



I-WELCOME - Reinforcing migrant women's
integration in society and the labour
market

NATIONAL REPORT

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INFORMATION ABOUT OUTPUT

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Activity:	IO2-A1: QUALITATIVE AND QUANTITATIVE RESEARCH FOR MAPPING EMPLOYER'S PERSPECTIVES IN SUPPORTING LABOUR INTEGRATION OF TCN WOMEN

PROJECT INFORMATION

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1. General Introduction of the labour market in the country

A brief general introduction to the labour market trends regarding gender equality policies at the work place, labour integration, and job shadowing opportunities with regards to women (especially TCN women) in the partner country – 500-1000 words.

In France, since the Second World War, the labor market has become much more feminized. Women represent around 48% of the French working population. Nearly 83% of women aged 25 to 49 were active, employed or unemployed in 2017, compared to 93% of men¹. Since 1975, women have been increasingly present on the labor market, regardless of the number and age of their children².

Since 1946, gender equality has been a constitutional principle that means that the law guarantees women equal rights with men in all areas in France. Despite an important number of legislations for professional equality, women's situation in the labor market remains more fragile than men's: women are more likely to work part-time, are more likely to work in low-paid jobs and, when they do manage to enter the higher professions, women continue to face a glass ceiling that prevents them from holding managerial positions.

France relies on many legislative texts and policy instruments to implement its gender equality policies in various domains. Knowledge transfer from the vibrant academic research on gender equality and from activists' familiarity with the fieldwork is evidenced in the numerous reports issued by the gender equality machinery. However, the translation of this expertise into binding legislation and its further implementation has often been impeded by the lack of political will from the government, the lack of training for officials in the public administration and the reluctance of social actors and social partners to embrace the gender equality agenda.

In 2012, the new socialist party government showed its commitment to gender equality by nominating a Minister for women's rights (instead of an under-secretariat), initiating a series of important laws, and renewing the effort to apply gender mainstreaming in the public administration through a better training of public servants and a better integration of gender equality in all domains of public policy. Gender mainstreaming and gender budgeting are increasingly recognized by policy actors as important policy instruments and as tools to leverage change in social actors' behaviour through 'ega-financement' (equal financing), i.e. the conditionality of public funding on gender impact assessment and non-stereotyped gender representations.

¹ <https://www.insee.fr/fr/statistiques/3676623?sommaire=3696937>

² <https://dares.travail-emploi.gouv.fr/publications/2010-027-activite-feminine-et-composition-familiale-depuis-1975>

In May 2018, the government presented an action plan to end gender inequality in companies. Promulgated on the 5th of September 2018, the law on the freedom to choose one's professional future introduced an evaluation tool to measure and correct pay differences in companies. Companies now have an obligation to achieve results, and not just an obligation of means.

Every year, each company with at least 50 employees must calculate and publish its "gender equality index" on the Internet. This index takes the form of a score out of 100, calculated on the basis of different criteria according to the size of the companies (more or less than 250 employees).

To conclude this section, in France, gender equality policies tend to homogenize the category "women" they wish to address. While age and class differences are often taken into consideration, differences linked to migration, ethnicity or geographic location are rarely mentioned or addressed.

The impact of gender equality policies on TCN women employment

In France, professional integration of migrants is considered an essential lever for successful integration. But public policies do not always integrate a gender approach into their provisions, which may generate certain problems for migrant women. Similarly, gender-specific statistics are often absent from the literature produced by public authorities, thus preventing the discrimination faced by immigrant women from being highlighted.

TCN women's difficulties in the labour market can be seen in the professional downgrading they experience. According to a 2015 study by Florent Domergue for the Ministry of the Interior, 7% of French people are downgraded, compared to 9% of immigrants. Beyond nationalities, women are systematically more likely to be relegated to positions below their qualifications³.

TCN women (excluding European migrants) have more difficulty finding a job. In 2017, almost 21% of them were unemployed, compared with 8.5% of French women⁴. These poorer performances on the labour market can be explained, in part, by the discrimination in hiring that they are subject to because of their gender and origin. Moreover, any diploma obtained abroad is not always recognised, which represents an additional obstacle.

