** whilst guaranteeing secure shelter.

Lastly, in line with the French President’s commitment at the end of 2018 to Nadia Murad, Nobel Peace Prize winner, Yazidi woman, defender of minority rights, France welcomed **103 Yazidi women and their children**, representing 466 people between 2018 and 2019. Due to the extreme vulnerability of these people, a humanitarian corridor was set up, along with reinforced comprehensive support as part of four successive reception waves, aiming for sustainable integration in French society. This long-term support notably covered administrative procedures (residence, social rights), schooling for the children and access to healthcare and housing... Faced with the persistent difficulties encountered, a new tailored programme for the remaining needs has been proposed since November 2021 to the families that expressed the desire to continue the support (interpreting allowance, help for everyday management, psycho-trauma allowance) reinforcing the transition towards common law provisions.

- **The integration of women benefiting from international protection: the example of the actions implemented and supported by the DIAIR²³**

The DIAIR is particularly concerned by the integration of women that benefit from international protection and notably for professional integration. It has identified certain obstacles such as childcare and professional stereotypes.

The projects steered by the DIAIR do not have the integration of women that benefit from international protection as a specific objective. Nevertheless, the DIAIR ensures that there is a balance between men and women beneficiaries and selects projects for the integration of women refugees.

Thus, within the framework of the **regional contracts for the reception and integration of refugees (CTAIR)** which are signed jointly between the regional authorities, prefectures and the DIAIR, certain actions specifically target women refugees (see table below):

Table. Actions carried out within the framework of the CIAIR²⁴

Areas	Parenthood and gender equality	Healthcare	Training and employment
Examples of actions carried out	<p>“Working on subjects with regard to gender equality and sexuality in general” (2022): this action takes the form of cultural mediation to deal with issues related to gender equality, sexuality, contraception, menstrual insecurity, addictions, pregnancy and abortion.</p> <p>Location: Le Havre</p> <p>Stakeholder(s): Regional Health Agency (Agence régionale de santé - ARS), Mother and Infant Protection</p>	<p>“Robes de papier: collective therapy/women/art istic support”</p> <p>Location: Grenoble</p> <p>Stakeholder(s): Association.</p>	<p>“Emploi pour les femmes” (employment for women). This action aims to make migrant women actors in their professional paths, with a project defined according to their capabilities, skills, etc. Periods of immersion in companies are planned.</p> <p>Location: Nancy</p>

²³ Questionnaire filled in by representatives of the Interministerial Delegation for the Reception and Integration of Refugees (DIAIR), October 2021.

²⁴ This table was prepared based on the questionnaire filled in by the DIAIR, October 2021.

	(Protection maternelle and infantile - PMI), Associations.		Stakeholder(s): Association.
	<p>Intercultural action for households with the aim of promoting equality in everyday workloads (domestic tasks, childcare). This action notably provides for the implementation of workshops for parents.</p> <p>Location: Tours</p> <p>Stakeholder(s): Stakeholders around the parenthood theme (example, Family Benefit Fund (CAF), Touraine).</p>	<p>Healthcare for women sex workers. This action specifically targets indoor women sex workers to meet changing practices. Visual tours, support and physical interviews are planned.</p> <p>Location: Nantes</p> <p>Stakeholder(s): Association.</p>	<p>“IFE: l’intégration des Femmes par l’Emploi” (integration of women through employment): this is a training action to enable the beneficiaries to become carers (training in French, vocational training, etc).</p> <p>Location: Grenoble</p> <p>Stakeholder(s): National vocational training association (AFPA - Association nationale pour la formation professionnelle) operator.</p>
	<p>Childcare actions for single mother refugees. As part of this action, reserved places (around 10) are provided within childcare structures.</p> <p>Location: Tours</p>		

In addition, six men and six women won the **Académie award for the participation of refugees**. Similarly, 85 women carried out civic service as part of **Volont’R** in 2019 (28%) and 72 women in 2020 (24%). The data for 2021 is not yet available, however we can consider that one quarter of the participants in the Volont’R programme are women (which corresponds to the proportion of women in the total refugees).

Lastly, through its interministerial coordination role, the DIAIR has identified certain regional projects for women such as ambassadors for women’s rights (Department Delegation for Women’s Rights and Equality (DDFE) in Loir-et-Cher) which could be replicated.

- **Consideration of women in the support carried out by associative stakeholders**

The Forum Réfugiés-Cosi²⁵ association, which was questioned as part of this report, indicates that its integration programmes target all persons that benefit from international protection without any criteria, such as gender, age, mastery of the French language or initial level of education.²⁶

²⁵ Questionnaire filled in by representatives of the Integration Directorate at Forum Réfugiés - Cosi, October 2021.

²⁶ In this respect, the association representatives interviewed indicate that the entry criteria are the same for all the programmes which are open to: persons benefiting from international protection (refugees, beneficiaries of subsidiary protection, stateless persons); who have obtained this protection in the concerned department less than 12 months ago; whether or not the persons are accommodated as part of the National reception system (DNA).

For information purposes, the association indicates that out of its ten programmes, spread across ten different departments, the proportion of women amongst the adults supported by Forum Réfugiés-Cosi in 2020 is 35%.²⁷

Forum Réfugiés-Cosi also indicates that whilst entry does not present specific problems on gender, however in terms of support, the association adapts to the **specific needs of women benefiting from international protection and pays close attention to the vulnerability to which they are faced** (single women with children, single homeless women, women that are victims of gender violence). They also observed in 2019 that women are half as likely to have employment and 0.2 times less likely to be in training than men. Through the support provided, the association aims to **promote gender equality and the social and professional integration of women refugees**.²⁸

The association **France terre d'asile (FTDA)**, which was also contact for this report,²⁹ focuses in its 2021 projects on the issue of the integration of women that benefit from international protection or who have requested asylum. In this respect, the association has developed two specific projects:

- A proposed response to the call for candidates for opening emergency accommodation places for women pre or post maternity without housing solutions or accommodation from the DIHAL. The **proposed creation of an emergency accommodation centre (CHU) of 50 places** at Sartrouville in the Yvelines, aimed to provide emergency accommodation to women pre or post maternity without housing solutions or accommodation, without conditions in order to facilitate their accession to autonomy through specific social support measures to guarantee an exit from the care tailored to their situation.³⁰
- The **PAREE project (Project for the Autonomy and Reconstruction of Foreign Women with Children - *Projet d'Autonomisation et de Reconstruction des Femmes Étrangères avec Enfants*)**. The project offers specific support for the professional integration of newly-arrived women that are the head of the family, implemented as part of different reception areas on a same site. It will enable flexible but comprehensive support and offer new opportunities in the Val-de-Marne using FTDA's expertise in this area. This offering will propose comprehensive tailored support, in addition to the actions already carried out by the stakeholders for women that are already housed. It will be built around a path of individual interviews, collective workshops and diversified actions such as citizen sponsorship, cultural visits and the development of citizen projects. The support will be provided in addition to and in coordination with the project's partner associations with actions carried by the stakeholders already operating in the regions.³¹ The service offering will be proposed to newly-arrived women who do not have support or who are still in difficulty. It will take the form of a comprehensive path proposed for a duration of six months and flexible according to the need that have been identified or that may emerge during the path. Thus, the support will cover the areas of training and employment, access to civil and social rights, health (with a focus on gynaecology and mental health), parenthood and will participate in developing social ties and civic awareness.³² The priority will be given to the employment focus.

In addition, as part of the **Reloref project** (Network for employment and housing of refugees - *Réseau pour l'emploi et le logement des Réfugiés*) implemented by FTDA, co-financed by the European Union (as part of the Asylum, Migration and Integration Fund (AMIF)) and the Ministry of the Interior, a meeting to

²⁷ Questionnaire filled in by representatives of the Integration Directorate at Forum Réfugiés - Cosi, October 2021.

²⁸ *Ibid.*

²⁹ Questionnaire filled in by representatives of the Integration Directorate at France terre d'asile, November 2021.

³⁰ The proposal was filed on 4 April 2021 but the FTDA association decided not to maintain its candidacy.

³¹ The FTDA's Integration Directorate indicates that this project was developed in coordination with the other specialist stakeholders who will each carry out specific missions as part of the support path: The E2S SCOP for the implementation of a pop-up childcare centre, Gynaecology without Borders.

