



Integration of Migrant Women in the EU: Policies and Measures

Common Template for EMN Study 2021

Version 1, 11 June 2021

Subject: Integration of Migrant Women in the EU: Policies and Measures

Action: NCPs are invited to provide written comments by 25 June 2021.

If needed, further clarifications can be provided by directly contacting the EMN Service Provider (ICF) at emn@icf.com.

1 BACKGROUND AND RATIONALE FOR THE STUDY

Both globally and in the EU, women account for around 50 per cent of migrants. While – at mid-year 2020 – female migrants comprise somewhat less than half (135 million or 48.1 per cent) of the global migrant stock, they comprise slightly more than half (33 million or 51.2 per cent) of all migrants in the European Union.¹

Women migrate to Europe for a variety of reasons.² Women predominantly arrive as family migrants, however, women may also arrive as labour migrants, students, asylum seekers or belonging to another group of migrants. Thus, there is a diversity of legal statuses and rights among migrant women. This is related to a disparity of integration opportunities and challenges.³

Recent studies show that migrant women face a so-called “double disadvantage”, due to the intersection of being a woman and being a migrant.⁴ Migrant women in the EU generally have a higher unemployment rate than both non-migrant women and migrant men. For those women with young children, the employment rate is significantly lower for migrant than non-migrant women.⁵ Refugee women are also worse off when it comes to education or employment compared to other migrant women, pointing to a “triple disadvantage”.⁶

In addition, migrant women are disproportionately impacted by the COVID-19 pandemic (e.g. through job loss, additional care and housework, domestic work or increased exposure when providing front-line services).⁷

While migrant women’s integration challenges differ depending on their resident status or reason for migration,⁸ there are also unique integration opportunities. For example, migrant women are equally likely to be as highly educated as non-migrant women and are more likely to be highly educated than migrant men.⁹ Thus, they are not only overrepresented at the lower level of the education scale but also at the higher level, which is a strength integration policies and measures could build upon, for example, through measures to counteract over-qualification (when migrants hold a job below their formal qualification), since migrant women are more affected than migrant men.¹⁰

The latest EU-wide information on national policies in the Member States which dates back to 2017/2018 showed that there are few integration policies targeting migrant women specifically. A 2017 study by the European Union Agency for Fundamental Rights (FRA) found little evidence of a gendered approach in national action plans and integration strategies.¹¹ The European Court of Auditors in its 2018 Report identified a lack of policies for addressing the specific integration challenges of migrant women.¹² Furthermore, a recent study published by the European Network of Migrant Women in 2020 identified a lack in addressing the needs of migrant women in Asylum, Migration and Integration Fund (AMIF) projects implemented through direct management.¹³

In its Action Plan on Integration and Inclusion 2021–2027, presented in November 2020, the European Commission proposed targeted integration support that takes into account individual characteristics that may present specific challenges such as gender.¹⁴ At the same time, the importance of a gender-sensitive response to different policy areas has been emphasised by the EU Gender Equality Strategy 2020–2025.¹⁵ Therefore, the 2021 EMN Study on the ‘Integration of Migrant Women in the EU: Policies and Measures’ conducts a stock-taking exercise on where EMN Member States currently stand in terms of gender-sensitive integration policies and measures targeting migrant women.

¹ United Nations Department of Economic and Social Affairs, Population Division (2020): [International Migrant Stock 2020](#).

² European Commission (2018): [Integration of migrant women – A key challenge with limited policy resources](#).

³ European Economic and Social Committee (2015): [Opinion on Inclusion of migrant women in the labour market](#), p.5; FRA (2019): [Second European Union Minorities and Discrimination Survey – Migrant women – selected findings](#), p. 9–11.

⁴ European Commission – Joint Research Centre (2020): [Gaps in the EU Labour Market Participation Rates: an intersectional assessment of the role of gender and migrant status](#).

2 STUDY AIMS AND OBJECTIVES

The aim of the 2021 Study on the ‘Integration of Migrant Women in the EU: Policies and Measures’ is to understand if and to what extent Member States consider the distinct situation of migrant women in their integration policies and measures. The aim is to provide information that will support policymakers developing integration policies and measures that better support migrant women in their integration process, taking their respective backgrounds into account. An overview will be provided of research and statistics available at the national level on the integration opportunities and challenges of migrant women.

The study main objectives are:

- To map current national integration policies in the Member States that specifically target women;
- To provide examples of good practices and lessons learnt from Member States on integration measures for migrant women at the national but also regional or local level;
- To provide an overview of special policies or measures that have been developed to counteract negative consequences of COVID-19 for migrant women’s integration.

The Study targets policymakers interested in addressing the specific situation of migrant women in their integration policy planning as well as researchers, who may use the findings as a starting point for more in-depth research of the integration of migrant women, such as at the local and regional level. Also, the Study is of interest to the general public, raising awareness on gender-specific integration issues.

3 SCOPE OF THE STUDY

This Study defines a *migrant woman* as a third-country national female [migrant](#) (i.e. covering female migrants aged 18 and above) for the purpose of policy analysis; and as a female [third-country national](#) for the purpose of data analysis. However, the Study also analyses those policies and measures that are not exclusively targeting third-country nationals, but which might include them as part of a larger target group and recognises that policy measures may also address second generation female migrants.

The policies and measures outlined in this Study will be structured along specific categories of migrant women (such as low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.) as far as possible.

Integration policies refer to targeted integration strategies and action plans but also broader policy instruments relevant to the integration of migrant women such as sector specific governmental programmes (health, education, employment, housing, etc.). *Measures* include programme and systematic initiatives (multi-year / long term), projects (ad-hoc) and legislative/policy (structural) measures.

Even though we recognise that local communities are the places where integration happens 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 regional and local level policies and measures

⁵ OECD (2020): [How to strengthen the integration of migrant women?](#) Migration Policy Debate No. 25, pp. 4 and 6.

⁶ OECD (2018): [Triple Disadvantage? A first overview of the integration of refugee women](#), pp. 16 and 19.

⁷ IOM (2020): [COVID-19 and women migrant workers: Impacts and Implications](#).

⁸ EIGE (2020): [Gender and Migration, p. 4](#).

⁹ OECD (2020): [How to strengthen the integration of migrant women?](#) Migration Policy Debate No. 25, p. 4.

