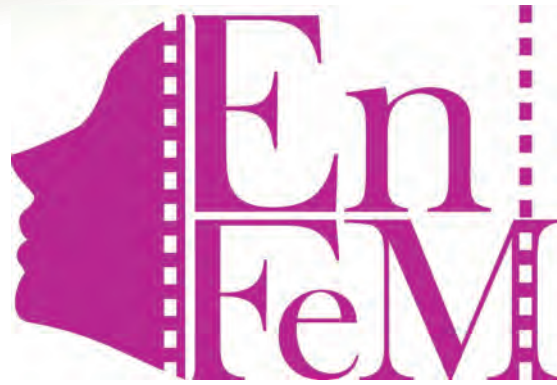




Co-funded by the
Asylum and Integration
Fund of the
European Union



s'engager à mieux intégrer
les femmes migrantes

LOCAL ACTION PLAN





Co-funded by the
Asylum and Integration
Fund of the
European Union



s'engager à mieux intégrer les femmes migrantes

LOCAL ACTION PLAN



Creative Commons License

**This publication has been produced with the assistance of the European Union.
The contents of this publication are the sole responsibility of the author and can in no way be
taken to reflect the views of the European Union**

With the contribution of:

- ARCI LECCE (IT) - Lead Partner
- Jasa Association (SI)
- Alianza Por La Solidaridad (ES)
- Administration communale de Molenbeek St Jean
Maison des cultures et de la cohésion sociale (BE)
- Johann Daniel Lawaetz-Stiftung (Lawaetz Foundation) (DE)
- Cooperativa Alfea Cinematografica srl (IT)
- Pluralis Association sans but lucratif (BE)
- Andalusian Public Foundation El legado andalusí (ES)

October 2018

Graphics and layout by: Pluralis asbl – Rixensart – BE

Table of Contents

LOCAL ACTION PLAN.....	1
PROPOSAL FOR A LOCAL ACTION PLAN AND STRATEGY OF INCLUSION OF MIGRANT WOMEN IN ANDALUCÍA - SPAIN	5
INTRODUCTION	6
1. EDUCATION	8
2. SOCIO-LABOUR	10
3. SOCIO-SANITARY	13
4. INCLUSION AND SOCIAL WELFARE	16
5. SOCIAL AWARENESS	20
OF INTEREST.....	22
PROPOSAL FOR A LOCAL ACTION PLAN AND STRATEGY OF INCLUSION OF MIGRANT WOMEN IN THE MUNICIPALITY OF LECCE - ITALY	25
INTRODUCTION	26
1. PROFESSIONAL TRAINING AND WORK	27
2. HEALTH	28
3. INTERCULTURE AND ANTIDISCRIMINATION: FIGHT PREJUDICES AND STEREOTYPES AGAINST MIGRANTS, IN PARTICULAR WOMEN.....	30
Legislative references:.....	32
PROPOSAL FOR A LOCAL ACTION PLAN AND STRATEGY OF INCLUSION FOR MIGRANT WOMEN IN THE MUNICIPALITY OF PISA - ITALY	33
INTRODUCTION	34
1. PROFESSIONAL TRAINING AND WORK.....	36
2. HEALTH	38
3. INTERCULTURE AND ANTIDISCRIMINATION	40
4. SENSIBILIZATION OF THE HOST SOCIETY	41
5. RELATIONSHIPS WITH POLITICIANS, INSTITUTIONS, ASSOCIATIONS, SCHOOLS.....	42
Legislative references:.....	43
Useful bibliography.....	44
PROPOSAL FOR A LOCAL ACTION PLAN JASA ASSOCIATION (MARIBOR, SLOVENIA)	45
INTRODUCTION	46
1. INTEGRATION	46
2. HEALTH	46
3. PREJUDICE AND STEREOTYPED OPINIONS	46
4. SOCIAL AWARENESS	47

LOCAL ACTION PLAN ALIANZA POR LA SOLIDARIDAD SPAIN	48
CONTEXT OF MIGRATIONS IN EUROPE AND IN SPAIN	49
ALIANZA POR LA SOLIDARIDAD WORK.....	51
1. LABOR SPHERE.....	52
2. HEALTH	53
3. INTERCULTURALITY AND ANTI-DISCRIMINATION: COMBATING PREJUDICES AND STEREOTYPES AGAINST MIGRANTS, PARTICULARLY WOMEN	54
4. CHALLENGES.....	56
5. RECOMMENDATIONS.....	58
LOCAL ACTION PLAN PLURALIS ASBL (BRUSSELS, BELGIUM)	60
Social and professional integration of migrant women: Proposals for action and comments on the basis of experience in Belgium	61
Sources	67
LOCAL ACTION PLAN MAISON DES CULTURES ET DE LA COHESION SOCIALE DE MOLENBEEK – SAINT JEAN (BRUSSELS, BELGIUM)	68
INTRODUCTION	69
1. Professional training and work.....	70
2. Health.	71
3. Interculture and antidiscrimination: Fight prejudices and stereotypes against migrants, in particular women.....	73
4. Sensibilization of the society.	75
5. Relationships with politicians, institutions, associations, schools.....	76
6. Other local components.....	77
ANEX: GENERAL RECOMMENDATIONS:	78
1. EDUCATION.....	78
2. SOCIO-LABOUR.	78
3. SOCIO-SANITARY.....	78
4. INCLUSION AND SOCIAL WELFARE.	79
4. 5.SOCIAL AWARENESS.	79



Cultural route
of the Council of Europe
Itinéraire culturel
du Conseil de l'Europe



Andalusian Public Foundation El legado andalusí

***PROPOSAL FOR A LOCAL ACTION PLAN AND
STRATEGY OF INCLUSION OF MIGRANT WOMEN
IN ANDALUCÍA - SPAIN***

INTRODUCTION

The promotion of women in social, educational, cultural, labour, economic and political life in order to promote equality and the full exercise of their citizenship rights has been one of the key strategies carried out by the Government of Andalusia. On 26th November, Law 12/2007 "for the promotion of gender equality in Andalusia" was published. Article 49 of the Act contains a section on migrant women in particular:

"The public authorities of Andalusia will promote the integration, participation and promotion of migrant women, carrying out actions to promote interculturality and the value of diversity within a framework of women's rights and full equality, ensuring access to employment and services for migrant women and grant protection in situations of gender violence".

Andalusia is a gateway for migratory flows to Europe, being a border crossing point for people in an irregular administrative situation. This scenario gives Immigration in our region unique characteristics with respect to the rest of the autonomous communities of Spain.

However, the percentage of people in an irregular administrative situation is not higher than in the rest of Spain, although having reliable information in this regard is complicated.

The Andalusian Government in recent years has implemented various strategies for the full social, economic, employment and cultural integration of immigrants in Andalusia that have been reflected in various plans. In 2016 the III Integral Plan for Immigration in Andalusia was approved. Today, once it has been developed and executed, it is necessary to draw up the Fourth Comprehensive Immigration Plan for Andalusia 2018-2022: "Migrant Citizenship". This new plan will consolidate those actions considered good practices, improve those that did not work as expected in the previous plan, anticipate and adapt to the social demands that are produced in an Andalusian society, which is constantly changing, and face immigration as a structural fact in a socio-economic scenario.

The contributions of this new plan will be regulatory solutions with the following general objectives:

- General objective 1. Guarantee equal and equitable access for the migrant population to basic services such as health, education, employment, housing, social services, legal aid and resources, taking into account the different needs of each territory.
- General Objective 2. To promote knowledge of the reality of migration by guaranteeing quality research.
- General Objective 3. To design and promote training programmes aimed at improving the skills of professionals who carry out activities and provide services to the migrant population.
- General Objective 4. To make society aware of the positive values of diversity that promote intercultural coexistence and social cohesion.
- General Objective 5. To encourage the participation of individual and organised migrant citizens in order to promote their integration into Andalusian society.

The challenge for Andalusian society is to make its inhabitants fully-fledged citizens, where there is equal opportunity, and where diversity is recognised and valued.

Immigration is a structural fact that is constantly changing, the movement of people is a characteristic of this historical moment we are living and its presence contributes to the enrichment of society in the

socio-economic and cultural field. In order to achieve a more cohesive, egalitarian and plural society, we must be aware of the current multicultural, plurinational and plural reality, and administrations must promote policies that allow and promote inclusion in an effective and efficient manner.

The III Integral Plan for Immigration in Andalusia is one of the documents that have served as a basis for the implementation of this Action Plan. This Plan gathers the strategic lines and actions arising from consensus, citizen participation and the different key agents of the Andalusian autonomous community and we believe that it is applicable to all the territories of the project partners.

It is an integrated document that includes social, cultural, educational and labour actions, among others. The objective of this planning is to establish actions for the continuous improvement of the quality of life of the inhabitants of our region and to promote the full social, economic, labour and cultural integration of immigrants, to ensure their access to basic common services (health, education, employment or housing...) or to raise awareness in society about the positive values of cultural diversity.

We must take into account three transversal axes in the Andalusian area.

1. Transversal axis of the Territory: given our geographical situation, we are a gateway for illegal immigration and, of course, this has repercussions on border territories. In addition, there is a very unequal distribution of immigration by province, and it can also be distinguished in terms of the foreign community population (older and more balanced by sex), as in the case of Malaga and municipalities of Granada and Almeria compared to the provinces or cities where the presence of non-EU population predominates (younger). A relevant fact that highlights this demographic inequality is that only 20 Andalusian municipalities account for 60% of the foreign population. This territorial diversity requires different measures and responses that allow for specific, effective and "tailor-made" actions according to the territory and its characteristics.
2. Gender mainstreaming: although considerable progress has been made in this area in recent years, there is **NO REAL OR EFFECTIVE EQUALITY BETWEEN MEN AND WOMEN**. Gender-based violence, the wage gap, the high rate of female unemployment and the division of household chores indicate that the work and effort of all the agents involved must be redoubled in order to eliminate these differences. The case of migrant women is even more bleak, suffering from double discrimination, both on the basis of sex and because of their status as foreigners. They are particularly vulnerable to gender-based violence and labour exploitation (because they may be in irregular situations or have jobs in unregulated economic activities). To address the problem, it is key, among other measures, to approximate the resources that the administrations, regional and state local authorities have for these women, to do so in their own language and through people who have been trained to do so.
3. Youth transversal axis: the presence of adolescents and young migrants or those already born in Andalusia is more notable than in previous decades, for this reason this axis is incorporated. They have specific needs and demands and therefore measures must be worked on and designed to minimise the possibility of uprooting or inequality.

1. EDUCATION

Like Andalusian society, the school population in Andalusia is characterised by its social and cultural diversity. For some years now, this has been a "new" school in which the teaching that we know as traditional must be complemented by an intercultural perspective, and values that are basic in the society in which we live, such as tolerance, respect for diversity, participation and solidarity towards migrant women.

Education in Andalusia has a universal character that guarantees free access to everyone living in the community, among the objectives with respect to the object of study that concerns us will promote programs:

- To facilitate and promote interculturality
- Learning of the Spanish language
- Integration in the school environment while maintaining their cultural references
- Spreading democratic values that favour a social climate of coexistence, respect and tolerance.
- Participation of parents of students in the centres

Likewise, educational actions for immigrant adults will be carried out, including access to the different levels of education.