³² Thus, FTDA indicates that the project will be organised around different areas: "La Passerelle" dedicated to social-professional support (access to civil and social rights/housing/ training-employment/ geographical mobility/ use of digital technologies), "La Parenthèse" dedicated to access to healthcare, well-being and parenthood support, "La Citoyenne" to work on integration in the Cité, "La Garderie" which consists of a pop-up area for childcare, and lastly "le Boudoir", a place open to the exterior which enables the project to integrate in Alfortville's social fabric and for beneficiaries to meet people from various social backgrounds.

discuss practices specifically dedicated to health support for women that benefit from international protection was organised on 3 and 4 November 2021.

See the table below.

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?

Table 2: Labour market integration

Labour market	Action plan to promote the recognition of newly-arrived foreign women’s skills and access to employment	Framework agreement signed between the State, the OFII and stakeholders at the Public employment service (SPE)
<p>How are migrant women addressed with regard to labour market integration?</p>	<p>The action plan to promote the recognition of newly-arrived foreign women’s skills and access to employment is organised around two work focuses, each split into four actions. The second focus aims to promote access to employment for foreign women, by building on the following four actions:</p> <ul style="list-style-type: none"> - Better understanding the professional integration situation for women in general and foreign women in particular; - Improving the orientation of women towards employment; - Providing information directly to foreign women; - Mobilising the integration stakeholders for this priority. 	<p>The framework agreement signed between the State, the OFII and stakeholders at the Public employment service (SPE)³³ explicitly indicates that foreign women should be subject to specific mobilisation.</p> <p>The agreement provides that “<i>the mobilisation of the SPE stakeholders should enable support for all beneficiaries and pay specific attention to people who face the greatest difficulties in finding employment [...] and also adapt to the needs that people with disabilities, <u>women</u>, young people under 26 years and foreign national graduates of higher education may have</i>”. The agreement provides that the SPE stakeholders and the OFII commit to developing specific actions to promote the guidance of first-time arrivals, and particularly women, towards the mechanisms that exist in their intervention regions.</p> <p>Under the leadership of the department Prefects, this framework agreement signed on 1 March 2021 should be rolled out in each region by 1 September 2021 in order to implement operational actions (internships, training, job discoveries, mentoring /</p>

³³ Framework agreement signed between the State, the OFII and stakeholders at the Public employment service to promote the professional integration of newly-arrived foreign nationals, 2020-2024, p.4. <https://www.unml.info/assets/files/espace-docu-ml/Partenariats/accord-cadre-etat-ofii-spe-sign.pdf>

Labour market	Action plan to promote the recognition of newly-arrived foreign women's skills and access to employment	Framework agreement signed between the State, the OFII and stakeholders at the Public employment service (SPE)
		sponsorship, childcare solutions) to facilitate access to the labour market for newly-arrived foreign nationals, and notably women.
<p>Are migrant women specifically targeted or are they addressed as part of a wider group?</p>	<p><input checked="" type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>	<p><input checked="" type="checkbox"/> Specifically third-country national migrant women targeted</p> <p><input type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background)</p> <p><input type="checkbox"/> Migrant women addressed as part of a wider group of women</p>
<p>Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i></p> <p>Through this action plan, the government intends to take into account the path towards employment of migrant women, who may encounter more than one obstacle: low mastery of the language, absence of qualifications, mobility difficulties, difficulties for childcare, country of origin stereotypes.</p> <p><input type="checkbox"/> No</p>	<p><input checked="" type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i></p>
<p>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</p>	<p>At any time during the integration process.</p>	<p>At any time during the integration process.</p>

Table 3: Entrepreneurship

Entrepreneurship	Call for projects (AAP): example of actions
How are migrant women addressed with regard to entrepreneurship?	<p>Funding for the "Entrepreneurship as a vector for professional integration" project carried by the SINGA association selected as part of the 2020/2021 AAP.</p> <p>This project aims to raise awareness of newly-arrived persons to the possibility of entrepreneurship in France and to direct them to regional stakeholders that act in the sectors of employment, entrepreneurship and training and to support them in formalising their professional project.</p> <p>Amongst the 400 newly-arrived people informed of the possibility of entrepreneurship, 50% are women.</p>
Are migrant women specifically targeted or are they addressed as part of a wider group?	<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>
Are specific categories of migrant women targeted (for example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<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>
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	At any time during the integration process

Table 4: Education and vocational training

EDUCATION AND VOCATIONAL TRAINING	"Opening up schools to parents for children's success" ("Ouvrir l'école aux parents pour la réussite des enfants") mechanism (OEPRE)	Mechanisms to recognise acquired experience and the diplomas of newly-arrived foreign nationals: - 1000 VAE (Validation of acquired experience) - EXPERIENCE SANS FRONTIERE (Experience without Borders) - VAE SANS FRONTIERE	Comprehensive tailored support: AGIR programme
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		(Validation of acquired experience without Borders)	
<p>How are migrant women addressed with regard to education and vocational training?</p>	<p>The “Opening up schools to parents for children’s success” mechanism (OEPRE), co-steered by the Ministry of the Interior and the National Education Ministry aims to promote the integration of newly-arrived parents of school children in the schooling of their children. For this, workshops are offered to:</p> <ul style="list-style-type: none"> - Acquire the French language (understand, speak, read and write) This aims to enable parents notably to: understand the written documents with regard to the schooling of their children; take part in oral discussions with regard to the schooling of their children and in parent-teacher meetings. - Understand the values of the Republic and their implementation in French society. This aims to enable parents to: understand the values of the Republic, including gender equality, fraternity, secularism, the right to education; understand and know how to navigate the implicit social uses in everyday life (making appointments, how to talk to others, rules of politeness). - Understand the operation and expectations of 	<p>The reinforcement of validation of acquired experience (VAE) for newly-arrived foreign nationals is part of the objectives set by the Interministerial Committee for Immigration and Integration of 6 November 2019 to develop the human capital of immigration, fight against the social and professional declassification of foreign nationals and facilitate their integration through employment and cohesion with the nation.</p> <p>Experiments to facilitate this recognition of acquired experience for these people offer:</p> <ul style="list-style-type: none"> - The possibility of implementing actions to validate acquired experience with the aim of acquiring one or several blocks of skills; - The implementation of solutions to reconstitute the career and training path of candidates for VAE who are unable to provide the documentary proof required to assess whether their candidacy is admissible (for example, practical work on a technical platform). <p>The “Experience without Borders” experiment more specifically covers women (up to 70% of foreign women).</p>	<p>Based on the observation of existing successful comprehensive support programmes, the government decided to generalise from 2022 the possibility for each person that benefits from international protection (BPI) to benefit from comprehensive tailored support towards housing and employment from a single-desk contact point, mandated by the State.</p> <p>27 departments were identified for implementation from 2022.</p> <p>The AGIR programme is based on three pillars:</p> <ul style="list-style-type: none"> - comprehensive support for beneficiaries thanks to the implementation of teams of two referents (employment/training and access to rights/housing); - coordination of all local integration stakeholders, specialising in the integration of refugees and common law stakeholders, towards whom the BPIs may be guided; - the creation of local partnerships to guarantee the effective access to rights, such as, for example, the reservation of social housing. <p>The generalisation of AGIR is planned for 2024 for 30 000 BPIs (including around 40% of women).</p>

schools towards pupils and parents.

According to the provisions of the circular on school-parent relations no. 2013-142 of 15 October 2013,³⁴ non-native speaking foreign national parents must be able to cooperate with the school with a view to joint education, notably by understanding the roles of the different participants; having an effective access to their right to information and expression; be able to monitor the schooling of their children, by understanding the rules of operation of schools and establishment as well as school documents (reports, home liaison diaries etc.).

These free workshops, of a duration of between 60 and 120 hours per year, are offered to groups of around 8 to 15 people within schools, lower and upper secondary schools. They are organised during the week at times that enable the most parents to attend.