¹⁰ OECD (2020): [How to strengthen the integration of migrant women?](#) Migration Policy Debate No. 25, p. 6.

¹¹ FRA (2017): [Together in the EU – Promoting the participation of migrants and their descendants](#), p. 7.

¹² European Court of Auditors (2018): [The integration of migrants from outside the EU, Briefing Paper](#), p. 23.

¹³ European Network of Migrant Women (2020): [Follow the €€€ for Women and Girls](#).

¹⁴ European Commission (2020): [Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Action plan on Integration and Inclusion 2021–2027](#), COM(2020) 758 final, pp. 6–7.

¹⁵ European Commission (2020): [A Union of Equality: Gender Equality Strategy 2020–2025](#), COM(2020) 152 final.

would require considerably more time and resources than available for an EMN study. However, questions on good practices have been incorporated to this Study to allow for the provision of examples from the regional and local level as well.

Integration policies and measures will be categorised along the focus areas of work, education and training, language training, housing, health and civic integration, and will open the door for Member States to report on any other areas that are significant.

The reporting period for this Study ranges from 2016 to 2021, depending on the area of analysis (i.e. data, policies, measures):

- Data: 2016–2020, to capture trends over the past 5 years.
- Policies: 2021 and upcoming policy developments (i.e. the policies currently in place as well as planned developments).
- Measures: 2016–2021 in order to allow the inclusion of measures that might have already been evaluated.

4 EU LEGAL AND POLICY CONTEXT

Although Immigrant integration policies are made at the national level, yet since the signature of the [Treaty of Lisbon in 2007](#), European institutions have the mandate to ‘provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals.’ The EU has periodically set priorities and goals to drive EU policies, legislative proposals and funding opportunities on integration since the 1999 [Treaty of Amsterdam](#), that led to the 2004 [Common Basic Principles for Immigrant Integration Policy](#). These have guided and continue to guide most EU actions in the area of integration. The [Common Agenda for Integration](#), presented by the Commission in 2005 and in effect until 2010, was the strategy document providing the framework for the implementation of the EU integration policy and contained a series of supportive EU mechanisms and instruments to promote integration and facilitate exchanges between integration actors. In 2009 the [European Website on Integration](#) was launched to provide a platform for 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, focused on increasing the economic, social, cultural and political participation of migrants and on fighting discrimination, with an emphasis on local actions. This was followed by the 2016 [Action Plan on the Integration of Third-Country Nationals](#). This was a goal-setting document published by the European Commission, providing a comprehensive framework to support Member States’ efforts in developing and strengthening their integration policies and describing concrete measures the Commission was to implement in this regard. In 2017, the [Skills Profile Tool](#) was launched to map skills of third-country nationals to be used by national authorities when planning integration. Building on the 2016 Action Plan, the European Commission revealed its new [Action Plan on Integration and Inclusion](#) (2021-2027) in November 2020, proposing concrete actions, giving guidance, and delineating funding for initiatives meant to bring inclusion for all.

Other relevant policy instruments include:

- The [EU Anti-racism Action Plan 2020–2025](#), which was published by the European Commission on 18 September 2020 to step up action against racism in the European Union. As the action plan points out, racism can be combined with discrimination and hatred on other grounds, including gender.
- The [Pact on Migration and Asylum](#), that was proposed by the European Commission on 23 September 2020. With the Pact, the Commission is proposing a fresh start on migration, bringing together policy in the areas of migration, asylum, integration and border management. In the area of integration, the Pact supports effective integration policies with a focus on local communities and early access to integration services for children and vulnerable groups.
- the [EU Gender Equality Strategy 2020–2025, which](#) sets the key objective of achieving gender balance in decision-making and in politics for example. The Strategy pursues a dual approach of

gender mainstreaming combined with targeted actions - intersectionality is a horizontal principle for its implementation.

5 PRIMARY QUESTIONS TO BE ADDRESSED BY THE STUDY

The study seeks to address four primary questions:

- What does the available data /research tell us about the immigration channels, the level of integration of migrant women in the Member States and their integration challenges and opportunities?
- Are migrant women specifically addressed in national integration policies (e.g. strategies, action plans and government programmes)?
- Are there targeted integration measures available in the Member States specifically addressing migrant women at the national but also regional or local level, and what has been identified as a good practice in this area?
- Have special integration policies or measures been developed to counteract the negative consequences of COVID-19 for migrant women's integration?

6 RELEVANT SOURCES AND LITERATURE

EMN Studies, Informs and Ad-Hoc Queries

- EMN Synthesis Report (2019): [Labour market integration of third-country nationals in EU Member States](#).
- EMN Study (2015): [The Integration of Beneficiaries of International/Humanitarian Protection into the Labour Market: Policies and Good Practices](#).
- EMN & OECD Inform (2020): [Inform # 1 – EU and OECD member states responses to managing residence permits and migrant unemployment during the COVID-19 pandemic](#).
- EMN Ad Hoc Query (2020.74): [Measures regarding civic integration - Part 2](#).
- EMN Ad Hoc Query (2020.73): [Integration measures regarding language courses - Part 1](#).
- EMN Ad Hoc Query (2019.67): [Lines of intervention for the effective integration of persons entitled to international protection](#).
- EMN Ad Hoc Query (2019.15): [Early language support](#).
- EMN Ad Hoc Query (2018.1331): [Support measures to facilitate the labour market entry of family members](#).
- EMN Ad-Hoc Query (2017.1168): [Integration measures regarding language courses and civic integration – Part 2](#).
- EMN Ad-Hoc Query (2017.1167): [Integration measures regarding language courses and civic integration – Part 1](#).
- EMN Ad-Hoc Query (2016.1097): [Content of integration programmes for applicants for/beneficiaries of international protection](#).
- EMN Ad-Hoc Query (2015.683): [Monitoring report on integration](#).
- EMN Ad-Hoc Query (2013. 497): [Immigrant Integration Plans](#).

Other relevant sources

- European Commission (2021): [European Website on Integration – Integration Practices](#).
- European Commission (2020): [A Union of Equality: Gender Equality Strategy 2020-2025](#), COM(2020) 152 final.
- European Commission (2020): [Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Action plan on Integration and Inclusion 2021–2027](#), COM(2020) 758 final.

