



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

DESKTOP RESEARCH



Developed By: **POSTAL 3**



INFORMATION ABOUT OUTPUT

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PROJECT INFORMATION

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1. General Introduction

The present research aims to pinpoint the characteristics and profiles of third-country national women in Spain. To achieve that goal, a data analysis of refugees, asylum seekers and migrants was conducted based on statistics and reports from governmental agencies and NGOs.

In addition, the research features the most relevant Spanish public policies for the inclusion of immigrants and refugees in the host society, along with good practices from organisations working on the field of labour integration from a gender perspective.

The analysis of refugees and asylum seekers will be presented in this section while the information on migrants will be introduced in the next part. The number of applicants for international protection in Spain during 2019 came to 118.446 persons, of which 64.630 (54,56%) were men and 53.816 (45,44%) were women¹. Itemising the data by continent and sex provides a clear vision of which are the main origins of women asking for international protection. America is the continent with more petitioners, highlighting the countries of Venezuela, Colombia, Honduras, Nicaragua and El Salvador. Other nationalities are Peru, Syria and Ukraine², as it shows in the charts below.

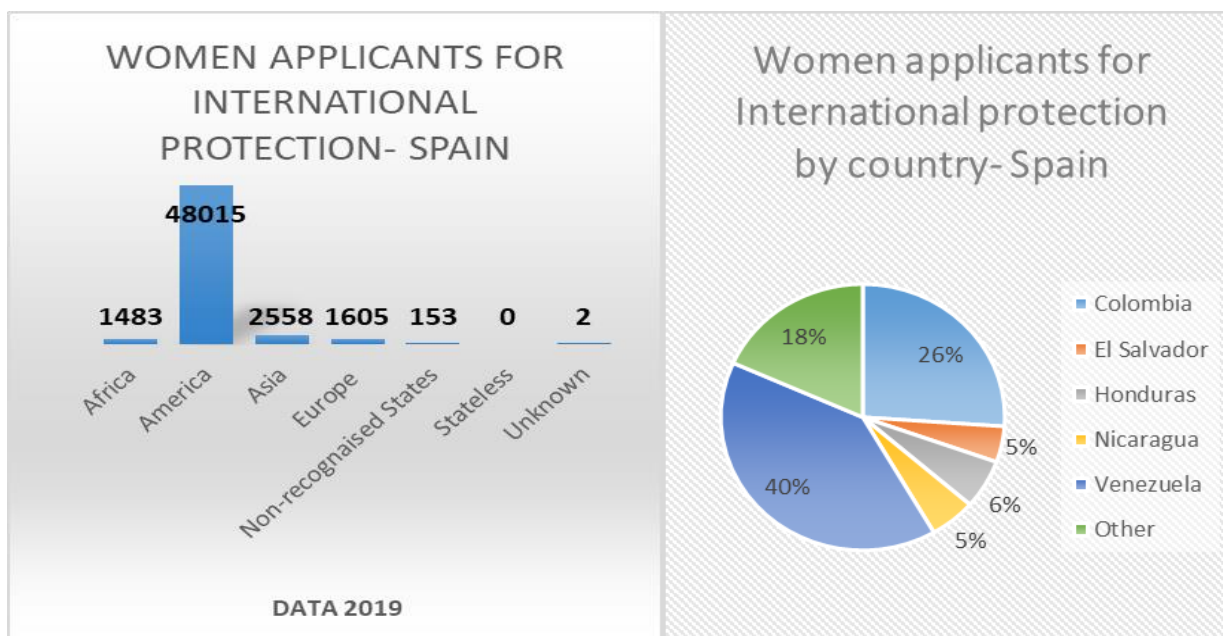


Chart 1 Source: compiled by author based on the statistics of the Spanish Ministry of Interior from *Asilo en cifras 2019*

Chart 2 Source: compiled by author based on the statistics of the Spanish Ministry of Interior from *Anuario estadístico del Ministerio de Interior 2019*

¹ Oficina de Asilo y Refugio (2020). *Asilo en cifras 2019*. Ministerio de Interior. Secretaría General Técnica. Retrieved (2020, July) from <https://cpage.mpr.gob.es>

² Ministerio de Interior. Secretaría General Técnica (2020). *Anuario estadístico del Ministerio del Interior 2019*. Retrieved (2020, October) from <https://cpage.mpr.gob.es>

Women applicants for International Protection by country. Data 2019³

<i>Colombia</i>	14045
<i>El Salvador</i>	2351
<i>Honduras</i>	3191
<i>Nicaragua</i>	2832
<i>Peru</i>	2033
<i>Syria</i>	1105
<i>Ukraine</i>	1100
<i>Venezuela</i>	21543
<i>Otros</i>	5.616
<i>Total</i>	53816

A comparison with the countries of origin of men applying for international protection enables certain differences to be underlined. The number of applications from American men remains very similar to their fellow countrywomen.

However, applications from African men take a relevant role which is not much noticed among African women. In particular, the countries of Morocco, Algeria, Tunisia and Mali have numerous petitions. Those divergences are justified by the different types of migratory process undertaken by men and women from those regions.