In the field of education, we recommend a series of specific objectives with specific measures, which are detailed below.

1.1. Specific objective: To facilitate the schooling, at any time of the year, of all children belonging to families of foreign origin, as well as their permanence in the educational system, under the same conditions as the rest of the students. To this end, the following measures will be implemented:

- 1.1.1. Awareness of the women migrant population for the schooling of children in the Infant Education stage and for the continuity in post-compulsory education stages.
- 1.1.2. Access to complementary services such as canteens, school transport, and school residences for foreign students, to facilitate their schooling and to promote their continuity in their studies after completing compulsory education.
- 1.1.3. Free textbooks in compulsory education for students of foreign origin under the same conditions as other students.
- 1.1.4. Incorporation into the system of study grants for students of foreign origin, to facilitate their continuity in the studies of young people who need to compensate for the lack of income in their families, under the same conditions as other students.

1.2. Specific objective: To promote the adaptation of educational attention to the characteristics and needs of these students.

- 1.2.1. Support for school accompaniment programmes, educational support and reinforcement and extension of school time in schools with a significant number of immigrant pupils.
- 1.2.2. Call for grants to local and non-profit organisations for the development of school absenteeism prevention and intercultural mediation programmes in educational centres.

1.3. Specific objective: To promote a school climate of coexistence and respect, encouraging schools to participate and be bearers of the values of intercultural education.

- 1.3.1. Specific training and advice for teachers in schools that serve students of foreign origin.

1.3.2. Support and recognition of centres that organise intercultural activities aimed at all sectors of the educational community.

1.3.3. Encouraging the participation of pupils of foreign origin and their families in sporting, extracurricular and cultural activities in order to better integrate them into the life of the school.

1.4. Specific objective: To promote programmes to support the learning of the Spanish language for women immigrant students. The language will allow them to integrate in school and society, which is why it is considered one of the priorities.

1.4.1. Implementation of Temporary Language Adaptation Classrooms according to the needs of each of the areas and centres that provide schooling for immigrant students. They develop a Spanish teaching programme aimed at students of foreign origin with no knowledge of the language and developed during school hours by specific teachers.

1.4.2. Provision of human and material resources to the centres for the organisation of extracurricular language support activities to reinforce the ATAL classrooms.

1.4.3. Incorporation of new technologies (AVE) for the learning and reinforcement of the vehicular language, as a complement to the previous measures.

1.5. Specific objective: To maintain and value the cultures of origin of foreign students through extracurricular activities aimed at foreign and Spanish students.

1.5.1. Support for programmes to teach the language and culture of origin.

1.5.2. Provision of human resources for the organisation of extracurricular activities to maintain the cultures of origin of immigrant pupils.

1.6. Specific objective: To promote access and continuity for the migrant women population at the various levels of lifelong learning.

1.6.1. Integration of immigrant population into basic adult education.

1.6.2. Dissemination of the educational offer in Continuing Education Centres among the foreign population

1.7. Specific objective: To establish intervention strategies for the incorporation of new areas of work in lifelong learning related to the immigrant population.

1.7.1. Development of Intercultural Education plans in Permanent Education Centres aimed at the immigrant population.

1.7.2. Establishment of agreements with associations or institutions dealing with the adult immigrant population.

2. SOCIO-LABOUR

The European Pact on Immigration and Asylum recognises the value of employment as a factor of integration, and to this end active employment policies must include training for both job seekers and the working population, as well as the management of grants relating to labour mediation and the promotion of employment.

The 7th Agreement for Social Concertation in Andalusia (signed by the Regional Government of Andalusia, UGT, CC.OO (trade unions of workers) and the Confederation of Employers of Andalusia) recognises that migrants, like other groups in a situation or at risk of social exclusion, require special treatment in order to achieve full equality of opportunities in the labour market. This agreement translates into concrete measures such as increasing the intervention of the Andalusian Employment Service to encourage migration flows and recruitment at source or encouraging the development of business initiatives (entrepreneurship).

With regard to the gender issue in this area, although progress has been made, inequality remains a constant, and information, training and awareness-raising activities for immigrant women must therefore be carried out without interruption.

The following measures will support the management of migratory flows, improve the service offered by the Andalusian Employment Service and facilitate knowledge of the labour market so that through labour integration we can achieve real social inclusion.

2.1. Specific objective: To support legal and orderly immigration processes, promoting the suitable management of migratory flows in Andalusia.

- 2.1.1. Collaborate with the General State Administration in the processes of identification and processing of the collective management of contracts at source, looking for the homogenization of criteria and variables for their correct determination.
- 2.1.2. Collaborate with the General State Administration in the processes of identification of occupations of difficult coverage, seeking the homogenization of criteria and variables for their correct determination.
- 2.1.3. The running of the Migration Committee of the Andalusian Employment Service, made up of the organisations representing the Andalusian Employment Service on its Board of Directors, with the objective of dealing with all issues related to the employment and labour integration of immigrants, promoting and adapting the legal measures foreseen to guarantee a more efficient and orderly management of migratory and labour flows in Andalusia.
- 2.1.4. Completion of the process of transferring executive competences in relation to the initial work licences of foreign persons whose employment relationship is carried out in the Autonomous Community and their material implementation.

2.2. Specific objective: To facilitate the access of the immigrant population resident in Andalusia to the services, programmes and facilities of the Andalusian Employment Service.

- 2.2.1. Promotion of interpretation and assistance services in labour and employment matters from offices of the Andalusian Employment Service, through different communication channels.
- 2.2.2. Development of communication strategies through the dissemination of information on the services, devices and programmes provided by the Andalusian Employment Service, both through conventional channels and using new information technologies.

- 2.2.3. Translation on the WEB of the Andalusian Employment Service of the main services offered, in the languages of the immigrant population with the largest presence in the Community.
- 2.2.4. Dissemination of the various Vocational Training Programmes for Employment among the immigrant population, using both direct communication and new information technologies.
- 2.2.5. Establishing mechanisms for possible cooperation with the public employment services of other autonomous communities to improve migration flows and facilitate the mobility of migrant workers, as long as channels for collaboration have been established.

2.3. Specific objective: To promote the labour insertion of the immigrant population by means of the devices and advisory services of the Andalusian Employment Service.

- 2.3.1. Registration and maintenance of the employment applications of immigrants through the different channels set up for this purpose.
- 2.3.2. Provision of advisory and guidance services for job searches and the improvement of their employability.
- 2.3.3. Encouraging the entrepreneurial attitude among the immigrant population by providing advice in the field of self-employment and the creation of businesses through the existing mechanisms in the territory for the promotion of self-employment.
- 2.3.4. Information, advice and guidance for the immigrant population on matters relating to foreigners and the labour market situation, as well as attention to and support for the specific needs of the immigrant population.

2.4. Specific objective: To promote employment as a channel for the socio-occupational integration of the immigrant population living in Andalusia.

- 2.4.1. Support for job creation through the various employment promotion programmes implemented by the Andalusian Employment Service

2.5. Specific objective: To improve knowledge of immigration and its behaviour and impact on the Andalusian labour market as an instrument to support decision-making.

- 2.5.1. Conducting studies to improve knowledge of immigration in the labour market
- 2.5.2. Preparation of reports on the management of active employment policies through the ARGOS system of permanent monitoring of the Andalusian labour market.
- 2.5.3. Carrying out an annual study about the evolution of the immigrant population in relation to employment, through the permanent prospecting system of the Andalusian labour market, ARGOS.

2.6. Specific objective: To improve and promote the professional qualifications of the immigrant population in the agricultural, fisheries and food sectors in accordance with the new territorial axis and the diversity management intervention strategy.

- 2.6.1. Organisation of courses on the migrant women programme for the agricultural and fisheries sectors.
- 2.6.2. Organisation of conferences, seminars and other training activities with the participation of the majority of immigrants.
- 2.6.3. Implementation of activities of other training programmes with the assistance of immigrants
- 2.6.4. Elaboration of didactic and informative material in different languages and formats.

2.6.5. Issuance of nautical and fishing cards for immigrant personnel

2.7. Specific objective: To develop from a social point of view, specific actions of orientation, training and social and labour insertion for immigrants in Andalusia.

2.7.1. Promotion of employment orientation actions, with customized insertion itineraries, in the Areas with Social Transformation Needs in Andalusia.

2.7.2. Training of the foreign population in social skills, aimed at facilitating their incorporation into the labour market and their improvement in it.

2.8. Specific objective: To facilitate the social and employment integration of children from migrant backgrounds.

2.8.1. Establishment of social and labour integration programmes for immigrant underage children before they have reached the age of adulthood.

2.8.2. Incorporation of immigrant under-age minors into the Plan for Adulthood for persons who have been supervised by the Regional Government of Andalusia, aimed at social and labour integration.

2.9. Specific objective: To promote and encourage action to prevent risks at work and improve working conditions.

2.9.1. Promotion and encouragement of activities aimed at the prevention of occupational risks and the improvement of working conditions.

2.9.2. Carrying out preventive labour studies in relation to migrant workers.

2.10. Specific objective: To improve knowledge of the working conditions of migrant workers in Andalusia.

2.10.1. Monitoring of the implementation of the recommendations of the RACC to public authorities and negotiators of collective agreements on immigration.

2.10.2. Carrying out dissemination, training, studies and publications on the working conditions of immigrant workers in Andalusia

2.11. Specific objective: To promote professional qualifications as a factor in favour of the socio-occupational integration of the immigrant population living in Andalusia.

2.11.1. Development of training actions aimed at non-EU immigrants to facilitate their integration into the labour market.

2.11.2. Intensifying the offer of Vocational Training Programmes for Employment in areas with higher rates of immigrant population, encouraging their adaptation to the conditions of this group and promoting their access to them with the aim to obtain certificates of professionalism.

2.11.3. Dissemination of the various Vocational Training Programmes for Employment among the immigrant population, using both direct communication and new information technologies.

2.11.4. Promotion of research and improvement activities aimed at achieving greater quality, efficiency and adaptation of Training for Employment to the training needs of the immigrant population.

3. SOCIO-SANITARY

Our health system is one of the pillars of our Welfare State and a basic right of every citizen.

As reflected in the Fourth Andalusian Health Pact of 2013 and currently in vigour, immigration "is not having a major impact either on the sustainability of the health system or on the recomposition of the "epidemiological map" in Spain and Andalusia".

There is discussion about the political rather than the health impact as reflected in the publication *Immigration and the Welfare State in Spain* by the authors Moreno and Bruquetas:

"Immigrants are currently in better health than the indigenous population, with a 30-50% lower probability of reporting a regular or poor state of health, of suffering from a disability or chronic illness, or of experiencing limitations in their daily activity. The main reason is the youth of the migrant population as compared to the indigenous population, but it is very likely that this situation will change due to the precarious situation in which many of them live in our country. Prevention, universal access to public health and improved living and working conditions will help improve their future health"

Throughout these years and through the different Integral Plans for Immigration in Andalusia, the priorities have been: facilitating access to the Andalusian Health System, reception processes, giving priority to integration processes and facilitating a transversal perspective that allows the health of the immigrant population to be dealt with by zones according to their most local characteristics. The latter plan reinforces the territorialisation strategy and commits to reducing inequalities, and immigrants will have access to the health system through the health card, regardless of their regularity.