- European Commission (2018): [Integration of migrant women – A key challenge with limited policy resources](#).
- European Commission – Joint Research Centre (2020): [Gaps in the EU Labour Market Participation Rates: an intersectional assessment of the role of gender and migrant status](#).
- European Court of Auditors (2018): [The integration of migrants from outside the EU](#), Briefing Paper.
- European Economic and Social Committee (2015): [Opinion on 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): [Second European Union Minorities and Discrimination Survey – Migrant women – selected findings](#).
- Eurostat (2021): [Migrant integration statistics](#). 2020 edition.
- International Organization for Migration (2020): [COVID-19 and women migrant workers: Impacts and Implications](#).
- Organisation for Economic Co-operation and Development (2020): [How to strengthen the integration of migrant women?](#) Migration Policy Debate No. 25.
- Organisation for Economic Co-operation and Development (2018): [Triple Disadvantage? A first overview of the integration of refugee women](#).

7 AVAILABLE STATISTICS

Eurostat, First permits by reason, age, sex and citizenship, [[migr_resfas](#)].

Eurostat, First permits issued for other reasons by reason, length of validity and citizenship, [[migr_resoth](#)].

Eurostat, Population on 1 January by age group, sex and citizenship, [[migr_pop1ctz](#)].

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

Eurostat, Population by educational attainment level, sex, age and citizenship (%), [[edat_lfs_9911](#)].

Eurostat, Overcrowding rate by age, sex and broad group of citizenship, [[ilc_lvho15](#)].

Eurostat, Self-reported unmet needs for medical examination by sex, age, main reason declared and groups of country of citizenship, [[hlth_silc_30](#)].

8 DEFINITIONS

The following key terms are used in the Common Template. The definitions are taken from the EMN Glossary Version 6.0¹⁶ unless specified otherwise in footnotes.

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

gender mainstreaming: Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions.¹⁷

¹⁶ Available at: https://ec.europa.eu/home-affairs/sites/homeaffairs/files/what-we-do/networks/european_migration_network/docs/interactive_glossary_6.0_final_version.pdf.

¹⁷ European Institute for Gender Equality: [Glossary & Thesaurus – gender mainstreaming](#).

gender-sensitive: Policies and programmes that take into account the particularities pertaining to the lives of both women and men, while aiming to eliminate inequalities and promote gender equality, including an equal distribution of resources, therefore addressing and taking into account the gender dimension.¹⁸

integration: In the *EU context*, a dynamic, two-way process of mutual accommodation by all immigrants and residents of EU Member States.

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

intersectionality: Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination.¹⁹

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

third-country national: Any person who is not a citizen of the European Union within the meaning of Art. 20(1) of TFEU and who is not a person enjoying the European Union right to free movement, as defined in Art. 2(5) of the Regulation (EU) 2016/399 (Schengen Borders Code).

9 ADVISORY GROUP

An 'Advisory Group' (AG) has been established within the context of this Study for the purpose of (i) developing the (common) specifications for the Study, (ii) providing support to EMN NCPs during the development of the national contributions to the Study, as well as (iii) providing support to the drafting of the Synthesis Report. The members of the AG for the Study include:

- COM
- ICF/ EMN Service 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, consisting of max 6 NCPs, COM and the Service Provider has been established to follow the development of the common template very closely and provide dedicated input and support.

- COM
- ICF/ EMN Service Provider
- AT NCP
- DE NCP
- ES NCP

¹⁸ European Institute for Gender Equality: [Glossary & Thesaurus – gender-sensitive](#).

¹⁹ European Institute for Gender Equality: [Glossary & Thesaurus – intersectionality](#).

Other relevant partners:

The following third parties are contributing to this Study:

- European Union Agency for Fundamental Rights (FRA)
- European Commission's Joint Research Centre (JRC)
- European Integration Network (EIN)

Given its various research papers on the topics of women, migrants and integration, FRA will be invited to contribute to the development of the common template of this Study. Further, the European Commission's JRC, who recently published a study on the labour market participation of migrant women will be invited to review the common template. EIN should be consulted as well in order to avoid potential duplication of work and to seek their expertise in the review of the common template and the Synthesis Report.

10 METHODOLOGICAL CONSIDERATIONS

As with all EMN Studies, the National Reports should be primarily based on secondary sources. These may be supplemented by expert interviews. The identification of an integration measure as a "good practice" will utilise the European Website on Integration guidance that a good practice is defined as a measure that is "effective, efficient, sustainable and/or transferable, and that reliably lead[s] to a desired result".²⁰ Furthermore, for the purpose of this Study, an integration measure can additionally be considered "good" if it applies the concepts of gender-sensitivity or intersectionality. The selection of the measure should be made by an expert working in the field (e.g. policy maker; service provider; civil society organisation; migrant organizations) or based on studies or evaluations.²¹

11 TIMETABLE

The following tentative timetable has been proposed for the Study going forward:

Date	Action
Study specifications	
04.05.2021	Circulation of the first draft to the AG
06.05.2021	First AG meeting
14.05.2021	Circulation of the second draft to the AG (one-week deadline for review)
21.05.2021	Second AG meeting
01.06.2021	Circulation of the third draft to the core AG (three days for review)
11.06.2021	Circulation of the final draft to NCPs (two weeks deadline for review)
14.07.2021	Launch of the Study
National reports	
26.10.2021	Submission of national reports by EMN NCPs
Synthesis report	

²⁰ European Commission (2014): [European Website on Integration – What are 'good practices'?](#)

²¹ A good starting point for researching „good practices“ could be the [collection of good practices by the European Commission](#) as well as the Commission's article on [Integration of migrant women – A key challenge with limited policy resources](#).

Date	Action
09.11.2021	Draft of the synthesis report (SR) to COM and AG members (one-week deadline for review)
16.11.2021	Deadline for comments
25.11.2021	Circulation of the first draft SR to all NCPs (two-weeks deadline for review)
09.12.2021	Deadline for comments
17.12.2021	Circulation of the second draft SR to COM and all NCPs (two-weeks deadline for review)
07.01.2022	Deadline for comments
13.01.2022	Circulation of the third (final) draft SR to COM and all NCPs (two-weeks deadline for review)
27.01.2022	Deadline for comments
10.02.2022	Publication

12 TEMPLATE FOR NATIONAL CONTRIBUTIONS

Common Template of EMN Study 2021

Integration of Migrant Women in the EU: Policies and Measures

National Contribution from *Member State*²²

Disclaimer: The following information has been provided primarily for the purpose of contributing to a Synthesis Report for this EMN Study. The EMN NCP has provided information that is, to the best of its knowledge, up-to-date, objective and reliable within the context and confines of this Study. The information may thus not provide a complete description and may not represent the entirety of the official policy of the EMN NCPs' Member State.