INTERNATIONAL PROTECTION RESOLUTIONS IN SPAIN 2019- WOMEN-					
Continent	Refugee Status	Subsidiary Protection	Rejected Applications	Humanitarian Reasons	Total
Africa	249	63	285	3	600
America	409	3	3750	18077	22239
Asia	79	535	582	8	1204
Europe	51	23	487	17	578
Non-recognised States	15	27	294	1	337
Stateless	0	0	1	0	1
Unknown	0	0	0	0	0
Total	803	651	5399	18106	24959

Chart 3 Source: *Asilo en cifras 2019. Ministerio de Interior.*

³ Ministerio de Interior. Secretaría General Técnica (2020). *Anuario estadístico del Ministerio del Interior 2019.* Retrieved (2020, October) from <https://cpage.mpr.gob.es>



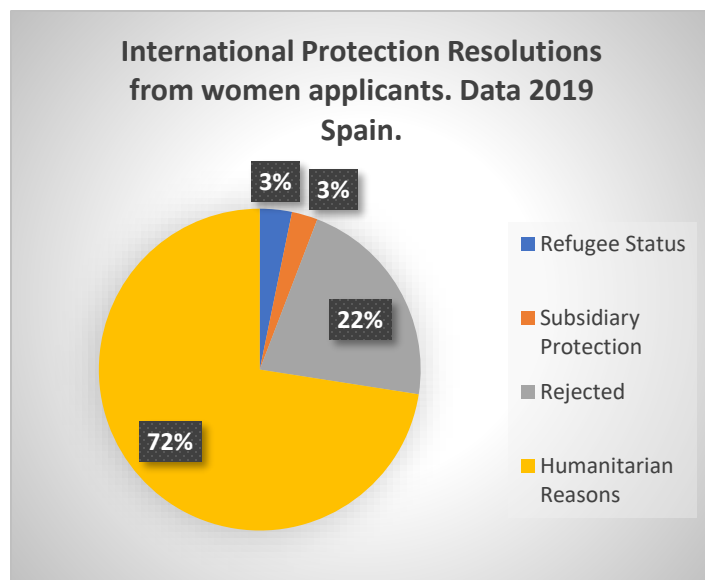


Chart 4 Source: compiled by author based on the statistics of the Spanish Ministry of Interior from Anuario estadístico del Ministerio del Interior 2019

A total of 53.401 applications for International protection were reviewed by the Spanish government in 2019, of which 14.934 were finally rejected. Refugee Status condition was successful for 803 applications from women, mainly from El Salvador (117), Honduras (117), Morocco (77) and Nicaragua (70). The condition of Subsidiary Protection was successful for 651 applicants from women, almost all of them from Syria (512). A number of 18.106 applications from women were successful to get a temporary authorisation to remain in Spain for Humanitarian reasons, mainly from Venezuela (18.054). Rejected applications were, principally, from

Colombia (1.750), Cuba (103), El Salvador (776), Georgia (165), Honduras (366), Nicaragua (300), Palestine (293), Peru (245), Syria (275) and Ukraine (438).⁴

⁴ Ministerio de Interior. Secretaría General Técnica (2020). Anuario estadístico del Ministerio del Interior 2019. Retrieved (2020, October) from <https://cpage.mpr.gob.es/ANUARIO>



2. The presence and characteristics of migrant women

Inequalities between regions, the lack of socio-economic opportunities and the exploitation of resources from multinationals companies are the main causes which favour the migratory decisions. Other relevant reasons are the war, civil conflicts, corruption, authoritarian regimes and the systematic violation of Human Rights.⁵

The feminisation of migration is a contemporary process, especially of women from Latino America countries to Spain, whose number is even a bit higher than their fellow countrymen. The structural economic disadvantage constitutes the central motive in countries as Peru, Bolivia, Ecuador and Argentina. Systematic violence and corrupt governments in Central America, and conflicts in Colombia and Venezuela are also pointed out as main causes.

The migratory process from African women by themselves does not involve a high number, as the majority of them arrive in Spain through the family reunification procedure, which would be the example of Morocco women. However, the route to the called “Frontera Sur” which means Andalucía and Canary Islands is undertaken, in the last years, for young women from Ivory Coast, Guinea Conakry and Cameron fleeing from gender violence or being persecuted for their gender identity or sexual orientations.⁶

The census population in Spain registered a number of 47.450.795 people by 2020. The data recorded 7.231.195 foreign-born persons, of which 3.728.576 were women. Taking the last number as a reference, 2.930.340 women living in Spain were born outside the European Union.

This remark becomes noticeable observing the data regarding to foreigners by “nationality” instead of “country of origin”. The total number of persons with a non-Spanish nationality in the same year was 5.434.153, of which 2.714.276 were women. According to the census, 1.930.167 were third-country national women, which is practically half of the foreign-born women pointed out above.⁷

⁵ Federación Mujeres progresistas (2008). “Tenemos la persona que necesita. Tres meses de garantía”. Una mirada con perspectiva de género al sector del empleo doméstico. Retrieved (2008) from <https://fmujeresprogresistas.org/biblioteca/publicaciones/>

⁶ Andrades A., Gandarias I., Ferri A. and Lucas B. Vidas que cruzan fronteras. Un análisis feminista sobre la frontera sur. CEAR. Comisión de ayuda al refugiado en Euskadi. Retrieved (2020) from <https://www.cear-euskadi.org/producto/vidas-que-cruzan-fronteras-un-analisis-feminista-sobre-la-frontera-sur/>

