

Integration of migrant women in the EU and Norway: Policies and measures

Common template for the EMN 2021 study

Final version, 23 July 2021

Subject: Integration of migrant women in the EU and Norway: Policies and measures

Action: The NCPs (National Contact Points) are invited to present their national reports for this study by the 25th of November 2021.

If necessary, further clarifications can be obtained by contacting the service provider EMN (ICF) at emn@icf.com.

1 CONTEXT AND REASON FOR THE STUDY

This study focuses on the integration of migrant women in the main sectoral areas covered by the EU's action plan on integration and inclusion 2021-2027¹, including education and training, employment and skills, health and housing as the basis for social integration. While the term "integration" is disputed² and other terms, such as "inclusion", are increasingly preferred in policies, in this study the term "integration" is used deliberately to refer to the policies and measures of integration and inclusion aimed at migrant women.

In the EU, women make up almost half of the migrants from third countries (10.6 million or 49% of all migrants at the 1st of January 2020).³

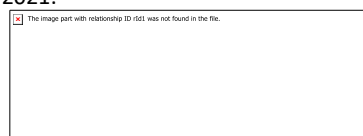
Women, like men, migrate to Europe for a variety of reasons.⁴ Women may arrive as family migrants, migrants for work, students, asylum seekers or belonging to another group of migrants. This is reflected in

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

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

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

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



the diversity of the legal status and rights of migrant women. The integration challenges of migrant women differ depending on their status as residents or the reason for migration.^{5 6}

Recent studies show that migrant women face a so-called “double disadvantage”, that of being a woman and a migrant.⁷ For example, migrant women in the EU generally have a higher unemployment rate than both non-migrant women and migrant men. For women with small children, the employment rate is significantly lower for migrant women than for non-migrant women.⁸ In addition, women refugees are worse off in terms of education or employment compared to other migrant women, creating a “triple disadvantage”.⁹

Furthermore, migrant women have been disproportionately affected by the COVID-19 pandemic, for example through the loss of jobs, the increased demand for additional home care and domestic work, or a greater exposure in the provision of front-line services.¹⁰

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

The elements referred to above show the importance of a gender-based approach in the policies and measures of the integration of migrants.¹² However, a study in 2017 by the European Union’s Fundamental Rights Agency (FRA) found little evidence of a gender-based approach in the national action plans and integration strategies.¹³ In its 2018 report, the European Court of Auditors identified a lack of policies for tackling the specific integration challenges of migrant women.¹⁴ Moreover, a recent study published by the European Network of Migrant Women identified shortcomings in tackling the needs of migrant women in the projects of the Asylum, Migration and Integration Fund (AMIF) implemented through direct management, observing that: “Even though the integration of the gender dimension is briefly mentioned in most of the calls for proposals, clarity on what this term implies in practical terms seems to be lacking. The vulnerability and specific needs of women and girls are also widely neglected.”¹⁵

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

⁶ European institute for gender equality (EIGE), "Gender and Migration", 2020, p. 4, <https://eige.europa.eu/publications/gender-and-migration>, last access on 9 July 2020.

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

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

⁹ OCSE, "Triple Disadvantage? A first overview of the integration of refugee women", 2018, pp. 16 and 19, https://www.oecd-ilibrary.org/employment/triple-disadvantage_3f3a9612-en;jsessionid=QdS1wA6MXnTSSOMYsBcF9LOj.ip-10-240-5-190, last access on 9 July 2021.

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

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

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

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

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

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

In its 2016 action plan on the integration of third-country nationals, the European Commission undertook to launch a dialogue with the Member States in order to guarantee that the concerns regarding the gender dimension and the situation of migrant women are taken into consideration in the planned policies and funding initiatives.¹⁶ The assessment of the action plan, however, revealed that it recognised only to a limited degree the specific needs of certain categories and the possible intersections between migrant status and other segments of discrimination, including gender.¹⁷

In its action plan on integration and inclusion 2021-2027, presented in November 2020, the European Commission proposed support targeted at integration that would take account of the individual characteristics that can present specific challenges such as gender through gender-specific processes that incorporate an integrated approach.¹⁸ At the same time, the importance of a sensitive response to gender in various policy sectors was underlined by the EU's Strategy for gender equality 2020-2025¹⁹, which also emphasised the dual approach of targeted measures to achieve gender equality combined with the strengthening of the integration of the gender dimension. Therefore, the EMN's 2021 study on the integration of migrant women in the EU: "Policies and Measures" is carrying out an assessment of the current situation of EMN Member States in terms of integration policies and measures sensitive to gender aimed at migrant women.

2 PURPOSES AND OBJECTIVES OF THE STUDY

The objective of the EMN 2021 study on the integration of migrant women in the EU: "Policies and Measures" is to understand whether and to what extent Member States and Norway consider the specific situation of migrant women in their integration policies and measures. The objective is to provide information that helps the politicians responsible to develop integration policies and measures that better support migrant women in their process of integration, taking account of their respective backgrounds. An overview will be provided of the available research and statistics at the national level on the integration opportunities and challenges of migrant women.

The main objectives of the study are:

- Mapping the current national integration policies in Member States of the EU and Norway that are aimed specifically at women;
- Providing examples of good practices and lessons learned by Member States of the EU and Norway on the integration measures of migrant women at the national, but also the regional or local, level;
- Providing an overview of the special policies or measures that have been developed to combat the negative consequences of COVID-19 for the integration of migrant women.

The study is aimed at the politicians responsible involved in tackling the specific situation of migrant women in their integration policy, as well as researchers who can use the results as a starting point for more in-depth research into the integration of migrant women, for example at the local and regional level. Moreover, the

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

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

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

¹⁹ European Commission, "Un'Unione dell'parità: Strategia per la parità di genere 2020-2025", COM(2020) 152 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>, last access on 9 July 2021.

study is of interest to the general public, in order to raise awareness on the gender-specific questions of integration.

3 SCOPE OF THE STUDY

This study defines a *migrant woman* as a migrant female citizen of a third country (that is, a legally resident migrant woman at least 18 years of age) for the purposes of the analysis of the policies and as a female third-country national for the purposes of the data analysis. However, the study also analyses those policies and measures that are not aimed exclusively at female third-country nationals but that include them as part of a wider target group (for example, women in general; or migrant women in general, who may include EU citizens who were migrants in the past). EU Member States and Norway are encouraged to include information on these policies and measure, focusing on their relevance for the study's target group.

The policies and measures outlined in this study will be structured, as far as possible, based on specific categories of migrant women (for example, migrants for work, little or highly educated, students, family migrants, asylum seekers).

The *integration policies* refer to targeted integration strategies and action plans but also to broader policy instruments relevant for the integration of migrant women, such as sectoral government programmes (health, education, employment, housing etc.). The measures include systematic initiatives (multiyear/long term), (ad hoc) projects and (structural) legislative measures that are used to implement integration policies (including those financed by governments but implemented by NGOs on behalf of governments).

Even if the local communities are the places where integration takes place and therefore regional and local authorities have their own integration policies and measures, the focus of this study is the national level for the simple reason that researching the policies and measures at the regional and local level would require much more time and resources than those available for an EMN study. However, the questions on good practices were incorporated in this study to enable examples to be provided from the regional and local level.

The integration policies and measures will be classified in accordance with the areas of interest of the labour market, entrepreneurship, education and professional training, language training, housing, health and civic integration, and will open the door to Member States to report on any other area that is significant.

This study covers the period from 2016 to 2021, depending on the area of analysis (that is, data, policies, measures):

- Data: 2016-2020, to identify the trends of the last 5 years.
- Policies: 2021 and forthcoming policy developments (that is, the policies currently in force and forecast developments).
- Measures: 2016-2021 in order to allow the inclusion of measures that may already have been assessed.

4 LEGAL AND POLITICAL CONTEXT OF THE EU

Although the policies of integration of immigrants are a national responsibility of the EU's Member States, the European institutions have a mandate "to provide incentives and support to the action of Member States in order to promote the integration of third-country nationals" dating from the signing of the Lisbon treaty in 2007. The EU has periodically established priorities and objectives to guide the EU's policies, legislative proposals and funding opportunities on integration since the Amsterdam Treaty of 1999, which led to the Common Basic Principles for Immigrant Integration Policy of 2004. These have guided and continue to guide most of the EU's actions in the field of integration. The Common Agenda for Integration, presented by the Commission in 2005 and in force until 2010, provided the framework for the implementation of the EU's integration policy and contained a series of EU mechanisms and instruments of support to promote the integration and facilitate exchanges between those involved in integration. In 2009, the European website on integration was launched to provide a platform of good practices and news on integration in the EU. In

July 2011, the European Agenda for the Integration of Third-Country Nationals was adopted. It covered the period 2011-2015 and was focused on the increase of economic, social, cultural and political participation of migrants and the fight against discrimination, with the emphasis on local actions. It was followed by the 2016 Action Plan on the integration of third-country citizens. This was a document defining the objectives published by the European Commission, which provided a complete framework to support the efforts of Member States in the development and strengthening of their integration policies and described the concrete measures that the Commission should implement to this end. In 2017, the instrument to determine responsibilities was launched to map the responsibilities of third-party nationals to be used by national authorities in the planning of integration. On the basis of the 2016 action plan, the European Commission revealed its new action plan for integration and inclusion (2021-2027) in November 2020, proposing concrete actions, providing guidance and outlining the funding of initiatives aimed at bringing inclusion for all.

Other relevant policy instruments include:

- The EU's anti-racism action plan 2020-2025, which was published by the European Commission on 18 September 2020 to reinforce the action against racism in the European Union. As the action plan underlines, racism may be combined with discrimination and hatred for other reasons, including gender.
- The Pact on Migration and Asylum, which was presented by the European Commission on 23 September 2020. With this Pact, the Commission proposed a new beginning on migration, combining policies on migration, asylum, integration and border management. In the area of integration, the Pact supports effective integration policies with the focus on local communities and early access to integration services for children and vulnerable groups.
- The EU Strategy for Gender Equality 2020-2025, which sets key goals to achieve gender balance in the decision-making process and in policy, for example. The strategy pursues a dual approach of gender mainstreaming combined with targeted actions - intersectionality is a horizontal principle for its implementation.
- The additional recommendation on migrant and refugee women and girls, which is currently assigned to the Drafting Committee on Migrant Women (GEC-MIG), a subordinate body to the General Equality Commission (GEC) of the Council of Europe.