Top-line factsheet [max. 1 page]

*The top-line factsheet will serve as an overview of the **National Contribution** introducing the Study and drawing out key facts and figures from across all sections, with a particular emphasis on elements that will be of relevance to (national) policy-makers. Please add any innovative or visual presentations that can carry through into the synthesis report as possible infographics and visual elements.*

Please provide a concise summary of the main findings of Sections 1-4:

Section 1: Integration of migrant women – data and debates

The Study will start with providing some background information on the immigration channels of migrant women in the Member States as well as key integration indicators in order to understand the current situation and which integration opportunities and challenges affecting Member States.

Q1 Please analyse the data on first residence titles issued by reason in your Member State as extracted from Eurostat and included in the statistical Annex (see Annex 1.1) and describe the main forms of immigration used by third-country migrant women compared to third-country migrant men. Did any significant changes occur in 2020 that might be related to COVID-19? What are the top 3 countries of citizenship?

The main reason of immigration of third-country migrant women is family, it has been the most common reason since 2016, with 63.584 women, but this number has increased over the years, up to 81.505 women in 2019, as we don't have data of the year 2020. It is also the main reason of immigration of men, but the numbers are slightly lower: 51.559 men in 2016 and 62.356 in 2019.

The second reason of immigration of third-country migrant women is remunerated activities. The number of migrant women has increased over the years, from 18.292 in 2016 to 33.754 in 2019. The second most common reason of immigration of men is also remunerated activities, with an increasing number, from 19.862 in 2016 up to 29.513 in 2019.

The third reason of immigration of women is education. In 2016, 20.619 women migrated for that reason, whilst in 2019 the number increased to 25.687. In regards to men, 15.017 of them migrated for education in 2016, but that number escalated to 19.345 in 2019.

There are other reasons that made 10.632 third-country woman migrate in 2016, but even more women had that reasoning in 2019, specifically 33.749. In regards to men, in 2016, 11.968 of them

²² Replace highlighted text with your **Member State** name here.

migrated for different reasons than the ones stated before, whilst in 2019 the number scaled to 34.129.

After this analysis, we can conclude that the reasons of migration are, in order: family reasons, remunerated activities, education motives and other reasons.

In total, there is more third-country migrant woman than man, as the data from 2019 shows: 145.343 man and 174.694 woman. The outnumbering also occurs in every reasoning, except for when it comes to other reasons, where there is a larger quantity of men.

In regards to any changes that may have occurred in 2020 because of the COVID-19 pandemic, it is not possible to point them out because there is no data of that year in the Annex. The top 3 countries of citizenship also have not been included in the Annex.

Q2 Please analyse the data on population as extracted from Eurostat and included in the statistical Annex (see Annex 1.2) and describe the share of third-country national migrant women among the total population compared to third-country national migrant men. Please include any evidence for changes related to COVID-19 if available.

In Spain, there is a total population of 47.332.614 people, 23.199.313 of them are male and 24.133.301 are female. There is a difference of around a million people.

In terms of third-country population in Spain, there is 3.205.467 people, 1.546.605 of them are male and 1.658.862 are female.

All of the numbers have increased during the years, but there has always been a bigger quantity of woman than man, in terms of total population and also in terms of third-country immigrants.

In regards to COVID-19, there is not any change perceived, as the number of both types of population kept increasing at the normal rate.

Q3 Please analyse the data on work, education, housing and health indicators as extracted from Eurostat and included in the statistical Annex (see Annex 1.3) and describe the main findings with specific focus on third-country national migrant women compared to third-country national migrant men and non-migrant women. Did any significant changes occur in 2020 that might be related to COVID-19?

In terms of work, data has been provided in terms of unemployment rates. The unemployment rate of non-migrant women has been decreasing from 2016 (20,2%) to 2019 (14,7%), but the rate has increased in 2020, up to 15,4%, this could possibly be related to the COVID-19 pandemic, as a great number of businesses closed, and the consumption levels also decreased.

In regards to migrant women, the unemployment rate is significantly higher, even though it has decreased since 2016, when 30,1% of migrant women in the ages of 20-64 were unemployed, in 2019 the rate of unemployed migrant women was of 25%. There is no data of 2020.

In terms of migrant men, their unemployment rate is higher than the non-migrant women's, but lower than the rate of migrant women. In 2016, 27,3% of migrant men between the ages of 20 to 64 were unemployed, this rate has decreased over the years, in 2019 the unemployment rate stood at 20,5%. There is no data of 2020.

Regarding work, activity rates have also been provided. The activity rate of non-migrant women has slightly increased and decreased since 2016, with the lowest rate standing at 70,3%, in the second quarter of 2020, when the COVID-19 pandemic was at its highest; the highest activity rate is 74,7%, in the second quarter of 2019. The average in the period of 2016 to 2020 is 73,52%.

The activity rate of third-country women also slightly shifted over the years. The lowest rate occurred in the first quarter of 2019, at 67,3%, the rates of 2020 have not been provided, if they would the lowest rate may have been even lower. The highest rate was 72,8%, in the second quarter of 2016.

The average in the period of 2016 to 2019 is 70,13%, which shows that migrant women have less activity opportunities than non-migrant women.

The activity rate of third-country men has decreased and increased in the period of time from 2016 to 2019. The lowest rate stands at 88%, in the third quarter of 2019, and the highest rate, 90,8%, occurred in the first quarter of 2016. The rates of the year 2020 have not been provided for migrant men. The average in these years stands at 89,24%, which is significantly higher than the migrant women rate, but also higher than the non-migrant women rate.

Self-employment rates have also been provided. The self-employment rate of non-migrant women has decreased from 2016 up to 2019 (876.900-852.000), but in 2020 it increased to 853.300.

The self-employment rate of migrant women is much lower, but it has increased over the years: in 2016 there were 57.200 self-employed migrant women, whilst in 2019 there were 69.000.

In regards to migrant men, the rate has also increased, from 95.000 in 2016 to 124.700 in 2019.

The self-employment rate of non migrant women is much higher than the other two. In terms of migrant population, the rate of self-employed men is significantly higher than the rate of self-employed women.