⁷ Statistiscal data on sex, nationality, country of origin and age was collected by the Instituto Nacional de Estadística (INE). Online <https://www.ine.es/>



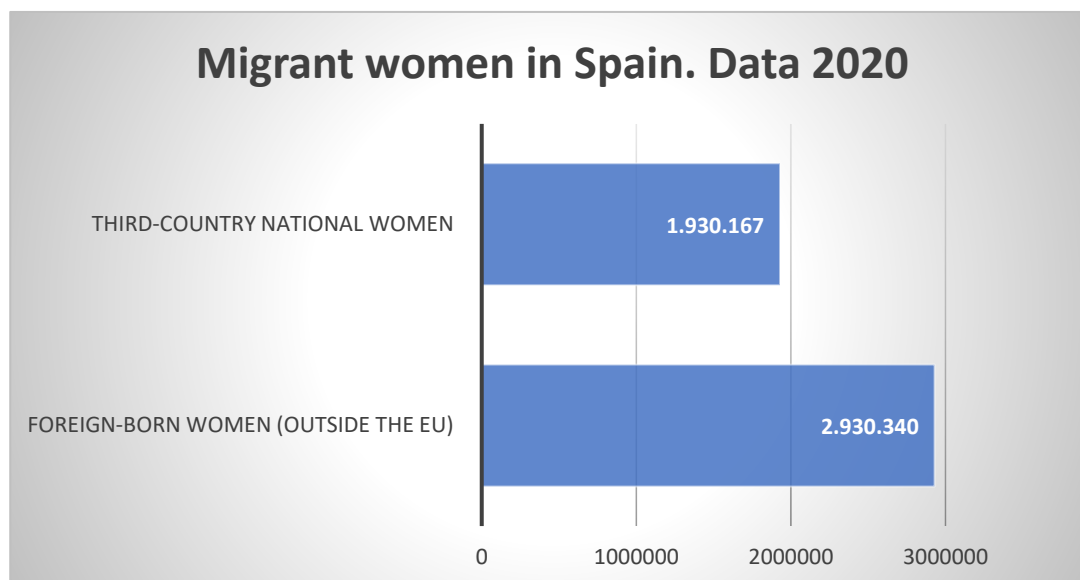


Chart 5 Source: compiled by author based on the statistics of the Instituto Nacional de Estadística INE. Online <https://www.ine.es/>

Taking the third-country national classification, the highest nationality is Morocco (376.804), following by Colombia (150.923), Chine (116.833) and Venezuela (107.728). However, those numbers may not have into account women in an irregular administrative situation, who could not be registered in any census. On the other hand, women from South American countries are likely to get the double nationality and they would not be included in the chart below.

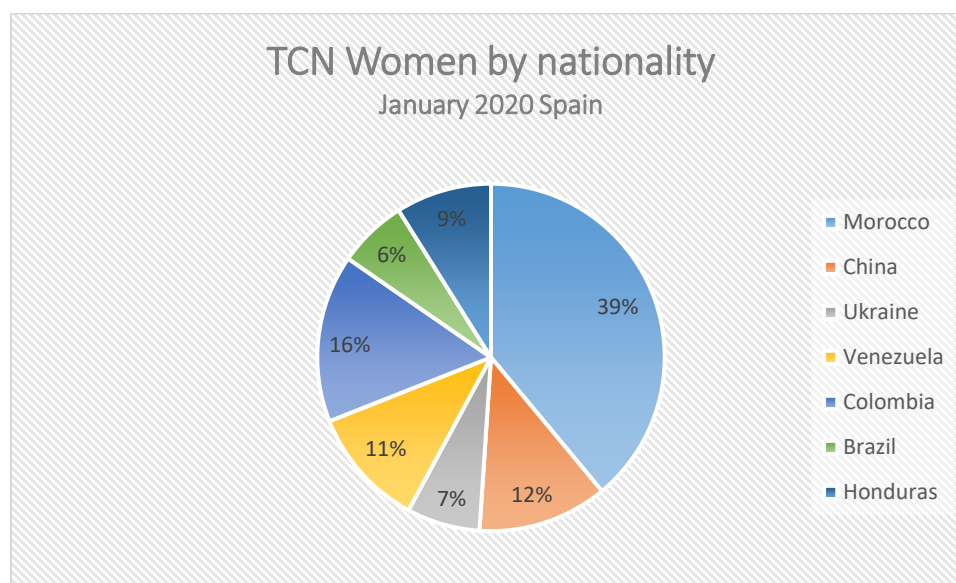


Chart 6 Source: compiled by author based on the statistics of the Instituto Nacional de Estadística INE. Online <https://www.ine.es/>

TCN Women living in Spain by nationality. January 2020

<i>Morocco</i>	376804
<i>China</i>	116833
<i>Ukraine</i>	65918
<i>Venezuela</i>	107728
<i>Colombia</i>	150923
<i>Brazil</i>	62317
<i>Honduras</i>	86297
<i>Argentina</i>	45721
<i>Bolivia</i>	51070
<i>Peru</i>	59357
<i>Paraguay</i>	59144
<i>Ecuador</i>	59961
<i>Dominican Republic</i>	40839
<i>Nicaragua</i>	40718
<i>Nigeria</i>	17111
<i>Senegal</i>	16696
<i>Mexico</i>	21868
<i>USA</i>	17736
<i>United Kingdom</i>	18821
<i>Other</i>	483204
<i>Total</i>	1899066

Chart 7 Source: compiled by author based on the statistics of the Instituto Nacional de Estadística INE. Online <https://www.ine.es/>



The results regarding the age of TCN women reflect that the collective is more numerous from 30 to 74 years old, with an increase from the age range between 35 to 69, which is more evident looking into the chart of TCN women classified by country of origin.