Thanks to a doubling of funding between 2018 and 2020, the number of workshops and participants increased:

- in 2018-2019: 653 workshops benefited 8 267 foreign parents,
- in 2019-2020, 995 workshops for 14 171 (+71% compared to 2018/2019), including 85% women,

³⁴ <https://www.education.gouv.fr/bo/13/Hebdo38/REDE1324999C.htm>

	- in 2020/2021, 1 021 workshops for 15 235 foreign parents.		
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 Other: The circular no.2017-060 of 3 April 2017 ³⁵ stipulates the people eligible for this mechanism, i.e., “non-native speaking newly-arrived foreign parents including the beneficiaries of international protection, that are not from the European Union”.	<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	<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 Non-native speaking newly-arrived foreign parents are targeted.	<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	<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

³⁵ <https://www.legifrance.gouv.fr/download/pdf/circ?id=42044>

At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?	At any time during the integration process.	At any time during the integration process.	As soon as international protection is obtained.
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Table 5: Language Training

LANGUAGE TRAINING	CIR and language and social workshops (ateliers sociaux linguistiques - ASL)
How are migrant women addressed with regard to language training?	<p>Once prescribed, this training is mandatory. By diligently and seriously following it and by making progress between the initial, intermediate and final tests, the foreign national meets one of the conditions required for obtaining a multi-annual residence permit.</p> <p>If the foreign national achieves level A1 during the intermediate test, the training ends without this prejudicing compliance with the conditions of diligence and seriousness.</p> <p>If the foreign national achieves level A1 during an intermediate test or at the end of the training, they may register within six months for an assessment test in order to receive certification of their level in French. This registration is paid for by the State.</p> <p>The continuation of language training should enable the foreign national to achieve level A2 in knowledge of French. The foreign national who wishes may request 100 hours of training provided free of charge by the OFII. Achievement of this level is one of the conditions for the issue of the residence permit. This language level enables France to move closer to the European standards and promote the autonomy of foreign nationals in our society, and notably access to employment and vocational training.</p> <p>The local authorities and associations set up socio-linguistic workshops (ASL) that offer language training in addition to that provided as part of the CIR.</p> <p>This local training aims to make the beneficiaries autonomous in "social areas". This term designates the different places or institutions in everyday life, for example, public transport, schools, banks, hospitals etc.</p> <p>Various themes are covered (employment, parenthood, culture, citizenship,...).</p> <p>Some ASLs offer childcare solutions for young children in order to facilitate parents' participation.</p>

LANGUAGE TRAINING	CIR and language and social workshops (ateliers sociaux linguistiques - ASL)
<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>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>At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?</p>	<p><i>On arrival in France.</i></p>

Table 6: Housing

HOUSING	Processing Plan for Migrant Worker Hostels (<i>Plan de Traitement des Foyers de Travailleurs Migrants - PTFTM</i>)	National reception system: specific places for victims of violence and/or trafficking in human beings
<p>How are migrant women addressed with regard to housing?</p>	<p>On 22 February 2019, a study committee at the CILPI, responsible for steering the PTFTM, met on the issue of single migrant women in housing.</p> <p>The committee aims to improve the coordination of interventions of migrant population housing stakeholders and knowledge of the concerned people, in order to facilitate the emergence of specific initiatives.</p> <p>During this meeting, discussions took place with the associative stakeholders; two associations working towards social integration and access to the rights of elderly migrants, the GRDR and the Ayyem Zamen association shared their experience and thoughts on the issue of the feminisation of their public.</p> <p>The plan to renovate migrant worker hostels as social residences enables increased diversity. Larger apartments/studio flats enable the reception of single-parent households, although quotas were not formalised. In practice, these single-parent households are migrants.</p> <p>Since 2021, at the request of the Deputy Minister for Housing, places in the social residences are reserved for single mothers when they leave maternities.³⁶</p> <p>In practice, these women are migrants.</p>	<p>In order to enable better care of vulnerabilities, the specialisation of housing places for asylum seeking women and women refugees that are victims of violence or trafficking in human beings was committed.</p> <p>These specialist places offer reinforced support for vulnerable women in the regions whilst guaranteeing secure shelter. A specification presents the criteria and services to be provided for this specific public, both in terms of security requirements and the specific monitoring conditions: separate dedicated places, security of the locations, specific support conditions (help for filing complaints, support during possible legal proceedings, tailored health and social support, partnership strategy with the national and local institutional and associative stakeholders specialising in the fight against violence to women and trafficking in human beings).³⁷</p>

³⁶ https://solidarites-sante.gouv.fr/IMG/pdf/dp-mesures_pauvrete-24_10_2020.pdf

³⁷ Foreign nationals in France (*Les étrangers en France*), Report to Parliament on the data for 2019. https://www.immigration.interieur.gouv.fr/content/download/126541/1011698/file/2048131_rapport_DGEF_2019_WE_B.pdf

HOUSING	Processing Plan for Migrant Worker Hostels (<i>Plan de Traitement des Foyers de Travailleurs Migrants - PTFTM</i>)	National reception system: specific places for victims of violence and/or trafficking in human beings
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	<input checked="" type="checkbox"/> Specifically third-country national migrant women targeted <input type="checkbox"/> Third-country national migrant women addressed as part of a wider group of migrants (including also EU citizens with migrant background) <input type="checkbox"/> Migrant women addressed as part of a wider group of women
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	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> This mechanism targets women asylum seekers and women refugees that are victims of violence or trafficking in human beings. <input type="checkbox"/> No
At what stage of the integration process does the policy start (e.g. recently arrived or no differentiation)?		

Table 7: Health

HEALTH	Vulnerability Plan: effective access to healthcare for vulnerable migrant persons.	Access to physical and mental healthcare
How are migrant women addressed with regard to health (including mental health)?	In May 2021, the government launched a "vulnerability plan" targeting asylum seekers and refugees. It must enable, on the one hand, better detection of vulnerabilities by reinforcing the possibility for reports and cooperation between institutional and associative stakeholders. On the other hand, it aims to better protect vulnerable asylum seekers and beneficiaries of	The Health Ministry has undertaken several actions for the most vulnerable populations and those furthest from common law, including: - the drafting of a flyer on access to rights and healthcare, translated into around fifteen languages, in collaboration with the DIAN. It was widely diffused among all foreign nationals via partners in contact

HEALTH	Vulnerability Plan: effective access to healthcare for vulnerable migrant persons.	Access to physical and mental healthcare
	<p>international protection, for example by expanding the provision of dedicated places to vulnerable people in the housing stock and by better integrating health issues in the paths.</p> <p>This plan, divided into two focuses, presents ten actions:</p> <p>1. Better detect vulnerable people ACTION No. 1: implement a "health appointment" as soon as the asylum request is recorded ACTION No. 2: create a network of "vulnerability" references amongst the asylum stakeholders ACTION No. 3: develop training to detect vulnerabilities ACTION No. 4: promote the early detection of vulnerabilities from the start of the asylum procedure ACTION No. 5: develop targeted information campaigns</p> <p>2. Better protect vulnerable asylum seekers and refugees ACTION No. 6: develop specialised places within the housing stock ACTION No. 7: develop information about psycho-trauma for healthcare professionals ACTION No. 8: guarantee a medical presence in each accommodation centre ACTION No. 9: guarantee access to the asylum procedure for unaccompanied minors ACTION No. 10: reinforce care for resettled refugees</p>	<p>with this public (associations, the OFII, civic and language trainers in the CIR, etc).</p> <ul style="list-style-type: none"> - the updating of the bilingual healthcare pamphlet available in 15 languages and diffused by Santé Publique France; - the gradual publishing online of an updated version of the "Fragile migrants/foreign nationals, Health and Support" on the COMEDE association's website. The paper version will be available by the end of the year. - the reinforcement of resources allocated to the Mobile Psychiatric-fragility teams as well as Healthcare Access duty rosters (PASS and PASS mobile) - for which first-time arrivals including women are a significant share of the active file; - the reinforcement of the mental health offering with the opening of five new psycho-trauma care centres (network of the national centre for resources and resilience) and the provision by the CN2R - national centre for resources and resilience - of a directory of regional centres specialising in care for psycho-trauma and their departmental branches. <p>Lastly, as part of the strategy for the prevention and fight against poverty/measure 27 of the Ségur de la santé (consultation on healthcare that took place in 2020) launched an experiment to create 60 collective participative exercise structures in poorer neighbourhoods. These centres promote access for migrant persons to healthcare, have healthcare mediators and offer interpreting services.</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><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>Are specific categories of migrant women targeted (for</p>	<p><input type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their</i></p>	<p><input type="checkbox"/> Yes</p> <p><i>If Yes, please indicate the category(ies) and describe how their specific</i></p>

HEALTH	Vulnerability Plan: effective access to healthcare for vulnerable migrant persons.	Access to physical and mental healthcare
example low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<i>specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	<i>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>On arrival and at any time.</i>	<i>On arrival and at any time.</i>