In terms of education, the rates of population in terms of their educational level have been provided.

The rate of non-migrant women with an educational level lower than primary, primary or lower than secondary education, has decreased since 2016, when the rate stood at 37,3%, in 2020 only 32% of non-migrant women had lower education than primary, primary or lower than secondary education. The average is 34%.

The rate of migrant women with an educational level lower than primary, primary or lower than secondary education has also decreased, in 2016 it was 50,4% and in 2019 it was 47,1%. There is no data of the year 2020. The average stands at 48,3%.

The rate of migrant men has also decreased over the years, in 2016, 58,8% of migrant men had an educational level lower than primary, primary or lower secondary education, whilst in 2020 it was 53,3%. The average rate is 56,1%.

The rate of migrant women is larger than the rate of non-migrant women, but it also is significantly lower than the rate of migrant men.

The rate of non-migrant women with an educational level of upper secondary and post-secondary non-tertiary education has slightly increased since 2016, when the rate stood a 24,5%, in 2020 the rate was 25,8%. The average in those five years was 25,18%.

The rate of migrant women with an educational level of upper secondary and post-secondary non-tertiary education has increased from 2016 to 2017 (30,2%-30,9%), but then it decreased to even lower rates: 29,7% in 2018 and 27,9% in 2019. No data of the year 2020 has been provided. The average is 29,67%

The rate of migrant men with an educacional level of upper secondary and post-secondary non-tertiary education has decreased from 2016 to 2017 (26,9%-26,3) but since then it increased: 27,6% in 2018 and 27,7% in 2019. The average is 27,13%.

The rate of migrants with an educational level of upper secondary and post-secondary non-tertiary education are higher than the rate of non-migrant women. But the rate of migrant women is higher than the rate of migrant men.

The rate of non-migrant women with an educational level of tertiary education has increased over the years, in 2016 it was 38,2%, and in 2020 it was 40,8%. The average is 39,84%.

The rate of migrant women with an educational level of tertiary education has increased, in 2016 it was 19,4%, and in 2019 it was 24,9%. There was no information provided for 2020. The average is 22%.

The rate of migrant men with an educational level of tertiary education has increased, in 2016 it was 14,4%, and in 2019 it was 19%. There was no data provided for 2020. The average is 16,8%.

The rate of migrant women with tertiary education is much lower than the rate of non-migrant women, but it is also significantly higher than the rate of migrant men.

In terms of housing, overcrowding rates have been provided.

The overcrowding rate for non-migrant women has decreased from 2016 (4,8%) to 2018 (3,9%), but since then it has increased, the last known rate is 5,7% for the year 2020. The average is 4,68%.

The overcrowding rate for migrant women increased from 2016 (15,9%) to 2017 (18%), then it decreased in 2018 (16,8%), and then it increased again, with a rate of 22,2% in 2020. The average is 18,8%.

In regards to migrant men, the overcrowding rate has increased since 2016 (17,5%), with a rate of 26,2% in the year 2020.

It is clear that the overcrowding rate for migrant women is lower than the rate for migrant men, but it still is significantly higher than the rate for non-migrant women.

In terms of health, the data we have to analyse is self-reported unmet needs for medical examination.

Non-migrant women have an average of 99,08% of no unmet needs to declare from 2016 to 2020. The main reasons why their needs for medical examination are not met are: other reasons, the waiting list, lack of time, wanting to wait to see if the problem gets better on it's own and the price (too expensive),

Migrant females have an average of 99,08% of no unmet needs to declare from 2016 to 2020. The main reasons why their needs for medical examination are not met are: the waiting list, the price, other reasons, and fear of the doctor, hospital, examination or treatment.

Migrant males, have an average of 99% of no unmet needs to declare from 2016 to 2020. The main reasons why their needs for medical examination are unmet are: price (too expensive), lack of time, fear of the doctor, hospital, examination or treatment and wanting to wait to see if the problem gets better on it's own.

Q4 What are the key opportunities and challenges for migrant women's integration as identified in national statistical sources (e.g. integration monitors, census, administrative data) or research? Are more disaggregated data or research available, e.g. by resident status/reason for migration, by number of children in households or by first/second generation of migrants?

In general, migrant women have much better academic status and job training than migrant men. But they also have low self esteem, caused by the exclusion they suffer (Aretxabala & Setién, 2015).

The jobs they are hired for have poor working conditions, are precarious and exploitative (Bonilla Vélez & Rodríguez López, 2013).

Women who migrate for work reasons, usually arrive in an irregular administrative situation, which makes it hard for them to get a job, and when they do they usually are mistreated physically and psychologically, and they fall victims to sexual abuse. In regards to the salary, it is usually lower than the minimum wage. (Gutiérrez Rodríguez, 2013).

The gender stereotypes also play an important role in these situations.

Q5 How are these findings situated in the national context? What are the main public and policy debates regarding migrant women's integration (opportunities and challenges)?

The main debates regarding migrant women's integration are related to work, as it is difficult for them to find a job, even when they have studied or trained for a specific job, and when they are hired, the job is precarious and exploitative, and not in the area that they are specialized in.

Section 2: National integration policies in the Member State

This part of the Study describes the Member State's organisational approach towards integration policy and analyses how migrant women are addressed in national integration policies.

Q6 Please describe your Member State's overall organisational approach with regard to integration policy: who are the competent authorities for integration policy? Is integration policy a national, regional, local or shared competency?

Integration policy is a shared competency between national, regional and local organizations.

Q7 Is the integration of migrant women a policy priority in your Member State?

Integration of migrant people in general is a policy priority in Spain, but it is clear that women have more difficulties than men, so there is a wide variety of resources that highlight the importance of migrant women integration. For example, The Guide on How to Approach Migrant Women Integration for the Public Administration, published by Instituto de la Mujer (Ministry for Equality), considers integration of migrant women a policy priority.

Q8 Are migrant women specifically addressed in national integration policies (e.g. strategies, action plans, government programmes)?

Please tick the appropriate box in the table below and – according to your answer – continue with the indicated questions.

a) Table 1

Yes		No ²³	n/a (no national integration policy available)
third-country nationals	migrants in general		
	x		
<i>Please continue with Q9</i>		<i>Please continue with Q8b</i>	<i>Please continue with Q8c & Q9</i>

b) If migrant women are not specifically addressed in national integration policies, what is the reason or underlying approach (e.g. mainstreaming approach)?