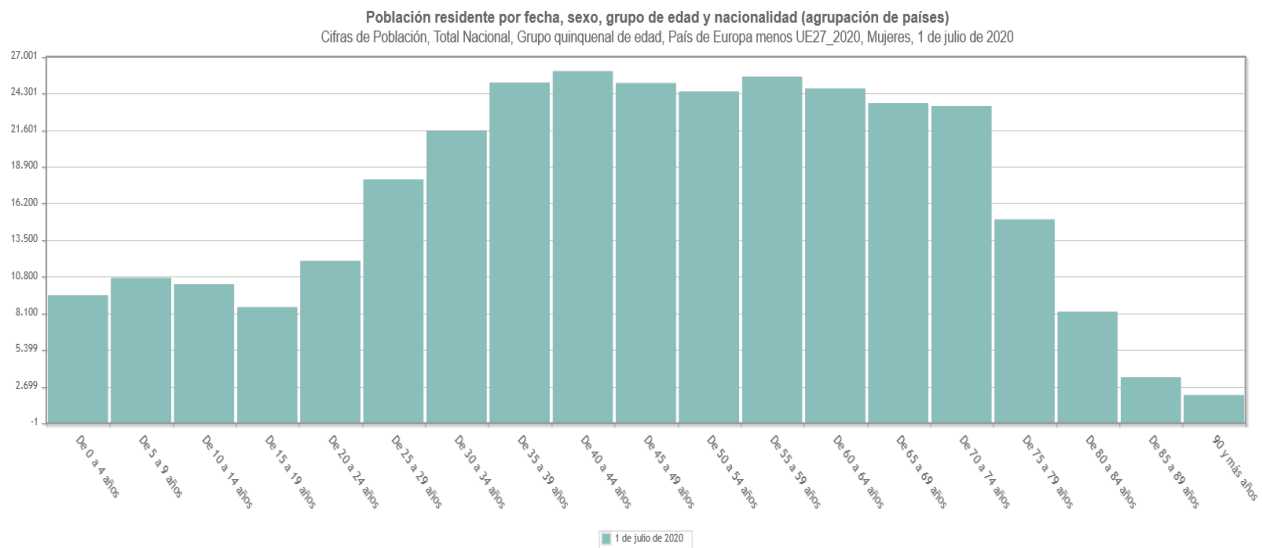


Chart 8 Source: Instituto Nacional de Estadística. Resident Population by date, sex, age and nationality. INE (2020, July). Online <https://www.ine.es/jaxiT3/Datos.htm?t=9689#!tabs-grafico>

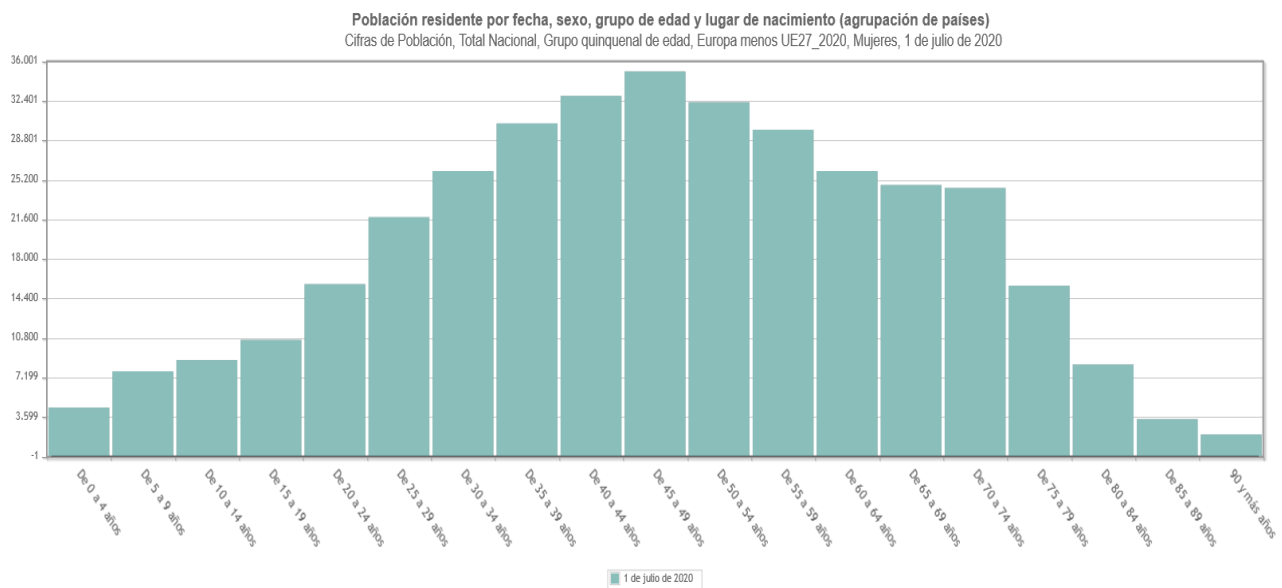


Chart 9 Source: Instituto Nacional de Estadística. Resident Population by date, sex, age and country of origin. INE (2020, July). Online <https://www.ine.es/jaxiT3/Datos.htm?t=9690#!tabs-grafico>

3. Migrant Women in the Labour Market

The situation of TCN women in the labour sector is, generally, characterised by three variables:⁸

1. Absence (inactivity, underground economy, fragmentation of career paths)
2. Discrimination and precarious conditions (low salaries, temporary jobs)
3. Job segregation

The number of TCN women affiliated to the Social Security in Spain, which means to be working as a self-employed or with an employment contract, in December 2020 was 464.773 persons.