Table 8: Civic integration

CIVIC INTEGRATION	Republican Integration Contract (CIR) - Civic training	Civic Service Citizen sponsorship
How are migrant women addressed with regard to civic integration?	<p>In order to better appropriate the values of the Republic and French society, the foreign national must take part in a civic training session.</p> <p>This training includes five themes:</p> <p>The portrait of France: the aim is to present the main characteristics of France and provide basic references (geographical, historical, lifestyles...). The focus is put on the principles and values on which life in France is based as well as the balance between rights and duties.</p> <p>Healthcare: the aim is to help foreign nationals to rapidly identify the healthcare professionals and support them in the procedure to open their rights.</p>	<p>Civic service is a voluntary commitment to serve the general interest open to 16-25 year olds, expanded to 30 years for disabled young people.</p> <p>It is paid and accessible without conditions of education. It may be carried out by all people with a legal residence permit in France for over one year or a legal residence permit in France without a condition of duration for foreign students or BPI.</p> <p>Foreign nationals with general multi-annual permits issued after a first residence permit are also eligible for this mechanism.</p> <p>The Vontai'r programme³⁸ allows young citizens to commit for the</p>

³⁸ <https://accueil-integration-refugies.fr/volontr-service-civique/>

CIVIC INTEGRATION	Republican Integration Contract (CIR) - Civic training	Civic Service Citizen sponsorship
	<p>Employment: access to employment is, along with mastery of the language, a key factor for full, complete integration. The aim is to raise awareness among first-time arrivals of the importance of work as a driver for integration. The training also gives advice on effective job hunting by explaining the operations of the labour market, its legal framework and by identifying support structures. Lastly, the codes of life at work and opportunities to develop skills that are open as part of vocational training are presented and explained.</p> <p>Parenthood: this theme focuses on the concept of parental authority and children's rights. It also covers issues related to childcare and schooling. The modules incorporate the principles and values of France in the school context (equal opportunities and gender equality, secularism, contribution to school life, etc).</p> <p>Housing: housing remains one of the concerns of foreign nationals and, more specifically, beneficiaries of international protection. Several modules are dedicated to this theme in order to direct foreign nationals towards housing adapted to their situation and recall that there are regulatory conditions and criteria for living in decent housing.</p> <p>As part of the support by the organisations providing this training, expert training modules as well as practical sheets are set up to provide trainers with tools on specific themes, such as violence to women, gender equality, mental health, etc.</p>	<p>reception and integration of newly-arrived foreign nationals, and young newly-arrived foreign nationals including refugees to commit within French society. This possibility is implemented by the local authorities and associative carriers selected in each region.</p> <p>Citizen sponsorship consists of creating a privileged relationship between the person who has lived in France for a considerable time (sponsor) and a foreign national.</p> <p>The sponsors do not have the task of substituting for the social contacts who will continue to support these people in their key sectors of their integration. Through meetings, the role of the sponsors is to perfect the integration by creating social ties and by allowing them to discover French society by:</p> <ul style="list-style-type: none"> - improving the level of French through conversations, visits, reading, etc; - the discovery of the environment and the initiation to leisure activities (visits of the city, monuments and museums, etc); - knowledge of the culture and sharing of values, history, institutions, cultural codes of French society. <p>These mechanisms benefit newly-arrived women.</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><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>

CIVIC INTEGRATION	Republican Integration Contract (CIR) - Civic training	Civic Service Citizen sponsorship
		<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	<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>On arrival and at any time.</i>	<i>On arrival and at any time.</i>

Section 3: Integration measures in the Member State

This section 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)?

The funding of measures to support the integration of migrant women takes place via funding to support the integration of newly-arrived third-country foreign nationals in general.

The General Directorate for Foreign Nationals in France (DGEF) at the Ministry of the Interior prepares and executes the budget for the ministerial "immigration, asylum and integration" mission which notably includes the programme 104 "Integration and access to French citizenship". This supports the funding of the integration policy for foreign nationals in France.

At the national level, each year, the DGEF launches a call for projects to select wide-ranging national or interregional actions (budget of €4 M), according to the priorities set by an interministerial instruction.

In 2020, four projects specifically targeted newly-arrived women and the professionals that support them. They cover the themes of support towards employment and access to rights (in particular female genital mutilation, early marriages and violence towards women). In 2021, six projects for women were subsidised to support them towards employment, for vocational training, their access to rights and French language learning in addition to the training provided as part of the CIR. Some projects include childcare solutions for young children.

At the regional level, the State's decentralised network, described previously, launches calls for regional and/or department projects to meet the local needs of newly-arrived foreign nationals.

In 2020, almost 144 000 benefited from integration actions (employment, learning of the French language including professional French, access to rights, appropriation of the principles of the Republic and practices of French society) including 35% of women. For example, the State supported a large number of projects to promote the professional integration of newly-arrived women on a regional level. These projects, such as actions carried out by the associations UniR Universités & Réfugiés in Ile-de-France, CIDFF in Haute-Savoie and Retravailler in Moselle, include a diagnosis of the acquired skills, a section to validate acquired experience or compare foreign diplomas via ENIC NARIC, a discovery of jobs through immersion in professional environments, professional language training, and sometimes sponsorship by employees or support for digital tools. Another example is the discovery of jobs often assigned to men (welding, industrial production, machining) for newly-arrived women, including 10 days of training and 10 days of internships in partner companies.

In 2020, almost €8 M in subsidies related to the national call for projects were also granted to associations and hostel managers as part of the support for the processing plan.

With regard to European funding, as part of the "legal migration and integration" part of the Asylum, Migration, and Integration Fund (AMIF) in which the DGEF is the responsible authority in France, over €115.5 M was programmed as part of the multi-annual 2014-2020 funding framework, to promote the integration of third-country nationals: these subsidies supported 200 projects. However, these funds target third-country nationals in general and not specifically migrant women. For example, the AMIF notably supported the "Facilitating the integration of migrant women: engage, understand, take into account" project by the GRDR association which enabled over 200 foreign women living in the Hauts-de-France to become more autonomous and active in their region in which they live. These women were able to take part in workshops on the school system, healthcare paths, institutions, professional integration, women's rights, housing. Individual monitoring is also offered. Ad hoc tools (directory of useful addresses in South Lille, diary) were prepared to build on the support proposed to these people who do not master French.

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 the first time in France, a ***Semaine de l’intégration des étrangers primo-arrivants (Week on the integration of newly-arrived foreign nationals)*** was organised throughout France in October 2021, to promote the initiatives, achievements and continued mobilisation of all stakeholders, ministries, local authorities, associations, companies that are committed to integration.

Over 170 events took place, showcasing successful integration paths, including of foreign women.

The closing seminar was the chance for testimonies, including one woman on the different stages of her integration in France: support by Pôle emploi, access to vocational training, obtaining of diploma equivalence, access to housing and professional integration.

The catering company selected for this event is committed to training foreign women in catering jobs as part of the comprehensive “Empower My Mama’ support mechanism, dedicated to empowering women to enable them to become independent women entrepreneurs.³⁹

Table 10:

Measure 1	
a) Overview	
Name	<i>Inform newly-arrived women that are victims of violence of their rights</i>
Type	<input checked="" type="checkbox"/> Systematic initiatives (multi-year / long term) <input checked="" type="checkbox"/> Projects (ad-hoc) <input checked="" 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 checked="" type="checkbox"/> Other (<i>please specify</i>) access to rights
Access	<input checked="" type="checkbox"/> Third-country nationals <input checked="" type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals)
Target group	<input checked="" 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>

³⁹ <https://www.meetmymama.com/notre-%C3%A9cole>

Stage of the integration process (e.g. recently arrived or no differentiation)	On arrival in France
Coverage	<input checked="" type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local
Link	<p>Governmental website and telephone hotline dedicated to victims of violence to women</p> <p>https://arretonslesviolences.gouv.fr/</p> <p>Several projects for foreign women carried by the associations are funded by the State:</p> <p>https://fncidff.info/</p> <p>https://federationqams.org/</p> <p>https://www.womenforwomenfrance.org/</p> <p>https://www.adric.eu/</p> <p>https://www.cicade.org/</p>
Source and justification	Commitment taken by the Government during the “Grenelle” of domestic violence ⁴⁰
b) Description	
<p>i) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?</p> <p>According to a study published by FTDA⁴¹ in 2018, migrant women are “overexposed to situations of violence” due to “often inadequate or precarious reception conditions, their conditions of administrative or economic precariousness (...) and also difficulties in adapting to the country of refuge”. The absence of accommodation and the lack of information about their rights considerably accentuate their vulnerability. They are faced with significant risks of aggression, rape or various forms of exploitation. The lack of information about their rights makes them easy targets. Moreover, research has highlighted the absence of systematic training of professionals in gender violence.</p> <p>Thus, violence suffered may be an obstacle to integration. It is, therefore, important on the one hand, to inform women of their rights and on the other, to train support personnel so that they identify violence to women.</p> <p>ii) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?</p> <p>The State has supported projects related to access to rights of migrant women for several years.</p>	

⁴⁰ https://www.gouvernement.fr/sites/default/files/document/document/2021/09/dossier_de_presse_-_mesures_contre_violences_faites_aux_femmes_-_03.09.2021.pdf

⁴¹ <https://www.france-terre-asile.org/images/stories/publications/pdf/violences-a-egard-femmes-demandeuses-asile-et-refugiees-en-france.pdf>

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

The French State

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

The French State

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

Communication to the general public

Targeted communication for foreign women

Communication to professional networks in contact with this population

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?