5 FUNDAMENTAL QUESTIONS THAT MUST BE TACKLED BY THE STUDY

The study seeks to answer four fundamental questions:

- What do the available data/research tell us about the migration channels, the level of integration of migrant women in the EU's Member States and Norway and their challenges and opportunities of integration?
- To what extent are migrant women specifically included in the national integration policies (for example strategies, action plans and government programmes)?
- To what extent are targeted integration measures in the EU's Member States and Norway aimed specifically at migrant women at the national, but also regional or local, level and what are the good practices identified in this sector?
- Have policies or special measures of integration been developed to combat the negative consequences of COVID-19 for the integration of migrant women and, if yes, what are these policies or measures?

6 RELEVANT SOURCES AND LITERATURE

EMN studies, informs and ad hoc questions

- EMN study (2019): Integration of the labour market of third-country nationals in EU Member States.
- EMN study (2015): The integration of the beneficiaries of international/humanitarian protection in the labour market: Policies and good practices.

- EMN and OCSE Inform (2020): Inform # 1 – Responses of EU Member States and the OCSE to the management of residence permits and the unemployment of migrants during the COVID-19 pandemic.
- Ad hoc question of the EMN (2020.74): Measures regarding civic integration - Part 2.
- Ad hoc question of the EMN (2020.73): Integration measures regarding language course - Part 1.
- Ad hoc question of the EMN (2019.67): Intervention lines for the effective integration of recipients of international protection.
- Ad hoc question of the EMN (2019.15): Early language support.
- Ad hoc question of the EMN (2018.1331): Support measures to facilitate the entry in the labour market of family members.
- Ad hoc question of the EMN (2017.1168): Integration measures regarding language and civic integration course – Part 2.
- Ad hoc question of the EMN (2017.1167): Integration measures regarding language and civic integration courses - Part 1.
- Ad hoc question of the EMN (2016.1097): Content of integration programmes for applicants/beneficiaries of international protection.
- Ad hoc question of the EMN (2015.683): Integration monitoring report.
- Ad hoc question of the EMN (2013.497): 497: Immigrant integration plans.

Other significant sources

- European Commission (2021): European website on integrations – Integration practices.
- European Commission (2020): A Union of equality: Strategy for gender equality 2020-2025, COM (2020) 152 final.
- European Commission (2020): Communication of the Commission to the European Parliament, the Council and the European Economic and Social Committee and the Committee of the Regions, Action Plan for Integration and Inclusion 2021-2027, COM(2020) 758 final.
- European Commission (2018): Integration of migrants from outside the EU, Briefing Paper.
- European Commission – Joint research centre (2020): Disparities in the rates of participation in the EU’s labour market: an intersectional assessment of the role of migrant and gender status.
- European Court of Auditors (2018): The integration of migrants from outside the EU, Briefing Paper.
- European economic and social committee (2015): Opinion on the inclusion of migrant women in the labour market.
- European Institute for Gender Equality (2020): Gender and migration.
- European Institute for Gender Equality: Migration.
- European Network of Migrant Women: www.migrantwomennetwork.org.
- European Network of Migrant Women (2020): Follow the €€€ for women and girls.
- European Union Agency for Fundamental Rights (2019): European Union.
- Eurostat (2021): Statistics on the integration of migrants. 2020 edition.
- International Organisation for Migration (2020): COVID-19 and migrant women workers: Impacts and implications.
- Organisation for Cooperation and Economic Development (2020): How to reinforce the integration of migrant women? Debate on migratory policies no. 25.
- Organisation for Cooperation and Economic Development (2018): Triple disadvantage? An initial overview on the integration of refugee women.

7 AVAILABLE STATISTICS

Eurostat, First permits by reason, age, sex and nationality, [migr_resas].

Eurostat, First permits issued for other reasons by reason, duration of validity and nationality, [migr_resoth].

Eurostat, Population at the 1st January by age group, sex and nationality, [migr_pop1ctz].

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

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

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

Eurostat, Population by education level, sex, age and nationality (%), [edat_lfs_9911].

Eurostat, Overcrowding rate by age, gender and wider nationality group, [ilc_lvho15].

Eurostat, self-reported unmet needs for medical examinations by sex, age, main reason stated and groups of countries of nationality [hlth_silc_30].

8 DEFINITIONS

The following key terms are used in the common template. The definitions are taken from the EMN Glossary version 6.0²⁰ unless otherwise specified in the notes at the foot of the page.

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

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

Integration of the gender perspective in all policies and actions at all levels: Systematic consideration of the gender perspective and so the differences between women and men in terms of points of view, conditions, situation and needs in all policies and actions.²²

Sensitive to gender questions: Policies and programmes that tackle and take into consideration the gender dimension so that they take account of the details of the life both of women and men, aiming in the meantime to eliminate inequality and promote gender equality, including a fair distribution of the resources.²³

Integration: In the *EU context*, a dynamic and bidirectional process of reciprocal adaptation by all immigrants and residents of the EU's Member States.

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

Intersectionality: An instrument of analysis for studying, understanding and tackling the ways in which sex and gender intersect with other characteristics/personal identities, and the way in which these intersections together contribute to a unique experience of discrimination.²⁴

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

Third-country national: any person who is not a citizen of the European Union in accordance with article 20(1) of the Treaty on the Functioning of the European Union and who does not have the right to free movement in the European Union, as defined by article 20(1) of the Treaty on the Functioning of the European Union and who is not a person with the European Union's right of free movement, as defined in article 2(5) of the Regulation (EU) 2016/399 (Schengen Borders Code).

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

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

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

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

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

9 ADVISORY GROUP

An “advisory group” (AG) was established in the context of this study for the purpose of (i) developing the (common) specifics for the study, (ii) providing support to the NCPs of the EMN network during the development of the national contributions to the study, as well as (iii) providing support to drawing up the study. The members of the AG for the study include:

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

A core AG made up of a maximum of 6 NCPs, COM and the services provider was established to closely follow the development of the common template and provide input and dedicated support.

- COM
- ICF/EMN services provider
- AT NCP
- DE NCP
- ES NCP

Other relevant partners:

The following third parties are contributing to this study:

- European Union Agency for Fundamental Rights (FRA):
- Joint Research Centre of the European Commission (JRC)
- European Integration Network (EIN)

10 METHODOLOGICAL CONSIDERATIONS

As with all the EMN’s studies, the national reports should mainly be based on secondary sources. These can be supplemented with interviews with experts. The identification of a measure of integration as “good practice” will use the guide of the European website on integration, according to which a good practice is defined as a measure that is “effective, efficient, sustainable and/or transferable and that leads to the desired result in a reliable way”.²⁵ Moreover, for the purposes of this study, a measure on integration can also be considered “good” if it applies the concepts of sensitivity to gender or intersectionality. The selection of the measure should be done by an expert who works in the sector (for example, a political decision-maker, a

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

service provider, a civil society organisation, a migrant organisation) or on the basis of studies or assessments.
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11 TIMETABLE

The following provisional timetable has been proposed for conducting the study:

Date	Action
Specifications of the study	
4 May 2021	Distributions of the first draft to the AG
6 May 2021	First meeting of the AG
14 May 2021	Distribution of the second draft to the AG (a week for the revision)
21 May 2021	Second meeting of the AG
1 June 2021	Distribution of the third draft to the core AG (three days for the revision)
11 June 2021	Distribution of the final draft to the NCPs (two weeks for the revision)
22 July 2021	Launch of the study
National reports	
25 Nov 2021	Presentation of national reports by the NCPs
Drawing up the study	
9 Dec 2021	Draft of the study to members of the COM and the AG (week for the revision)
16 Dec 2021	Deadline for comments
7 Jan 2022	Distribution of the first draft to all the NCPs (two weeks for the revision)
21 Jan 2022	Deadline for comments
4 Feb 2022	Circulation of the second draft to the COM and all the NCPs (two weeks for the revision)
18 Feb 2022	Deadline for comments
4 March 2022	Distribution of the third (final) SR draft to COM and all the NCPs (two weeks for the revision)
18 March 2022	Deadline for comments
31 March 2022	Publication

²⁶ A good point of departure for research into “good practices” could be [raccolta di buone pratiche della Commissione europea](#) as well as the Commission's article on [integrazione delle donne migranti - Una sfida chiave con risorse politiche limitate](#).

12 TEMPLATE FOR NATIONAL CONTRIBUTIONS

EMN 2021 study common template

Integration of migrant women in the EU and Norway: Policies and measures

Italy's national contribution

Disclaimer: The following information is provided mainly for the purpose of contributing to this study of the EMN network. The NCP provides information that is, to the best of its knowledge, up to date, objective and reliable within the context and limits of this study. The information may not therefore provide a complete description and may not fully represent the official policy of the EMN Member State.

Top-line information sheet [max. 1 page]

*The top-line information sheet will serve as an overview of the **national report**, introducing the study and extracting key facts and figures from all sections, with particular emphasis on the elements of relevance for the (national) policy managers. Please add any innovative or visual presentation that can be included in the study as possible infographics and visual elements.*

Please provide a concise summary of the main results of sections 1-6:

Official statistical sources (among others, permanent censuses and ISTAT population register) enable us to trace an initial picture of the number and living conditions of women third-country nationals.

Among first residence permits, the female component is increasing: while it represented 40% of first permits in 2016, it stood at 48.6% in 2020. This increase corresponded with a decrease in first residence permits due to the Covid-19 pandemic: while, in total, the first residence permits fell by 53% compared to 2016, the female component underwent a lesser reduction of 43% (permits issued to women numbered 91,000 in 2016 and 52,000 in 2020). The reasons for two-thirds of the permits obtained by women were family related (also over half the permits for men), following by permits for asylum/international/humanitarian protection and for reasons of study. The nationalities of applicants have changed little: in the top two places are Albania and Morocco, followed by India (in previous years, third place was taken by China or Nigeria).

At the 1st January 2021, migrant women who were third-country nationals represented 5.7% of the resident female population. Among them, 75% were aged under 50 and 36% under 30. The unemployment rate of migrant women (15.7%) was higher than the unemployment rate of Italian women and that of migrant men. The difference in the unemployment rates between Italian and foreign women (-6.2 percentage points for the former) is however lower than that between Italian and foreign men. No particular shocks were evident due to the pandemic. As regards entrepreneurship, the quota of foreign businesswomen is lower than the quota of Italian businesswomen. In addition, 2020 saw a more marked fall in the numbers of businesswomen who are third-country nationals.

In terms of education, the number of Italian women with a tertiary education qualification in 2020 was higher than that of third-country nationals (22.6% compared to 13.4%). In both groups, however, the percentage of men was lower. As regards overcrowded housing, a deterioration was seen compared to 2016 both for Italians and foreigners, but the overcrowding rates among third-country nationals were more than double compared to Italians. Finally, as regards the level of satisfaction with medical examinations, extremely high, no significant differences are found either between Italians and foreigners or between women and men.