TCN Women affiliated to the Social Security. December 2020

Argentina	16.114
Bolivia	24.444
Brazil	17.386
Chine	45.434
Colombia	39.362
Dominican Rep.	13.603
Ecuador	27.069
Honduras	24.650
Morocco	65.107
Nicaragua	13.519
Other	79.147
Paraguay	25.400
Peru	18.319
Ukraine	26.063
United Kingdom	29.156
Total	464.773

Analysing the data by continent, it is visible the prominence of American women which corresponds to the high number of one who migrated for that region to Spain: America (296.969), Africa (86.416), Asia (78.699), Europe-27 (2.273) and Oceania (416).⁹

Chart 10 Source: compiled by author based on the statistics of the Spanish Ministry of Interior from <https://www.mites.gob.es/es/estadisticas/index.htm>

⁸ Federación Mujeres progresistas (2008). “Tenemos la persona que necesita. Tres meses de garantía”. Una mirada con perspectiva de género al sector del empleo doméstico. Retrieved (2008) from <https://fmujeresprogresistas.org/biblioteca/publicaciones/>

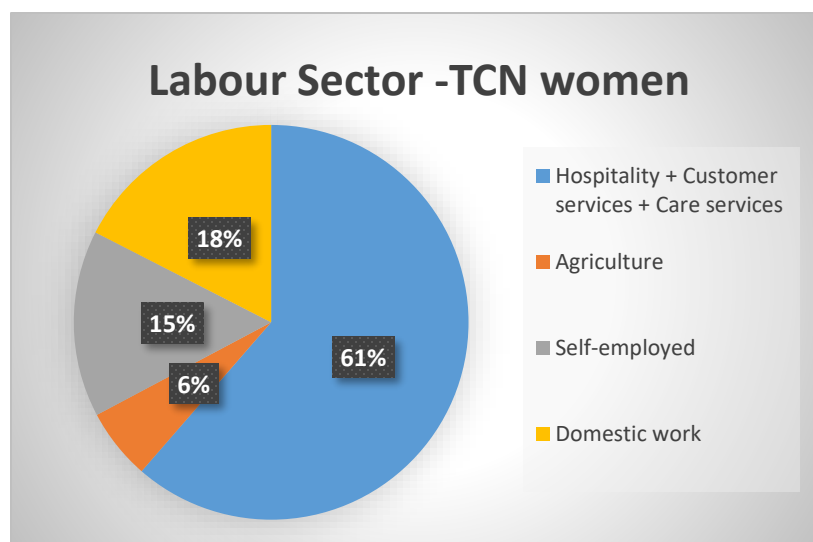
⁹ Spanish Ministry of Interior (2020, December). Retrieved from https://www.mites.gob.es/es/estadisticas/Inmigracion_emigracion/index.htm

On the other hand, the registered unemployment rate for TCN women was 194.363 people in June 2020, which is highly superior to their fellow countrymen and to the migrant women from the European Union countries.

Data ¹⁰	June 2020
TOTAL UNEMPLOYMENT REGISTERED SPAIN	3.862.883
Men	1.646.965
Women	2.215.918
Unemployment population registered with Spanish nationality	3.337.155
Men	1.420.252
Women	1.916.903
Unemployment population registered with a foreigner nationality	525.728
Men	226.713
Women	299.015
EU Country	182.341
Men	77.689
Women	104.652
Non-EU Country	343.387
Men	149.024
Women	194.363

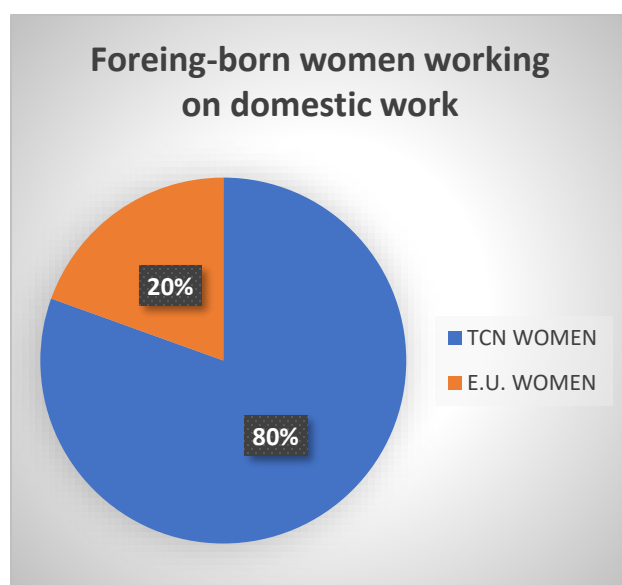
Chart 11 Source: *Impacto de la crisis sanitaria en la población trabajadora de nacionalidad extranjera*. UGT 2020

¹⁰ UGT. Vicesecretaría general departamento de migraciones (2020). *Impacto de la crisis sanitaria en la población trabajadora de nacionalidad extranjera*. Retrieved (2020) from http://portal.ugt.org/inmigracion/trabajo_digno/por_un_trabajo_dignob.htm



According to reports from Spanish trade unions¹¹, the main sectors where TCN women usually work are catering and hospitality, customer service and call-centres, cleaning and care services, mainly elderly people and children.

