



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

**DESK RESEARCH**

**Developed By:**

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## INFORMATION ABOUT OUTPUT

Output:	IO1 – A BLENDED UP-SKILLING PROGRAMME FOR TCN WOMEN
Activity:	IO1-A1 : QUALITATIVE AND QUANTITATIVE RESEARCH

## PROJECT INFORMATION

Project acronym:	I-WELCOME
Project title:	I-WELCOME - Reinforcing migrant women's integration in society and the labour market
Project number:	
Sub-programme or KA:	KA2 Cooperation for Innovation and the Exchange of Good Practices
Project website:	



## 1. General Introduction

**A brief introduction which includes general statistics about the number of migrants and asylum seekers in the given partner country.**

**This section will present related statistics to migrant women such as women percentage of the migrant population, country of origin, age, marital status and educational level. The presence and characteristics of migrant women**

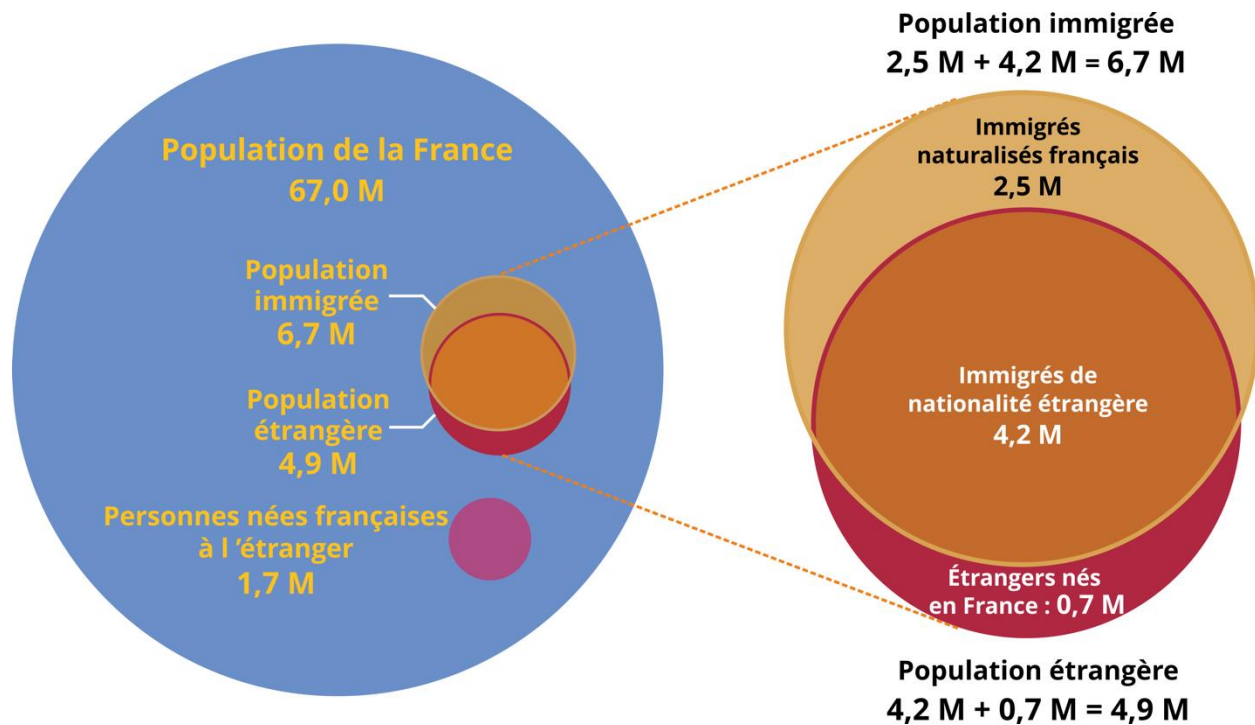
### I- Immigrant Population in France: General Data

The immigrant population in France has been growing in numbers and as a percentage of the total population since 1946. It accounted 9.9% of the population living in France in 2019, compared with 7.4% in 1975 and 5% in 1946.

In 2019, France counts 6.7 million immigrants which represents 10% of the total population. 2.5 million immigrants, or 37% of them, have acquired French nationality.

The foreign population living in France amounts to 4.9 million people, or 7.4% of the total population. It is made up of 4.2 million immigrants who have not acquired French nationality and 0.7 million people born in France of foreign nationality.