A total of 14 measures will be carried out on the basis of the following main lines of action:

1. Improve the information and accessibility to social and health resources of the foreign population and, in particular, of the most vulnerable groups.
2. Advance in a model of comprehensive care with a family and gender perspective.
3. Strengthen the guidelines for intervention that deal with vulnerable people within the foreign population.

4. To study in depth the situation of the actions, bringing together in the territory the mechanisms for the coordination and management of socio-health care.
5. Strengthen the coordination mechanisms of all the actors that play a fundamental role in health work related to the foreign population.
6. Encourage the participation of migrants in health services and in their own process of care.

3.1. Specific objective: To advance in the improvement of the accessibility and knowledge of the Andalusian Public Health System (APHS) by foreigners and their families, especially those who migrate in situations of higher vulnerability.

- 3.1.1. Promoting knowledge of the cultural diversity of the population among the APHS professional teams
- 3.1.2. Introduction of attention to diversity in the APHS Communication Strategies: To implement actions that facilitate the translated information on the access and functioning and basic portfolio of health services.
 - Information translated from the basic portfolio of health services, in different languages.
 - Dissemination of the rights and duties of the APHS, in different languages.

- Promotion, development and monitoring of the tele-translation system in healthcare centres.
- Incorporation of communication tools adapted to people with reading difficulties.
- Promotion of training processes shared with other sectors and associations of migrants and promoters

3.1.3. Promotion and development of cooperation between the Clinical Management Units and NGOs, migrant and promoter associations or Mutual Aid groups for carrying out information, training and active engagement activities for the immigrant population upon their arrival in Andalusia.

3.2. Specific objective: To incorporate diversity management into the social and health care of foreign people and their families.

3.2.1. Inclusion of a multicultural perspective in the different health plans, processes and programmes.

3.2.2. Incorporate diversity management into training activities for health professionals.

3.2.3. Improving the response to health needs in terms of managing diversity with the incorporation of all those involved: Health Services, the participation of immigrant and pro-immigrant associations, as well as trade union organisations, in committees and forums for participation in aspects such as:

- Coordination between primary and hospital care.
- Coordination with other public sectors.
- Collaboration with NGOs and associations of migrants and promoters.
- The participation of women migrants' and promoters' associations in participation commissions and forums.

3.2.4. Strengthening the operation of the network.

3.3. Specific objective: To provide quality social and health care for the foreign population through intersectorial, participatory and locally integrated actions, based on equity criteria.

3.3.1. Incorporation of attention to the health needs of the foreign population in the Local Health Action Plans with criteria of equity and participation.

3.3.2. Creation and dissemination of a database of good practices of local health actions aimed at improving the quality of comprehensive health care for the foreign population.

3.3.3. Creation of joint work spaces for coordination and action between local governments, health services and associations for the social and health care of foreigners and their families.

3.3.4. Improving and adapting care to the health needs of foreigners in situations of extreme vulnerability or risk of social exclusion.

3.4. Specific objective: To prevent, mitigate and react to the health impacts of the most vulnerable foreign population at unfavourable socio-economic stages.

3.4.1. Early detection and intervention in situations of particular vulnerability, in coordination with the relevant councils and local authorities, with the collaboration of trade union organisations, ONG's and immigrant and pro-immigrant associations: identification of

overcrowding, detection of sites, violence and xenophobia outbreaks, child abuse, gender violence, malnutrition, increase in prostitution, etc.

3.5. Specific objective: To promote access to and adaptation of social and health care and health promotion for people of foreign origin with drug and/or addiction problems, through measures and actions adapted to the cultural and linguistic characteristics of this population.

3.5.1. Ensure equal access for the immigrant population to all resources and programmes of the drug dependence care network.

3.5.2. Encourage the participation of the immigrant population in the projects implemented under the Cities against Drugs Programme.

4. INCLUSION AND SOCIAL WELFARE

The Statute of Autonomy of Andalusia establishes as a guiding principle the fight against sexism, xenophobia, homophobia and warmongering, to this end it promotes education in values such as equality, tolerance, freedom and solidarity. Living in a cohesive society, where possible areas of marginalisation and exclusion are eradicated, is the objective of all public institutions (at European, national, regional and local levels), the European Commission has increased its efforts in this regard.

Article 14 of the Statute of Autonomy of Andalusia prohibits any kind of discrimination in the exercise of rights, the performance of duties and the provision of services, particularly with regard to sex, ethnic or social origin, language, culture, religion, ideology, genetic characteristics, birth, property, disability, age, sexual orientation or any other personal or social condition or circumstance. This recognition is complemented by the obligation contained in article 10, concerning the promotion of conditions for freedom and equality to be real and effective.

The fight against discrimination based on sex is one of the mainstays of Andalusian social policies. With regard to migrant women, efforts will be made under article 49 to promote integration, participation and promotion, the value of diversity will be promoted within a framework of women's rights and full equality, migrant women's access to employment and services will be ensured and they will be guaranteed protection in situations of gender-based violence.

4.1. Specific objective: To promote the social participation and association of the immigrant population, as well as the clustering into federations, networks and other similar structures.

- 4.1.1. Financial resources, through the call for proposals, for the acquisition, construction, alteration, repair, maintenance and equipping of the headquarters of associations, federations and other similar structures linked to immigration.
- 4.1.2. Encouraging the participation and training of migrant women in the exercise of organised voluntary action in their social environment.
- 4.1.3. Promoting the exchange of experience, training and networking of migrant associations through the call for grants.

4.2. Specific objective: To develop actions that promote and facilitate the management of cultural diversity, and that can be considered as a model of good practice.

- 4.2.1. To finance the activities and programmes that favour the management of cultural diversity that are carried out by Local Corporations, within the framework of the Autonomous Fund.
- 4.2.2. To finance, through calls for proposals for grants, the promotion of unique activities and programmes to promote the management of cultural diversity carried out by non-profit organisations.

4.3. Specific objective: To promote the standardised access of the immigrant population to the Public Social Services System.

- 4.3.1. Support for programmes managed by Community Social Services aimed at assisting the immigrant population

4.3.2. Provision, adaptation and improvement of technical resources aimed at Community Social Services professionals, as well as their follow-up in their intervention with the immigrant population.

4.3.3. Training of Community Social Services professionals in relation to the reality of migrant women.

4.4. Specific objective: To inform and guide the immigrant population in order to facilitate the process of integration into Andalusian society.

4.4.1. Support for programmes managed by the social partners to provide the immigrant population with social resources tailored to their needs.

4.4.2. Monitoring of the care provided by the different social agents to the women migrant population.

4.5. Specific objective: To promote participation, associations and social volunteering among the immigrant population as a mechanism for integration into Andalusian society.

4.5.1. Support for programs developed by non-profit organizations that promote the participation of the immigrant population

4.5.2. Support of migrant women ONG's

4.6. Specific objective: To offer immediate and initial care to unaccompanied foreign minors.

4.6.1. Definition of concepts, competencies and procedures related to the immediate care and first reception of unaccompanied foreign minors (MENAS).

4.6.2. Immediate attention to unaccompanied foreign minors and minors.

4.6.3. Accompany, support and guide from socio-educational tasks and perspectives and tutorials, each and every one of the measures contemplated in the MENA protocol, in addition to carrying out the specific responsibilities of the protecting entity.

4.7. Specific objective: To provide, through residential care in Child Protection Centres, care and guardianship for children from migrant families who are homeless.

4.7.1. Formal declaration of helplessness and decisions on guardianship of children from migrant backgrounds in a situation of helplessness

4.7.2. Residential care in Child Protection Centres adapted to the circumstances of minors.

4.8. Specific objective: To inform, guide and advise foreign and migrant women on their rights and obligations and the resources available to them.

4.8.1. Programmes developed by the IAM Information and Care Services Network: Provincial Centres of the Andalusian Women's Institute, Municipal Women's Information Centres of the Andalusian Women's Institute, telephone 900 200 999.

Detail of Measure 4.8.1:

Quantitative indicators

- Number of foreign and migrant women served in CP. (Distribution of data by province, age and nationality).
- Number of foreign and migrant women served in CMIM (Distribution of data by province, age and nationality).

- Foreign and migrant women attended in CP, in relation to the total number of women attended in each province. (Distribution of data by province, age and nationality).
- Telephone 900 200 999: by province, percentage of foreign women who consult in relation to the total number of women in the province who consult.
- Use of the simultaneous interpretation service at regional level for all types of queries by telephone 900 200 999.

Qualitative indicators

- Perception of specific needs of migrant women by professionals.
- Description of specific strategies implemented for the care of migrant women.

4.8.2. Carrying out campaigns and actions to make foreign and migrant women aware of their citizenship rights and the resources available in our Community.

Quantitative indicators

- Number of actions contemplated in the campaign at regional level.
- Number of actions contemplated in the campaign at the provincial level.

Qualitative indicators

- Type of material edited and actions performed.
- Criteria for the selection of distribution sites.

4.9. Specific objective: To facilitate the access of foreign and migrant women who have been victims of gender-based violence to information, advice, care and shelter resources.

4.9.1. Information and assistance programmes for women victims of gender-based violence, promoting access for foreign and migrant women.

Quantitative indicators

- Number of foreign and migrant women treated in the CPs for gender-based violence (Distribution of data by province, age and nationality).
- Number of foreign and migrant women served in IMLCs by gender-based violence (Distribution of data by province, age and nationality).
- % of foreign and migrant women served in CP as a percentage of the total number of women served in each province.
- At regional level, use of the simultaneous interpretation service in CP.
- % of foreign and migrant women who consult on gender-based violence in relation to the total number of women in the province they consult (Distribution of data by province, age and nationality).

Quantitative indicators

- Legal advice on gender violence through the 900 200 999 telephone number:
- Group psychological care programme, by province, number of foreign and migrant women attended (Distribution of data by province, age and nationality).

- CEAR's Legal Support Office for Family Law and Gender Violence for Foreign Women Programme: number of women (Distribution of data by province, age and nationality).
- CEAR's "Sorority" psychological care and support programme: number of women attended (Distribution of data by province, age and nationality).

4.9.3. Participation of foreign and migrant women in training and labour market integration programmes for women victims of gender-based violence.

Quantitative indicator

- Qualified Employment Integration Programme: foreign and migrant women who complete the programme. (Distribution of data by province, age and nationality).

4.9.4. Participation of foreign and migrant women in the economic aid programme for women victims of gender-based violence.

- Quantitative indicators
- Financial assistance from the IAM for women victims of gender-based violence who demonstrate insufficient resources and special difficulties in obtaining employment (Article 27).
- Number of requests for assistance from foreign and migrant women. (Distribution of data by province, age and nationality).
- Total number of foreign and migrant beneficiaries. (Distribution of data by province, age and nationality).

Qualitative indicator

- Qualitative report of the actions of the measure.

4.9.5. Specialized and multidisciplinary care for immigrant women and the minors who accompany them in the comprehensive care and reception service.