Projects are assessed on a qualitative and quantitative basis notably through the verification of achievement of the monitoring indicators and results set previously (number of newly-arrived women informed, number of professionals trained, number of supports developed etc). Some projects are subject to on-site assessments, by taking part in the training provided, for example.

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

None

Measure 2	
a) Overview	
Name	Project for comprehensive support for BPI women towards employment
Type	<input type="checkbox"/> Systematic initiatives (multi-year / long term) <input checked="" type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure
Area	<input checked="" 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 checked="" type="checkbox"/> Third-country nationals <input type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals)
Target group	<input checked="" 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)	As soon as a legal residence permit has been obtained
Coverage	<input checked="" type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local
Link	https://techfugees.com/fr/fellowship-tf4women/ https://fncidff.info/qui-sommes-nous/nos-actions/actions-en-cours/ife-insertion-femmes-etrangeres/
Source and justification	<i>Projects subsidised by the Ministry of the Interior (DIAN) as part of the national call for projects in 2021.</i>

b) Description

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

Comprehensive support, which integrates all aspects of integration (housing, administrative, social, healthcare support, skills training) provides very positive results. The effectiveness of this comprehensive support is reinforced by the implementation of tailored support, in particular when the beneficiaries are monitored by a trained, competent referent, available throughout the professional integration path.

However, within the existing mechanisms, the beneficiaries are mainly men. Men and women have different paths, constraints and needs. It is, therefore, relevant to adopt an integrated and inclusive approach to the design and implementation of support projects towards employment to take into account these different needs.

Two innovative projects selected in 2021 integrate the specificities of newly-arrived women (flexible hours, implementation of childcare for young children, training in digital jobs, mobility aid, mentoring, etc).

ii) 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 started in 2021 and last for between 12 and 36 months.

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

Associations

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

French State subsidies and private funds

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

Sourcing from professional networks and through information diffused on the social networks

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?

Projects on-going

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

None

- **Other examples of good practices**

The DIAIR published eight portraits of refugee women on the social networks on 8 March 2021. These are positive and courageous paths that highlight successful integration. The project was funded using the DIAIR communication budget and mobilised three advisers on a part-time basis over several weeks.⁴²

- **Examples of good practices implemented by the associations:**

Some programmes carried out by the **Forum Réfugiés-Cosi** association propose projects specifically dedicated to women. This is an example of one of these projects, carried by the **Accelair programme in partnership with the Information Centre for Women's and Family Rights (CIDFF)**.

The aim of this project is to promote gender equality by allowing women to have access to their rights by building on the following drivers:

- Understanding their rights in France
- Improving their level of language
- Allowing a first level of collective support to facilitate the entry into full-time training
- Acting collectively on the obstacles that penalise women: organisation of living time, mother-child separation and parenthood, self-confidence, violence to women
- Broadening professional choices for women
- Helping thoughts on structuring time and life choices.

⁴² Questionnaire filled in by DIAIR representative, October 2021.

To achieve these objectives, the participants were invited to register for the project via collective information meetings. They took part in 23 half-day workshops coordinated by the CIDFF and “French as a foreign language (FLE)” workshops several times a week. Childcare solutions were sought to enable women with children to actively take part in the workshops.⁴³

The **France terre d’asile** association also identified several examples of good practices carried by the association.⁴⁴ Since October 2021, the association has an unlimited stock of sanitary protection, available at all times and free of charge (tampons, pads). **This project to fight against menstrual precariousness was carried out with the Règles Élémentaires association.** It is planned that all France terre d’asile structures in Ile de France (First reception structure for asylum seekers – SPADE, Maraude (outreach), Reception centre for asylum seekers - CADA, Emergency housing for asylum seekers - HUDA, Temporary accommodation centre - CPH) can benefit.

Moreover, France terre d’asile **has finalised a partnership with the L’Oréal Foundation. Socio-cosmetic and socio-hair workshops will be offered in the CADA and CPH** that want them between November and December this year. The service will be free of charge. The workshops will be accessible to people with all hair and skin types.

⁴³ Questionnaire filled in by representatives of the Integration Directorate at Forum Réfugiés - Cosi, October 2021.

⁴⁴ Questionnaire filled in by representatives of the Integration Directorate at France terre d’asile, November 2021.

Section 4: Responses to COVID-19

This section 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?

Measures were taken to attenuate the negative consequences related to the health crisis. Most of these measures, however, do not specifically target women.

a) Integration (or sector specific) policies

As a result of the COVID-19 crisis and the publication of the decree no. 2020-1310 of 29 October 2020⁴⁵ laying down the general measures required to deal with the COVID-19 epidemic as part of the health state of emergency, new actions were committed:

- The creation of a COVID-19 heading on the Ministry of the Interior website:

This heading contains translated sheets on the measures taken as part of the health crisis on various themes, such as everyday life, work, healthcare. It is available in English, Arabic, Mandarin, Pashto, Dari, Albanian, Georgian and Russian and was enriched with an easy to read and understand tab in French (FALC).

- The implementation of actions against the digital divide:

The Directorate for Integration and Access to Nationality (DIAN) collaborated with the Interministerial Delegation for the Reception and Integration of Refugees (DIAIR) as part of the call for projects to fight against the digital divide launched by the DIAIR to promote access for newly-arrived foreign nationals to digital technologies and specifically the use of the digital service to access rights or the virtual language and civic courses provided during the COVID-19 crisis.⁴⁶

b) Integration measures

The health crisis and lockdown situation led the Ministry of the Interior and the OFII to find systems to continue to support and integrate newly-arrived foreign nationals during this period.

Distance learning modules on the civic part of the CIR were set up for French-speaking foreign nationals. The CIR language training was also proposed as distance learning.

In addition to the CIR training modules, MOOC⁴⁷ and mobile applications for learning the French language and citizenship, created between 2017 and 2020, were subject to reinforced communication during this period.

The associations have mobilised to continue the support and have adapted the way in which they take care of the populations to maintain ties (tailored telephone contact, WhatsApp group, development of online training modules, etc.).

OEPRE workshops in which over 80% of participants are women were also maintained remotely during this period.

⁴⁵ Decree no. 2020-1310 of 29 October 2020 laying down the general measures required to deal with the COVID-19 epidemic as part of the health state of emergency.

<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000042475143>

⁴⁶ Source: French Contact Point for the European Migration Network, 2020 Annual Report on Immigration and Asylum Policies in France, April 2021.

<https://www.immigration.interieur.gouv.fr/content/download/128568/1025641/file/1-Rapport-annuel-du-REM-2020-rapport-de-la-France.pdf>

⁴⁷ MOOC: *Massive Open Online Course*.

The Interministerial Commission for the Housing of Immigrant Populations (CILPI) also financially supported new actions carried by the associations during the health crisis, notably actions to support the residents of migrant worker hostels and social residences. The aim was to maintain their access to social rights and healthcare.

- **Examples of measures implemented by the associations**

The **Forum Réfugiés-Cosi** association has not implemented any specific projects for women in order to counteract the negative consequences of COVID-19. However, they benefit from support tailored to the health situation, in the same way as men.

In order to effectively fight against the spread of the pandemic, preventative measures have been implemented within the services. The services remained open during the lockdown periods and maintained support for the persons concerned, sometimes through home visits and remote appointments.

Constant work to raise awareness among supported people was also carried out in order to transmit advice with regard to barrier gestures and the use of travel forms. Equipment (masks, hydro alcoholic gel) was also provided.

Changes have enabled new practices to emerge between the team and the supported persons, notably communication via the WhatsApp application (transmission of requests, documents...). This mode of communication enabled ties to be maintained with the people during the lockdown periods and has remained a popular tool since then.⁴⁸

According to the representatives of the France Terre d'asile association questioned as part of this report, the COVID-19 pandemic has, on the one hand exacerbated social inequalities, from which women already suffered, exposing notably vulnerabilities in terms of employment, access to education and healthcare services. On the other hand, gender violence also increased under the effect of economic and social pressure in a context of travel restrictions and isolation measures.