The main challenges for the integration of migrant women concern:

- 1) Participation in the labour market: lowering the cultural and logistical barriers that keep the rates of participation of women from third countries lower than those of Italian women;
- 2) Discrimination, work segregation and fair conditions in the labour market: breaking down discrimination and prejudice which reserve jobs with low specialisation and low pay to women from third countries, especially in the field of domestic and care work;
- 3) Gender violence: breaking down the cultural barriers that expose foreign women to a greater degree of gender violence (female genital mutilation, early and forced marriages, selective abortion of female foetuses);
- 4) Abortions/contraception: filling the gap in access to the family planning services and with regard to awareness and access to contraceptive methods (foreign women are, in fact, over-represented in the area of requests for voluntary abortion and multiple requests);
- 5) Empowerment: breaking down the social and cultural barriers that discourage women from accessing and using resources, educational opportunities, political and social participation and personal autonomy (family roles, lack of economic autonomy and social segregation).

Finally, as regards the public debate, migrant women usually appear within the broader categories, defined either by gender (so as part of the "women" category) or migratory status (so as part of the "migrants and refugees" group). In the national public/political debate, the issue of the "integration of migrant women" is not tackled systematically and in its complexity, but assumes relevance in the political agenda and the public sphere only occasionally following criminal episodes and/or with racist connotations or in connection, for example, with the phenomenon of trafficking for the purpose of sexual exploitation or with life stories that reveal forms of violence that specifically regard migrant women and children (female genital mutilation, forced marriages etc.).

Section 1: Integration of women migrants – data and debates

The study will begin by providing some basic information on the immigration channels of migrant women in the EU's Member States and Norway, as well as the main integration indicators, in order to understand the current situation and which integration opportunities and challenges concern migrant women in the EU's Member States and Norway.

Q1 Please analyse the data on first residence permits issued by reason in the period 2016-2020 in your country, drawn from Eurostat and included in the statistical attachment (see attachment 1.1) and describe the main forms of immigration used by third-country migrant women compared to third-country migrant men. Which are the top 3 countries of nationality in the period 2016-2020? Have there been significant changes in 2020 that could be connected to COVID-19?

The data available in 2020 show that the number of first residence permits issued has reduced overall: it fell from almost 227,000 in 2016 to around 106,000 in 2020, with a reduction therefore of 53% mainly due, at least in the last year, to the Covid-19 pandemic. The female component registered a lower reduction of 43%: in absolute terms in the last available year (2020), the first permits issued to women numbered almost 52,000, 109,000 in 2018, 103,000 in 2017 and 91,000 in 2016. The female component gradually increased over time: in 2016 it constituted 40%, while in 2020 it represented 48.6% of all the first permits issued. Among women, residence for family reasons prevailed, which made up around 66% of the permits issued in all years. Asylum/international/humanitarian permits were in second place for the female component. In 2020, however, these permits diminished and represented 17%, while between 2016 and 2018 they were, on average, 20% of the new permits issued to women. Study was the reason, on average, for women in 10-13% of new permits (around 4,600 in 2020), a higher percentage compared to 5-8% for men. Permits for work reasons were less frequent but increased in the last two years and, in 2020, represented 5.8% among women and 13.4% among men. For men, family reasons, on average, featured in a third of first permits but, in 2020,

the numbers rose to 49% of the total. In the period 2016-2018, other reasons were much more common for men (including asylum), which, on average, represented 50-60% of the permits.

The data available for individual nationalities show a variation in the ranking of nationalities starting from 2018: while, overall, Nigeria was the number one country by the number of residence permits for two years – 21,000 in 2016 and 27,000 in 2017 – it fell to the third place in the ranking in 2018 with 15,000, 10th place in 2019 with 5,000 new permits and 8th place in 2020 with less than 4,000. In 2020, the top nationality for the number of first permits was Albania with 13,000 cases (12%) followed by Morocco (10,000 permits, 10% of the total) and Pakistan (8,000 permits, 7%). As regards the female component, on the other hand, the top two places in the period 2016-2020 were also taken by Albania and Morocco (in reverse order for 2016 and 2017), followed by China (2016, 2018 and 2019) or Nigeria (2017) or India in the last year. In 2020, as a consequence of the pandemic, the entries of women fell significantly among all the main nationalities, especially for India and China, with around half the entries of the previous year.

Q2 Please analyse the data on population in 2016-2020 drawn from Eurostat and included in the statistical attachment (see attachment 1.2) and describe the quota in the total population of migrant women who were third-country nationals compared to migrant men who were third-country nationals. Please include any evidence of changes regarding COVID-19, if available.

In Italy at the 1st of January 2021, according to the provisional data of Istat, in an overall population of 59,257,566 inhabitants, more than half – 51.3% - were women (51.4% in 2016). In particular, women residents in Italy numbered 30,393,478, of whom around 2,600,000 were foreign nationals, around 1,719,000 of these came from third countries and 231 were stateless. Non-EU women were 5.7% of the resident female population. 36% of non-EU resident citizens were less than 30-years-old and 75% less than 50.

Q3 Please analyse the data on the labour market, entrepreneurship, education, housing and the health indicators in 2016-2020, drawn from Eurostat and included in the statistical attachment (see attachment 1.3) and describe the main results, with particular attention to migrant women from third countries compared to migrant men from third countries and non-migrant women. Were there significant changes in 2020 that could be connected to COVID-19?

The unemployment rate among women was higher than that for men in any year considered and for any population group: in 2020, Italian women aged from 20 – 64 presented an unemployment rate of 9.5%, while among men it was 8%. Considering the unemployment rates referring to foreign citizens originally from third countries, higher numbers are found for both genders: 15.7 for women and 10.8 for men. In 2020, the difference between the unemployment rates between Italian and foreign women from third countries was marked: with 6.2 percentage points higher, migrant women present worse conditions in accessing the labour market. This disparity is also found in previous years and was lower than the disparity between Italian and foreign men. As regards the comparison between migrant men and women who were third-country nationals, the unemployment rates of women were, on average, 5 percentage points higher. The worst rate was found in 2016 among women third-country nationals (18.8%) but since then the trend has improved, with the rate falling by 3.1 percentage points in 5 years.

The activity rate among Italian women aged between 20 and 64 years in the first quarter of 2020 was 59.7%, a lower figure than registered in the same period of 2019 when it was 60.7%. The activity rate for foreign women originally from third countries was noticeably different: the rate in the fourth quarter 2019 (the last available) was 57.7%, much lower than that found for foreign men in the same age band (88.3%). This disparity appeared more accentuated at the end of 2019 compared to previous years.

Entrepreneurism: The number of Italian entrepreneurs in 2020 among the population aged from 20 to 64 years was 4,200,000, of whom 31% were women (1,289,000). Among third-country nationals, the quota of

businesswomen was lower, at 27.5% of the total number of non-EU entrepreneurs. In absolute terms, there were 53,000 foreign businesswomen in 2020, a lower number in absolute terms compared to 2016 when non-EU foreign businesswomen numbered more than 56,000. As regards 2020, changes were found that could be connected to the COVID-19 pandemic: compared to the previous year, in fact, a reduction of 59,000 units was registered among Italian businesswomen (-4.4%) and a more marked fall of businesswomen who were third-country nationals of 8,000 units (-13%).

Education: in 2020, 19.7% of the Italian population aged between 18 and 64 possessed a tertiary education qualification, with a higher number of women (22.6%) than men (16.8%). Among third-country nationals, the overall percentage was lower (10.5%) and the gender disparity was more marked: 13.4% of non-EU foreign women had a tertiary education qualification compared to 7.6% of men. In 2020, the greatest separation between migrant women and Italian women was seen in the lowest qualifications: while 32.5% of Italian women had a secondary education qualification of the top grade, the figure was particularly high among migrant women who, in 56.6% of cases, had a qualification lower than the second level (up to lower secondary school). The gap in levels of tertiary education is lower but still significant at 9 percentage points (22.6% of Italian women had degrees compared to 13.4% of non-EU foreign women). The foreign male component presented a significant percentage in the lower levels of education: 65.3% of foreign males had this level of education, compared to 36.6% found in the Italian male population. Over time, the quota of women with degrees increased and that was mainly due to the Italian component which, in 2016, displayed a percentage of degree holders of 19.7% and 22.6% in 2020.

Overcrowded housing rate: Crowding is identified through the combination of variable surface areas and the number of occupants of the house, defining as areas of hardship those houses with an area of less than 40 square metres with more than 4 occupants, 40-59 square metres with more than 5 occupants and 60-79 square metres with 6 or more occupants. In 2019, the rate of overcrowded housing of the Italian population aged between 20 and 64 was 28%, while there was a much higher rate in the foreign population originating from third countries, who live in this housing condition in 59.2% of cases. Compared to 2016, an increase in overcrowded housing was found for all types of citizens. Similar values to the general average were found among female components: for Italian women in 2019, an overcrowding rate of 27.9% was found and for third-country nationals the percentage was 58.7%. Compared to 2016, the data was worse, especially for the foreign component.

Health indicators: 98.4% of Italians aged between 20 and 64 did not report any episodes of unsatisfactory medical examinations in 2019 and this percentage was also found among foreign citizens living in Italy (98.1%). The foreign female component originally from third countries appear more satisfied compared to foreign men (98.9% compared to 97.3%). Compared to 2016, the data overall were improving for all components of the Italian and foreign population.

Q4 What are the key opportunities and challenges for the integration of migrant women, as identified in the national statistical sources (for example, monitoring of integration, censuses, administrative data) or in the available research (for example, surveys of 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 of the challenge.*

Participation in the labour market

- a) Participation in the labour market is a primary and crucial goal since it is the engine of integration, empowerment and prevention against the risk of poverty. It is a challenge both for women, who often

have to deal with cultural barriers (social norms that lead to the participation of women in the labour market being viewed as inappropriate) and logistical barriers (lack/costs of services for children, safe public transport, including at night) and for the institutions engaged in creating the conditions and incentives so that this participation is considered strategic by the women themselves.

- b) The most recent Eurostat data shows that a gap exists in the female participation of migrant or foreign women in the labour market, especially from non-EU countries, compared to Italian women.
- c) Source/evidence of the challenge: Labour Force data (Labour force survey, 2020). The rate of activity of women born in non-EU countries (53.2%) is lower than those born in an EU country (59.3%) or in Italy (60.6%). It is important to underline that participation in the labour market remains a challenge also for Italian women and that participation in the labour market is significantly lower among those born in Italy than in other European countries.