Quantitative indicators

- Number of immigrant women treated in the Comprehensive Care Service for abused women and their children, by age and nationality.
- Number of minors treated in the Comprehensive Care Service for abused women and their children, by age and nationality.

4.10. Specific objective: To support actions aimed at the prevention and elimination of trafficking in women for the purpose of sexual exploitation.

4.10.1. Strengthening programmes for information, shelter and comprehensive support for women trafficked for the purpose of sexual exploitation.

- Quantitative indicators
- Number of supported associations.
- Number of programmes developed.
- Number of foreign women and migrants assisted. (Distribution of data by province, age and nationality).

5. SOCIAL AWARENESS

Removing stereotypes and prejudices to avoid mistrust or discrimination is the main objective of the strategy reflected in the Third Integration Plan. The planning and implementation of measures aimed at raising society's awareness of the positive values of cultural diversity or at fostering cultural exchange processes will create the necessary scenario for the integration of immigrants, contributing to the construction of a cohesive society.

For this reason, a series of actions are planned that will have results in the short and medium term.

5.1. Specific objective: To promote in Andalusian society attitudes favourable to the reception and social integration of the immigrant population, based on knowledge and mutual respect, through the different grants and/or aid transfer programmes, to those entities that carry out awareness-raising tasks and activities of coexistence and exchange, trying to prevent the appearance of negative attitudes towards migration, as well as to modify existing racist and xenophobic behaviour.

5.1.1. To promote, through the financial resources of the Autonomous Fund, the dissemination and transmission of knowledge about the different cultures that coexist in Andalusian society, as well as the implementation of intercultural activities, by local authorities.

5.1.2. Support and collaboration with non-profit organisations, by means of the call for grants, in the organisation of awareness-raising and dissemination of content to improve knowledge and understanding of the reality of migration and the contributions of immigrants to the host society.

5.2. Specific objective: To promote attitudes in Andalusian society in favour of the social integration of immigrants through training actions and awareness-raising campaigns in the media and in the various social environments, with messages relating to equal rights and duties, emphasising gender equality and standardisation in access to public services.

5.2.1. Implementation and evaluation of awareness campaigns and actions in the press, radio, television and Internet.

5.2.2. Carrying out awareness campaigns and actions in the educational, work, health,... and other environments.

5.3. Specific objective: To carry out actions to raise awareness of the reality of migration through the Andalusia Awards for Migrations, in order to encourage the participation of public and private entities in the appropriate management of diversity.

5.3.1. Andalusia Awards on Migrations to stimulate, through public recognition, the outstanding work carried out in favour of the social integration of this group.

5.4. Specific objective: To disseminate those innovations and current issues in migration matters that may affect Local Bodies.

5.4.1. Introduction of the migratory perspective in the regular publications with the aim of stimulating intercommunication between the different Andalusian local governments on this matter.

5.5. Specific objective: To promote equal treatment of the immigrant population with the Spanish population.

5.5.1. Support for awareness-raising programmes to promote equal treatment.

5.6. Specific objective: To inform, train, educate and raise awareness of new developments and current issues in consumer affairs of interest to immigrant consumers and users, especially for an adequate knowledge of the rights recognized in this area by current legislation, as well as to promote responsible consumption patterns among the population.

5.6.1. Translation into English, French and Romanian of various contents on the website of the General Secretariat for Consumer Affairs, to serve as a Consumer Guide for the immigrant population in matters of interest to them.

5.6.2. To promote the knowledge and participation of people of foreign origin in the associations of consumers and users of Andalusia.

5.6.3. To promote knowledge of immigrant associations and public resources for the protection of consumers and users of Andalusia.

OF INTEREST.....

1. LEGAL FRAMEWORK FOR FOREIGNERS

STATE REGULATION

Only the most general regulations are cited, with an impact on competences related to social integration and participation.

- Organic Law 4/2000, of 11 January, on the rights and freedoms of foreigners in Spain and their social integration (Reformed by Organic Law 8/2000, of 22 December; Organic Law 14/2003, of 20 November; Organic Law 2/2009, of 11 December and Organic Law 10/2011, of 27 July).
- Royal Decree 557/2011, of 20 April, approving the Regulations to Organic Law 4/2000, of 11 January, on the rights and freedoms of foreigners in Spain and their social integration, following its reform by Organic Law 2/2009 (as amended by Royal Decree 844/2013, of 31 October).

REGIONAL REGULATIONS

- Organic Law 2/2007, of 19 March, on the reform of the Statute of Autonomy for Andalusia. Specifically, Articles 10.3.17 and 37.1.9 and especially Article 62, which is specifically devoted to immigration.
- Decree 124/2014, of 2 September, approving the Third Comprehensive Plan for Immigration in Andalusia Horizon 2016.
- Decree 209/2015, of 14 July, establishing the organisational structure of the Ministry of Equality and Social Policies.

2. SUBSIDIES FROM THE MINISTRY OF EQUALITY AND SOCIAL POLICIES OF THE REGIONAL GOVERNMENT OF ANDALUSIA

Institutional grants

- Grants to Local Entities for the care of migrants for:
 - The financing of programmes developed by Local Bodies with the aim of improving the living conditions of migrants and promoting the social inclusion of immigrants living in Andalusia.
 - The maintenance of temporary shelters and reception services in areas of the Autonomous Community of Andalusia where agricultural or seasonal campaigns are carried out or in areas of this region where the special flow of displaced workers cannot be attended to by standardised reception services.
- Grants to private entities for the implementation of social action programmes aimed at the development of the actions listed below for immigrants:
 - Detection, attention and intervention.
 - Training of volunteers and technical staff.

- Education, training and social and labour insertion.
- Design and development of awareness and sensitization campaigns.
- Comprehensive information and advice.
- Promotion of social participation, associationism and social volunteering.

Subsidies for the maintenance of private entities dedicated to the care of immigrants.

3. II STRATEGIC PLAN FOR THE EQUALITY OF WOMEN AND MEN IN ANDALUSIA

On 4 June 2018, the Minister for Equality and Social Policies of the Regional Government of Andalusia appeared before the media to announce that the Government of Andalusia is working on the drafting of the Second Strategic Plan for the Equality of Women and Men in Andalusia, in her speech she said that this plan:

"This plan would reinforce this policy in accordance with the forthcoming reform of the Gender Equality Act, currently under debate in the regional parliament. The new strategy will include measures to identify and eliminate gender gaps in health, education, employment, sport or financial resources, among other areas, as well as to strengthen mainstreaming in public management and the balance of access to power and leadership positions. As a main novelty, it will also include initiatives to promote new paradigms of being a man or a woman in the society of the future and to overcome traditional gender roles.

The Second Strategic Plan for Equality between Women and Men will be adapted to its two main contributions: the provision of a sanctioning capacity against discrimination and the obligatory nature of coeducation at all stages of education.

In addition to the new lines of action, the document will maintain and reinforce those of the First Strategic Plan still in force, which between 2014 and 2017 has led to an investment of 66,485 million euros, two thirds of the regional budgets, in programmes that prioritise gender equality in regional public management.

This first plan has developed all the measures planned and has incorporated others to respond to new needs, including those relating to prevention and action against sexual aggression, expansion of psychological care and awareness of street harassment, signing of the first institutional protocol in Spain against gender cybercrime and approval of specific regulations for the film and audio visual sector, in addition to the agreement recently reached with the media and community publishing companies to eradicate advertising of trafficking in women and prostitution.

In addition, in recent years, technical procedures have been consolidated to extend the principle of equality to all policies, the incorporation of clauses on this subject in public procurement and subsidies, gender-responsive budgets and the balanced composition of the collegiate bodies.

The new plan, which is now being processed, will be drawn up by the Andalusian Women's Institute with the participation of all the ministries of the Board and its gender equality units, the Andalusian Council for Women's Participation, universities and experts in the field. It will also be subject to input from citizens in the public information phase."

In the First Strategic Plan there were eight Lines of Action with 36 objectives from which they have worked:

1. Gender mainstreaming
2. Education
3. Employment
4. Conciliation and co-responsibility
5. Health
6. Social Well-being
7. Participation
8. Image and media.

In this plan, immigrant women are mentioned in the following sections:

Line of Action EDUCATION

Objective 1: To promote greater awareness of the meaning of equality in education and the values of more equal distribution of tasks and care.

Measure 1.14. Incorporate academic and professional guidance from a gender perspective, with special attention to promoting equality in diversity (disability, migrant background, social class, etc.).

Line of action EMPLOYMENT

Objective 1: To promote equal treatment and opportunities from a gender perspective, in access to and permanence in employment, as well as the quality of employment, in both the public and private sectors.

Measure 1.10. Continued development of active policies to promote the integration into the labour market of women, and especially women in situations of greatest social vulnerability, in order to strengthen equal opportunities in the labour market and to combat discrimination between men and women by focusing on:

- Advice, by personnel specialized in gender equality, for the search for employment and the realization of the professional itinerary.
- Accompaniment and special measures for women with added difficulties: women with disabilities, victims of gender-based violence, immigrants, single-parent families, women over 45, long-term unemployed women.
- Preparation of studies and conferences from a gender perspective in different sectors of activity.

Line of action SOCIAL WELFARE

Objective 4: Combat multiple discrimination and social exclusion suffered by women.

- Measure 4.4. Promotion and dissemination of programmes and projects



***PROPOSAL FOR A LOCAL ACTION PLAN AND
STRATEGY OF INCLUSION OF MIGRANT WOMEN
IN THE MUNICIPALITY OF LECCE - ITALY***

INTRODUCTION

The equality of women and men is a fundamental right of all and it represents a decisive value for our democracy. In order to be fully accomplished, this right must not only be recognized by law, but it must be effectively exercised and it must concern all aspects of our lives.

Despite various examples of formal recognition and progress made, there are some political, economic and cultural differences, which often represent established practices resulting from many stereotypes in the family, education, culture, media, and world of work, in the social organization. However, in these areas it is possible to intervene by adopting a new approach and structural changes.

Local and regional authorities, which are the places of government closest to the citizens, represent the most appropriate levels of intervention to fight against the persistence and reproduction of inequalities and to promote fair and equal society. In their respective spheres of competence and in cooperation with all local actors, they take concrete measures in favour of equality.

General objectives:

- promoting equal treatment and economic and social inclusion of migrant women in the society;
- ensuring sustainable improvement of their living conditions;
- making effective and permanent responsibility, participation in the social development, the exercise and full enjoy the citizenship rights guaranteed by the Italian Constitution and by international conventions.

Axis and actions:

The elaboration of the Local Action Plan of the Municipality of Lecce for the inclusion of migrant women has been designed in three phases, aimed at intercepting the different groups of stakeholders relevant for social policies in general and those specifically addressed to migrant women.

The actors who have with the Municipality of Lecce a structured relationship of co-planning and co-management of policies and social interventions aimed at the inclusion of migrant women, should be involved in the local support group. Migrant women should be called to participate in focus groups dedicated specifically to assess strategies in place that involve them as beneficiaries; decision-makers and high-level public institutions should be called to participate in order to contribute to the evaluation of strategies and their standardisation with the policies in place.