To deal with the pandemic, the association introduced three transversal measures:

- **Ensuring service continuity by recalling all prevention barrier measures against COVID.** Remote social support was developed, allowing professionals to continue their activity. The FTDA's Integration Directorate provided managers and teams with almost 27 information notes, which are true toolboxes on safety advice, parenthood, health, etc.
- **Fighting against the isolation of refugees and migrant populations.** Several establishments and mechanisms created WhatsApp groups with their beneficiaries to transmit prevention measures by promoting a language mediation approach. The Duos de demain programme promoted social ties via zoom apéritifs.
- **The prevention of violence to women.** Amongst the measures implemented immediately, FTDA undertook to promote protection measures by diffusing existing listening helplines, rescue services, specialist duty rosters and posters translated into several languages.⁴⁹

⁴⁸ Questionnaire filled in by representatives of the Integration Directorate at Forum Réfugiés - Cosi, October 2021.

⁴⁹ Questionnaire filled in by representatives of the Integration Directorate at France terre d'asile, November 2021.

Section 5: Plans and future outlook

This section provides information on policies and measures planned in France.

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?

On November 23, 2021, the French Minister of the Interior, Gérald Darmanin, announced that he would ask prefects to regularize the status of women staying irregularly in France who are proven to be victims of domestic violence. Thus, they will be issued a renewable residence permit for several years. An instruction, relating to the issuance of permits for victims of domestic violence⁵⁰, was sent to prefects on December 23, 2021⁵¹.

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

Several measures are envisaged to **reinforce the integration of newly-arrived foreign nationals, including women**, including:

- **the increase in French lessons as part of the CIR** (10% on 400- and 600-hour courses) if the level A1 is not achieved at the end of the path;
- **the doubling of the language hours to reach the level B1 of the CEFRL**⁵², which facilitates access to employment;
- **the development of language level certification** which provides proof of the level reached, for example as part of a job search or when restarting studies;
- **the gradual generalisation of registration at Pôle emploi as soon as the CIR is signed to improve the effective search for employment** and, if required, rapidly trigger the support offered by Pôle emploi. As part of an experiment, 60% of the women out of the concerned population were not registered at Pôle emploi when they signed the CIR and were supported in this registration and managed by Pôle emploi according to their needs;
- **the acceleration of the opening of social rights notably for BPIs** as soon as the status is obtained.

Measures more specifically for women are planned such as:

- the development, in collaboration with the regional authorities, of a **childcare offering to facilitate** their job search and participation in training sessions;
- **the development of training paths towards employment in sectors that have difficulties recruiting** (tourism, medico-social, autonomy/old age);
- **the achievement of actions to discover jobs and professional immersion** in partnership with interested consular chambers;

⁵⁰ Instruction NOR : INTA2137559J of 23 Decmeber 2021 on the issuance of residence permits for victims of domestic violence,

<https://www.legifrance.gouv.fr/circulaire/id/45252?origin=list>

⁵¹ Although this report has been published in November 2021, this clarification has been added following the instruction of 23 December 2021.

⁵² CEFRL: Common European Framework of Reference for Languages.

- **the continued momentum of the "Opening schools to parents for children's success"** mechanism by proposing workshops in geographical areas that are not covered;
- **the reinforcement of training for newly-arrived women on gender equality and gender stereotypes.**

The current guidelines in France in terms of integration of newly-arrived foreign nationals converge with those of the European Commission's **European Union action plan on integration and inclusion 2021-2027**.

As part of the **French presidency of the European Union (PFUE)**, a **seminar on integration through employment in the EU Member States** will be organised on 24 January 2022. Co-chaired by the Ministers for the Interior and Labour, it will bring together the administration directors responsible for the integration policy, the European authorities and networks, representatives of civil society and experts. It will more specifically focus on removing the obstacles encountered by newly-arrived foreign nationals and in particular women when accessing the labour market.

Section 6: Conclusions

This part of the national report 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)?

The analysis of the statistics on access to the employment market, access to education, level of education and school enrolment yield a number of findings and highlight **differentiated integration depending on gender**.

Amongst the **main challenges identified** are the absence of childcare solutions that could be an obstacle for access to the labour market or training as part of the CIR, situations of vulnerability and specific needs of newly-arrived women, notably those that are victims of violence. The data presented also shows that with an identical family configuration, the participation rate of migrant women in the labour market remains sustainably lower than that of women in the general population.

The trends identified from the **results of the ELIPA 1 and 2 surveys** also show that migrant women arrive more often within the framework of family migration, and that with an equivalent qualification, women are systematically less active and more often unemployed than men. In this respect, the professional paths of newly-arrived migrants are closely linked to whether or not children are present in the household and their age.

Moreover, as part of an **ambitious recast** of the integration policy for newly-arrived foreign nationals carried out in France over the last few years, the challenges related to the integration of migrant women have been taken into account, in particular with regard to integration in the labour market. Thus, the governmental priorities with regard to the integration of migrant women in France mainly concern two aspects for which they have specific fragilities: **the integration in the labour market and the consideration of situations of vulnerability and specific needs in their integration path**.

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.?

In France, the Ministry of the Interior steers and designs the national integration policy. The **Directorate for Integration and Access to Citizenship (DIAN)** within the General Directorate for Foreign Nationals in France (DGEF) is responsible for designing and implementing this policy. This report notably highlights the new momentum given over the last few years to the integration policy as part of an **Interministerial Committee for Integration (C2I)** that has prepared 48 interministerial actions.

This report also presents **the stakeholders involved in the implementation of this integration policy**, i.e.: the French Office for Immigration and Integration (OFII, main operator at the DGEF); the regional network mobilised by the DIAN, the associative sector and the regional authorities.

The integration of migrant women is a **policy priority for France at the national level**, as illustrated by the launch of an "action plan to promote the recognition of newly-arrived women's skills and access to employment", **and the local level**, where the Regional and Departmental Prefects received an instruction on the 2021 priorities in the integration policy for newly-arrived foreign nationals, which, among others, focused on **removing obstacles to integration encountered by newly-arrived women**.

In addition to this institutional mobilisation, via the **call for projects procedure**, the French government subsidises associative carriers that implement support programmes specifically for women.

With regard to **access to employment or consideration of vulnerabilities**, migrant women are specifically taken into consideration in the national integration policies. Information campaigns more specifically targeting women asylum seekers and refugees, and also victims of trafficking, are currently being deployed. This report looks at the actions implemented and supported by the Interministerial

Delegation for the Reception and Integration of Refugees (DIAIR) for women that benefit from international protection: as part of the **Regional Contracts for the Reception and Integration of Refugees (CTAIR)** as some actions specifically target women refugees.

Two associations asked to contribute to this report (Forum Réfugiés - Cosi and France Terre d'asile) presented the way in which they take women into account in their respective integration programmes and projects.

The specific sectoral policies indicated in this report have a certain number of common characteristics: migrant women from third countries are targeted as part of a larger group of migrants, these policies are implemented from their arrival in France and/or at any time during the integration process. This is the case, for example, for the "Opening up schools to parents for children's success" mechanism (OEPRE) presented in this report. Nevertheless, migrant women are often specifically targeted as shown by the Framework agreement signed between the French State, the OFII and the stakeholders of the Public Employment Service (SPE) which has provisions specifically for migrant women. The report presents in detail several examples of policies that migrant women benefit from in terms of entrepreneurship, education, vocational, language and civic training, housing and access to healthcare.

Amongst the integration measures that target migrant women, several have been identified as **good practices** by the DIAN. These are national-scale measures that aim, for example, to inform newly-arrived women that are victims of violence of their rights, or to offer comprehensive support towards employment for women that benefit from international protection. In this section, these illustrations of good practices were supplemented by the associative carriers asked as well as the DIAIR which also indicates several projects.

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)?

The measures implemented to counteract the COVID-19 crisis aim to continue the support and integration of foreign nationals during this period by adapting to the available methods of communication.

As a result of the COVID-19 crisis and the publication of the decree no. 2020-1310 of 29 October 2020⁵³ laying down the general measures required to deal with the COVID-19 epidemic as part of the health state of emergency, new actions were committed. Most of these measures, designed to attenuate the negative consequences of the lockdown periods related to the health crisis, do not, however, specifically target women. They notably led to the **creation of a COVID-19 heading** on the Ministry of the Interior website and **the implementation of actions against the digital divide**.