1.7 million people were born abroad with French nationality. Together with immigrants (6.7 million), a total of 8.4 million people living in France were born abroad, or 12.6 percent of the population.



#### Division of the Population in France

Source : Insee, estimations de population 2019.

- Population de la France : Population of France
- Population immigrée : Immigrant population
- Population étrangère : Foreign population
- Personnes nées françaises à l'étranger : French people born abroad
- Immigrés naturalisés français : Immigrants who got the french nationality
- Immigrés de nationalité étrangère : Immigrants of foreign nationality
- Étrangers nés en France : Foreigners born in France

In 2019, 46.5% of immigrants living in France were born in Africa. 33.3% were born in Europe. The most common countries of birth of immigrants are Algeria (12.6%), Morocco (12%), Portugal (9%), Tunisia (4.5%), Italy (4.3%), Turkey (3.7%) and Spain (3.6%). Half of the immigrants come from one of these seven countries (49.7%).

Between 2006 and 2018, the number of immigrants arriving in France rose from 193,400 to 273,000. The outflow of immigrants is relatively modest compared to their inflow. On average, four immigrants enter the country when one leaves. These are mainly foreign students leaving France at the end of their studies, departures after a period of employment lasting a few years, or returns to the country upon retirement. Overall, net migration of immigrants fell slightly between 2006 (+ 164,000) and 2009 (+ 133,000) before increasing to reach + 225,000 in 2016.

## II- TCN Women in France

Until the mid-1970s, immigration flows were predominantly male, meeting the labour needs arising from the post-war reconstruction and then from the period of the Thirty Glorious Years. In 1974, in a deteriorated economic context, a brake was put on labour immigration and family immigration began to develop. Since then, the share of women in immigration flows has been increasing, whether for family reunification or not. In 2019, 51% of immigrants are women, compared to 44% in 1975 and 45% in 1946<sup>1</sup>.

Today, the distribution between men and women is much more balanced among migrant populations, even if this proportion changes according to nationalities.

This feminization is nevertheless very uneven from one type of migration to another. In 2018, 40%<sup>2</sup> of those benefiting from international protection are women. Although a minority, they are proportionally more protected than men. Indeed, 33.2% of asylum applications are filed by women. They represent 66%<sup>3</sup> of visas issued for family reasons against only 39%<sup>4</sup> of the so-called "economic" residence permits.

On another hand, girls are ultra-minority among unaccompanied foreign minors (UFM). In 2018, 5% of girls were registered<sup>5</sup>. However, their numbers are likely underestimated. Indeed, many are exploited by trafficking networks, which push them to pretend to be adults when filing asylum applications to avoid any follow-up by the Child Welfare Agency.