Three intervention axes have been identified for the social inclusion of migrant women at local level:

- **AXIS 1. PROFESSIONAL TRAINING AND WORK** - promoting professional training and access to work for women;
- **AXIS 2. HEALTH** - improving access to social and health services available on the territories by implementing medical-health prevention, with particular reference to the most vulnerable sections of the female population;
- **AXIS 3. INTERCULTURE AND ANTIDISCRIMINATION** - create opportunities for meetings, exchanges and exchanges that can lead to the deconstruction of stigmatizing stereotypes.

1. PROFESSIONAL TRAINING AND WORK

At this time, the several institutions have to reconsider their active policies of work and training in view of the difficulties of this situation and the need to re-establish a new social pact. In particular, it is important to promote unconditional, and even priority, access for migrants to education and language training, essential requirements for real integration into society and the world of work; compulsory language training for migrant women and girls, a means to facilitate their integration, and to protect them from discrimination in the family and in society. It is essential to recognize the professional qualifications, women's skills (in particular university degrees) to guarantee them access to language training for their integration, the access of migrant women to employment to guarantee adequate vocational training through the adoption of positive measures to combat the dual discrimination suffered by migrant women in the labour market and to create favourable conditions for them to gain access to the labour market and to balance their professional and private life, especially by creating accessible structures for the care of children. It is always difficult to think about work in these years marked by the crisis and by the consequent changes in the local productive fabric and because we must define change objectives and consequent strategies for groups that are in a particularly serious disadvantage. Developing actions to improve the realization of the right to work requires a multidimensional approach on: human capital, developing projects that allow people to have the skills necessary for the labour market; the social capital, making suitable tools available to work projects and self-entrepreneurship; economic capital, guaranteeing funding and support for work projects that otherwise would not be able to start and achieve their own sustainability; symbolic, combating discrimination in access to labour or credit markets that migrant women feel they are victims of. The project effort must be particularly attentive to develop actions considering gender differences in access to vocational training and the labour market.

Action 1: creation of a network for work and vocational training.

A Network for work and professional training should be set where several stakeholders and professionals in the sector can exchange information, experiences and projects. The Network will aim at sharing with the most relevant actors some innovative interventions and the connection with experiences at national and European level that can be identified as good practices.

Action 2: support the creation of cooperative enterprises and the promotion of forms of self-entrepreneurship.

Experiments aimed at supporting the creation of cooperative enterprises will be carried out training, orientation, drafting of a business plan, research of capital and financing, start-up activities. They will be addressed mainly to young women, creating connections with similar actions aimed at the general population at the local and national level. In developing this action, the local administration will also take on the task of creating the necessary involvement with the business and credit system, enhancing it as a realization of social responsibility.

Action 3: information and awareness campaign on professional training and work guidance services.

With the participation of the main actors in the professional training and work guidance system, information and awareness campaign will be designed and implemented with a specific focus on young people and migrant women.

2. HEALTH

The legislation for migrants' health protection is particularly favourable in Italy, regardless of their legal status. Nevertheless, as an essential component of the right of citizenship for immigrants, the right to health faces many obstacles to its full realization. It is necessary to understand the forms and methods of access to health services by immigrants. It is also important to consider the current effort made by operators and organizations to facilitate access to health services, considering these actions as increasingly necessary to make the right to health care effective and adequate.

One of the most important problems that the implementation of a universal system is facing today is the variability of the reference population because of the European mobility processes that are consolidating over the years. It is well known that in some areas of the country the presence of migrants, regularized or not, is very important with significant contribution to the economic and welfare development of the country.

The quantitative growth of the immigrant population and "feminization" of the migration process in recent years, has the consequence of the affirmation of the multicultural and multi-ethnicity of the social structure. This phenomenon changes the attitude of medicine towards different cultures compared to the one practiced for a long time. At the same time, the multiculturalism of the health demand leads today to the need for public authorities to adopt paths and practices adapted to the characteristics of users and the peculiarity of uses and customs, without a clear definition in terms of nationality in terms of service obligation and citizen's right. The National Health Plan analyses this sector, but even though the level of protection provided for by the legislation in force, and in particular by articles 34 and 35 of the legislative decree of 25 July 1998 n. 286 and subsequent modifications, and the joint efforts of the institutions, voluntary associations and non-profit organizations, there are often in irregular migrants and people belonging to so-called "marginal" social groups various health problems, including a greater number incidence of infectious diseases due to the difficult life conditions and a scarce or absent culture of prevention.

It's necessary to:

- strengthen prevention activities for teenagers and young foreign adults, in particular women through a trans-cultural and multidisciplinary approach;
- promote studies on HIV infection and the most frequent sexually transmitted diseases in the "target" population; experiment monitoring systems in order to evaluate the progress of infections, the degree of specific knowledge of the target population;
- evaluate and promote the professional skills of health workers operating in the geographical areas with the highest influx of immigrants; in the NHS, taking note of the critical issues that can cause reduced access by immigrants to the prevention, diagnosis and treatment of HIV / AIDS and other MST infections.

As regards vaccination coverage, important objectives have been achieved in the immigrant population and at greater risk of social exclusion.

As regards the mother and child sector, interventions aimed at promoting responsible parenthood are necessary, through information and training for procreative choices. Health workers working in the

mother and child sector, the immigrant associations, the voluntary associations and the third sector operating in this field should provide information on the possibility of the pregnant woman to give birth in anonymity. Action must also be taken to prevent female genital mutilation: health and social operators must be prepared for the treatment of possible complications of a physical and psychological nature. Health policies aimed at achieving these objectives must necessarily consider hetero culturalism and must promote specific training in this field of health workers. In this context we make reference to the recent law 9 January 2006, n. 7 "Provisions concerning the prevention and prohibition of female genital mutilation practices" with necessary measures to prevent, oppose and repress female genital mutilation practices such as violations of fundamental rights to the integrity of the person and the health of women and girls”.

In particular, programmes are being envisaged to set up information campaigns, to promote awareness initiatives, to organize information courses for pregnant infibulated women, to promote specific training programmes for teachers of compulsory schools, to promote the monitoring of previous cases already note, to formulate guidelines for health workers and other professional figures working with immigrant communities from countries where these practices are carried out.

As concerns hospital assistance, although it is not possible to have data on work accidents from hospital discharge records, we can say that the employment sector is at high risk for migrant women too, for health because of dangerous and often poorly protected working conditions. Therefore, it is advisable to take action to prevent accidents involving all social, health and economic actors.

In this sector, it is necessary to work in synergy with the private social associations to remove cultural barriers and organizational obstacles for the access to health care and to carry out intensive health education in collaboration with linguistic-cultural mediators belonging to their communities.

Assistance to the immigrant populations has represented for the NHS an opportunity for organizational and cultural growth. The structural presence of entire immigrant families has allowed us to change the model of health care proposed by our NHS, reshaping an offer of diversified social and health services against all groups of people at risk of social exclusion, thanks also to the activity of cultural linguistic-cultural mediators specifically trained and / or belonging to their communities. It is therefore necessary to carry out an implementation process of social and health services better responding to the complex problems of people respecting different dignities and cultures, not only foreign, but also the different social classes of Italian people.

Action 1 : Know to prevent. Information and training, therefore, for people and in particular for women who are the caregivers of the family.

Action 2: Training health workers who relate to women supported by cultural mediators.

Action 3: We need to reach women through an alliance with local stakeholders, with health workers, associations and local media.

3. INTERCULTURE AND ANTIDISCRIMINATION: FIGHT PREJUDICES AND STEREOTYPES AGAINST MIGRANTS, IN PARTICULAR WOMEN.

Making intercultural approach vital means proposing a vision of identities as outcomes of complex processes of interaction and not as crystallized essences destined to be repeated, always the same. The Local Action Plan wants to act as one of the central elements of the processes of identity construction, creating opportunities for meeting, exchange and comparison that can lead to the deconstruction of stigmatizing stereotypes. A lot of elements of disadvantage in achieving adequate levels of social inclusion by migrants in general, in fact, are the result of the practices and discriminatory attitudes suffered. A first choice is to gradually abandon "ethnic" approaches in social inclusion policies, recognizing only if necessary the specificity of social conditions that require specific interventions.

The issues dealt with in the Local Action Plan must be linked to general policies for the right to education, for work, for health and for the construction of an intercultural society.

Action 1. Promoting initiatives aimed at carrying out mutual knowledge between the groups with the support of the association and the enhancement of their contribution; activities will be carried out to allow people to have experiences of meeting and mutual exchange. Using non-usual forms of public art and culture, people with familial, working and migrating paths are compared to each other using the places of everyday life and the city spaces.

Action 2. Periodic survey of attitudes towards the groups of women migrants. It is necessary to carry out a periodic sample survey on the diffusion of attitudes. The survey activity supports the planning of further activities more related to the characteristics and diffusion of possible prejudices and positive attitudes.

In particular, in 2010, after the signing of a memorandum of understanding with UNAR (National Anti-Discrimination Offices), the Region of Puglia has created the Regional Coordination Centre for Anti-Discrimination, a territorial reference point in the fight against discrimination; territorial nodes that are part of the main towns to carry out all the anti-discrimination functions, including information, promotional and awareness-raising activities; reception, guidance and counselling towards users; compilation of the data sheet of the Puglia / UNAR Region; information desks located throughout the region, represented by associations of social promotion and volunteer work, social cooperation bodies, local bodies that operate in the anti-discrimination activity or have a propensity to operate in this field, in synergy with those already in possession of specific expertise. Today there are 32 information desks in Puglia, one coordinated by Arci Comitato Territoriale di Lecce, guaranteeing front and back office activity to collect reports, offer support, cultural mediation and monitor the evolution of the phenomenon on the regional territory through the reporting of suspected cases of discrimination and sending them to the Regional Centre.

Action 3. The United Nations General Assembly has chosen to celebrate World Refugee's Day on 20 June each year with Resolution 55/76. The document was approved on 4 December 2000 for the 50th anniversary of the 1951 Convention relating to the status of refugees. Several events have been organized in the world to celebrate the Day and in Italy many initiatives are held every year as an opportunity to renew the mutual commitment against all forms of discrimination and against any form of persecution.

Conclusions

The drama of the dual discrimination of migrant women requires to take into account that many women "are looking for their elsewhere in the countries beyond the sea. Those foreigners who have lost their motherland, their language and live far from their affections a profound disorientation "(Pinto Minerva, 2017: 393-401).

The world stage shows a great increase in people's mobility, in particular feminization of migratory flows which is an innovative feature of the contemporary migratory process and women "play an important role in all regional areas and in all types of migration" (Ehrenreich & Russel Hochschild, 2004). In fact the new world stage sees as protagonists not only women who follow her husband, but also carriers of an autonomous migratory project, driven by the need and the opportunity to establish themselves elsewhere assuming new positions both in decision making and migration projects (of which, in some cases constitute the primary link), both of the modalities of insertion in the host society and, above all, with an own interpretative modality of how to live the relationship between one's own culture and that of the country of arrival. The working context, therefore, plays a decisive role for the inclusion of migrant women, in the perspective of "an opening of the borders".

