**MyPath**

**General Report based on the 4 State of the Art Reports**

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### General information

This paper presents the findings of the partner organizations from the 4 participating countries on the policies, existing practices, success cases as well as challenges that migrant abdethnic minority women face in their efforts to enter the labor market.

To make the differences and similarities more visible they are presented in table-format, divided accordingly based on various variables.

### 1. Top Countries of Origin in the last 5 Years for Migrant and Ethnic Minority Women in the Partnering Countries

|  |  |  |  |
| --- | --- | --- | --- |
| Austria | Bulgaria, | Germany | Portugal |
| * Afghanistan * Syria * Somalia * Iran * Iraq * Russia | * Women of Roma origin | mostly from   * Eastern Europe * Southern Europe * the Middle East | * Brazil, * Angola, * Cape Verde, * Guinea-Bissau,   i.e., from the Community of Portuguese Language Countries |

### 2. Institutions and Actions for the Integration of Qualified Migrant and Ethnic Minority Women into the Labour Market

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| --- | --- |
| Austria | The Statistical Yearbook Migration & Integration 2021/Numbers, Data, Indicators by Statistics Austria and the Austrian Integration Fund (ÖIF) provides the basis for the integration issues, policies and initiatives |
| "Women - Facts and Figures on Migration & Integration", the Austrianr4r4 Integration Fund (ÖIF) focuses on the challenges and opportunities of migrant women in Austria |
| Bulgaria | The Ministry of Education and Science (MES) is the leading institution responsible for implementing the Strategy in "Education and Training". Its Center for Educational Integration of Children and Students from Ethnic Minorities supports the implementation of the policy for educational integration, intercultural education, work with parents and community representatives, including educational mediators |
| With special laws - the Law on Equality of Women and Men, the Law on Child Protection, the Law on People with Disabilities, the Law on Protection from Domestic Violence, etc. special protection measures are provided for persons and groups in vulnerable situations. |
| The National Strategy of the Republic of Bulgaria for Equality, Inclusion and Participation of the Roma (2021-2030) is an integral part of the overall strategy |
| Germany | The Federal Ministry of Labor and Social Affairs supports various measures:   * Funding Program: Integration through qualification. * A German language teaching program. * Integration of asylum seekers and refugees. |
| The employment agencies and job centers   * Integration Point * Representative for Equal Opportunities on the Labor Market * Career guidance * Special Offers for women |
| National Action Plan on Integration (NAP-I) |
| Portugal | Law decree (Decreto-lei nº 66/2018), regulating and simplifying the recognition of qualifications, allowing foreign individuals to present a copy of their diploma and ask for a recognition |
| Local Migrant Integration Support Centres, that constitutes a national network of local centres |
| Municipal Plans for Migrant Integration |
| Mentoring Program for Migrants |
| Portuguese language courses |
| Various projects, e.g.   * Rede Local de Apoio ao Desenvolvimento da Indústria e Imigração * Speak project |

### 3. Major challenges faced by qualified migrant/ethnic minority women in regards to labour market entry in their fields of expertise or according to their educational status

|  |  |  |  |
| --- | --- | --- | --- |
| Austria | Bulgaria | Germany | Portugal |
| Language | Early marriages | Language | Language |
| Education and Recognition of certificates | High school drop-out rates | Recognition of certificates | High qualified migrants VS Low qualified migrants/ Recognition of certificates obtained abroad |
| Patriarchat, Family reasons and the role image of women | Patriarchal socio- social attitudes | Child care | Being a women |
| Cultural and ethnic differences | Discrimination in the labour market | Discrimination and racism in the labour market | Lack of Information |
| Job application process | Limited possibilities for improving vocational qualifications | Participation in unsuitable/not-matching labor market-oriented integration measures | National economy and job opportunities for migrants |
|  | Entrenched poverty | Residential status |  |