Discrimination, work segregation and fair conditions in the labour market

- a) Foreign women who take part in the labour market appeared to be heavily penalised compared to other women. This is a challenge for the institutions in order to create the conditions so that the work of foreign women is incentivised.
- b) Currently, foreign women or those born abroad have higher unemployment and their participation in the labour market is firmly concentrated in jobs with low specialisation and low pay, especially in the field of domestic and care work. This exposes them to risks of poverty and exploitation and makes it difficult to reconcile work and family life. The flexibility and work prospects are also lower compared to those for Italian women.
- c) Source/evidence of the challenge: Labour Force data (Labour force survey, 2020). In particular, the unemployment rate (15.1% for women born in a non-European country, 14.4% for women born in a European country, 9.3 for those born in Italy). Moreover, women born abroad have fewer work prospects (Eurofound career prospect index, a European survey on working conditions (EWCS) 2015 data provided by EIGE). The value of the career prospect index is lower for women born abroad (45.3) compared to those born in Italy (52.2). The Eurofound survey also shows that it is more difficult for women born abroad compared to those born in Italy to claim leave for personal or family reasons (data provided by EIGE and used in the gender equality index). Data on perceived discrimination are also available through the Istat survey on the Condition and Social Integration of Foreign Citizens, 2011-2012.

Gender Based Violence

- a) This is a challenge for society and a goal set by the Istanbul convention.
- b) Foreign women are more often victims of gender violence, as women and of foreign origin. Some aspects are connected to the persistence of social norms harmful to the rights of women and children in the countries of origin and maintained after emigration (female genital mutilation, early and forced marriage, selective abortion of female fetuses). The data show that there is a high number of victims of female genital mutilation who live in Italy (between 60,000 to 80,000 in 2016) and girls at potential risk (more than 76,000 in 2016). An imbalance is also demonstrated in the gender of newborns in some communities incompatible with natural statistical oscillation, the result of abortion practices that penalise the births of girls. In other cases, there are very evident risk factors also present in the general population. Foreign women undergo physical or sexual violence to a similar extent to Italians during their lives (31.3% and 31.5%). Physical violence is more frequent among foreigners (25.7% compared to 19.6%) while sexual violence is higher among Italians (21.5% compared to 16.2%)-. Foreigners, on the other hand, are much more subject to the most serious forms of sexual violence, such as rape and attempted rape (7.7% compared to 5%). Moldavian (37.3%), Romanian (33.9%) and Ukrainian (33.2%)

women undergo the most violence. Foreign women, unlike Italians, undergo violence (physical or sexual) above all from their partners or former partners (20.4% compared to 12.9%) and less from other men (18.2% compared to 25.3%). Foreign women are also prominent among victims of trafficking and sexual exploitation.

- c) Sources: Estimates of the incidence of female genital mutilation victims: Ortensi L.E., P Farina, E Leye (2018). Female genital mutilation/cutting in Italy: an enhanced estimation for first generation migrant women based on 2016 survey data. *BMC Public Health* 18 (1), 129. Estimate of the number of girls at risk of female genital mutilation in Italy EIGE (2018) Estimate of girls at risk of female genital mutilation in the European Union: Report. Vilnius: EIGE. Evidence on gender-based selective abortions in the foreign population in Italy: Ambrosetti E., Ortensi L.E., Castagnaro C., Attili M. (2015) Sex imbalances at birth in migratory context: preliminary results from Italy *Genus*, 71 (2-3): 29-51. Data on gender violence: Istat, Survey on Women's Safety (2014). Evidence of sexual exploitation and trafficking: Jennifer Millett-Barrett, Bound by Silence: Psychological Effects of the Traditional Oath Ceremony Used in the Sex Trafficking of Nigerian Women and Girls, in *Dignity*, vol. 44, no.3 (June 2019) – online, pp. 1-53. Andrea Morniroli, Gaetana Castellaccio, Of public benefit. Work with Nigerian women who are victims of trafficking, in *Il Mulino*, a. 68, no. 1/501 (2019), pp. 112-120. The National Institute of Statistics and the Department of Equal Opportunities of the Council Presidency make available an integrated information framework on violence against women in Italy: <https://www.istat.it/it/violenza-sulle-donne>, with a special on the pandemic: <https://www.istat.it/it/violenza-sulle-donne/speciale-covid-19>.

Abortions/contraception

- a) This is a challenge for the health services.
- b) Foreign women are over-represented in the area of requests for voluntary abortion and in multiple requests. This suggests a gap in the access to services for family planning and knowledge about and access to contraceptives methods. Foreign women present much higher levels of abortion than Italian women and, on average, two years younger: the former have an average age on recourse to voluntary abortion of around 29 years, the latter 31. Among the most numerous groups of foreign residents in Italy, the highest abortion rate is among Chinese women (30 cases of voluntary interruption of pregnancy per 1,000 Chinese women aged 15-49), followed by Romanians (22.7), Albanians (16.6) and Moroccans (16.2).
- c) Source: Istat, Survey on voluntary interruptions of pregnancy. On the contraceptive behaviour of foreigners: <https://www.istat.it/it/files/2018/03/La-salute-riproduttiva-della-donna.pdf>.

Empowerment

- a) This is a challenge for society.
- b) In order for gender equality and integration to be achieved, it is necessary for the social norms regarding roles, hierarchies and power relations do not discriminate against women, especially in the access to and use of resources, training opportunities, political and social participation and personal autonomy. In particular, the constraints arising from the most traditional family roles, the lack of economic autonomy and social segregation reduce the potential of migrant women. Many surveys demonstrated that, in some communities, women are heavily penalised regarding the condition of empowerment that reinforces asymmetries between men and women more similar to those of the societies of the country of origin than Italian society.
- c) Source: Istat, survey on the Condition and Social Integration of Foreign Citizens, 2011-2012.

Q5 Are breakdowns available of the data or research at the national level (compared to those available on Eurostat), for example, by state of residence/reason for migration, by number of children in families or by first/second generation of migrants?

The main source is made up of permanent censuses and the population register:

Istat, Permanent Census of the Population and Housing: foreigners in Italy

Istat, <https://www.istat.it/it/archivio/251651>

<http://dati-censimentipermanenti.istat.it/>

There are also two national sample surveys conducted by ISTAT

Istat, Survey on the Condition and Social Integration of Foreign Citizens, 2011-2012.

Istat, Survey on the identity and processes of integration of second generations in Italy 2014-2015.

<https://www.istat.it/it/archivio/240930>

Q6 What are the main public and political debates on the integration of migrant women (opportunities and challenges)?

Please provide a description.

There are no public debates nor specific integration policies for migrant women since the national legislation on citizenship does not distinguish between men and women and is applied to all users in a uniform way without creating situations of discrimination linked to sex.

At the national level, the issue of "integration of migrant women" is not tackled systematically in all its complexity in the public/political debate. The subject assumes priority in the political agenda and the public sphere above all following criminal episodes and/or with racist connotations or in connection, for example, with the phenomenon of trafficking for the purpose of sexual exploitation or with life stories that reveal forms of violence that specifically regard migrant women and children (female genital mutilation, forced marriages etc.). Migrant women, insofar as they are the focus of attention in public debates, usually appear within broader categories, defined either by gender (as part of the "women" category) or migratory status (as part of the "migrants and refugees" group).

However, precisely because immigration in Italy is a structural phenomenon and, in recent years, migrant communities have taken an increasingly decisive role in society, the most representative Associations must be involved in the communication campaigns and consulted, where deemed necessary, in order to acquire the cognitive elements required for policies aimed, among other things, at the prevention of trafficking of human beings. Since trafficking is a phenomenon also linked to immigration, it is often the migrant communities themselves who are most aware of its dynamics, evolution and the subjects involved. This widespread, horizontal knowledge must be networked at the institutional level. The involvement of the Associations in fact also helps to reinforce the active participation of foreigners in the social and civic life. Moreover, it can have the effect of recognition and gratification also useful as a cultural barrier to the predominance that criminal networks often have in the milieu of their own nationals.

Communication on issues of integration must therefore be continuous and an integral part of all the interventions aimed at combatting exploitation. Especially on the front of the world of work, where too often trafficking and serious exploitation tend to come under a general acceptance of undeclared work. The full application is therefore necessary of the Law of 18 August 2015, no. 141, bearing measures on social agriculture, which must allow the launch of processes of inclusion of immigrant workers, as part of which the undertaking of networking and dissemination action is envisaged of the various experiences already in being. To this end, it is necessary to give rise to relations of collaboration/agreements with the business world

and/or with the sector associations in order to strengthen the social responsibility of business and for the traceability of products for the purposes of an ethical supply chain and ethical certification.

It is also necessary to have transnational governance of the policies of prevention and combatting the phenomenon of trafficking and labour exploitation. It is necessary to strengthen and promote collaboration of the Italian State with the competent international bodies on trafficking and serious labour exploitation and with European or non-EU countries involved in the aforementioned criminal phenomena. In particular, the development of shared policies and interventions must be encouraged at the transnational level for the protection and the socio-occupational inclusion of victims, including the issue of voluntary repatriation and the socio-occupational reintegration in the countries of origin.

It is also necessary to intensify efforts to prevent the trafficking of human beings for the purposes of labour exploitation, in particular: training labour inspectors throughout the country, as well as other inspection agencies, police officers, Public Prosecutors and judges; expanding the expertise of the labour inspectors so that they can be actively involved in the prevention of trafficking of human beings, including regarding nuclear families and small businesses in the hotel and catering sectors; monitoring the frequency and effectiveness of the labour inspections and ensuring sufficient human resources and funding are made available to labour inspectors in order to fulfil their mandate, including in remote areas at risk of trafficking in the agricultural sector; separating the immigration control functions from the roles of the Labour Inspectorate and ensuring that the labour inspectors favour the identification of people who work in irregular situations that are vulnerable to the trafficking of human beings; reviewing the regulatory systems regarding migrants who work as home care operators and ensuring that the inspections can be conducted in private families in order to prevent the abuse of domestic workers and identify cases of the trafficking of human beings; reinforcing the monitoring of the recruitment agencies and temporary jobs and reviewing the legislative framework for any gaps that could limit the protective or preventive measures; supporting initiatives of ethical commerce and the effective application of the “due diligence” obligations in order to monitor the supply chain, in particular in the fruit and vegetable sector; increasing the awareness of public opinion and, in a targeted way, migrant workers, on the risks of trafficking for the purpose of labour exploitation; providing effective mechanisms to enable illegal migrant workers to complain about working standards against employers and obtain effective remedies without the risk of sharing their personal data or other information with the immigration authorities for the purpose of control and execution of immigration.