Chart 12 Source: compiled by author based on the statistics of the Spanish Ministry of Interior from <https://www.mites.gob.es/es/estadisticas/index.htm>



Domestic work is a traditionally feminised and lower-paid sector as the statistics for 2019 shows: 86,40% (501.800) of domestic workers were women, in the opposite of the 13,6% (78.800) men working in that area. It is also a precarious job as only 69,34% (402.535) of the workers have a labour contract while, at least, 30,65% (177.965) work in the informal economy. Moreover, of those women with work contract, 55,05% (221.624) are foreigners, of which 80,5% are women from third-country nationals and only 19,50% are from countries of the European Union.¹²

Chart 13 Source: compiled by author based on the statistics of Administración General del Estado

The number of people working in this sector in the underground economy is terribly increased in the case of TCN women, as usually is one of the few fields migrants in an irregular administrative

¹¹ Relevant Spanish trade unions: UGT, CCOO and CGT

¹² Administración General del Estado (March), *Boletín "Igualdad en la Empresa" N° 59*. Retrieved (2000, March) from <http://cpage.mpr.gob.es>

situation/without a work permit find a job. That entails a lack of labour rights and vulnerability, as they cannot get access to the benefits of the Social Security system.

Another particular field that usually employs TCN women and men is the agriculture, often without a work contract, and under very precarious conditions. The Spanish government authorised the recruitment of 19.179 women from Morocco just to work in the strawberry-picking in Huelva (South of Spain) in 2019.¹³ Morocco is leading that type of recruitment, along with Romania. However, the working conditions are far from being appropriated and allegations on sexual harassment have been filed against employers.¹⁴

The notions exposed above connects with the data about the employed people at risk of poverty. The in-work at risk of poverty rates (employed persons aged 18 or over) are 10,6% related to Spanish nationals, in opposite to 30,1% related to people with a nationality from an EU country, from 36,8 from TCN people.¹⁵

¹³ Sáez, C. (2019) El Gobierno autoriza la contratación de 19.179 trabajadoras de Marruecos. [Electronic version]. Huelva Información. Retrieved (2019, January) from https://www.huelvainformacion.es/huelva/Gobierno-autoriza-contratacion-trabajadoras-Marruecos_0_1315068767.html

¹⁴García, A and Fuentes T. (2020). Empleo/ Temporeras migrantes entre el acoso sexual y la explotación laboral [Electronic version]. Confederación Sindical de Comisiones Obreras. Retrieved (2020, December) from https://www.ccoo.es/noticia:525851--Empleo-Temporeras-migrantes-entre-el-acoso-sexual-y-la-explotacion-laboral-de-Alejandra-Garcia-Teresa-Fuentes-y-Carmen-Briz&opc_id=3f4aab5a06bf3cf965b5397fe82c277c

¹⁵ UGT. Vicesecretaría general departamento de migraciones (2020). *Condiciones de vida y nacionalidad extranjera. Encuesta condiciones de vida -2019-*. Retrieved (2020, July) from http://portal.ugt.org/inmigracion/trabajo_digno/por_un_trabajo_dignob.htm

4. State of Art regarding Policies/ Guidelines¹⁶

The immigrant integration policy, carried out by the Secretary of State for Migration, aims to promote the full integration of foreigners into Spanish society, within a framework of coexistence of diverse identities and cultures.¹⁷ Spain has its legal competences over immigration divided between the central government and regional governments. The State, or central government, has jurisdiction over the legal-administrative situation of the immigrant. On the other hand, regional governments or Autonomous Communities have attributed their social integration, including the provision of social and public services. Due to this, the Autonomous Communities have drawn up inclusion plans to promote interculturality and socio-labour integration in their own regions.¹⁸

In 2006, the Spanish government decided to elaborate a strategic plan that would serve as a general framework for the coordination between the different public administrations, which was called the **Strategic plan for citizenship and integration**. A Strategic plan was absent from 2014, relegating the social inclusion to a second place. Currently, the development of a third strategic plan is being expected which, as the previous ones, understands integration as a two-way process. This plan will have the support of different public administrations and social organizations, creating policies aimed at all citizens and looking for the inclusion of the migrant community in the public services. The basic pillars on which the plan is based are equality, citizenship and interculturality.¹⁹

Organic Law 4/2000 on rights and freedoms of foreigners in Spain and their social integration.

The law articles the rights of foreigners in Spain and its legal regime. Among them, it is mentioned the right to work and the access to the Social Security, along with the residence authorization and the work permits both employment and self-employment.²⁰

¹⁶ The research has not mentioned the European policies regarding immigration and inclusion, as it was just focused on the Spanish laws and public initiatives.