### 4. The Existing Tools and programmes

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| Austria | The Public Employment Service (AMS) which is a public administrative organisation, is responsible for the employment of workers. It plays the largest and most important role in career guidance and counselling as well as in job placement for all people living in Austria, including migrant women. |
| Counselling by social workers - Social workers play an important role, starting with counselling of migrant women, orientation in society, education and labour market integration. |
| Bulgaria | The 2 key instruments are Programmes within the annual National Employment Action Plan and programmes co-financed by European Structural Funds. The Ministry of Labour and Social Policy and the Employment Agency which is part of it, together with the Agency for Social Assistance and its local branches are responsible for implementing policies to support the labour market integration of ethnic minority.  In addition to that, Bulgaria’s Council of Ministers adopted its first National Strategy for Roma Integration back in 2011 and approved its Action Plan in 2012. |
| National refugee employment and training programme 2021-22 with the aim to (1) to support the successful adaptation and employment of refugees on the Bulgarian labour market by including them in training and subsequent employment; (2) to increase the capacity of transit, registration and reception centres. |
| Germany | Integration courses and language courses are offered throughout the year in different schools for refugees and migrants. |
| For child care e.g. in Bochum, are ofered Kita, after school care i.e. open all-day school, reliable Elementary School, reliable elementary school plus vacation care, pedagogical afternoon care |
| For recognition of certificates obtained abroada special procedure is undergone to prove the equivalence of a foreign professional qualification with a German professional qualification. The recognition always refers to a specific German profession |
| Consulting centers - a collective term for institutions that offer different types of support and assistance, which can be differentiated according to the concerns of those seeking advice, forms of discussion and objectives |
| Portugal | High Commissioner for Migration, ACM, provides various information services to support these women integration |
| Municipal Plans for Migrant Integration- local strategy documents, in the different Portuguese municipalities, covering:   * Labour market prospects * Entrepreneurship * Education and training |

### 5. Good Practices and/or successful projects

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| --- | --- |
| Austria | Public Employment Service (AMS) implements projects to support migrant women, e.g.   * Competence check for migrant women and persons granted asylum * “Mentoring" project |
| Vienna Employment Promotion Fund (WAFF) provides   * Support for re-entry into the labour market: * Counselling in the mother tongue |
| ABZ\*Austria (Work, Education and Future) - a non-profit association, is now the largest women's organisation in Austria   * Conducting competence checks * Workshops, counselling & coaching * Diversity promotion in companies |
| Bulgaria | * More than One Perspective - a social organisation with the aim of placing people with a refugee background or migrants for internships, training or work according to their qualifications. Migrant women voluntarily apply for coaching programmes. |
| * “Roma Women Can Do It”, carried out by Gender Project for Bulgaria foundation in 2003, which notes the low representation rates for Roma women within the NGO sector, in Parliament, and in the political sphere more generally |
| * Humans in the Loop (HitL) founded in 2017 to provide migrant and asylum seekers with training and employment opportunities. HitL teach digital skills, languages and train people on specific annotation techniques and tools. |
| * “RTransform” 2020-2023 - An international initiative, led by Coventry University, in co-operation with Roma organisations around the EU, including Amalipe in Bulgaria. The project addresses a main challenge which is social inclusion with the potentiality of promoting education among Roma women and girls. |
| * Bulgarian Chamber of Commerce and Industry - RIDE project to include migrant and refugee women in the digital labour market by giving them the possibility to re-skill or upskill in the digital sector |
| Germany | * The JACK educational center - a place for refugees and women in need of special protection who are left out of other educational opportunities because of their residence status or lack of money. |
| * The Ipso Academy trains people with a refugee or migration background to become certified "Psychosocial Counselors". The counselors can then advise others from their cultural group in their native language and in a culturally sensitive manner. |
| * In the CONNECT project are volunteer mentors and refugee women form a tandem. The mentors are prepared and accompanied by TERRES DES FEMMES, support the refugee women as language, social and cultural mentors in all areas of life |
| * Angekommen! gives refugee women what they need to enter the job market in Germany. It offers six months of sensibly coordinated services: from initial counseling and clarification of career aspirations and suitability with trial internships to the preparation of an application portfolio and accompanying counseling |
| * The ASA Application Center offers young refugees with uncertain residence status a complete support package through the application process |
| * The ReDi School's Digital Ladies program makes refugee women digitally fit. In addition, the women build their own professional network through the ReDi School. |
| * The project Women with Migrant Experience Start Their Own Business appeals to the entrepreneurial potential of migrant women. In three project stages, the project leads women into self-employment. |
| Portugal | * Casa do Brasil de Lisboa - a local association in Lisbon providing integration support to Brazilian migrants and has a Professional Information Office offering: preparation of curriculum and techniques for job search, dissemination and referral for job offers and qualification and guidance for measures to support entrepreneurship. |
| * Batoto Yetu Portugal - in addition to the support given to migrant communities, regarding legalisation processes, this association promotes the Migrant Entrepreneurship in Caxias, organising free training sessions in the area of entrepreneurship and bringing specialists to make a personalised monitoring of the business created by the trainees |
| * Mén Non – Associação das Mulheres de São Tomé e Príncipe em Portugal - a women association, representing São Tomé e Príncipe women in Portugal, in addition to providing several free information sessions on human rights, prevention and combating violence against women, health and sexual and reproductive rights, and feminist leaders, also conducts specific projects focusing the migrant women struggles in the job market. |
| * Solidariedade Imigrante – Associação para a Defesa dos Direitos dos Imigrantes – a migrant aiming to address the issue of double discrimination – gender and migration.The objective was to work with specific with migrant women to raise awareness, provide information about their rights and support them with customised solutions, promotion of autonomy and empowerment |