It is also important to provide information and awareness measures, to be implemented in migrant communities and, with reference to the operators that work in airports, with regard to the possibility that airports may be transit points both for victims that are transported to Italy or clients who go abroad for sex or “health” tourism – in the case of the transplanting of organs from trafficking for the purpose of explantation.

Section 2: National integration policies in the Member State

This part of the study describes the organisational approach of the Member State to the policy of integration and analyses how migrant women are dealt with in national integration policies.

Q7 Please describe the general organisational approach of your country regarding the policy of integration: which authorities are responsible for the integration policy? Is the integration policy a national, regional, local or joint responsibility and what responsibilities derive from this?

Please provide a description.

On the matter of the integration of migrants, Italy has established a system that can be defined as a “multicentre network of services”. Integration policies are, in fact, the outcome of multilevel governance that includes numerous institutional actors involved in the processes of migrant integration. Article 42 of the Consolidated Act on Immigration lays down that responsibilities for integration are assigned to “The State,

the regions, the provinces and the municipalities as part of their responsibilities, including in collaboration with associations of foreigners and with the organisation permanently operating in their favour, as well as collaboration with the authorities or with public and private entities of the countries of origin".

This system of multilevel governance makes implicit the implementation of the principles of subsidiarity, enhancing the social capital in the territory, historically rich in lived experiences, autonomies and local identities, intermediary bodies, elements of civil society that are engaged in meeting shared needs. This multilevel system reflects the acknowledged fact that the pathways of socio-economic insertion and social inclusion must have territorial roots in order to produce effective results.

While guidance is the responsibility of the central level, the periphery is assigned operational planning tasks and the effective delivery of measures and interventions regarding the inclusion of immigrant citizens. At the central level, the responsibilities on the issue of integration are divided between:

- 1) The Interior Ministry which, as well as being directly responsible for the issue of migrations, manages the National Coordination Round Table, made up of central and local administrations with responsibilities in the integration sector and for migratory policies, established to favour a more effective and concerted planning and coordination of the activities. The National Coordination Round Table is assigned to the governance of migrant reception and integration services and represent a forum of comparison between the various institutional levels involved in various ways in the management of integration policies.
- 2) The Ministry of Labour and Social Policies, in collaboration with the Regional Administrations and Local Entities, is responsible for policies of social and occupational integration of migrant people. In particular, the Directorate General of Immigration and Integration Policies of the Ministry of Labour plans the flows, manages and monitors the entry quotas of foreign workers and engages in bilateral cooperation with countries of origin; it promotes and launches initiatives concerning the active policies and the involvement of the competent services in the activities of occupational insertion and reinsertion of foreign workers; it monitors the labour market with reference to the entry flows for reasons of work and professional training of foreign workers; it coordinates the policies for social and occupational integration of immigrant foreigners and initiatives aimed at preventing and combatting discrimination, xenophobia and the phenomenon of racism; it keeps the Register of associations and entities that perform activities in favour of immigrants; it coordinates the activities regarding the policies of the protection of foreign minors, it supervises the ways Unaccompanied Foreign Minors are accommodated in the territory of the Italian State and foreign minors accepted temporarily and arranges, with reference to unaccompanied minors, their registration and monitoring through the use of the National Information System of unaccompanied minors, in accordance with article 9 of the Law of 7 April 2017, no. 47; it coordinates, with secretarial functions, the activities of the operational Round Table for the definition of a new strategy to combat the gangmaster system and exploitation of labour in agriculture, and the activities of the respective Working Groups, also taking care of the management and monitoring of the funded interventions in implementation of the Three-Year Plan to combat labour exploitation in agriculture and the gangmaster system.
- 3) The Ministry of Education, Universities and Research promotes academic policies in favour of the integration of pupils with migration backgrounds, including through the National Monitoring for the integration of foreign pupils and cultural exchange.
- 4) The Health Ministry promotes access to treatment for foreigners and promotes social and health inclusion.
- 5) The Ministry of Agriculture, Food and Forestry Policies is concerned with the integration of immigrants in the agricultural sector, including through training courses, guidance and work placement and the fight against the gangmaster system.
- 6) The National Anti-Racial Discrimination Office (UNAR), an institute at the Department for Equal Opportunities of the Presidency of the Council of Ministers, is dedicated to preventing and combatting discriminatory phenomena and promotes initiatives aimed at preventing and combatting discrimination, xenophobia and racism.

7) The Equal Opportunities Policies Office at the Department for Equal Opportunities

The Regions and Local Entities play an important role, not only in the management but also the planning of interventions. The Regions have functions of planning, guidance, coordination and assessment of the policies and the allocation of financial resources for their full implementation and play a central role in defining policies of welfare and access to social rights. In this multilevel system, the Municipalities are central because they are no longer seen exclusively as recipients of regional policies but as central figures in drawing up and implementing them, especially as regards the welfare interventions (with significant differences, however, due to the various orientations of the regional legislations). The tasks of Regions and Local Entities range from health to labour, education/training and social policies.

With reference to the Reception and Integration System of the Municipalities (RISM), although no specific actions or interventions are laid down, it is considered appropriate to indicate the overall approach to integrated reception services, which must take account of the individual person and, therefore, pay attention to the sex, gender, gender identity, as well as the age, family status, the presence or otherwise of conditions of vulnerability etc. Indeed, the RISM's Operating Manual contains references to this attention and invites operators to deliver services taking account of the sex and gender of the recipients, since the same service may have different implications for the various recipients. In the same way, in the measures of assistance towards autonomy and pathways of inclusion, attention is paid to which interventions can be implemented to encourage the socio-economic inclusion of women (for example, promoting the activities of baby-sitting in such a way as to create space and time for women to be trained, learn Italian, try out training placements).

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

Please elaborate who or what is the source.

It cannot be said that the integration of migrant women, as a specific group, represent a policy priority in Italy, since this is an issue that generally comes within the public debate following a mainstreaming approach. The participation of women (both Italian and foreigners) in the labour market and the removal of obstacles that impede effective gender equality is currently, however, at the centre of policy planning and attention, as is clear, to mention some recent examples, in the National Recovery and Resilience Plan and in the publication of the first National Strategy for Gender Equality 2021 – 2025. The “PNRR”, as it is known, as part of Mission 5, dedicated to “Cohesion and Inclusion”, reserves particular attention to the promotion of female entrepreneurship, starting with the consideration that “the mobilisation of female energies, from a perspective of equal opportunities, is fundamental for the recovery of Italy. For this reason, it is necessary to intervene in the many dimensions of discrimination against women”. The Plan aims to implement the full economic and social emancipation of women in the labour market, providing a systemization and restructuring of the current instruments of support, with a vision more in line with the needs of women, including with the introduction of the Gender Equality Certification. The National Strategy for Gender Equality 2021 – 2025 identifies the work as five strategic priorities, starting from the figure of the Gender Equality Index that puts Italy in the 28th and last place for female participation in the labour market, quality and segregation of the working activities in different sectors. The goal is to “create a more equitable world of work in terms of equal opportunities of career, competitiveness and flexibility, through the support of female participation, including in the wake of the dramatic impact of the pandemic”. In the National Strategy, particular attention is paid to situations of greatest vulnerability, laying down, among the transversal measures, the “support of fragility”, with the promotion of “specific measures aimed at targets identified as fragile”.

Q9 Is the issue of gender integrated in the national integration policies? Is this approach also supplemented with specific gender policies (dual approach to gender equality)?

Please provide a description.

The issue of gender is integrated in the national integration policies. For example, in the planning and design of the policy interventions, the Directorate-General of Immigration of the Ministry of Labour has always taken account of the specificities connected to the female component of the non-EU population, including on the basis of the evidence that emerged in the annual research reports published by the DG in collaboration with Anpal Services S.p.A. and dedicated to the top sixteen migrant (non-EU) communities in Italy, the presence of migrants in the metropolitan cities, foreigners in the Labour Market and with reference to the statistical and monitoring reports on Unaccompanied Foreign Minors. In the 2014-2020 planning cycle, a Gender Mainstreaming approach was adopted but, in the next cycle of planning, its integration is envisaged with specific gender policies.

In line with the indications provided by the European Commission, in Italy on 5 August 2021 the new National Strategy for Gender Equality was presented. Gender equality is an extraordinary driver of growth and one of the most important cornerstones of the development and progress agenda of countries: the United Nations indicated Gender Equality as one of the 17 Sustainable Development Goals (SDGs) for 2030, the European Union has promoted Strategic Engagement on Gender Equality for the three-year period 2016-19 and a new Strategy for the five-year period 2020-2025. It is the first in our history and was drawn up to give the country a clear perspective and a certain pathway to gender equality and equal opportunities in order to clearly outline a system of integrated policy actions that give rise to concrete, certain and measurable initiatives.

For the purposes of drawing up the text, which is included as a key strategy for the implementation of the PNRR and the reform of the Family Act, the Department for Equal Opportunities has embarked on a broad and participatory path that has enabled the acquisition and integration of the contributions of ideas of the central administrations, the Regions, the Territorial Entities, as well as the social parties and the main associations engaged in the promotion of gender equality. The work done together makes the Strategy an asset for all: the road that together has been imagined and traced to help the country make progress and finally see it regenerated by the energies, ideas and freedom of women.

Seeking and pursuing equal opportunities means looking at the constitutional principles of equality with the will to make them history in the stories of today's women and men. It means choosing to remove the roots of injustice in those ideas and behaviours that still deny and in fact impede female citizens from living, being and acting in an equal way to male citizens. And, this, in all the dimensions of life and at all levels, from work to the family, from social to institutional commitment.

To intervene on the effective disparity in treatment between genders, we need to structurally reform the welfare and investment system to allow women, including migrants, to pursue the same goals as men in a dynamic of fair competition and equal responsibility and acknowledgement. Throughout the world, the effect of the Covid-19 pandemic has exacerbated this need: today women are 1.8 times more at risk of losing their jobs compared to men as a consequence of the crisis, including due to the significant increase that the virus has brought to the activities of unpaid assistance, historically for the most part the responsibility of women. If no action were to be undertaken to combat this additional occupational imbalance, the global GDP would lose more than 1,000 billion dollars by 2030.

We know that a profound social change is necessary in order to achieve true gender equality. However, we also know we are in the midst of this change, which we have sought, chosen, initiated.