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<sup>1</sup> Source : Insee

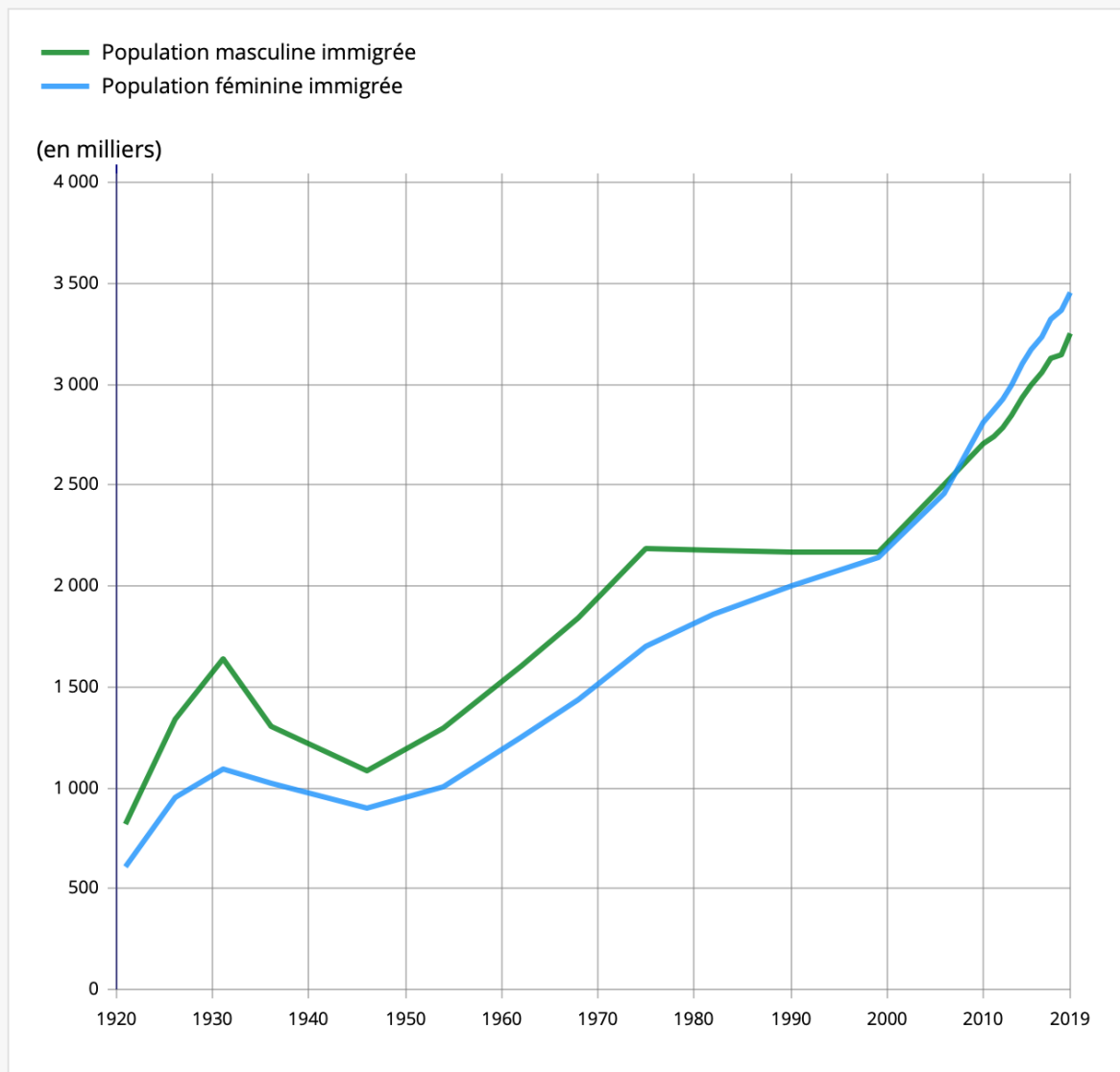
<sup>2</sup> OFPRA, 2018, Rapport d'activité, p48.

<sup>3</sup> Ibid

<sup>4</sup> OFII, 2018. Rapport d'activité, p91.

<sup>5</sup> Inspection générale des affaires sociales, 15 février 2018. Rapport de la mission bipartite de réflexion sur les MNA

Population immigrée en France de 1921 à 2019 par sexe



*Immigrant Population in France between 1921 & 2019 per gender*

*Source : Insee, recensements de la population et estimations de population.*

- *Population masculine immigrée : Male immigrant population*
- *Population féminine immigrée : female immigrant population*

When it comes to immigration for family reasons, 55% of spouses joining foreign residents in France are women and the proportion rises to 84% when immigration is carried out within the framework of family



reunification (the procedure for bringing in a spouse or minor children meeting income and housing conditions) and 70% of these family members are from the African continent.<sup>6</sup>

TCN women come from a variety of backgrounds. Many unaccompanied foreign minors are of Chinese or Nigerian nationalities. Russian (7.2%), Congolese (7.1%) and Sri Lankan (7.1%)<sup>7</sup> are those who, in 2018, received the most international protection. Unlike "economic migration" and "family migration", refugees are often older people, who on average receive asylum at the age of 42 years<sup>8</sup>.

	Total	%	Hommes	%	Femmes	%	Part des femmes	%
0-17 ans	27 059	10,8	14 195	11,2	12 864	10,5	47,5	
18-34 ans	159 776	64,0	82 025	64,7	77 751	63,3	48,7	
35-64 ans	58 675	23,5	28 853	22,8	29 822	24,3	50,8	
65 ans et plus	3 962	1,6	1 658	1,3	2 304	1,9	58,1	
<b>Total</b>	<b>249 474</b>	<b>100,0</b>	<b>126 731</b>	<b>100,0</b>	<b>122 743</b>	<b>100,0</b>	<b>49,2</b>	

Source : Ined, flux d'immigration par sexe et âge en 2018

Immigration flows by gender and age in 2018

- Hommes : men
- Femmes : women
- Part des femmes : Women's share

This diversity can be observed among immigrants who have been living in France for a decade: African women are the most represented (44%), followed by Europeans (34%)<sup>9</sup>.