Attitudes of openness, respect, recognition, valorisation and solidarity towards all women through inclusive choices and training strategies (UNESCO, 2005, 2009) should be promoted fighting against discrimination, inequality and exclusion in order to encourage participation and equality for the development of individual potential.

Legislative references:

EUROPEAN REFERENCES:

- Charter of fundamental rights 2000
- Directive 2000 43 UE
- Directive 2000 78
- Directive 2004 113
- Directive 2006 54 CE
- Protocol 12 to the Convention on Human Rights
- Treaty of Lisbon 2007
- Treaty of Amsterdam 1977
- Treaty european Community 1950
- European Parliament resolution on women's immigration: role and status of immigrant women in the European Union (2006/2010 (INI))

NATIONAL REFERENCES:

- Equal opportunity code
- Italian Constitution
- Legislative decree 5 of 2010
- Legislative decree 145 of 2005
- Legislative decree 196 of 2007
- Legislative decree 150 of 2011 (art28)
- Legislative decree 215 of 2003
- legislative decree 216 july 2003
- Law 300 of 1970
- Law 3 march 2009 n 18
- Law 67 of 2006
- Law 68 of 1999
- Law 654 of 13 october 1975
- Law 18 del 2009 Approval Convention UN
- Law 104 of 1992
- Law 205 of 1993
- Immigration Act

REGIONAL REFERENCES:

- Regional Law 19 of 2006
- Regional Law 7 of 2007
- Immigration Law 4 of 2009
- Statute of Region Puglia
- REGIONAL NETWORK ANTIDISCRIMINATION (Region Puglia and Unar)



***PROPOSAL FOR A LOCAL ACTION PLAN AND
STRATEGY OF INCLUSION FOR MIGRANT WOMEN IN
THE MUNICIPALITY OF PISA - ITALY***

INTRODUCTION

Speaking in Rome in 2017, the (ex) Interior Minister Marco Minniti said the ministry's goal was "to erase the word 'emergency' which is so often put together with the word 'immigration'" and outlined three ways the government hopes to do this: through deals with Libya and other African countries aimed at managing migration, through a 'welcoming policy' in Italy, and through encouraging and facilitation integration with the newly announced National Integration Plan.

In Italy the possibilities for an active participation of migrants (women and men) in social, working and political life are, from a legal point of view and both at national and local level, very limited. Integration experiences through participation of migrants are not so frequent and effective in Italy. Notwithstanding some positive projects, which are hardly systematic and structural and which often remain confined to particular territories (without a spread all over the country), it is difficult to judge the level of migrants' participation in Italian society as satisfactory. The majority of these projects have no specific emphases on gender dimension. It is fundamental to adopt policies that take account of women's specific situation, their qualifications, knowledge of the language of the host country, social and economic condition, expectations.

Over time, in Italy some efforts have been made to enhance immigrant participation in social and political life even if the obstacles and barriers are still many, at political (now more than ever) legal and practical level. Fortunately, European institutions, local immigrants' and Italian associations and some local bodies are very active in promoting immigrant inclusion in many areas of society.

Studies and practical collective experiences highlighted the importance of giving tools to immigrants, in particular mastery of the language of the host country and communicative tools, as a basis for a path of true integration and inclusion. For this reason, a serious policy on migration should add to concrete political measures, projects that offer a basic set of skills and orientation to migrants, as the necessary basis for inclusion in society.

Undoubtedly, a struggle must be done for changing the Italian legislation, as well as offering more structural support for social inclusion (even through training and sensitization courses for migrants and locals or other initiatives that may involve them together) – especially concerning weaker categories.

Especially for women, is urgent their concrete activation as social actors for change of migrants and supporting them in their personal autonomy and direct involvement in key social areas, has highlighted that the role of the third sector and associations in general (especially that of migrants) can be crucial both to raise personal biographies and to create groups of people able to claim rights for themselves and others that can suffer their same condition.

General objectives:

- To contribute to change the negative popular perception of migrant women
- To offer a concrete opportunity of access to training, different social and cultural context and reduce social isolation of migrant women at local level
- To develop innovative pedagogical tools and concrete actions to support integration for migrant women in the host society, especially in the creative, cultural and training sector
- To provide the host society of concrete skills and tools for a stronger engagement in migrant women integration
- To support and encourage the participation of migrant women to public life, controlling and limiting their ghettoization.

Axis and actions:

In Pisa, the elaboration of a Local Action Plan has taken place in a subsequent phase than in other municipalities and has necessarily been designed in a different way, as we could not rely on the first phase of the projects, entirely focused on the elaboration of the questionnaires. Alfea replaced the Greek partner Lasithi along the way and was forced to review the planning of this activity, counting on different sources of information. Alfea used informal interviews to stakeholders and an effective and an intensive mapping of the local context and social policies for migrants or specifically addressed to migrant women.

Through the mapping of good practices and other actions ongoing on the territory of the municipality and beyond, Alfea decided to contribute to create a net of stakeholders and actors to support the activities of the project and make sure of a good participation and engagement of the beneficiaries and a satisfying development of the activities. In this phase it is very important to connect different public or private realities in charge of the reception of migrants with other public or private stakeholders to create a local net and an operative team that coordinate the development of the action. It is fundamental to involve migrant women to participate in focus groups aimed to the planning and scheduling of the activities, always considering their essential point of view as beneficiaries. Local public institutions should be invited to take part to the process and to be informed about the activities, in order to coordinate with other actions on the territory and envisage together the evolvement of the project.

On the territory of the Municipality of Pisa, Alfea worked on the identified axes concerning social inclusion of migrant women at local level:

- **Professional training and work:** supporting access to labour market and work for migrant women through professional training, support for growth and equal conditions of treatment
- **Health:** monitoring health and sanitation conditions of migrant women (on work and at home), guaranteeing safe access to health services of the territories, developing a concrete locale strategy for medical-health prevention, offering safe tools to receive health assistance in dangerous situations
- **Intercultural and antidiscrimination:** promoting collective moments as meetings or events as opportunities of concrete exchange of experiences and discussion on shared topics, in order to deconstruct stereotypes and
- **Sensibilization of the host society:** spreading the results of the activities on the territory and good practices of actions realized by and with migrant women, promote public debate on migration, conditions of migrants and inclusion in host society
- **Relationships with politicians, institutions, associations, schools:** involving as many actors and stakeholders as possible in the process of creating a net of contacts and definition of better policies concerning migration

1. PROFESSIONAL TRAINING AND WORK

European Union is a very wide area and many of its Member States, Italy among them, have become a destination for migrants, whether from elsewhere within the EU or elsewhere in the world. The arrival of migrants has led to a range of new skills and talents being introduced into local labour markets while also increasing cultural diversity. The integration of migrants in labour market (as a powerful factor of inclusion and social peace) has become a key area for policy focus, with measures to prepare immigrants and their descendants so they may be more active participants in a society able to welcome them and their skills and expectations. Today, precariousness is physically present in migrants' work and lives. The extreme subordination of migrants to the needs of the global market define the work and the life of 'third country migrants' as precarious in European economies. The mixing of migrant workers' immigration status, the governance of immigration and labour relations, contribute to influence migrants' life as a lost economic, social and human capital.

The activity rate (number of economically active persons) of the EU population firstly varies according to place of birth or citizenship. Non-EU-born migrants systematically record lower activity rates than EU-born migrants (those born in a different EU Member State to the one in which they were living) or the native-born population, and these differences increase over time.

According to European Commission studies, activity rates for women are systematically lower than the corresponding rates recorded for men in all EU Member States, highlighting that gender equality has yet to be achieved. This gap is even greater still among migrant women, and in particular, among migrant women born outside the EU. Italy is one of the countries where European Commission recorder the largest gender gaps in labour market participation among migrants born outside the EU (29.2 pp). Underemployment is also more common among migrant women than migrant men.

Barriers other than education levels, numbers of children, and willingness to work, influence migrant women's outcomes in the labour force. As well as these obstacles, lack of language proficiency and unfamiliarity with the labour market of the receiving country, structural, systemic obstacles are also at play. These may include inadequate provision of adequate housing, limited rights (especially for certain groups of migrants such as asylum seekers or irregular migrants) to access key public services, and discrimination in the labour market on the basis of nationality, ethnicity, religion and/or gender. Single policies which address specific aspects of migrant women's situation in the labour force are necessary but insufficient to produce the expected results. It is urgent that institutions make the effort to develop a concrete and more proactive attitude to the topic of inclusion in the labour market for migrant women, at local and national level. A basic tools for this effort is the definition, as priority, of a programme of universal access for migrants to professional orientation, education and language training. It is fundamental to support vocational training as an opportunity for both migrants and host society to take advantage of the enormous human and professional capital represented by migrant women's skills. It is important to guarantee equal work rights for women and men, allowing women to balance personal and life, by legitimating and strengthening the social net of migrant groups. Another absolutely necessary action is the fight against informal work, closely linked with the protection of migrant women worker victims of exploitation, social and economic isolation. Well planned activities tailored to the needs of the final beneficiaries can assure very strong results.

Action 1: information campaigns on professional training and work services

Institutions and stakeholders are expected to plan, adequately promote (with a multilingual and multi ethnic approach) and realize campaigns on professional training opportunities and local work services so that migrant women can be aware of the range of concrete possibilities they can take advantage of. A network of stakeholders and professionals can be created in order to share information, experiences and projects and create an effective shared strategy and local plan of intervention based on other good practices at local, national and European level.

Action 2: training and support for work and vocational fulfillment

The recommendation is to achieve new methods that facilitate newly arrived migrants entry in the labour market by using recognition of prior learning, combinations of formal adult education and workplace learning and improve the introduction and mentoring in the workplace. This will combine with an action that analyze vocational expectations of individuals, allowing them to study, work and engage for a real fulfillment.

Action 3: support to cooperative enterprises and self-entrepreneurship

Individuals' enterprise should be promoted and encouraged supporting the creation of cooperatives with operative tools: training on production/creation/administrative accomplishments/sale, sharing of good practices. Especially women, who frequently have a strong traditional luggage, should be encouraged to take part to this process of little and diffuse start-up activities. Institutions are also expected to facilitate access to credit and to involve strategic economico stakeholders of the territory to include the cooperatives in a net of local actors.

Action 4: protection of migrant workers ' rights

Institutions, counting on migrants' associations and trade unions reports, are expected to monitor the application of the law as concerns migrant workers' rights, especially in those sectors where women are employed in families or where they can be victims of exploitation.

Action 5: reduction of occupational segregation and concentration of migrant women

Occupational segregation and concentration have been researched widely in connection with both gender and racial/ethnic inequalities in the labour force. Institutions are expected to monitor the situation on the territory, making use of all the tool available to guarantee the freedom of the migrant women workers and to prevent their social and economic exploitation and segregation.

2. HEALTH

Health for individuals (natives and foreigners) is well protected and guaranteed, in Italy. Over the time, there were notwithstanding attempts to change or reduce the system of protection, considering the nature of the condition of migrants. Health is the individual and social right to receive a specific medical or health performance.