Q10 Are migrant women treated in a specific way in the national integration policies (for example strategies, action plans and government programmes)?

Please mark the appropriate box in the table below and – depending on your answer – continue with the questions indicated.

Table 1: Policies concerning migrant women

Yes		No ²⁷	n/a (no national integration policy available)
Third-country nationals	Migrants in general (who could also include EU citizens with a past of migration and third-country nationals)		
		X	
Go to Q11		<i>Go to Q10a</i>	<i>Go to Q10b & Q11</i>

a) If migrant women are not specifically treated in national integration policies, what is the reason or underlying approach (for example, the mainstreaming approach)?

Please provide a description.

The reason for which migrant women have not been treated in a specific way in the integration policies until 2020 is connected to the decision to adopt a Gender Mainstreaming approach. All the interventions, both from national and EU funds, focused attention on the female component but within actions aimed overall at third-country nationals, taking account of the specific vulnerabilities but without providing dedicated measures. Migrant women are among the targets of policies aimed at categories of vulnerable migrants (recipients or applicants for international protection, Unaccompanied Foreign Minors, young migrants in transition to adulthood who entered Italy as UFM), in the interventions implemented in collaboration with Regions and local entities, interventions of promotion of migrant entrepreneurship and in the measures aimed at pre-departure professional and language training, as well as the National Strategy to combat labour exploitation and the gangmaster system.

b) If there is no national integration policy in your country, are migrant women treated specifically in national policies in various sectors relevant for integration?

Please give a brief description. Please note that a detailed description is requested in Q11.

Q11 How are migrant women treated in the following in the following sectors: labour market, entrepreneurship, education and professional training, language training, housing, health, civic integration, other?

Please fill in the tables for each area of interest, answering the questions entered in the tables for each policy (that is, integration policy or – if not available - specific policy of the sector). If necessary columns can be added. Please include information such as the competent authority, the purpose of the policy and the target group.

²⁷ If women are not specifically mentioned, but if the policy implies women (for example, as parents), the answer must be "yes". But if the policy is not specifically for woman but aimed at everyone (men, women, young men, young women) it is not necessary to report it and the answer must be "no".

Table 2: Integration of the labour market

Labour market	PUOI - Integrated Objective Protection Unit	PERCORSI – Integrated pathways of socio-occupational inclusion
<p>How are migrant women treated as regards integration in the labour market?</p>	<p>PUOI is a project of socio-occupational inclusion of vulnerable migrants.</p> <p>The project is based on the activation of individual socio-occupational skills aimed at vulnerable migrants and supported in an integrated way by the Asylum, Migration and Integration Fund and the European Social Fund's National Operating Plan (PON) Inclusion 2014-2020.</p>	<p>Integrated pathways of socio-occupational inclusion with specialist guidance and support services and on-the-job experiences and with the involvement of the reception network, the public and private operators of the market and the agencies. Funded by the European Social Fund – PON Inclusion.</p>
	<p>The non-EU employed in 2020 numbered around 1,583,352; of these, around 580,000 were women (37%) (Source: MLPS – Foreigners in the labour market in Italy. Year 2020). Migrant women were the most badly hit by the Covid-19 pandemic. The level of participation in the world of work of the female component of the non-EU population is therefore increasingly weaker, the rate of employment for the total of non-EU citizens is equal to 56.6%, that for the female component has fallen to 41.5%. In particular, migrant women have seen a more marked fall in employment and a greater increase of inactivity following the pandemic. For the EU population, there has been a reduction of the employment rate of -3.2% for men and -4.6% for women, while, for the non-EU population, it fell by -1.9% for men and -5% for women. With reference to inactivity, the respective rates registered an increase of 4.2% for men and 6.2% for women from the EU and, respectively, 2.4% and 6.4% for men and women from third countries.</p> <p>A breakdown by nationality of origin shows even more macroscopic differences. The female unemployment rate is lowest among the Chinese and Filipino communities (respectively 4% and 5.9%) while the highest rates are for Egyptian (28%) and Bangladeshi (52%) women, with inactivity rates among the women of the two communities respectively of 89% and 88% (Source: MLPS – Foreign communities in Italy. Year 2020).</p> <p>The female employment rate is highest in the Filipino (72.5%), Peruvian (63.2%), Chinese (59.6%), Ukrainian (61.9%) and</p>	

Labour market	PUOI - Integrated Objective Protection Unit	PERCORSI – Integrated pathways of socio-occupational inclusion
	Moldavian (55%) communities – characterised (with the exception of the Chinese community) by a migration project that generally sees women engaged in the family and personal services sector as the leading figures – while it is minimal in the Pakistani (4.3%), Egyptian (7.8%) and Bangladeshi (5.8%) communities.	
Are migrant women treated in a specific way or as part of a wider group?	Migrant women who are third-country nationals are considered as part of a wider group of migrants (also including EU citizens who were migrants in the past). Migrant women are therefore considered within the wider group of “Third-country nationals”.	Migrant women who are third-country nationals are considered as part of a wider group of migrants (also including EU citizens who were migrants in the past). Migrant women are therefore considered within the wider group of “Third-country nationals”.
Are specific categories of migrant women addressed (for example, low or high qualified work migrants, students, family migrants, asylum seekers etc.)	Yes Migrant women are considered within the wider “vulnerable migrants” group and specifically, recipients of international and humanitarian protection, residence permits issued in special cases that enable working activities, residence permits for special protection and foreign adult citizens who entered Italy as unaccompanied minors (as regards the PUOI project). The women reached numbered 504 out of 2,140 processes initiated.	Yes Unaccompanied Foreign Minors in transition to adulthood (starting from age of 16) and young migrants (up to age of 23) accepted in Italy as Unaccompanied Minors, in a condition of not being employed or being unemployed (as regards the PERCORSI Project). Out of 1781 apprenticeships completed, 48 involved women and girls.
At what stage of the integration process does the policy start (for example, on arrival or no differentiation)?	No Differentiation	No Differentiation

Table 3: Entrepreneurism

Entrepreneurism	Futurae, Migrant Businesses Programme
<p>How are migrant women treated as regards entrepreneurship?</p>	<p>Futurae is a programme of promotion of migrant entrepreneurship which arose from the collaboration between the Ministry of Labour and Social Policies and UNIONCAMERE to support the development and consolidation of migrant entrepreneurship in order to favour inclusive growth, including in terms of opportunities for the creation of new employment for foreign or Italian citizens. Financed with the National Migration Policies Fund.</p> <p>More than one business in ten in Italy is a foreign business (Source – Unioncamere, year 2020); this is a constantly growing phenomenon that plays an increasingly central role in the economy of our country. Overall, more than 630,000 business under foreign management were registered in 2020 in Italy, of which a third are individual businesses. The percentage of individual businesses under non-EU control is 12.5%. The non-EU component of the foreign population plays a major role in this area, controlling more than 80% of the individual businesses under foreign management: 390,885 business, a rise compared to 2019 of 7,423 units. 78% of the non-EU business people are male. The incidence of the female component is 21.8% of the overall non-EU figure, significantly higher for some communities: 54% of the owners of individual Ukrainian businesses are women, as are 46.6% of Chinese businesses and 38.1% of Nigerian businesses.</p> <p>The project “Futurae. Migrant Business Programme” consists of two lines of activities, which meet a dual objective of knowledge and promotion of migrant entrepreneurship. The first line involved the creation of a Monitoring Centre that conducts research on the socio-economic and financial inclusion of businesses managed by migrants. The Monitoring Centre will publish, among other things, an interactive dashboard focused of female businesses. The second line seeks to favour and support the creation of migrant businesses on the territories through actions of information, guidance, training, personalised assistance; support and access to credit; mentoring in the launch phase; promotion and communication.</p>
<p>Are migrant women treated in a specific way or as part of a wider group?</p>	<p>Migrant women who are third-country nationals are considered as part of a wider group of migrants (also including EU citizens who were migrants in the past).</p> <p>Migrant women are considered within the wider group of “Third-country nationals”.</p>
<p>Are specific categories of migrant women addressed (for example, low or highly qualified work migrants, students, family migrants, asylum seekers etc.)</p>	<p>No</p>

Entrepreneurism	Futuræ, Migrant Businesses Programme
At what stage of the integration process does the policy start (for example, on arrival or no differentiation)?	No Differentiation

EDUCATION AND PROFESSIONAL TRAINING	System of education and professional training
How are migrant women treated as regards education and professional training?	<p><i>Migrant women have the same right to access the system of national and regional education and professional training as the Italian population.</i></p> <p><i>In Italy, there is the right-duty to education and training for at least twelve years or, in any case, until the attainment of a qualification of at least three years' duration by the age of 18 years.</i></p> <p><i>The right-duty can be fulfilled:</i></p> <ul style="list-style-type: none"> - <i>in the five-year school system (high schools, technical schools, vocational schools) aimed at the attainment of an upper secondary school diploma that enables access to higher education;</i> - <i>in the three- or four-year regional system of education and professional training. The education and professional training is divided between a three-year course aimed at obtaining a professional qualification or a four-year course aimed at obtaining a professional diploma. Following the attainment of a professional diploma, it is possible to attend a one-year supplementary course aimed at obtaining a vocational diploma, including for the purposes of access to higher education.</i>
Are migrant women treated in a specific way or as part of a wider group?	<p><input type="checkbox"/> In particular, migrant women who are third-country nationals</p> <p><input checked="" type="checkbox"/> Migrant women who are third-country nationals are considered as part of a wider group of migrants (also including EU citizens who were migrants in the past).</p> <p><input type="checkbox"/> Migrant women are treated as part of a wider group of women</p>
Are specific categories of migrant women addressed (for example, low or highly qualified work 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 the contexts and specific needs are treated.</i></p> <p><input checked="" type="checkbox"/> No</p>

At what stage of the integration process does the policy start (for example, on arrival or no differentiation)?	<i>No Differentiation</i>
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Table 5: Language training