Please describe.

c) If no national integration policy is available in your Member State, are migrant women specifically addressed in policies across different sectors relevant to integration?

Please describe. Please note that a detailed description is asked for in Q9.

Q9 How are migrant women addressed with regard to the following sectors: work, education and training, language training, housing, health, civic integration, other?

²³ If women are not specifically mentioned but if the policy implies women. (e.g. as parents), that should be reported as "yes". But if the policy is not specific to women but addresses everyone (men, women, boys, girls) this should not be reported and the answer should be "no".

Please fill out the tables for each focus area by answering the questions included in the tables for each policy (i.e. integration policy or – if not available – sector specific policy). Please add columns, as necessary.

Table 2: Work

WORK	Programa CLARA	Proyecto BARABARA	Integración sociolaboral de mujeres inmigrantes desde la transversalidad de género, Fase X.	Proyecto Emplea Mujer.
How are migrant women addressed with regard to work?	This project was created for women at risk of exclusion and poverty.	Adressed for women with difficulties joining the labour market	This project was created for women who have a residence permit.	Adressed for women with a work permit.
Are specifically third-country national migrant women targeted or are they addressed as part of a wider group of migrants?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input checked="" type="checkbox"/> Specifically third-country national migrant women targeted <input type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input checked="" type="checkbox"/> Specifically third-country national migrant women targeted <input type="checkbox"/> Migrant women addressed as part of a wider group of migrants
Are specific categories of migrant women targeted (such as low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> Women at risk of exclusion and poverty. By improving their employability, promoting their social participation and promoting their personal and financial independence. <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> Women who have difficulties joining the labour market. By designing individualized projects for their social integration. <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> Women with a residence permit. By offering training courses, advice in terms of employability and the promotion of entrepreneurship. <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> Women with a work permit. By designing integrated and personalized projects for social and labor integration. <input type="checkbox"/> No
At what stage of the integration process does the policy start?	<input type="checkbox"/> Recently arrived	<input type="checkbox"/> Recently arrived	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation

	<input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation

Table 3: Education and training

EDUCATION AND TRAINING	Proyecto COSMI VALLEKAS + RE-INVENTAT	Nosotras: capacitación y empleo	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to education and training?	Even though this project was designed for migrants in general, it addresses women specifically, providing them with job training	<i>They receive necessary job training to join the labour market</i>	
Are specifically third-country national migrant women targeted or are they addressed as part of a wider group of migrants?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input checked="" type="checkbox"/> Specifically third-country national migrant women targeted <input type="checkbox"/> Migrant women addressed as part of a wider group of migrants	
Are specific categories of migrant women targeted (such as low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	
At what stage of the integration process does the policy start?	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	

Table 4: Language Training

LANGUAGE TRAINING	Servicio de apoyo sociolingüístico para mujeres inmigrantes	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to language training?	Women take lessons in the national language and also in the national culture and customs	<i>Please describe</i>	
Are specifically third-country national migrant women targeted or are they addressed as part of a wider group of migrants?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input type="checkbox"/> Migrant women addressed as part of a wider group of migrants	
Are specific categories of migrant women targeted (such as low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No	
At what stage of the integration process does the policy start?	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input type="checkbox"/> No differentiation	

Table 5: Housing

HOUSING	Proyecto de Viviendas de Autonomía para Mujeres	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to housing?	<i>It is a programme addressed to gender violence victims in general, but migrant women are also included. They offer women a rent at an affordable price, to</i>	<i>Please describe</i>	

	<i>help them get out of the situation that they are in.</i>		
Are specifically third-country national migrant women targeted or are they addressed as part of a wider group of migrants?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input type="checkbox"/> Migrant women addressed as part of a wider group of migrants	
Are specific categories of migrant women targeted (such as low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>Women that are victims of gender violence</i> <input type="checkbox"/> No	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input type="checkbox"/> No	
At what stage of the integration process does the policy start?	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input type="checkbox"/> No differentiation	

Table 6: Health

HEALTH	Programa de Prevención y Promoción de la Salud Integral para Mujeres Migrantes Fase VIII	Name of integration policy or sector specific policy	<i>Please add columns as necessary</i>
How are migrant women addressed with regard to health?	It is an integral approach to health.	<i>Please describe</i>	
Are specifically third-country national migrant women targeted or are they addressed as part of a wider group of migrants?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input type="checkbox"/> Migrant women addressed as part of a wider group of migrants	
Are specific categories of migrant women targeted (such as low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed? Women</i>	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i>	

	<i>with a residence permit.</i> <input type="checkbox"/> No	<input type="checkbox"/> No	
At what stage of the integration process does the policy start?	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input type="checkbox"/> No differentiation	

Table 7: Civic integration

CIVIC INTEGRATION	Programa SARA	Proyecto Amal	Proyecto COSMI	Proyecto Convive
How are migrant women addressed with regard to civic integration?	<i>Promote access to social and economic rights to improve their situation.</i>	The target of this project is the civic integration of imprisoned women, as well as their labour integration.	The target of this project is the psychological and civic integration of women at risk of social exclusion, specially migrant women.	The project is destined for migrants in general, but specially for migrant women.
Are specifically third-country national migrant women targeted or are they addressed as part of a wider group of migrants?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants
Are specific categories of migrant women targeted (such as low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed? Women with a lower social and financial status. By the design of personalized integration projects.</i> <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed? Imprisoned women. By improving the intercultural cohabitation and labour conditions in prison.</i> <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed? Women at risk of exclusion.</i> <input type="checkbox"/> No	<input type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are addressed?</i> <input checked="" type="checkbox"/> No
At what stage of the integration process does the policy start?	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation	<input type="checkbox"/> Recently arrived	<input type="checkbox"/> Recently arrived

	<input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation	<input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation
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Table 8: Other²⁴

OTHER	Proyecto FAGUAS	Proyecto RINARA	Programa de atención integral a mujeres inmigrantes, víctimas o potenciales víctimas de violencia de género.	Prevención y protección integral ante la violencia de género en mujeres migrantes.
How are migrant women addressed with regard to other areas?	It is a project that promotes the complete integration of women, in multiple aspects, such as gender violence, health, language training...	<i>Helping women that are at risk or victims of human trafficking, specially migrant women.</i>	The aim of this project is to promote the integration process of gender violence victims or potential victims, avoid the worsening of their vulnerability and provide them with methods to better their situation.	The aim is to prevent and protect migrant women, and their families, from gender violence.
Are specifically third-country national migrant women targeted or are they addressed as part of a wider group of migrants?	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants	<input type="checkbox"/> Specifically third-country national migrant women targeted <input checked="" type="checkbox"/> Migrant women addressed as part of a wider group of migrants
Are specific categories of migrant women targeted (such as low-/highly-skilled labour migrants, students, family migrants, asylum seekers, etc.)?	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are</i>	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific backgrounds and needs are</i>	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific</i>	<input checked="" type="checkbox"/> Yes <i>If Yes, please indicate the category(ies) and describe how their specific</i>

²⁴ Such as anti-discrimination measures or other.