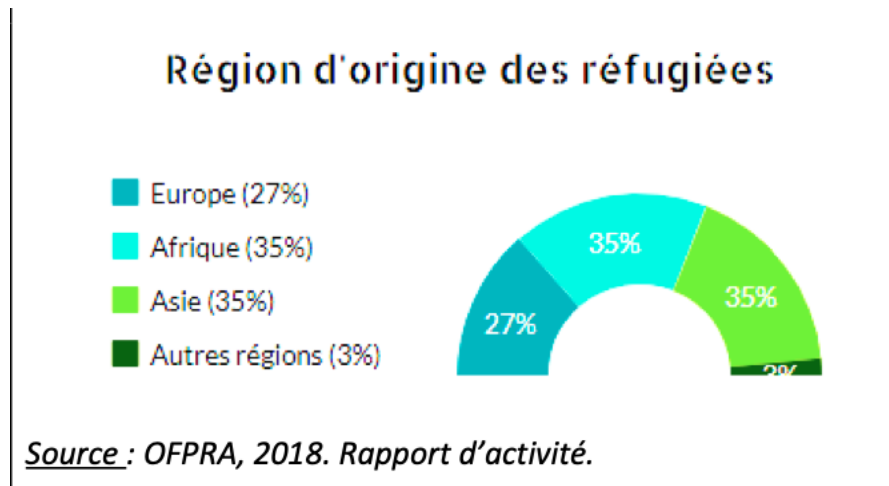
<sup>6</sup> Sources : Haut Conseil à l'intégration, *Rapport statistique 2005 de l'Observatoire statistique de l'immigration et de l'intégration*, janvier 2007, [www.hci.gouv.fr](http://www.hci.gouv.fr).

<sup>7</sup> OFPRA, 2018. Rapport d'activité

<sup>8</sup> Ibid

<sup>9</sup> Insee, 2011. Recensement, France entière.





Percentage of the Refugees origins in France in 2018

- *Région d'origine des réfugiées: Region of origin of the refugees*

For several years now, different statistical sources have been highlighting the educational rise of migrants over time: this result is even more true for women who, however, encounter great difficulties in converting their certification into an effective place in the labour market. On average, 45% of TCN women of all national origins have a degree equivalent to or higher than the baccalaureate: while the proportion of female graduates is the highest among immigrants from the EU-27, those from non-European countries also arrive with an educational background, albeit less important.

32.5% of non-European immigrant women hold a degree equivalent to the baccalaureate or higher education compared to 58% of women in the majority population. Migrant women from Guinea and Central Africa have the highest educational profile. In contrast to this first group, immigrant women from Sahelian Africa and to a lesser extent from Turkey are massively devoid of a diploma (78% and 68%). These are the same populations that are also the most segregated on the socio-economic and ethno-racial levels in some French regions, most probably around Paris.

One of the findings of the TeO survey is that African immigrant women do not form a homogeneous group, far from it: those from Cameroon or the Democratic Republic of Congo are mostly graduate, while the others, from Mali or Senegal, arrive in France without any school qualifications.

Similarly, knowledge of French is very uneven. While migrant women from Central, West, and North Africa often have a good command of the language, this trend is declining among migrants from other regions of the world. Knowledge of French is generally poor for refugee women.