Immigrant women are over-represented in the so-called care professions. According to a 2013 survey, 14% of home carers are foreigners compared to 8% of all employed people⁵.

³ Domergue F., Février 2015. Des études aux métiers, un ajustement qui prend du temps, Infos Migrations n°75.

⁴ INSEE, 2017. Taux de chômage selon l'origine et le sexe.

⁵ Lemièrre, 2013. L'accès à l'emploi des femmes : Une question de politiques, Rapport d'une mission sur l'emploi des femmes réalisée à la demande du Ministère des Droits des Femmes.

In response to this situation, to encourage the professional integration of women, TCN women are targeted as a priority in the calls for projects of the PRIPI (Regional Programme for the Integration of Immigrant Populations) and their departmental equivalents, the PDI (Departmental Integration Plan). This program is part of the national integration policy, which aims to promote access by legal foreigners to mainstream services.

2. Key finding in the country

This section will present employers' perspective when recruiting migrant women and multicultural workplaces in the given country, which can include statistics, bullet points, etc. both from the survey and the focus group discussion in the partner country. 1000-1500 words.

*Special focus on the questions: **What challenges do you think migrant women face at the job market in your country?** and **Do you think cultural difference could be an obstacle for migrant women accessing the job market at your country?** will be made. 1000-1500 words.*

2.1. Survey on employer's perspective

Briefly present the main findings from the survey.

In France, we got **15 answers** on the questionnaire. The main findings are the following:

- **47%** of the respondents were representing the category “**Other**” and there were mainly directors of social centres, youth organisations, representative of Asylum seekers centres and Pôle Emploi (the institution responsible of job seekers in France). **20%** were **company directors** or business manager, **20%** were **employers** and **13%** were **public officers**.
- **40%** of the respondents have already an experience in recruiting TCN women in their company or organisation. Some of them recruited the TCN women as support for their return-to-work projects, others were recruited for a long-term contract because their competences corresponded to the job description offer.
- The most **common challenges** mentioned that TCN women face for integrating the job market according to the LMS were: the **language barriers** that might exist, the **administrative processes** that are very complicated sometimes, the **lack of child care system**, the difficulty in the **recognition of the diplomas** of the TCN women and the lack of understanding of the **job market prerequisites**.
- **40%** of the respondents think that the **cultural difference is an obstacle** for TCN women to access to the job market, against **40%** who **don't think that** and **20%** of respondents **who are not sure** about it.
- The **most relevant skills** that LMS think that a migrant woman should have to better integrate a position in their company are:

- To have some knowledge of the local language
 - To understand the local culture and working style
 - To be motivated and take initiative
-
- **80%** of the respondents declare that they have a **gender-equality policy** in their company or organisation.
 - **34%** of the respondents are **ready to offer a job shadowing** opportunity in their company or organisation to a TCN woman, **33%** of the respondents **can't offer a job shadowing** opportunity in their company or organisation to a TCN woman, and **33%** might have a **possibility** for that.
 - **54%** of the respondents shared their **interest in taking part in the focus group** about the integration of TCN women on the local job market and they have been contacted for that.

2.2. Focus group

Briefly present the way the focus group was organized, the people who took part in it and the main topics that were discussed and conclusions that were made.

The focus group in France was held on the 26th of May with 3 participants who already answered the survey and expressed their interest in taking part in the focus group.

The participants had three different profiles:

- A public agent, director of a social centre
- A president of an NGO working with migrant women
- An employee in another social centre working on an integration programme for migrant women through French courses.

The focus group was held in presence in Pistes Solidaires office and lasted for 2 hours.

All of the participants had already an experience working with TCN women, as employers or as a practitioner in their professional integration path.

The focus group started by a presentation of the results of the surveys conducted with the migrant women in a comparative way between the answers got on the national level and the European one. The results of the survey conducted with the LMS was also presented but with the national answers only.

The participants reacted to the results saying that some of the answers reflect the reality of their daily work with the TCN women and some others don't, especially regarding the level of

education and the main reason behind that could be that the women who are unable to read couldn't reach the survey and are not well represented in the results.