	<p><i>addressed? Women in a vulnerable situation.</i></p> <p><input type="checkbox"/> No</p>	<p><i>addressed? Women that are victims or at risk of human trafficking</i></p> <p><input type="checkbox"/> No</p>	<p><i>backgrounds and needs are addressed? Women that are victims or potential victims of gender violence.</i></p> <p><input type="checkbox"/> No</p>	<p><i>backgrounds and needs are addressed? Women that are victims or potential victims of gender violence.</i></p> <p><input type="checkbox"/> No</p>
<p>At what stage of the integration process does the policy start?</p>	<p><input type="checkbox"/> Recently arrived</p> <p><input type="checkbox"/> First-generation</p> <p><input type="checkbox"/> Second- generation</p> <p><input checked="" type="checkbox"/> No differentiation</p>	<p><input type="checkbox"/> Recently arrived</p> <p><input type="checkbox"/> First-generation</p> <p><input type="checkbox"/> Second- generation</p> <p><input checked="" type="checkbox"/> No differentiation</p>	<p><input type="checkbox"/> Recently arrived</p> <p><input type="checkbox"/> First-generation</p> <p><input type="checkbox"/> Second- generation</p> <p><input checked="" type="checkbox"/> No differentiation</p>	<p><input type="checkbox"/> Recently arrived</p> <p><input type="checkbox"/> First-generation</p> <p><input type="checkbox"/> Second- generation</p> <p><input checked="" type="checkbox"/> No differentiation</p>

Section 3: Integration measures in the Member State

Q10 Is earmarked funding available in your Member State for measures to support the integration of migrant women? Do national AMIF programmes fund integration measures targeting or addressing migrant women and if yes, to what extent?

Yes, there is earmarked funding available in Spain. AMIF programmes fund integration measures addressing migrant women. There is no special funding for integration measures targeting migrant women, but it is possible to obtain funds for programmes regarding migration issues. If the programmes address gender issues they obtain extra points.

The Spanish General Budget for 2021 includes a specific quantity for programmes that target migrants, not migrant women in specific, but as stated before, when gender issues are addressed, it is always taken into consideration.

Q11 What integration measures (programmes, projects or legislative/policy measures) are available in the Member State that specifically address migrant women and have been identified as “good practice”? Please provide at least three examples from the period 2016-2020 and note why the example was selected.

Spain, as a Member State of the European Union, is part of the 2021-2027 Action Plan on Integration and Inclusion, which is the follow up of the 2016 action plan, that targeted the same main areas of integration of migrants. The plan brings additional focus to mainstreaming gender and including women. The 2016 action plan set out 50 actions to support Member States and other actors in their efforts to foster migrant integration.

Programa Sara, which has been analyzed earlier, has been active since 2013. The last information that has been published shows that in the 2018-2019 period, 578 women were trained in 30 different job areas, obtaining a 20.19% rate of job placement in the six months following the job training.

Programa CLARA, which has also been analyzed earlier, can be considered as good practice, as in its 2016-2018 edition, 25% of the women that participated in the programme found a job.

Please fill out the Table 9 below describing the first good practice measure, and copy Table 9 to fill out to describe further measures.

Table 9

Measure 1	
a) Overview	
Name	2021-2027 Action Plan on Integration and Inclusion
Type	<input checked="" type="checkbox"/> Programme and systematic initiatives (multi-year / long term) <input type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative/policy (structural) measure
Area	<input checked="" type="checkbox"/> Work <input checked="" type="checkbox"/> Education and training <input checked="" type="checkbox"/> Language training <input checked="" type="checkbox"/> Housing

	<input checked="" type="checkbox"/> Health <input type="checkbox"/> Civic integration <input type="checkbox"/> Other <i>(please specify)</i>
Access	<input checked="" type="checkbox"/> Third-country nationals <input type="checkbox"/> Migrants in general
Target group	<input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> <input checked="" type="checkbox"/> Mainstream measure (for all). <i>The plan brings additional focus to mainstreaming gender and including women.</i>
Stage of the integration process	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation
Coverage	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> Regional <input checked="" type="checkbox"/> Local
Link	https://ec.europa.eu/home-affairs/policies/migration-and-asylum/legal-migration-and-integration/integration/action-plan-integration_es
Source and justification	<i>A member of the OBERAXE recommended the Action Plan, and I consider it as good practice because of the number of actions that were set out in 2016, and because it has been established again for the 2021-2027 period.</i>

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

The objective is to propose targeted and tailored support that takes into account individual characteristics that may present specific challenges to people with a migrant background.

ii) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?

The measure was introduced in 2016, with a duration of two years. Funding was provided by the European Union.

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

It was implemented by the Member States.

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

The measure was funded by the European Union.

v) What strategies have been adopted to reach the target group?

Pre-arrival and pre-departure measures have been adopted to reach the target group.

vi) Are evaluations of the measure available? If yes, did it meet the anticipated objectives? What are the main outcomes?

They are not available.

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

No information available.