In the context of the health crisis and lockdowns, **the Ministry of the Interior and the French Office for Immigration and Integration (OFII)** have developed **mechanisms to continue the support and integration of newly-arrived foreign nationals during this period**, through **distance learning as part of the CIR** and **reinforced communication on the existing online tools**, such as the MOOC⁵⁴ and the mobile applications to learn the French language and citizenship.

The **associations** also mobilised to continue their support and to adapt to the situation in order to maintain ties with the people concerned. The associations questioned as part of this report highlighted that **new practices have emerged**, such as communication via the WhatsApp application which enabled ties to be maintained with people during the lockdown periods and which has remained a popular tool afterwards.

The **Interministerial Commission for the Housing of Immigrant Populations (CILPI)** also financially supported new actions carried by the associations during the health crisis.

⁵³ Decree no. 2020-1310 of 29 October 2020 laying down the general measures required to deal with the COVID-19 epidemic as part of the health state of emergency.
<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000042475143>

⁵⁴ MOOC: *Massive Open Online Course*.

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)?

The measures envisaged to reinforce the **integration of newly-arrived foreign nationals**, including women, concern in particular the reinforcement of French language learning, improving job hunting and support as well as accelerating the opening of social rights, in particular for the beneficiaries of international protection as soon as this status is obtained. Measures that **more specifically concern women** are also planned, in particular in the areas of employment, training and education. These are, for example:

- the development, in collaboration with the regional authorities, of a **childcare offering to facilitate** their job search and participation in training sessions;
- **the development of training paths towards employment in sectors that have difficulties recruiting** (tourism, medico-social, autonomy/old age);
- **the achievement of actions to discover jobs and professional immersion** in partnership with interested consular chambers;
- **the continued momentum of the "Opening schools to parents for children's success"** mechanism by proposing workshops in geographical areas that are not covered;
- **the reinforcement of training for newly-arrived women on gender equality and gender stereotypes.**

These measures aim to meet the challenges identified as part of this report.

As part of the **French presidency of the European Union (PFUE)**, a **seminar on integration through employment in the EU Member States** will focus, in particular, on removing the obstacles encountered by newly-arrived foreign nationals and in particular women to access the labour market.

ANNEXES

Annex 1: Eurostat statistics

1. First permits by reason and sex⁵⁵

Table 1.1: First permits, all reasons

France	2016	2017	2018	2019	2020	Drop 2020/2019
Male	115 680	127 354	133 872	145 081	117 913	18,70%
% / total	48,7	50,4	50,2	50,1	52	
Female	121 538	125 472	132 827	140 005	107 977	22,80%
% / total	51,3	49,6	49,8	49,9	48	
Total	237 218	252 826	266 699	285 086	225 890	20,70%

Table 1.2: First permits for family reasons

France	2016	2017	2018	2019	2020	Drop 2020/2019
Male	38 525	37 661	37 904	38 155	32 527	14,75%
% / total	40,8	40	39	39	40	
Female	55 820	56 586	59 033	59 753	47 713	20,15%
% / total	59,2%	60	61	61	60	
Total	94345	94 247	96 937	97 908	80 240	18%

Table 1.3: First permits for education reasons

France	2016	2017	2018	2019	2020	Drop 2020/2019
Male	35 478	38 859	40 849	44 813	36384	18,80%
% / total	48	49,3	48,6	49,6	50,39	
Female	38 387	39 899	43 126	45 575	36 321	20,30%
% / total	62	50,7	51,4	50,4	49,61	
Total	73865	78758	83975	90388	72705	19,50%

⁵⁵ Last update: 04/10/2021
Extracted on: 04/11/2021
Source of data: Eurostat (migr_resfas)

Table 1.4: First permits for remunerated activities reasons

France	2016	2017	2018	2019	2020	Drop 2020/2019
Male	16 595	20 000	24 589	29 212	20661	29%
% / total	71,3	71,8	72,3	74,6	77	
Female	6 680	7 835	9 404	9 960	6153	38%
% / total	28,7	28,2	27,7	25,4	23	
Total	23275	27835	33993	39172	26817	31,50%

Table 1.5: Number of residence permits for other reasons (international protection status, refugee status and subsidiary protection, humanitarian reasons, residence only, other reasons not specified, unaccompanied minors, victims of trafficking of human beings)

FRANCE	2016	2017	2018	2019	2020	Drop 2020/2019
Male	25 082	30 834	30 530	32 901	28 341	13,80%
% / total	55	59,4	59	57,1	61,40%	
Female	20 651	21 152	21 264	24 717	17787	28%
% / total	45	40,6	41	42,9	38,6	
Total	45733	51986	51794	57618	46218	19,90%

2. Share of population by gender⁵⁶

Table 2.1: Total population disaggregated by gender

France	2016	2017	2018	2019	2020
total	66 638 391	66 809 816	67 026 224	67 177 636	67 320 216
Male	32 247 386	32 314 352	32 414 230	32 475 891	32 532 669
% du total	48,4	48	48,3	48,3	48,3
Female	34 391 005	34 495 464	34 611 994	34 701 745	34 787 547
% du total	51,6	52	51,7	51,7	51,7

Table 2.2: Third-country national population disaggregated by gender (Non-EU28 countries)

France	2016	2017	2018	2019	2020
total	3 021 074	3 049 039	3 381 026	3 395 945	3 546 602
Male	1 504 786	1 522 119	1 679 771	1 691 052	1 760 514
% of total	49,8	49,9	49,7	49,8	49,6
Female	1 516 288	1 526 920	1 701 255	1 704 893	1 786 088
% of total	50,2	50,1	50,3	50,2	50,4

⁵⁶ Last update: 08/04/2021

Extracted on: 22/09/2021

Source of data: Eurostat [migr_pop1ctz]

3. Unemployment rates by sex, age and citizenship⁵⁷

Table 3.1: Unemployment rates by sex, age and citizenship (%)

AGE	Third-country nationals				French nationals	
	From 20 to 64 years	From 50 to 74 years	From 20 to 64 years	From 50 to 74 years	From 20 to 64 years	From 50 to 74 years
France	Male		Female		Female	
2016	23,2	24,9	27,0	19,8	8,9	6,1
2017	21,9	20,1	26,4	20,1	8,4	6,0
2018	19,3	18,2	23,7	17,5	8,2	5,9
2019	16,2	20,8	20,9	13,4	7,5	6,0
2020	16,6	13,4	20,3	13	7,1	5,3

4. Activity rates by sex, age and citizenship⁵⁸

Table 4.1: Activité rates by sex, age and citizenship (%)

Third-country nationals from 20 to 64 years																				
FRANCE	2016Q1	2016Q2	2016Q3	2016Q4	2017Q1	2017Q2	2017Q3	2017Q4	2018Q1	2018Q2	2018Q3	2018Q4	2019Q1	2019Q2	2019Q3	2019Q4	2020Q1	2020Q2	2020Q3	2020Q4
Male	76,8	80,7	80,0	79,0	75,8	79,7	80,2	80,2	80,3	81,8	82,9	82,1	81,5	83,3	79,5	80,6	81,9	76,6	82	81,9
Female	46,7	45,0	46,7	47,2	47,8	47,9	47,7	49,5	49,5	49,2	49,4	48,0	46,7	47,4	48,8	50,1	50,3	47,2	50,3	51,1
French females from 20 to 64 ans																				
	75,0	74,7	74,9	74,9	74,6	75,0	75,0	75,4	75,5	75,5	75,6	76,1	76,0	75,8	75,4	76,4	75,8	73,5	75,6	76,1

⁵⁷ Last update: 10/09/2021

Extracted on: 22/09/2021 (for 2016-2019 : Non-EU28 countries nor reporting country), 05/11/2021 (for 2020 : Non-EU27 countries nor reporting country)

Source of data: Eurostat [lfsa_argan]

⁵⁸ Last update: 21/09/2021

Extracted on: 22/09/2021 (for 2016-2019 : Non-EU28 countries nor reporting country), 05/11/2021 (for 2020 : Non-EU27 countries nor reporting country)

Source of data: Eurostat [lfsq_argan]

5. Self-employment by sex, age and citizenship⁵⁹

Table 5.1: Self-employment by sex, age and citizenship (1 000)

Third-country nationals from 20 to 64 years					
France	2016	2017	2018	2019	2020
Male	85,2	63,8	62,3	85,2	91,6
Female	20,6	15,7	18,6	24,0	25,3
French females from 20 to 64 years					
	897,1	939,4	939,1	986,4	1 061,8