Then we asked the participants to share with us their view on recruiting or working with migrant women. They considered that the competences that TCN women have are a richness that are not well put in advantage of the community and the labour market because the classic recruitment method (Pôle Emploi) sometimes does not allow these skills to be identified in TCN women, so that complicates the recruitment of the right person to the right job.

The idea is to make TCN women aware that some of their skills are highly valued and rare in France and they can be used effectively in the labour market.

Then, we enumerated the different barriers and challenges that TCN women can face while seeking a job in order to take them into consideration in the further steps of the project, while creating the modules and looking for job shadowing opportunities. The common challenges mentioned are the following:

- The language barrier;
- The difficulty in self-identifying skills and valuing them;
- The lack of childcare and the ambivalence that can result: "I want to work but I don't want to leave my child";
- The cumbersome administrative procedures for employment;
- Job descriptions that do not necessarily reflect the reality of the job and its interest and that can demotivate TCN women to apply;
- The lack of recognition of diplomas already acquired.

After discussing about the challenges, the participants shared some good practices that they already had in their working place or initiatives they heard about to integrate TCN women in the labour market.

- Sociolinguistic workshop on pre-employment: understanding the professional context, presenting oneself (professional-personal), working on qualities and skills and how to valorise them;
- Create a support network around the recruited TCN woman among her colleagues to help her in different professional aspects: administrative issues, integration, language, access to rights;
- Search for candidates who do not necessarily have the diploma but rather the skills for the position and then set up the appropriate training to obtain the diploma, if necessary;
- Use of digital tools to facilitate communication when there is a language barrier;

- Head hunting to identify people's abilities and networking with the right people in the labour market.
- Set up a “Grenier des Compétences” (skills storehouse): a space where anyone can deposit a skill (any skill) and people get in touch according to their needs and demands in terms of skill;
- Simplify the job descriptions because they often contain tasks or elements that do not correspond to the reality or that prevent TCN people from applying;
- Set up a long-term professional path through which the person is recruited first for her skills even without the corresponding diploma while keeping in mind the increase in skills through a studies curriculum in the further period.

3. Perspectives on offering job shadowing opportunities

This section will look for any existing offerings for job shadowing opportunities regarding the integration of migrant women in the labour market that can be briefly presented (300-500 words) and then divided as trainings offering by the state/NGOs and on a company level (if any of the employers' comments on such practices during the focus group).

3.1. On a national level

In France, the closest form to job shadowing is professional internship.

An internship must be part of a course of study. Any student or pupil whose teaching load is at least 200 hours, with a minimum of 50 hours per year of teaching, have the possibility to do an internship. The study institution then issues an internship agreement, which is compulsory for the internship. Internships outside the educational curriculum, i.e. not part of the school or university curriculum, are prohibited. If the internship exceeds 44 days, i.e. 308 hours, a remuneration becomes mandatory.

However, there is an equivalent, the PMSMP, Period of Placement in a Professional Environment, which is limited to one month for jobseekers, members of a professional security contract, RSA (Active Solidarity Income) recipients, or employees on assistance contracts. The agreement is issued by organisations such as Pôle Emploi, the Mission Locale or Cap Emploi.

3.2. On a company level

It is quite complicated to find a clear example of concrete actions that French companies implement to facilitate the integration of TCN women in their work environment. What we can



find on this level are more general policy of diversity established by big companies that encourage the diversity and mix of profiles of the employees.

Diversity charter is an example of tool that companies use to support their strategy. By signing it, companies commit to investing in diversity, guaranteeing, and respecting it in their workforce, and undertake actions to fight against all forms of discrimination. The charter is based on six principles: raising awareness and providing training, respecting and promoting the application of the principle of non-discrimination, seeking to reflect the diversity of French society, communicating, making the development and implementation of the diversity policy, and finally including in the annual report a chapter describing the commitment to non-discrimination and diversity.

All these actions are addressed to both men and women from different origins and background which makes difficult to identify specific actions addressed exclusively to TCN women.