An important aspect of the topic of health, concerns the perimeter and the depth with which the legal order guarantees it. Among the main rights recognized as fundamental to the sick person can be called: the right to life and protection, the right to privacy and safeguard, the right to non-discrimination, the right to be properly informed, the right to express an informed consent. Therefore, the protection of health must be considered as a social right of the citizen and the foreigner, with roots in the principle of solidarity. The right to assistance and health also deal with the awareness, for migrants, about the condition of human being and social and medical protection in the host country. For this reason, we should abandon the logic of emergency with which we face the phenomenon of migration. The condition of uncertainty and precariousness for migrants inevitably determines a lack of awareness of their rights and the health system in the host country. There are still in the host societies linguistic and social barriers that, despite the commitment of health personnel, can lead to diagnostic errors, ineffective treatments, as well as cultural, religious and gender issues. Health and non-health professionals dealing with migrants and refugees, during their move and over their stay, do not always have targeted tools and specific competences.

It is fundamental that medical institutions enable health and non-health professionals to develop new skills, in order to enable them to better address the health and psychosocial needs of migrants and refugees. At the same time, public authorities are often perceived as the sole responsible for managing a social and political phenomenon. In this sense, subsidiarity and interaction between the different institutional levels and actors involved is essential. The certainty of the legal status, equal access to medical care and informed prevention are some of the goals that all the stakeholders must achieve to overcome the limits of this situation. At any level, discussion must also address at least the following themes: communicable diseases, hygiene and safety, cultural issues and communication skills, psychological issues, working with unaccompanied minors, human trafficking. The gradual feminization of migration in the last years determines the necessity of a different and multi focused approach to health. Men and women show differences in their migratory behaviours, face different opportunities and have to cope with different risks and challenges, such as vulnerability to human rights abuses, exploitation, discrimination and specific health risks. Therefore, it is becoming increasingly obvious that migration is not a gender neutral phenomenon and that the attitude to migrant women for health has to be extremely focused on their specific needs.

Action 1: monitor health conditions of migrant women and offer information campaigns

Stakeholders are expected to realize campaigns and actions aimed at promoting responsible parenthood, involving the couple (and tailoring specific moments for women) and guaranteeing support during the period of pregnancy. This action can deter women to give birth in anonymity. Campaigns can also be realized on the theme of cultural stereotypes linked to sex, sexual freedom and sexual rights, genital mutilation and other awareness initiatives.

Action 2: guarantee prevention

Stakeholders are recommended to monitor the vaccination coverage, above all for categories at risk of social exclusion. At the same time it is fundamental to provide prevention actions for teenagers, including in the processes moments of dissemination and sharing, in order to fight against prejudices and cultural stereotypes. Activities should be realized to spread information about sexual protection and prevention of *Sexually transmitted diseases (STDs)*.

Action 2: offer safe tools of health assistance in dangerous situations

In this action, stakeholders should support victims of prostitution on the territory of pertinence with an integrated and multisector action, where women and are reached on the street, informed about the risk of sex trafficking in the italian legislative framework, rights of protection and self-safeguard, health and prevention (*STDs*), contraception, drug addiction. Fundamental is the implementation of an action of health and legal support and access to social services. The increase of awareness of the beneficiaries will allow the stakeholders to surface critical situations or difficult personal conditions in beneficiaries and other people linked to them. It is fundamental to give continuity to support through social counselling.

Action 3: training for personnel working with migrants

Realize training programmes addressed to professionals, transcultural mediators, law enforcement officers psychologists, and volunteers who work with migrants on the territory and monitor that private stakeholders in charge of the migrants' reception respect this commitment.

More than for other topics, for health it is fundamental to remove cultural barriers and organizational obstacles to guarantee safeguard to individuals and social protection in the host country.

3. INTERCULTURE AND ANTIDISCRIMINATION

The concepts of cultural diversity and cultural identity are at the forefront of the political debate in many western societies. In Italy, the discussion is stimulated by the political pressures associated with immigration flows, which are increasing in many European countries. The integration of migrants into host societies may pose difficulties due to the scale of the phenomenon. It depends also on the level of preparedness of local communities for the process. The war trauma experienced by refugees in their home countries and their expectations and often frustration are another challenge to address. Even though the process may be difficult, successful integration of refugees and migrants can enable them to contribute to their host countries. The debate on the perceived costs and benefits of cultural diversity is intense, and can lead to amplify the discussion on until a public debate on national identity. Institutions and other stakeholders can contribute to build an intercultural approach as happy medium between social conflict and the frequently waved hypothesis of a sort of renewed “assimilation”. Multiculturalism rejects a simple integration process and propose a heterogeneous collection of ethnic groups, among which immigrants actively shape their own identities rather than posing as passive subjects in front of other forces or groups. The multicultural perspective is an alternative way of considering the host society, presenting members of ethnic minority groups as active integral segments of the whole society rather than just foreigners or outsiders.

Action 1. Moments of sharing

Promoting practical actions and activities (at local level in difficult districts of the municipality) aimed at organizing moments of exchange and mutual acquaintance among different social groups with the help of local associations for social promotion. Using formal and informal tools of communication and expression and enhance the common aspects of different groups’ daily life. Invite migrant women to gradually be part of courses or activities usually attended by native women, involving both groups in a process of exchange on shared topics.

Action 20. Promotion on the territory

Most of the women on the territory of the Municipality of Pisa are hosted in the province, far from the centre of the city, in little communities in houses or crowded reception centres with their families. It is fundamental to involve the local communities in a process of mutual acquaintance, building together a natural action of non-discrimination. The action, promoted by the institutions and realized with the stakeholders in charge of the migrants’ reception, should encourage women to go out from their houses or centres to have access to other places of the community (shops, churches, squares..) helped in a first step by local professionals, to gradually get in touch with the local social fabric.

Action 3. Exchange among communities

An authentic and practical exchange among the different communities of migrants on the territory can be considered fundamental. The Municipality of Pisa hosts diverse organized communities from many parts of the world; most of them work on the territory and organize traditional events linked to religion, culture and tradition. It is important to promote the gradual inclusion of the newly arrived migrant women in these active communities, as a point of reference and orientation in the host society. Sharing problems, expectations and the developed tools concerning the interaction and integration in the host society, can help the newly arrived migrants to feel less isolated and more hopeful.

4. SENSIBILIZATION OF THE HOST SOCIETY

Compared to men women can exhibit less evidence for their application for asylum; as men are often more active in the public sphere in their countries of origin and consequently, more exposed to public persecution and political repression. Moreover, women chose most of the time to be silent on their experience of sexual torture or gender persecution as it is hard to tell this kind of stories, even if they might constitute the legal basis for asylum application. Another reason of vulnerability for refugee and asylum-seekers women and girls is their exposure to sexual and gender-based violence not only in their mother country but also throughout their displacement experience or in the host society. Adolescent girls are a particularly vulnerable category among women refugees and asylum seekers. According to UNICEF (2014), 20 % of women report being victims of some forms of sexual violence as children and, more than 60 million female children are forced to marry before the age of eighteen. In this way, refugee and asylum-seeking women might become far less visible than males and find difficulties in having access to services, job opportunities, training and language courses in the host country. It is important to plan and realize public moments of debate and discussion on these topics to allow the host society to deal, little by little, with the complexity of the situation.

5. RELATIONSHIPS WITH POLITICIANS, INSTITUTIONS, ASSOCIATIONS, SCHOOLS

On the territory of the Municipality of Pisa many diverse stakeholders promote and realize different actions for migrants, at many different levels. As on many territories, coordination, sharing and a constructive confrontation in this network is far from being achieved. Different domains of authority, different sources of funding and divergences caused by power interferences or different visions (in a difficult political situation where migration is perceived as a controversial topic) made, until now, very difficult to build an effective and operative complex network. For the moment, with the exception of an integrated system of reception guided by the Interior Ministry on the territory, institutions and other stakeholders work separately. Notwithstanding, there is an informal net of citizens, associations, reception centres that are more and more asking for shared (among institutions, citizens, associations, schools..) plan of social inclusion for the newly arrived migrants. The strongest recommendation to be done to authorities and other stakeholders is to draw up a shared programme that allow to: save funds, enhance the results of the projects on the territory, give continuity to the actions, raise awareness about migration in the host society, contribute to fight against prejudices on the field of migrants' reception, promote social change and a peaceful process of positive inclusion for migrants.

Legislative references:

EUROPEAN REFERENCES:

- Charter of fundamental rights 2000
- Directive 2000 43 UE
- Directive 2000 78
- Directive 2004 113
- Directive 2006 54 CE
- Protocol 12 to the Convention on Human Rights
- Treaty of Lisbon 2007
- Treaty of Amsterdam 1977
- Treaty European Community 1950
- European Parliament resolution on women's immigration: role and status of immigrant women in the European Union (2006/2010 (INI))
- European Commission, Europe 2020: a strategy for smart, sustainable and inclusive growth (COM(2010) 2020 final)
- European Commission, a European agenda for the integration of third-country nationals (COM(2011) 455 final)
- European Commission, Indicators of Immigrant Integration 2015
- Directive 2014/66/EU defining conditions of entry and residence of third-country nationals in the framework of an intra-corporate transfer
- Directive 2014/36/EU on the conditions of entry and residence of third-country nationals for the purposes of seasonal employment
- Directive 2011/98/EU on a single application procedure for a single permit to reside and work in the EU and on a common set of rights for third-country workers
- Directive 2009/50/EC concerning the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment, commonly called the 'Blue Card directive'
- Directive 2003/86/EC on the right to family reunification
- Directive 2000/43/EC on racial equality
- Directive 2000/78/EC on employment equality

NATIONAL REFERENCES:

- Equal opportunity code
- Italian Constitution
- Legislative decree 5 of 2010
- Legislative decree 145 of 2005
- Legislative decree 196 of 2007
- Legislative decree 150 of 2011 (art28)
- Legislative decree 215 of 2003
- legislative decree 216 july 2003
- Law 300 of 1970

- Law 3 march 2009 n 18
- Law 67 of 2006
- Law 68 of 1999
- Law 654 of 13 october 1975
- Law 18 del 2009 Approval Convention UN
- Law 104 of 1992
- Law 205 of 1993
- Immigration Act

Useful bibliography

Catherine Edwards, “Italy launches first official migrant integration plan: Five things you need to know”, *The Local*, 2017

Corallina Lopez Curzi, “5 things to know about Italy’s plan for immigration”, *openmigration.org*, 2017

Béatrice Ouin, “Inclusion of migrant women in the labour market”, European Economic and Social Committee, 2015

Tiziana Chiappelli, “Migrant women in Italy between exclusion and active participation. A gender perspective in inclusion processes”, *Comparative Cultural Studies: European and Latin America Perspectives* 2: 37-48, 2016

European Commission, Training, <http://careformigrants.eu/training/> 2014 – 2020

Jennifer Rubin, Michael S. Rendall, Lila Rabinovich, Flavia Tsang, Constantijn van Oranje-Nassau, Barbara Janta, “Migrant women in the European labour force”, 2008

Claudio di Maio, “Refugees’ access to health services in the EU framework: what role for primary healthcare?”, 2017

Yann Algan, Alberto Bisin, Alan Manning, and Thierry Verdier, “Cultural Integration of Immigrants in Europe” 2012

Adele Cornaglia, *The invisibility of women migrants into the European society: an analysis on refugee and asylum-seeking women’s integration in the EU.*, 2016



***PROPOSAL FOR A LOCAL ACTION PLAN
JASA ASSOCIATION
(MARIBOR, SLOVENIA)***

INTRODUCTION

To realize reasonable action plan, it is essential to be aware of the reality of the time. And reality is this: part of Europe accepts migrants without any doubts, part of Europe rejects all migrants. To set the right perspective, we must hear the arguments of both sides. A fair society is possible only if we all contribute to the idea of justice.