¹⁷ Portal de Inmigración. Online http://extranjeros.inclusion.gob.es/es/Programas_Integracion/index.html

¹⁸ Carrera S. (2006). Programas De Integración Para Inmigrantes: Una Perspectiva Comparada en La Unión Europea. *Migraciones 20(2006)*. ISSN: 1138-5774, 37-73. Retrieved from <https://revistas.comillas.edu/index.php/revistamigraciones/article/view/2910/2693>

¹⁹ Bernal I. (2019). *Interpelación sobre la posición del gobierno respecto al plan estratégico de ciudadanía e integración (PECI)*. El Senado. Retrieved (2019, February) from https://www.senado.es/legis12/publicaciones/borrador/senado/ds/1599/DS1599_670000119.pdf

²⁰ Jefatura del Estado (2000). *Ley Orgánica 4/2000, de 11 de enero, sobre derechos y libertades de los extranjeros en España y su integración social*. BOE. Retrieved (2000, January) from <https://www.boe.es/buscar/pdf/2000/BOE-A-2000-544-consolidado.pdf>



Law 12/2009, regulating the right to asylum and subsidiary protection. That law explains the reception conditions for applicants for international protection and the work permit.²¹

Organic Law 3/2007 for the effective equality of women and men. The law expects the equal treatment and opportunities in the workplace for both women and men. The law fosters employment policies and programs to increase the participation of women in the labour market, by enhancing their educational level and key competencies. Those programs are aimed at unemployed people and, mainly, at specific groups of women who may have more difficulties accessing to a job.²²

National strategy for prevention and fight against poverty and social exclusion 2019-2023. The strategy promotes lifelong learning, ensuring that vulnerable people achieve sustainable and quality employment that allows them to participate actively in the labour market. It will try to improve their employability by elaborating personalised insertion itineraries, professional guidance and developing specific programs for women at risk of exclusion, single-mother families, immigrants, among other groups in situation of particular vulnerability.²³

The Forum for the Social Integration of Immigrants is the body for consultation, information and advice on the integration of immigrants. The objective of the Forum is to promote the participation and integration of immigrants into the Spanish society.²⁴

Permanent Observatory of Immigration. This entity prepares and disseminates researches, surveys, studies and publications on immigration reality. Furthermore, it is responsible for the creation and maintenance of a statistical database, and being in coordination with the European Migration Network²⁵.

²¹ Jefatura del Estado (2009). *Ley 12/2009, de 30 de octubre, reguladora del derecho de asilo y de la protección subsidiaria*. BOE. Retrieved (2009, October) from <https://www.boe.es/buscar/pdf/2009/BOE-A-2009-17242-consolidado.pdf>

²² Jefatura del Estado (2007). *Ley Orgánica 3/2007, de 22 de marzo, para la igualdad efectiva de mujeres y hombres*. BOE. Retrieved (2007, March) from <https://www.boe.es/eli/es/lo/2007/03/22/3/dof/spa/pdf>

²³ Ministerio de Sanidad, Consumo y Bienestar (2019). *Plan operativo 2019 de desarrollo de la estrategia nacional de prevención y lucha contra la pobreza y la exclusión social 2019-2023*. Ministerio de Sanidad. Retrieved (2019, December) from https://www.mscbs.gob.es/ssi/familiasInfancia/inclusionSocial/inclusionSocialEspana/P.O._2019_EstrategiaPrevYLucha_Pobreza.pdf

²⁴ Foro para la Integración Social de los Inmigrantes. Online <http://www.foroinmigracion.es/>

²⁵ Portal de Inmigración. Online <https://extranjeros.inclusion.gob.es/es/ObservatorioPermanenteInmigracion/index.html>

5. Other training programmes/ initiatives

GOOD PRACTICE 1	
Name	Por Ti Mujer, Intercultural Catering
Description (50-70 words)	The program aims to promote the social and labour inclusion of both Spanish and migrant women in vulnerable situations from an intersectional, intercultural, and gender perspective. The areas selected were catering, restaurants and hotels in the city of Valencia. Free workshops on catering and hospitality and social innovation initiatives were developed, in concordance with the business sector. In that way, participants carried out practical activities and promoted their employability.
Key Stakeholders/ Provider	<i>Por Ti Mujer</i> , funded by <i>the Equality and Inclusive Policies Local Government</i> in Valencia City.
Level (Organisational, Regional, Local, National)	National/ local level (Valencia)
Type (Digital Skills, Professional Skills etc.)	Professional and social skills
Tools/Resources/ Services	During the program, seven training workshops were held, three of them were implemented face to face and four through online platforms, with 132 certifications. The participants developed and strengthened skills and competencies in the areas of catering, restaurants and hotels, and learned about occupational risks and care to prevent the spread of COVID-19.
Link/ Website	https://asociacionportimujer.org/

GOOD PRACTICE 2	
Name	Socio-Labour Centre for Immigrant Women (COSMI)
Description (50-70 words)	The centre promotes the participation of women in the social life of their neighbourhoods, the social inclusion of immigrant women, the prevention of racist and discriminatory behaviours and the awareness-raising in favour of equality and against gender violence, paying special attention to young women. The activity covers the legal, social, psychological, entrepreneurial, and labour areas.