6. Population by educational attainment level, sex, age and citizenship (%)⁶⁰

Table 6.1: Less than primary, primary and lower secondary education (levels 0-2 - ISCED 11)

France	2016	2017	2018	2019	2020
TCN Male	43,1	44,0	43,4	40,9	37,7
TCN Female	49,7	49,4	48,5	46,4	42,6
French females	19,4	19,0	17,8	16,3	15,3

Table 6.2: Upper secondary and post-secondary non-tertiary education (levels 3 and 4 - ISCED 11)

France	2016	2017	2018	2019	2020
TCN Male	34,0	31,9	31,3	32,9	33,4
TCN Female	25,8	24,5	24,5	27,2	25,9
French females	44,9	44,6	43,9	44,2	43,6

Table 6.3 : Tertiary education (levels 5-8 – ISCED 11)

France	2016	2017	2018	2019	2020
TCN Male	22,8	24,1	25,3	26,2	28,9
TCN Female	24,5	26,1	27,0	26,4	31,5
French females	35,7	36,4	38,2	39,5	41,1

⁵⁹ Last update: 10/09/2021

Extracted on: 22/09/2021 (for 2016-2019 : Non-EU28 countries nor reporting country), 05/11/2021 (for 2020 : Non-EU27 countries nor reporting country)

Source of data: Eurostat [lfsa_esgan]

⁶⁰ Last update: 03/06/2021

Extracted on: 22/09/2021 (for 2016-2019 : Non-EU28 countries nor reporting country), 05/11/2021 (for 2020 : Non-EU27 countries nor reporting country)

Source of data: Eurostat [edat_lfs_9911]

7. Overcrowding rate by age, sex and broad group of citizenship⁶¹

Table 7.1: Overcrowding rate by age, sex and broad group of citizenship (total population aged 18 and over)

Ressortissants de pays tiers âgés de 20 à 64 ans					
France	2016	2017	2018	2019	2020
TCN Male	34,0	35,5	30,7	32,3	Not available
TCN Female	30,5	28,5	29,3	26,0	
French females	6,3	6,0	6,8	6,5	

8. Self-reported unmet needs for medical examination by sex, age, main reason declared and groups of country of citizenship, %⁶²

Table 8.1: Self-reported unmet needs for medical examination by sex, age, main reason declared and groups of country of citizenship, %⁶³

	REASONS	Too expensive	Too far to travel	No time	No unmet needs to declare	Didn't know any good doctor or specialist	Waiting list	Fear of doctor, hospital, examination or treatment	Wanted to wait and see if problem got better on its own	Other
2016	TCN Male	3,5	0,0	1,2	92,8	0,0	0,0	0,9	1,6	0,0
	TCN Female	2,2	0,0	0,4	93,5	0,4	0,4	0,0	2,1	0,9
	French females	1,3	0,1	0,8	95,4	0,0	0,4	0,3	1,3	0,4
2017	TCN Male	0,4	0,0	0,0	98,3	0,0	0,0	0,0	1,1	0,2
	TCN Female	1,1	0,0	0,0	97,9	0,0	0,8	0,0	0,0	0,1
	French females	0,9	0,0	0,5	96,2	0,1	0,3	0,1	1,5	0,3
2018	TCN Male	2,4	0,0	2,5	93,9	0,0	0,0	0,0	0,4	0,8
	TCN Female	2,6	0,0	0,0	96,9	0,0	0,3	0,0	0,2	0,0
	French females	1,2	0,0	0,6	95,8		0,6	0,3	1,2	0,2
2019	TCN Male	0,6	0,0	1,6	94,8	0,0	0,7	0,4	1,6	0,2
	TCN Female	1	0,0	1,4	96,2	0,0	0,5	0,0	0,2	0,6
	French females	1,2	0,0	0,5	96,3	0,1	0,5	0,2	0,9	0,4
2020	TCN Male	Not available								
	TCN Female									
	French females									

⁶¹ Last update: 21/09/2021

Extracted on: 22/09/2021 (for 2016-2019 : Non-EU28 countries nor reporting country), 05/11/2021 (for 2020 : Non-EU27 countries nor reporting country)

Source of data: Eurostat [ilc_lvho15]

⁶² Last update: 21/09/2021

Extracted on: 22/09/2021 (for 2016-2019 : Non-EU28 countries nor reporting country), 05/11/2021 (for 2020 : Non-EU27 countries nor reporting country)

Source of data: Eurostat [ilc_lvho15]

⁶³ Last update: 21/09/2021

Extracted on: 22/09/2021 (for 2016-2019 : Non-EU28 countries nor reporting country)
05/11/2021 (for 2020 : Non-EU27 countries nor reporting country)

Source of data: Eurostat [hlth_silc_30]

Annex 2: List of people who have contributed to EMN France national report

INSTITUTIONAL STAKEHOLDERS

Ministry of the Interior, General Directorate for Foreign Nationals in France (*Direction générale des étrangers en France*)

- **Directorate for Integration and Access to Citizenship (DIAN)**

David COSTE, Director for Integration and Access to Citizenship

Anne BROSSEAU, Assistant Director for Integration and Access to Citizenship

David MYARD, Sub-director for the Integration of Foreign Nationals

Valérie GALLAT, Assistant Sub-director for the Integration of Foreign Nationals

Mathilde MANDONNET, Policy Officer for European and International issues and Communication, Sub-directorate for the Integration of Foreign Nationals (SDIE)

Anne-Catherine SUCHET, Head of the Office for social and professional support, Sub-directorate for the Integration of Foreign Nationals (SDIE)

Nathalie LAPEYRE, Assistant Head of the Office for social and professional support, Sub-directorate for the Integration of Foreign Nationals (SDIE)

- **Directorate of Asylum (DA)**

- **Interministerial Commission for the Housing of Immigrant Populations (CILPI)**

Interministerial Delegation for the Reception and Integration of Refugees (DIAIR)

Michaela RUSNAC, General Secretary, Health and Social Consultant

Jérôme MEDELLI, Cabinet Director, Digital and Ecological Transition Advisor

Alexandre MONCLIN, Chief of Staff

Clotilde GINER, Advisor in charge of social innovation

Frédérique PHARABOZ, Education, Youth and Culture Advisor

Khelil BELHEINE, Employment and Professional Training Advisor

Sarah TEFFENE, Territories Policy Officer intern

ASSOCIATIONS

- **Forum Réfugiés - Cosi**

Olivier BORNIUS, Director for Integration

Karim DJOUED, Assistant Director for Integration (substitute)

Natacha PIGUET, Head of Programme Monitoring, Directorate for Integration

- **France terre d'asile**

Fatiha MLATI, Director for Integration

Razan ALAZZEH, Head of Department, European Project "Reception centre and preparation for Integration - CAPI ("Centre d'accueil et de préparation à l'intégration - CAPI")

Clara ZEMPLINI, Head of Department, European Project "Reloref, Network for the Employment and Housing of Refugees ("Reloref, Réseau pour l'emploi et le logement des réfugiés")

Mourad EL BOUANANI, Mission Officer reporting to the Director for Integration

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- "National Strategy for the Reception and Integration of Refugees " (*"Stratégie nationale pour l'accueil et l'intégration des réfugiés"*), Interministerial Committee for Integration, 5 June 2018. Available [online]:
<https://www.interieur.gouv.fr/content/download/110377/880362/file/strategie-nationale-dintegration.pdf>

2. Legislative texts

• Codes

- Code for Entry and Residence of Foreign nationals and Right of Asylum (*Code de l'entrée et du séjour des étrangers et du droit d'asile*) (CESEDA)
<https://www.legifrance.gouv.fr/affichCode.do?cidTexte=LEGITEXT000006070158>
- Labour code
<https://www.legifrance.gouv.fr/affichCode.do?cidTexte=LEGITEXT000006072050>

• Decrees, decisions, circulars, instructions

- Decree no. 2020-1310 of 29 October 2020 laying down the general measures required to deal with the COVID-19 epidemic as part of the health state of emergency
<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000042475143>
- Instruction to prefects, "2021 priorities of the policy for the integration of newly-arrived foreign nationals and beneficiaries of international protection" (*"Priorités 2021 de la politique d'intégration des étrangers primo-arrivants et des bénéficiaires de la protection internationale"*), Deputy Minister reporting to the Minister of the Interior, responsible for citizenship, NOR: INTV2101619, 17 February 2021.
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