LANGUAGE TRAINING	Italian lessons L2/Integration agreements
How are migrant women treated as regards language training?	<p><i>Migrant women have the same option of accessing Italian language courses (Italian L2) as all third-country nationals. Adult education is promoted by the CPIA (Provincial centres for adult education) institutes under the Presidential Decree 263 of 29 October 2012. The CPIAs offer, among other things, reading and writing courses and Italian language courses. The reading and writing courses and Italian language teaching provided by the CPIA administrative unit enable a certificate to be obtained confirming the attainment of a level of knowledge of the Italian language no lower than Level A2 of the key Common European Framework for language knowledge, drawn up by the Council of Europe.</i></p> <p><i>Due also to the contribution of the Asylum, Migration and Integration Fund, for the purpose of supporting the participation of migrant women in Italian as a second language courses, the CPIAs can ensure an integrated baby-sitting service in the Italian courses.</i></p> <p><i>It is noted that, in Italy, foreigners aged over 16 years, who enter national territory for the first time and apply for a residence permit of a duration of no less than a year, must sign an Integration Agreement at the Prefectures or the Police States (Presidential Decree of 14 September 2011, no. 179). By signing the Agreement, the foreigner undertakes to acquire an adequate level of knowledge of spoken Italian (at least equivalent to level A2 of the key Common European Framework), sufficient knowledge of the fundamental principles of the Italian Constitution, civic culture and civil life in Italy (with particular reference to the sectors of health, schools, social services, labour and tax obligations).</i></p>
Are migrant women treated in a specific way or as part of a wider group?	<p><input type="checkbox"/> In particular, migrant women who are third-country nationals</p> <p>x Migrant women who are third-country nationals are considered as part of a wider group of migrants (also including EU citizens who were migrants in the past).</p> <p><input type="checkbox"/> Migrant women are treated as part of a wider group of women</p>
Are specific categories of migrant women addressed (for example, low or	<p><input type="checkbox"/> Yes</p> <p><i>If yes, please indicate the category(ies) and describe how the contexts and specific needs are treated.</i></p>

LANGUAGE TRAINING	Italian lessons L2/Integration agreements
highly qualified work migrants, students, family migrants, asylum seekers etc.)	x No
At what stage of the integration process does the policy start (for example, on arrival or no differentiation)?	<i>The language integration policies of migrant women, as for all the Professional Training Courses, start from the early stages of entry in Italy. Access to the training provision is, however, guaranteed at all stages of the migration processes.</i>

Table 6: Housing

HOUSING	Inclusion in the urban areas with greater social vulnerability
How are migrant women treated as regards housing?	<p>Starting from 2019, the Directorate-General of Immigration and Integration of the Ministry of Labour and Social Policies launched a pilot action dedicated to the Metropolitan Cities, the Regional Capital Cities and the Provincial Capital Cities with the highest incidence of foreign residents for the implementation of projects aimed at the inclusion of third-country nationals in the urban areas with greater social vulnerability. The action is supported by the National Migration Policies Fund. Among the types of eligible actions in the projects include intervention to combat housing deprivation (for example, low threshold reception, co-housing, social housing, rent guarantees, guidance services, mediation and support for access to accommodation) in favour of categories of migrants at risk of marginalisation.</p> <p>Regarding the projects underway in a number of Municipalities taking part in the initiative, there are measures specifically aimed at non-EU women for the promotion of access to accommodation.</p>
Are migrant women treated in a specific way or as part of a wider group?	<p>Migrant women who are third-country nationals are considered as part of a wider group of migrants (also including EU citizens who were migrants in the past).</p> <p>Migrant women are considered as part the wider group of “Third-country nationals”.</p>
Are specific categories of migrant women addressed (for example, low or highly qualified work migrants, students, family migrants, asylum seekers etc.)	No
At what stage of the integration process does the policy start (for example, on arrival or no differentiation)?	No Differentiation

Table 7: Health

HEALTH	Health protection services
How are migrant women treated as regards health (including mental health)	<p>Access to health protection services is guaranteed for all migrants, be they third-country nationals or from the EU, both in a position of administrative regularity and illegally resident.</p> <p>Depending on the administrative position, migrants have the same access as Italian citizens, or with codes that allow a wide access to</p>

HEALTH	Health protection services
	<p>health services, even if, in this case, they are not usually assigned to a GP or a primary care paediatrician.</p> <p>As regards mental health services, these should be guaranteed along with other specialist services. However, in practice, access to territorial mental health services is often subject to the possession of residence, a prerequisite that excludes many migrants, especially those in situations of particular marginality and vulnerability.</p> <p>Finally, the reporting of residence irregularities by health operators is prohibited on national territory.</p>
<p>Are migrant women treated in a specific way or as part of a wider group?</p>	<p>Migrant women who are third-country nationals are considered as part of a wider group of migrants (also including EU citizens who were migrants in the past).</p> <p>Migrant women are considered as part the wider group of “Third-country nationals”.</p>
<p>Are specific categories of migrant women addressed (for example, low or highly qualified work migrants, students, family migrants, asylum seekers etc.)</p>	<p>No</p>
<p>At what stage of the integration process does the policy start (for example, on arrival or no differentiation)?</p>	<p>Access to health services is guaranteed to people in a condition of administrative irregularity on Italian territory.</p> <p>As regards legally resident people, access is guaranteed from the start of the process of regularisation (for example, application for residence permit or requests for international protection).</p>

Table 8: Civic integration ²⁸

CIVIC INTEGRATION	Civic education/Integration agreement
<p>How are migrant women treated as regards civic integration?</p>	<p><i>Migrant women have the same option of accessing civic education courses as all third-country nationals.</i></p> <p><i>At the CPIAs (Provisional centres for adult education), it is possible to attend civic education courses, moreover civic education is often integrated in Italian as a second language courses. Also in this case, due to the contribution of the Asylum, Migration and Integration Fund, for the purpose of supporting the participation of migrant women in civic education courses, the CPIAs can ensure an integrated baby-sitting service in the Italian courses.</i></p> <p><i>It is noted that, in Italy, foreigners aged over 16 years, who enter national territory for the first time and apply for a</i></p>

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

CIVIC INTEGRATION	Civic education/Integration agreement
	<i>residence permit of a duration of no less than a year, must sign an Integration Agreement at the Prefectures or the Police Stations (Presidential Decree of 14 September 2011, no. 179). By signing the Agreement, the foreigner undertakes to acquire an adequate level of knowledge of spoken Italian (at least equivalent to level A2 of the key Common European Framework), sufficient knowledge of the fundamental principles of the Italian Constitution, civic culture and civil life in Italy (with particular reference to the sectors of health, schools, social services, labour and tax obligations).</i>
Are migrant women treated in a specific way or as part of a wider group?	<input type="checkbox"/> In particular, migrant women who are third-country nationals <input checked="" type="checkbox"/> Migrant women who are third-country nationals are considered as part of a wider group of migrants (also including EU citizens who were migrants in the past). <input type="checkbox"/> Migrant women are treated as part of a wider group of women
Are specific categories of migrant women addressed (for example, low or highly qualified work migrants, students, family migrants, asylum seekers etc.)	<input type="checkbox"/> Yes <i>If yes, please indicate the category(ies) and describe how the contexts and specific needs are treated.</i> <input checked="" type="checkbox"/> No
At what stage of the integration process does the policy start (for example, on arrival or no differentiation)?	<i>The civic education policies of migrant women, as for all the Professional Training Courses, start from the early stages of entry in Italy. Access to the training provision is, however, guaranteed at all stages of the migration processes.</i>

Table 9: Other ²⁹

OTHER	Promotion of legal channels of entry Professional and pre-departure civic-language training
How are migrant women treated in other areas?	The Directorate-General of Immigration and Integration Policies of the Ministry of Labour and Social Policies, as the Delegated Authority of the Asylum, Migration and Integration Fund (FAMI), allocated more than 10 million euros in 2019/2020 as part of the Public Notice no. 2/2019 to launch projects aimed at the implementation of training and pre-departure guidance activities for foreign citizens who have the prerequisites for entry in Italy for reasons of family reunion, work and apprenticeship.

²⁹ For example, measures against discrimination, measures against racism, hate speech and violence against women, measures to improve trade with the majority of the population, measures focused on specific groups, for example, parents/families or other.

	<p>Migrant women, as part of this policy, are considered within the wider group of “Third-country nationals”. However, since the final beneficiaries are third-country nationals who intend to enter Italy for family reunion, the women in this target group are over-represented. In addition, some projects have focused on the female component, including with reference to the pre-departure professional training, also providing services to combat the risk of abandonment of training courses, such as baby-sitting services to support women with children.</p>
<p>Are migrant women treated in a specific way or as part of a wider group?</p>	<p>Migrant women who are third-country nationals are considered as part of a wider group of migrants (also including EU citizens who were migrants in the past).</p> <p>Migrant women are considered as part the wider group of “Third-country nationals”.</p>
<p>Are specific categories of migrant women addressed (for example, low or highly qualified work migrants, students, family migrants, asylum seekers etc.)</p>	<p>Yes</p> <p>It is aimed at migrants who have the prerequisites for entry in Italy for reasons of family reunion, work, apprenticeship.</p>
<p>At what stage of the integration process does the policy start (for example, on arrival or no differentiation)?</p>	<p>The policy starts in the stage before arrival in Italy.</p>

Section 3: National integration policies in the Member State

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

D12 In your Member State, are national funds available for measures to support the integration of migrant women? Do EU structural/programme funds finance integration measures aimed at migrant women and, if yes, to what extent (as a quota of total funding)?

Please insert your answer here.

National funding is not available for measures specifically aimed at supporting the integration of migrant women and the EU structural funds /programmes do not finance integration measures aimed specifically at migrant women.

D13 Which integration measures (systematic initiatives, projects or legislative measures) are available in the Member State that are specifically aimed at migrant women and have been identified as "good practices"? Please provide, if possible, up to three examples in the period 2016-2020 and indicate why the example was selected.

To date, no mapping has been carried out of integration measures aimed specifically at migrant women identified as good practices.

For a methodological guide to the identification of "good practices", please refer to Section 10 (Methodological considerations) of the common Template.

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

Please fill in table 10 below, describing the first measure of good practice, and copy table 10 to be filled in in order to describe up to three additional measures of the period 2016-2020.

Table 10

Measure 1	
a) Overview	
Name	<i>Enter the name of the measure here.</i>
Type	<input type="checkbox"/> Systematic initiatives (multiyear/long term) <input type="checkbox"/> Projects (ad hoc) <input type="checkbox"/> Legislative measure (structural)
Area	<input type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurism <input type="checkbox"/> Education and professional training <input type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input type="checkbox"/> Civic integration

	<input type="checkbox"/> Other (<i>specify</i>)
Access	<input type="checkbox"/> Third-country nationals <input type="checkbox"/> Migrants in general (not only third-country nationals but also EU citizens)
Target group	<input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category, if possible.</i> <input type="checkbox"/> Mainstream measure (migrant women are included but the measure has a wider target). <i>Please describe in what way migrant women are specifically involved in the measure.</i>
Stage of the integration process (for example, recent arrival or without differentiation)	<i>Please provide a description</i>
Coverage	<input type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local
Link	<i>Enter here, if available, a hypertext link to the source/project</i>
Source and justification	<i>Please indicate the source/person who proposed the activity as good practice and explain why the measure is considered to be a "good practice" (see Section 10 Methodological considerations).</i>

b) Description

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

Please provide a description.

ii) When was the measures introduced and how long did it last? Is/was it a pilot measure? Is funding provided to ensure sustainability?