4. Support measures for TCN women’s employability

*Here we will look for any establishment of support measures for TCN women’s employability on local/national level in support of their labour market integration. Use the table below to fill in the relevant information – the aim is to collect around **3 support measures per partner country**.*

Support measure 1	
Name	Sociolinguistic workshop : Employment
Description (100 words)	The social centre La Pépinière in Pau offers a service adapted to migrant people, especially women, in order to develop their social, digital and professional skills through a French learning programme adapted to their needs. An assessment is carried out at the beginning with each person in order to identify their needs and a personalised programme is set up to respond to this request. In this programme, there is also a childcare facility offered, which can sometimes be an obstacle to these women taking part in any learning process.
Key Stakeholders/ Provider	Centre Social de la Pépinière

Level (Organisational, Regional, Local, National)	Local & National level
Type (Digital Skills, Professional Skills etc.)	Digital, social & professional skills
Link/ Website	https://www.pepiniere-pau.org/familles-insertion/economie-sociale-familiale/la-pepiniere-2/

Support measure 2	
Name	Project DEFI (Challenge in French): Démarche pour l'Engagement des Femmes Immigrées
Description (100 words)	<p>The project offers socio-professional support to a group of women, "Les Mamas de Grigny", to help their social integration and improve their daily living conditions. It also aims to produce theoretical knowledge and to bring about a lasting change in the practices of the city's political and social actors with regard to immigrant women in precarious situations and social isolation.</p> <p>This program allows also the linking between the TCN women and the local actors related to the job market and integration process of migrants. This connection contributes to a better articulation between the territory's services as well as to the reinforcement of the classic support chain, adapting it to the specific difficulties of the supported public.</p>
Key Stakeholders/ Provider	Association GRDR
Level (Organisational, Regional, Local, National)	Local
Type (Digital Skills, Professional Skills etc.)	Social & professional skills + Theoretical knowledge
Link/ Website	https://www.grdr.org/Projet-DEFI-Demarche-pour-l-Engagement-des-Femmes-immigrees

Support measure 3	
Name	Promofemmes
Description (100 words)	<p>The Promofemmes Association was created in 1994 in the Saint Michel district of Bordeaux. It welcomes women in a migrant situation from about sixty countries.</p> <p>The objective of the association is to facilitate the social and professional integration of these women.</p> <p>Thus, the association proposes a course adapted to each member. To do so, the association relies on its activities and those of its partners.</p>
Key Stakeholders/ Provider	Association Promofemmes
Level (Organisational, Regional, Local, National)	Local and Regional level
Type (Digital Skills, Professional Skills etc.)	Social, linguistic & professional skills
Link/ Website	https://www.emploi-bordeaux.fr/promofemmes/

5. Conclusion/Summary

A brief summary of the key findings – 200-300 words.

Through this report, we wanted to provide a clearer idea of the TCN women on the labour market in France. The findings show that the programs addressed exclusively to TCN women, on the national level, are not largely developed. The integration of TCN women is one part of the gender equality policy addressed to all French citizens that include TCN women.

On the other hand, some private initiatives are developed by NGOs or public services on local level that allows a more appropriate follow up of this public that sometimes has specific needs and face a different range of challenges to be overcome to facilitate the integration in the labour market.



The results of the questionnaires and the focus group show a will from the local actors to give a chance to TCN women to integrate their institution and this is very encouraging for the further steps of I-Welcome project.

6. Glossary of terms

Glossary of the terms based on the common understanding of the terms to be included.

- **PMSMP** : Période de Mise en Situation en Milieu Professionnel
- **RSA** : Revenu de Solidarité Active
- **DEFI** : Démarche pour l'Engagement des Femmes Immigrées

7. References

Provide a list of the references used in an APA format.

Lerín Arzaba, N. (2020, June 10). The professional integration of migrant women in France. EPALE. <https://epale.ec.europa.eu/en/blog/linsertion-professionnelle-des-femmes-migrantes-en-france>

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Directorate general for internal policies, Policy Department: Citizens' rights and constitutional affairs (February 2015) The Policy on Gender equality in France, In-depth Analysis. [https://www.europarl.europa.eu/RegData/etudes/IDAN/2015/510024/IPOL_IDA\(2015\)510024_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/IDAN/2015/510024/IPOL_IDA(2015)510024_EN.pdf)

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