Measure 2	
c) Overview	
Name	Programa Sara
Type	<input checked="" type="checkbox"/> Programme and systematic initiatives (multi-year / long term) <input type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative/policy (structural) measure
Area	<input checked="" type="checkbox"/> Work <input checked="" type="checkbox"/> Education and training <input type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input type="checkbox"/> Civic integration <input type="checkbox"/> Other (<i>please specify</i>)
Access	<input type="checkbox"/> Third-country nationals <input checked="" type="checkbox"/> Migrants in general
Target group	<input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> <input checked="" type="checkbox"/> Mainstream measure (for all). <i>The plan brings additional focus to migrant women.</i>
Stage of the integration process	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation
Coverage	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> Regional <input checked="" type="checkbox"/> Local
Link	https://www.inmujeres.gob.es/areasTematicas/AreaProgInsercionSociolaboral/SaraMujMigrantes.htm

Source and justification	<i>By my own knowledge. I think it can be considered as good practice as the programme has gotten great results (20.19% of job placement in the six months after the job training).</i>
d) Description	
<p>viii) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?</p> <p>The objective is to improve the situation of women in a difficult economic and work situation by offering job training and motivational workshops.</p> <p>ix) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?</p> <p><i>The measure was introduced in 2006. Funding was provided.</i></p> <p>x) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?</p> <p><i>It was implemented by the Spanish Government in collaboration with multiple associations, such as Cruz Roja, Cepaim...</i></p> <p>xi) How/by whom is/was the measure funded?</p> <p><i>The measure was funded by the European Union and the Spanish Ministry for Equality.</i></p> <p>xii) What strategies have been adopted to reach the target group?</p> <p><i>There is no information about the strategies that have been adopted.</i></p> <p>xiii) Are evaluations of the measure available? If yes, did it meet the anticipated objectives? What are the main outcomes?</p> <p><i>The anticipated objectives are not available to the public but the rate of success is at a good level.</i></p> <p>xiv) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?</p> <p><i>No information available.</i></p>	

Measure 2	
e) Overview	
Name	Programa CLARA
Type	<input checked="" type="checkbox"/> Programme and systematic initiatives (multi-year / long term) <input type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative/policy (structural) measure
Area	<input checked="" type="checkbox"/> Work <input checked="" type="checkbox"/> Education and training <input type="checkbox"/> Language training

	<input type="checkbox"/> Housing <input type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration <input type="checkbox"/> Other (<i>please specify</i>)
Access	<input type="checkbox"/> Third-country nationals <input checked="" type="checkbox"/> Migrants in general
Target group	<input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> <input checked="" type="checkbox"/> Mainstream measure (for all). <i>The plan brings additional focus to migrant women.</i>
Stage of the integration process	<input type="checkbox"/> Recently arrived <input type="checkbox"/> First-generation <input type="checkbox"/> Second-generation <input checked="" type="checkbox"/> No differentiation
Coverage	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> Regional <input checked="" type="checkbox"/> Local
Link	https://www.inmujeres.gob.es/areasTematicas/AreaProqInsercionSociolaboral/Clara.htm
Source and justification	<i>By my own knowledge. I think it can be considered as good practice as 25% of the women that participated in the programme found a job.</i>

f) Description

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

The objective is to improve the employability of women, their involvement in social life, and promote their personal and economical independence.

xvi) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?

It started in 1999 as a pilot measure, it is funded by Instituto de la Mujer y para la Igualdad de Oportunidades and the European Social Fund.

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

It was implemented by the Spanish Government in collaboration with local organizations

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

The measure was funded by Instituto de la Mujer y para la Igualdad de Oportunidades and the European Social Fund.

xix) What strategies have been adopted to reach the target group?

There is no information about the strategies that have been adopted.

xx) Are evaluations of the measure available? If yes, did it meet the anticipated objectives? What are the main outcomes?

The anticipated objectives are not available to the public but the rate of success is at a good level.

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

No information available.

Section 4: Responses to COVID-19

Q12 Were integration policies or measures developed to counteract negative consequences of COVID-19 specifically for migrant women's integration?

The Spanish Government has awarded subsidies to improve the hygiene and health in migrant children residences, in which migrant girls live, as part of Plan Estratégico de Subvenciones del Ministerio de Derechos Sociales y Agenda 2030 para el periodo 2021-2023

a) Integration (or sector specific) policies

The subsidies explained above address housing and health issues of migrant children and teenagers.

b) Integration measures

The measures include the creation, adaptation and improvement of the residences to ensure correct hygiene and health levels, so migrant children are not discriminated in those areas.

Section 5: Conclusions

Q13 Please analyse the findings of your national report by drawing conclusions from your responses to Q1-Q12:

a) To what extent does the national integration policy (Section 2) respond to the main opportunities and challenges identified in your Member State (Section 1)?

There is multiple opportunities and challenges for migrant women, as explained earlier, but the national integration policy responds to almost every single one of them in the right way, the one challenge that needs more attention is housing.

b) What are the key characteristics of the national integration policies (Section 2) and measures (Section 3) presented in terms of categories, focus area, stage of the integration process, etc.?

In terms of categories and focus area, most of the policies address civic integration, work and gender-based violence, those are the main areas of work in the integration of migrant women in Spain. On the other hand, language training, housing and health don't receive as much attention, which are issues that should be addressed more frequently. In regards to the stage of the integration process, the vast majority of integration policies don't differentiate because of the stage that the individual is in.

c) In how far do any special integration policies or measures developed to counteract the negative consequences of COVID-19 (Section 4) differ from those previously in place (Sections 2 and 3)?

There is no information that shows the special measures developed in reaction to the consequences of COVID-19 in the policies and programmes.

Q14 Please provide information on planned policy developments as well as plans to introduce new measures, also in light of impact of COVID-19:

c) Does your Member State plan to develop new or revise existing national integration policies that specifically address migrant women?

As the Secretary of State for Migration stated in his last appearance, one of the main goals is to update migration policies, they also aim to create measures and tools in the work area, and strengthen the reception system for the early detection of vulnerabilities, to create and fund integration programmes that match the needs. It has not been stated that these measures will specifically address women, but as we have seen along this analysis, migrant women are an important focus in integration programmes.

d) Does your Member State plan to develop any new integration measures that specifically address migrant women?

Answered in the last question.

[Annex: Eurostat statistics](#)

Eurostat Data for EU and each MS will be extracted centrally 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 first residence titles issued to third-country nationals disaggregated by sex and reason [[migr_resfas](#)] and first permits issued for other reasons by reason, length of validity and citizenship, [[migr_resoth](#)].

Annex 1.2: Eurostat data on population disaggregated by sex and age group [[migr_pop1ctz](#)].

Annex 1.3: Eurostat data on work, education, housing and health indicators disaggregated by country of citizenship and sex [[lfsa_urgan](#)], [[edat_lfs_9911](#)], [[ilc_lvho15](#)], [[hlth_silc_30](#)].