Key Stakeholders/ Provider	<i>Mujeres en Igualdad</i>
Level (Organisational, Regional, Local, National)	National and local level (Vallecas)
Type (Digital Skills, Professional Skills etc.)	Professional and social skills, along with psychosocial care.
Tools/Resources/ Services	Among the services: 1.Job guidance 2.Advice on CV creation 3.Information on training actions 4.Social and psychological support 5.English classes 6.Training in ICTs for users (office, Internet and social networks, active job search through new technologies ...) Online employment advice or referral to other more specialized social services.
Link/ Website	http://www.mujiresenigualdad.com/

GOOD PRACTICE 3	
Name	Employment Women
Description (50-70 words)	The project is aimed at immigrant women from third countries with work permit, in a situation of unemployment and vulnerability. The support includes individual advice on financial aid, referral to immigrant experts for card renewals, emotional support both online and face to face, workshops on personal development and job searching, digital skills workshops, occupational training in catering and professional cleaning, awareness of equal opportunities from a gender and intercultural perspective, and labour intermediate with companies.
Key Stakeholders/ Provider	<i>La Rueca</i> , thanks to the financing of the <i>Ministry of Labour, Migration and Social Security</i> and the <i>European Social Fund</i> .
Level (Organisational,	Local level (Madrid)

Regional, Local, National)	
Type (Digital Skills, Professional Skills etc.)	Professional and digital skills. Gender and interculturality skills.
Tools/Resources/ Services	The project is developed in four main actions: 1.Welcoming 2.Pre-employment training 3. Occupational training (i.e. commercial assistant, customer service, health care) 4.Intermediation with companies
Link/ Website	https://larueca.info/

GOOD PRACTICE 4	
Name	SARA Programme
Description (50-70 words)	It is aimed at migrant women or women of foreign origin who need to improve their employability and training in the labour market. It consists of the design of inclusion pathways with gender and intercultural perspective, adapted to the needs and characteristics of each woman. The contents are taught in a transversal way for the prevention of gender violence, healthy relationships, diversity and equality.
Key Stakeholders / Provider	<i>Institute for Women and Equal Opportunities, along with CEPAIM organisation</i>
Level (Organisational, Regional, Local, National)	National and Local level (Madrid)
Type (Digital Skills, Professional Skills etc.)	Personal, social and professional skills
Tools/Resources/ Services	The pathways of integration (245 hours) are divided into three phases: 1.Motivation for employment: it will address content related to self-esteem, cohesion, empowerment, prevention of gender violence, etc. 2.Training / qualification: the occupational training will be defined according to the needs and competencies of the group.



	<p>3. Labour orientation: the definition of professional objectives, the preparation of CVs, preparation for job interviews, entrepreneurship, etc.</p> <p>The SARA Program can provide a service to support transportation and conciliation to women who need it after prior assessment.</p>
Link/ Website	<p>https://www.inmujer.gob.es/areasTematicas/AreaProgInsercionSociolaboral/SaraMujMigrantes.htm</p> <p>http://cepaim.org/comenzamos-una-nueva-edicion-del-programa-sara-para-la-integracion-sociolaboral-de-mujeres/</p>

GOOD PRACTICE 5	
Name	Social and labour integration programme addressed to immigrant women
Description (50-70 words)	The social and labour integration programme is aimed at third-country national women from a gender and intercultural perspective. It is carried out in several cities in Spain and includes different activities such as training, job guidance, and workshops. The entity also works as a link among companies and participants. The programme usually lasts one year.
Key Stakeholders/ Provider	<i>Mujeres en Zonas de Conflicto</i> . The project is funded by the <i>Ministry of Labour, Migration and Social Security</i> and the <i>European Union</i> (European Social Fund).
Level (Organisational, Regional, Local, National)	Regional level (Andalucía, Extremadura and Madrid)
Type (Digital Skills, Professional Skills etc.)	Professional skills
Tools/Resources/ Services	<ol style="list-style-type: none"> 1. Individual job guidance 2. Spanish classes as a foreign language 3. Training to get labour inclusion (i.e. professional cleaning, cooking, catering, etc.) 4. Workshops on Employment Skills <p>It also covers conferences on women employment and spaces for sharing experiences.</p>
Link/ Website	https://www.mzc.es/accionesocial/



6. Conclusion/ Summary

Third Country National women generally face greater obstacles to achieve social and labour inclusion than men who have the same nationality as them. These differences are also visible in relation to migrant women from the European Union countries, whose situation the statistics shows to be better regarding employment.

TCN women is one of the collectives with a higher unemployment rates and exposed to a higher risk of poverty in the Spanish society. One of the barriers is the lack of work permits and the irregular administrative situation, along with the deficiency of social and personal resources.

Secondly, the labour sectors in which most of them are working underline for being temporary, with low salary conditions and highly feminised. The majority of TCN women worked in the hospitality and customer service fields, along with the care and cleaning areas. The number of TCN women working in the domestic sector, mainly without a work contract, led them to an enormous vulnerability, which has been especially increased during the COVID pandemic. Also, seasonal workers related to agricultural tasks have, quite often, their rights diminished and the living conditions do not comply with the minimum standards.

It needs a greater commitment and action from public authorities both national and European, business companies, and social entities to provide opportunities in education and work to all citizens from a gender and intercultural perspective, as the only way to achieve an inclusive society.



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