Please provide a description.

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

Please provide a description.

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

Please provide a description.

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

Please provide a description.

vi) Are assessments of the measure available? If yes, did the measure attain the objectives laid down in relation to migrant women? What are the main results?

Please provide a description.

vii) Were there obstacles during implementation and, if yes, how have they been overcome (that is, what lessons have been learned)?

Please provide a description.

Section 4: Responses to COVID-19

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

Q14 Have integration policies or special measures been developed to combat the negative consequences of COVID-19 specifically for the integration of migrant women?

a) Integration policies (or sector specific)

Please describe the main characteristics of the policy(ies) by the areas/sectors indicated in Q11 (that is, labour market, education and professional training, entrepreneurship, language training etc.)

No integration policies have been developed to combat the negative consequences of COVID-19 specifically for the integration of migrant women.

b) Integration measures

Please describe the main characteristics of the measure(s).

No integration policies have been developed to combat the negative consequences of COVID-19 specifically for the integration of migrant women.

Section 5: Plans and future prospects

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

Q15 Please provide information about planned policy developments and plans to introduce new measures, including in the light of COVID-19:

a) Does your Member State envisage developing new national integration policies or reviewing existing ones in order to tackle the challenges of migrant women?

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

In the light of the indications from the EU's main strategic documents, the evidence of research reports published by the Directorate-General of Immigration and the lessons learned with regard to the policies promoted as part of the past planning cycle (2014-2020), the Directorate-General of Immigration envisages the planning and implementation for the first cycle of planning (2021-2027) of policies specifically dedicated to the "Promotion of the participation and social and occupational inclusion of migrant women". The aim is to favour the inclusion of migrant women and their emancipation from conditions of subordination and isolation that make them particularly exposed to marginalisation, violations of their rights and abuse and preclude them from the opportunity to participate in social life. The reflection underpinning this provision lies in the realisation that the approach, adopted up to now, of gender mainstreaming has not made it possible to find out about the specific needs of the female component of the migrant population, which has remained under-represented in the group of recipients reached by the adopted measures. As stated in the new Strategy for gender equality of the European Commission (2020-2025), in order to ensure that all women, including disadvantaged groups, including migrant and refugee women, benefit from the gender equality policies and the protection provided by the respective instruments, it is necessary to adopt intersectionality as a transversal principle. Some groups of women are, in fact, particularly exposed to the risk of social marginalisation due to the intersection of multiple factors of discrimination. Within the female component of the migrant population, it is considered indispensable to recognise different targets with specific needs. The planning of targeted policies and actions is moving in the direction of promoting effective conditions of equal opportunities.

The National Strategy for gender equality is in line with the European Strategies (Gender Equality Strategy 2020-2025) and its goals and is based on a long-term vision for Italy that represents its values, the direction of the policies and the ultimate goal in terms of gender equality. This vision is encapsulated in a five-year ambition which represents the objective to be pursued in the specific period 2022-2026, then is further broken down into 5 strategic priorities, with the purpose of steering government action along five priority dimensions of intervention.

The vision for Italy on gender equality is: "Making Italy a country where people of all genders, ages and origins have the same opportunities of development and growth, personal and professional, of access to the world of education and work, without disparity of economic treatment or dignity, and can realise their potential with awareness of a guaranteed equality and without compromise in a modern country ready to tackle the challenge of future times."

This vision was drawn up considering not only the institutional orientation and the contribution of the numerous social parties involved, but also reiterates the principles enunciated by Article 3 of the Italian Constitution: "[...] *It is the task of the Republic to remove the obstacles to economic and social order which, by de facto limiting the freedom and equality of citizens, prevents the full development of persons [...]*".

b) Does your Member State intend to develop new integration measures that tackle the challenges facing migrant women?

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

The Directorate-General of Immigration plans to develop various measures aimed at the socio-occupational integration of migrant women, each of which is conceived to respond to the needs of specific groups within the macro-group of “women of Third Countries”.

- Promotion of active labour policy actions for unemployed and/or inactive migrant women with actions dedicated to the promotion of access to active labour policy measures together with language training courses and incentives for access to assistance, services for children and/or the distribution of vouchers for care services for minors or relatives who are not self-sufficient. In addition, it is planned to favour the participation of migrant women in the labour market, including through actions aimed at the promotion of female entrepreneurship, with the adoption of support instruments, as indicated in the National Plan of Recovery and Resilience, such as mentoring, technical-managerial support, life-work balance.
- Support for the autonomy of migrant women, victims of sexual and labour exploitation and trafficking as part of integration pathways in accordance with article 18 of the Consolidated Act on Immigration, through interventions that combine active labour policies and Equal Opportunity policies.
- Interventions for the inclusion of newly-arrived women for family reunion, in order to quickly furnish women who arrive in Italy for family reunion (the largest group among non-EU women) with the basic skills necessary to develop independent pathways and create the conditions for entry into the labour market. To this end, it is planned to promote reading and writing courses and Italian language learning, citizenship courses, linguistic-cultural mediation for the entry into schools of newly-arrived students and to facilitate the relationship with families, the production of multilingual information materials for access to school and social and health services, training courses for women during school hours, vouchers for pre-school child care.
- Qualification of domestic and care work, starting from the consideration that female workers in family care and assistance present various risk factors for integration (exposure to the risk of labour exploitation and irregular work, lack of professional qualifications, excessive working hours, accommodation, very often shared with the assisted person, the family dimension denied with children and relatives remaining in the country of origin, or if reunited, facing difficult situations to be managed with the worker from the perspective of conciliation of times). It is planned to implement training courses aimed at qualifying care work; information and support actions aimed both at families and workers; the upgrading of the territorial network services; guidance actions in the use of the territory's services; language training; analysis of the needs for work-family balance; service vouchers for the acquisition of services for the treatment of minors; legal consultancy services; financial support services in the balance between the demand/supply of work.
- Promotion of the participation of migrant women, through the organisation of communication and awareness campaigns, aimed at producing a narrative respectful of identity pathways and overcoming stereotypical gender roles. In addition, it is intended to promote actions aimed at accelerating the attainment of equal opportunities in the scientific and technological sector addressed at children and young people in primary and secondary schools, including with migration backgrounds.

Section 6: Conclusions

This part of the study brings together the main results of sections 1-5.

Q16 Please summarise results of the national report, drawing conclusions from your answers to questions Q1-Q15:

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

Please provide a description.

The main challenges for the integration of migrant women concern:

- 1) Participation in the labour market: breaking down the cultural and logistical barriers that keep the rates of participation of women from third countries lower than those of Italian women;

- 2) Discrimination, work segregation and fair conditions in the labour market: breaking down discrimination and prejudice which reserve jobs with low specialisation and low pay to women from third countries, especially in the field of domestic and care work;
- 3) Gender violence: breaking down the cultural barriers that expose foreign women to a greater degree to situations of gender violence (female genital mutilation, early and forced marriages, selective abortion of female foetuses);
- 4) Abortions/contraception: filling the gap in access to the family planning services and with regard to awareness and access to contraceptive methods (foreign women are, in fact, over-represented in the area of requests for voluntary abortion and multiple requests);
- 5) Empowerment: breaking down the social and cultural barriers that discourage women from accessing and using resources, educational opportunities, political and social participation and personal autonomy (family roles, lack of economic autonomy and social segregation).

b) What are the main characteristics of the national integration policies (section 2) and measures (section 3) presented in terms of categories, areas of interest, stage of the integration process etc.

Please provide a description.

There are no policy lines explicitly dedicated to the integration of migrant women as a specific group and migrant women are considered as part of the wider group of "Third-country nationals". In general, therefore, the policies are not aimed at specific categories of migrant women and, very often, do not discriminate on the basis of the process of integration.

Migrant women, however, come within the sphere of action of a wide set of policies dedicated to the participation of women (both Italian and foreigners) in the labour market and the removal of the obstacles that prevent effective gender equality, with special attention to situations of fragility (for example, National Plan of Recovery and Resilience, National Strategy for Gender Equality 2021 – 2025).

The issue of gender is, however, included in the national integration policies through interventions that take account of the specificities connected with the female component of the non-EU population. Furthermore, in the 2014-2020 planning cycle, a Gender Mainstreaming approach was adopted but, in the next cycle of planning, its integration is envisaged with specific gender policies.

In general, specific treatments are not assigned to migrant women in the national integration policies since it was decided to adopt a Gender Mainstreaming approach in which all the interventions, drawing on both national and EU funds, have paid attention to the female component but within overall actions aimed at third-country national, taking account of the specific vulnerabilities but without providing dedicated measures. Migrant women come within the targets of the policies aimed at the categories of vulnerable migrants (recipients or applicants for international protection, Unaccompanied Foreign Minors, young migrants in transition to adulthood who entered Italy as Unaccompanied Foreign Minors).

Finally, national funding is not available for measures specifically aimed at supporting the integration of migrant women and the EU structural funds /programmes do not finance integration measures aimed specifically at migrant women.

c) In what way do the integration policies or special measures developed to combat the negative consequences of COVID-19 (section 4) differ from those previously in force (sections 2 and 3)?

Please provide a description.

No integration policies and/or measures have been developed to combat the negative consequences of COVID-19 specifically for the integration of migrant women.

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

Please provide a description.

Since the approach adopted to date of gender mainstreaming did not make it possible to intercept the particular needs of the female component of the migrant population, which has remained under-represented in the group of recipients reached by the measures adopted, Italy, through the work of the Directorate-General of Immigration, intends to plan and implement new policies and develop new measures specifically dedicated to the "Promotion of the participation and social and occupational inclusion of migrant women" in the next planning cycle (2021-2027). The aim is to respond to the challenges regarding the participation and the conditions in the labour market, discrimination, occupational segregation and, more generally, empowerment in order to favour the inclusion of migrant women and their emancipation from conditions of subordination and isolation that make them particularly exposed to marginalisation, violation of their rights and abuse (third challenge) and preclude the possibility of participating in social life.

Annex: Eurostat statistics

The Eurostat data for each Member State of the EU and Norway will be extracted at the central level by the service provider and an Excel sheet prepared for each country and shared with the NCPs.

The statistical annex consists of the following:

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