## 2. Migrant Women in the Labour Market

**This part includes information such as unemployment rate of migrant women compared to men or the rate compared to the general population.**

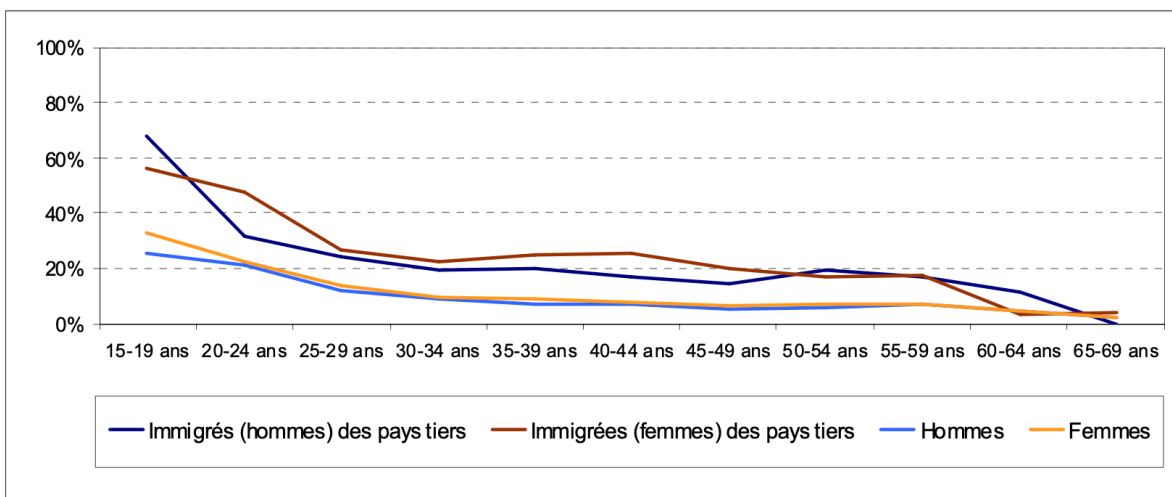


**If employed, indicate relevant statistics about the field and the status (full-time, part-time) of employment**

In France, 54% of TCN women are active (employed or unemployed) compared to 66% of all women in the French population. This situation is quite different for their male counterparts: the activity rate of TCN men exceeds that of all men in the French population (78% versus 75%). This particularity is explained firstly by a different age structure: at all ages TCN men are slightly less active than non-immigrant men, but they are more numerous at the ages when the activity rate is highest (between 30 and 50 years old). The activity rate of TCN women is significantly lower than that of all women in each age group, with the largest differences between the two groups at ages 25 and 34, when the activity rates are 52 percent for TCN and 81 percent for non-immigrant women. The difference between TCN women and their male counterparts is also much higher than the difference between French women and men as a whole.

TCN women are also more affected by unemployment. The unemployment rate is 25 percent. This phenomenon also strongly affects TCN men, but to a lesser extent, i.e. a rate of 19%. However, the gap is most noticeable among French women as a whole, for whom the rate is just under 10%.

Like the French population as a whole, it is the youngest age groups that are most affected by unemployment. For example, between the ages of 15 and 25, half of active TCN women is unemployed, almost twice as many as for women as a whole (see graphic below). However, in parallel with the overall French population, the unemployment rate of TCN women decreases as they age.



Source : Insee

Unemployment rates among female and male immigrants and compared to French citizens

- Immigrés hommes des pays tiers : TCN men
- Immigrées femmes des pays tiers : TCN women
- Hommes : men
- Femmes : women



### **TCN women's activity is higher when the degree is high:**

A high degree facilitates access to the job market. However, TCN women benefit less from this effect. The comparison is doubly disadvantageous: for the same level of education, TCN women are less active than women as a whole and compared to TCN men. This difference is particularly strong for TCN women with a high level of education, 69% of them being active compared to 80% of women with a similar level of education. On the contrary, the gap between TCN women and TCN men, always with the same level of education, is slightly smaller for the highest level of education. TCN men are more active than men as a whole and when the level of education is low or intermediate. The lower "effectiveness" of high levels of education can be linked to the mechanisms for recognizing foreign diplomas, the special working conditions of certain professionals, and even the impossibility of working without French diplomas.

The difficulties of TCN women in the labour market can be observed by the professional downgrading they are subjected to. According to a 2015 study by Florent Domergue conducted for the Ministry of the Interior, 7% of French people are downgraded compared to 9% of migrants. Beyond nationality, women are systematically more often relegated to positions below their qualifications<sup>10</sup>.

Migrant women (not including European migrants) have more difficulty finding work. In 2017, nearly 21% of them were unemployed compared to 8.5% of French women<sup>11</sup>. These poorer performances on the labour market can be explained in part by the discrimination they face in hiring due to their gender and origin. Moreover, any diploma obtained abroad is not always recognized, which represents an additional obstacle.

TCN women are over-represented in the care professions. According to a 2013 survey, 14% of home support workers are foreigners compared to 8% of all employed people.<sup>12</sup>

The integration and economic difficulties faced by migrant women are often cumulative in certain territories, particularly in priority neighbourhoods formerly known in French as ZUS. The population of immigrant origin is more numerous there: a report published in 2014 by the High Council for Equality notes that nearly one in five women are immigrants in ZUS, compared to one in ten nationally.<sup>13</sup> More than one in two immigrant women are inactive and 17% of residents are illiterate, compared to 5% outside ZUS<sup>14</sup>.

### **Persistent inequalities after many years in the territory: the case of elderly immigrant women**

<sup>10</sup> Domergue F., Février 2015. Des études aux métiers, un ajustement qui prend du temps, Infos Migrations n°75.

<sup>11</sup> Insee, 2017, Taux de chômage selon l'origine et le sexe.

<sup>12</sup> 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.

<sup>13</sup> Haut conseil à l'égalité entre les femmes et les hommes, 2014. Rapport relatif aux inégalités territoriales en matière d'égalité femmes-hommes

<sup>14</sup> Ibid

Time does not seem to diminish inequalities. TCN women, that represent up to 9.6%<sup>15</sup> of women over 55, are generally poorer than non-immigrant people of the same age. This is explained by life courses interspersed with periods of inactivity and greater exposure to precarious employment, inactivity and unemployment.

They experience greater residential precariousness. Researcher Rémi Gallou reports that 40% of elderly migrant women live in low-rent housing and barely 20% own their own homes (compared to 9% and 78% respectively of their French counterparts).<sup>16</sup>

Older migrant women have more health problems than the rest of the population. 65% of senior migrant women of African origin suffer from physical or mental illnesses, compared with 41% of women on average.<sup>17</sup>

Unlike men, some of them have not benefited from professional integration programs, and therefore have not always been able to forge ties outside the family unit. This situation contributes to keeping them away from the common law systems. This is all the more problematic since, because of their time spent in France, they are no longer the priority targets of migration policies.

### 3. State of Art regarding Policies/ Guidelines

**This section will look for any existing policies, guidelines, legislations regarding the integration of migrant women in the labour market.**

Migration would be a man's business. However, women represent 51.8%<sup>18</sup> of the people who arrived in France in 2018. They are also the majority among migrants crossing European borders. This trend is steadily increasing and is the result of the growing individualization of women, many of whom are pioneers, arriving in France alone. It can also be explained by the poverty and violence to which they are subjected in greater proportion.

While progress has been made in recent years, French reception and integration policies are somehow gender-insensitive, which has led to de facto inadequacies in the care provided to the migrant women. In the same way, gender equality policies sometimes omit migrant women from their action plans, as they are at the crossroads of gender and origin issues and are in the blind spot of support measures.

When it comes to the issue of professional integration of migrant women, it is at the crossroads of public policies: integration, the fight against discrimination, equality between women and men and the reduction of territorial inequalities.

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<sup>15</sup> Buisson G., 2011. Enquête famille et logements : pour mieux comprendre ce que sont le couple et la famille au recensement. Insee.

<sup>16</sup> Gallou R., 2016. Vieillir sans conjoint mais vieillir entourée. Un défi pour les femmes immigrées. *Gérontologie et société*. Vol.38/ n°149.

<sup>17</sup> Ibid

<sup>18</sup> United Nations, Department of Economic & Social Affairs, 2019. Population division in France, international migrant stock.

According to Opale study<sup>19</sup>, it was noted that young female migrant graduates looking for jobs corresponding to their level of training or waiting for advice and funding to continue their training, are rather encouraged to respond to advertisements corresponding to a restricted career path, and not to their diploma and without questioning their personal project.

The diploma does not protect migrant women from unemployment, but it is rather the length of time they have been in the workplace that influences their professional integration. This is reinforced by the lack of recognition of diplomas obtained abroad and by the regulated nature of certain professions. With the same level of qualifications, migrant women are less active than women as a whole.

In view of this situation, in order to encourage the professional integration of women, migrant women are targeted as a priority in calls for projects under the RPIIP (Regional Program for the Integration of Immigrant Populations) created in 1990 and generalises on the whole French territory in 2003 and their departmental equivalents, the DIP (Departmental Integration Plan). This program is part of the national integration policy, which aims to promote access by legal foreigners to mainstream services. The integration process is considered complete when the person obtains French nationality.

They provide actions in line with the following priorities:

- learning French
- the integration of immigrant women
- the integration and support of elderly immigrants
- Parenthood and support for schooling
- access to a job or the creation of a business
- access to housing
- learning shared rules of life
- protection against discrimination and access to rights
- history, memory and culture
- access to health and care
- participation in community life and sports

#### 4. Other training programmes/ initiatives

This section will present training programmes/ initiatives at a local/national level directed to migrant women, in order to develop their skills and competences. Use the table below to fill in the relevant information – the aim is to collect minimum 5 good practices per partner country.

GOOD PRACTICE 1	
<b>Name</b>	L'association Grdr Migration-Citoyenneté-Développement
<b>Description</b>	The Grdr Migration-Citoyenneté-Développement association is an international association under French law made up of professionals (agronomists, economists, sociologists, geographers, town planners,

<sup>19</sup> Fériel Kachouf, Annie Maguer, Annick Marnas, Opale et ISM Corum : étude « La discrimination multicritère à l'encontre des femmes immigrées ou issues de l'immigration sur le marché du travail »



	social workers...) who put their know-how at the service of the populations of the territories in which they work. Created in 1969 at the instigation of West African nationals living in France, the Grdr is one of the few associations carrying out development actions in countries of departure, transit and reception (West Africa, Maghreb and France).
<b>Key Stakeholders/ Provider</b>	NGO
<b>Level (Organisational, Regional, Local, National)</b>	International
<b>Type (Digital Skills, Professional Skills etc.)</b>	Social and professional skills
<b>Tools/Resources/ Services</b>	GRDR have set up a project that aims to contribute to improving the social and professional integration of immigrant women in their host territory. 1. To strengthen the capacities of women from migrant backgrounds in their oral practice of the French language as well as in their knowledge of their rights and existing mechanisms. 2. To strengthen the capacities and knowledge of the local actors welcoming this public on interculturality, so that they can themselves propose an adapted accompaniment. 3. To multiply the links between the common rights mechanisms and immigrant women through times of encounters, identification of blockages and misunderstanding.
<b>Link/ Website</b>	<a href="https://www.grdr.org/Faciliter-l-integration-des-femmes-immigrees-s-interesser-comprendre-en-tenir">https://www.grdr.org/Faciliter-l-integration-des-femmes-immigrees-s-interesser-comprendre-en-tenir</a>  <a href="https://www.youtube.com/watch?v=BvQIaEWljPA&amp;feature=emb_logo">https://www.youtube.com/watch?v=BvQIaEWljPA&amp;feature=emb_logo</a>

<b>GOOD PRACTICE 2</b>	
<b>Name</b>	RAJFIRE NETWORK
<b>Description</b>	RAJFIRE, Network for the Autonomy of Immigrant and Refugee Women, is a feminist collective that fights for the rights of foreign, immigrant, asylum-seeking and refugee women. It was created in 1998.
<b>Key Stakeholders/ Provider</b>	NGO
<b>Level (Organisational, Regional, Local, National)</b>	National
<b>Type (Digital Skills, Professional Skills etc.)</b>	Reinforcement of personal skills
<b>Tools/Resources/ Services</b>	Among their actions & services: - Information, solidarity, accompaniment in administrative, legal and social procedures, for



	<p>access to rights (right of residence, right of asylum, rights in the family...).</p> <ul style="list-style-type: none"> <li>- Action and reflection for the right to asylum, for the rights of foreign women, undocumented women, against all forms of violence against women, for women's autonomy, equality and freedom, citizenship, etc.</li> <li>- Networking with other associations and collectives.</li> <li>- Critical analysis of French laws and policies, questioning of institutions and elected officials.</li> </ul>
<b>Link/ Website</b>	<a href="http://rajfire.free.fr">http://rajfire.free.fr</a>

<b>GOOD PRACTICE 3</b>	
<b>Name</b>	Association AZMARI
<b>Description</b>	AZMARI acts for the social integration of migrant women and children. Through different workshops, they wish to promote the learning of French as well as individual expression. Theater, plastic art or music, they think of culture as a vector of integration. Expression and exchange are at the heart of their project in order to fight against isolation and social barriers, an interface of sharing and mutual understanding.
<b>Key Stakeholders/ Provider</b>	NGO
<b>Level (Organisational, Regional, Local, National)</b>	National
<b>Type (Digital Skills, Professional Skills etc.)</b>	Reinforcement of linguistic skills to encourage the integration
<b>Tools/Resources/ Services</b>	<ul style="list-style-type: none"> <li>• Oral expression workshops</li> <li>• Literacy classes</li> <li>• Cultural excursions</li> <li>• Linguistic tandems</li> </ul>
<b>Link/ Website</b>	<a href="https://asso-azmari.fr">https://asso-azmari.fr</a>

<b>GOOD PRACTICE 4</b>	
<b>Name</b>	SINGA France
<b>Description</b>	This foundation has been working for several years with refugees to help them create social enterprises and create links with host societies.
<b>Key Stakeholders/ Provider</b>	Foundation
<b>Level (Organisational, Regional, Local, National)</b>	National/European
<b>Type (Digital Skills, Professional Skills etc.)</b>	Professional Skills

<b>Tools/Resources/ Services</b>	SINGA is represented in 9 French cities and acts as a business incubator through its FINKELA program ( <a href="https://www.singafrence.com/post/finkela-un-outil-inclusif">https://www.singafrence.com/post/finkela-un-outil-inclusif</a> ) by developing, among other things, training and a sponsorship system. Since May 2016, around sixty refugee or local entrepreneurs have been supported in the creation and initial development of their projects. FINKELA is now present in Paris and Lyon. SINGA has also launched incubators in Berlin, Zurich and soon in Milan.
<b>Link/ Website</b>	<a href="https://www.singafrence.com/">https://www.singafrence.com/</a>

<b>GOOD PRACTICE 5</b>	
<b>Name</b>	ARISE
<b>Description</b>	An Erasmus+ KA2 project having the objective to promote the social and entrepreneurial capacities of migrant women. The project aims to foster the development and implementation of innovative and economically sustainable entrepreneurial ideas related to food, in order to promote mutual learning between the cultures of migrant women and local communities
<b>Key Stakeholders/ Provider</b>	Élan Interculturel- French NGO
<b>Level (Organisational, Regional, Local, National)</b>	European
<b>Type (Digital Skills, Professional Skills etc.)</b>	Social and entrepreneurial capacities
<b>Tools/Resources/ Services</b>	The objectives of the project were realised through international training courses for social workers, trainers and intercultural mediators, the setting up of 20 local workshops for 15 migrant women in each country and the development and production of a toolkit.
<b>Link/ Website</b>	<a href="https://www.arise-network.eu/fr/">https://www.arise-network.eu/fr/</a>

<b>GOOD PRACTICE 6</b>	
<b>Name</b>	“NOW- New Opportunities for Women” Programme
<b>Description</b>	a training program for single women with families, which should lead to a return to employment. The target group are mainly immigrants’ women. The training program aims to strengthen national policies to combat unemployment among women. This program, launched



	by the European Social Fund as part of the "Human Resources Initiatives", aims to promote equal opportunities for women in the fields of employment and vocational training.
<b>Key Stakeholders/ Provider</b>	State Secretariat for Women's Rights
<b>Level (Organisational, Regional, Local, National)</b>	National /Regional
<b>Type (Digital Skills, Professional Skills etc.)</b>	Reinforcement of the employability skills
<b>Tools/Resources/ Services</b>	The training program provide 2 main actions: <ul style="list-style-type: none"> <li>• revitalization workshops: preparation workshops to employment</li> <li>• Literacy workshops and French language introduction</li> </ul>
<b>Link/ Website</b>	<a href="https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000000173998">https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000000173998</a>

## 5. Conclusion/ Summary

A brief summary of the key findings.

Even if the male-female percentages among migrants have come closer in recent years, initiatives towards TCN women are still limited among those aimed at their integration on French territory, in particular, initiatives aiming at enhancing the employability skills and job abilities of this target audience.

We know from this desk research that the majority of the initiatives that exist in France are led by associations, foundations or networks of non-governmental organisations. This doesn't exclude the integration policy of the French state that can remains of limited effect without the field action of the various organizations.