1. INTEGRATION

Integration is possible only as a two-way (interactive) process. Once the host-society finds that a migrant contributes to the well-being of all and enriches local culture, it will accept it as part of its own. When a migrant finds that local community is accepting him/her because his/her work brings benefit to the community, he/she will insist on this. The first condition for a decent integration of migrants is to help them understand the essence of integration, after that vocational training and employment should follow.

2. HEALTH

Only a healthy migrant can achieve education, contributes to the well-being of the community and become creative part of the society. Therefore, at the start we must to take care of the migrant's health.

3. PREJUDICE AND STEREOTYPED OPINIONS

Prejudice and stereotyped opinions towards migrants are a serious problem. However, these stereotypes did not “fall from the sky”. They are partly the result of the behaviour of migrants. Therefore, when a migrant contributes with his work and helps to society, we must to overcome prejudice. The new community should explain to migrant women that only all together we could provide decent life for all of us. In addition, we should make an agreement: we will accept the beautiful, commonplace habits of

migrants and thus enrich our culture; migrants are getting involved in the social life of the community and thus confirm that they are part of our culture. Our culture, in particular, honours women (Dante, Petrarka, Prešeren) ...

4. SOCIAL AWARENESS

The sensibilization of society in general is adequately preparing the society for a fair attitude towards migrants. The EnFeM project is also such example of sensibilization of the society, and consequently assistance to migrant women.

The reality of each community is shaped by several factors: state and local institutions, media, schools, civil society ... That is why we all have to work together in interaction for the integration of migrants. We all must contribute for the success of the integration – on other side: the desire for integration of migrants must come to all of us.

In every European society some migrant women are already successfully integrated. They can be a "bridge" (connecting thread) to new migrants and can help with integration. Certainly in every European society there are also some others encouraging local specialties – we just have to find them.

Eternal and universal condition of integration: If parts take care of the whole - the whole will take care of parts.

Integration is possible only as a two-way (interactive) process. Once the host-society finds that a migrant contributes to the well-being of all and enriches local culture, it will accept it as part of its own. When a migrant finds that local community is accepting him/her because his/her work brings benefit to the community, he/she will insist on this. The first condition for a decent integration of migrants is to help them understand the essence of integration, after that vocational training and employment should follow.

Employment is the most direct and convincing evidence that a migrant contributes to the well-being of the environment. This ensures a positive environmental response - acceptance. It is therefore essential that the environment (local community, state) provide the possibility of training of migrants and employment. This is the first half (first step) of process. The second (corresponding) step is the willingness of migrant workers for training and work. Both of them are the basis for integration. In short: for fully integration we have to do and expect more and this is a necessary basis.



***LOCAL ACTION PLAN
ALIANZA POR LA SOLIDARIDAD
SPAIN***

CONTEXT OF MIGRATIONS IN EUROPE AND IN SPAIN

International migration is the response to global phenomena in which capitalism and globalization are articulated with the new forms assumed by world power, causing a greater degree of inequality and interdependence between different regions and countries of the world in different areas in a context of colonial heritage.

This, among other things, generates a broad demand for labour in the countries of the Global North, which is supplied mostly by migrant workers from the Global South.

According to United Nations data, the number of international migrants reached 258 million in 2017, which represents an increase of 49% with respect to the year 2000, and the number of international migrations is growing faster than the global population¹. Likewise, at global level, the percentage of migrant women ranged from 52% in the Global North to 44% in the Global South in 2017. On the other hand, according to UNHCR 2018 data, the total number of forcibly displaced people in the world has raised to 68.5 million (including 25,4 million refugees and 3m1 million asylum seekers). As many authors have pointed out, the magnitude and complexity of these movements make current irregular migrations a constituent part of the advanced stage of globalized.

As pointed out by Castles and Miller, the new era of migrations is characterized for its feminization; that is to say, there is a change in the mobility pattern where feminine migration for the purpose of family reunification is no longer considered, in order to analyze it autonomously. This is due to the transformations that have taken place in the last 30 years, where the Structural Adjustment Plans of organizations such as the IMF and the World Bank and neoliberal policies worsened living conditions for population in developing countries and positioned women as pioneers of their migratory projects.

In response to these migratory processes, the dimension of civil and political human rights in the European Union (EU) and in Spain is mainly linked to the control and selectivity exercised over migrants from third countries, that is, non-EU, which restricts their participation in the social and political life of the country (as political subjects with their own voice).

Starting in the 1980s, the European Community (which will later give way to the European Union) assumes competences in the field of management of migratory flows, admission, permanence, residence and expulsion of non-EU foreigners. Although in the main legal, institutional and normative elements of migration policies in the European Union, the important role played by migration stands out, in recent years the migration control mechanisms and devices became more complex. Examples of this are the complicated and bureaucratic visas in the countries of origin for EU membership, as well as the increase in the security budget allocated by the EU for border shielding, the intensification of maritime controls, the “pushbacks” -automatic and summary returns without analysing the individual demands for asylum or international protection-, the construction of walls, etc. Another example is the outsourcing of migration control and border externalization, a process in which the EU through agreements with third countries are extending controls beyond its borders, in order to stop the entry of people, being forced to take routes every becoming more dangerous and falling into the hands of networks organized crime, with serious consequences for their lives, security and rights in matters of asylum and international protection.

¹ http://www.un.org/en/development/desa/population/publications/pdf/popfacts/PopFacts_2017-5.pdf

In this context, the Spanish migration policy cannot be understood except within the European political migration framework. EU directives have progressively been incorporated into Spanish legislation conditioned by the European integration process and by European policies that have in turn influenced the configuration of migration flows. The regulation of immigration since 1985 and its successive reforms as other criminal norms, show how the migration issue is subject to the need to regulate, control and limit both the rights and freedoms of migrants.

Consequently, although the current migration law establishes as a guiding principle the social integration of migrants and the obligation of the public authorities to promote their economic, social, cultural and political participation in conditions of equal treatment, as well as the effectiveness of the principle of non-discrimination, the aspects it regulates and the spirit that inspires it show that the need to manage and control is an important axis that guides the regulations. Thus, the right to move freely through Spanish territory (Article 5); public participation and, within it, the exercise of suffrage in municipal elections (Article 6); the right to life and family privacy (Article 16) can only be exercised for migrants in a regular situation, delimiting in an increasingly exclusionary way who can integrate the political community and under what conditions and who does not.

To differentiate between those who can integrate the community and those who do not, they use control devices that are implemented in different spaces and everyday moments in the life of a migrant person, especially if they are in an irregular situation. The controls of permanence in public places based on racial ethnic profiles, the fear of being detained in a "CIE" (Foreigner Internment Center) and being expelled, to family separation, to arbitrary and racist administrative practices to access the residence and keep it, etc., have resulted in the concept of a border being extended beyond the territorial boundaries and we can speak of "symbolic borders", which are inside Spain, and prevent full participation and significantly condition the processes of social insertion of migrants.

It is important to mention that the Spanish State has 7 Foreign Internment Centers (CIES) and there is the political will of the national Government to increase its number². These are specific detention centers for migrants, which are authorized by law to be detained pending the expulsion procedure of the country. They are also used to facilitate returns and refusals of entry. And, in accordance with Spanish law, the maximum period of stay in the CIES is 60 days. But the expulsion not always happen, and people found themselves again in the street after having been detained in worst conditions than Spanish prisons for more than one month.

Definitely, the Spanish migration policy is regulated from a security and control perspective that criminalizes the migratory phenomenon, ignoring its structural causes.

² At least until the recent change of government produced in June 2018. A new left-wing government was put into place and we need to wait what their new migration and asylum policy will be

ALIANZA POR LA SOLIDARIDAD WORK

In Alianza por la Solidaridad we believe that the full exercise of rights by women is a matter of democracy and justice. We also believe that the development, both of each person and of society as a whole, is only possible if there is equality between women and men. For this reason, we invest all our knowledge, experience and creativity in defending and advancing women's rights.

In this sense, we work on projects whose objectives are:

- To know which the realities of migrant women living in Spain are
- To strengthen diaspora associations and spaces in which they are organized through different workshops,
- To make visible their actions and strategies to dismantle the prejudices that are built around them from the position they claim as political subjects,

In this sense, Alianza por la Solidaridad is working on participatory assessments with associations of migrant women (and individual women) living in Spain to learn first-hand about their needs and demands and to work together in the struggle for their rights and integration as full-fledged actors.

1. LABOR SPHERE

During the 90's, the transformations of the labour market in Spain were based partly in the consolidation of a powerful underground economy, were one of the main causes of the increase of the migrant population in the country and migrant women from the former Spanish colonies in Latin America.

According to 2015 OIM data, the main sphere of migrant women job in Spain is still domestic service (a total of 40%). Thus, 30.2% of extra-community migrant women work in this sector, which means practically one in three migrant women in Spain. If we add to this figure the percentage of women working as home assistants, 10.1%, we can conclude that the main occupation of migrant women in Spain is domestic and care work.

In June 2011, the International Labour Conference adopted Convention No. 189 on Domestic Workers, with the aim of establishing basic rights in the sector that would allow protection for its workers. However, in spite of the legislative reform carried out in the domestic sphere, in February 2013 the Spanish Government proposed to the Parliament the non-ratification of Convention 189, an attitude that mobilized different groups committed to their demands, such as the Turin Platform. Its ratification would enable better working conditions for women working in domestic and care services, most of them migrants, in terms of equal rights, such as unemployment benefits.

➤ Demands and lines of action:

- To promote decent salary and labour conditions,
- To promote the professionalization of the activity and protection against dismissal and arbitrariness,
- To demand the ratification by the Spanish State of ILO Convention 189,
- To demand access to the unemployment benefit of domestic workers,
- To adapt and make more flexible the documents required by the immigration law when accessing and renewing residence through their occupation,
- To abolish the internal domestic workers regime,
- To increase the inspection by local administration to the conditions in which the domestic workers perform their job,
- The removal of the obstacles that prevent the exercise of social and labour rights in equal conditions,
- To facilitate and streamline the mechanisms for the homologation of acquired studies in origin countries, and social and labour recognition of the training processes acquired in the country of origin,
- To expand labour promotion mechanisms for female migrant workers

2. HEALTH

The consequences of the crisis also impacted on the right to health and the possibilities of enjoyment of a public and universal health system. On the migratory level, this change mainly affected the migrant population in an irregular situation, which after the implementation of the law RDL 16/2012, was excluded from access to the public health system.

Some 800 thousand migrants have been excluded from this right what is known as health apartheid. It is worth mentioning that Madrid City Council is currently promoting the "Madrid Sí Cuida" ("Madrid DO Care") campaign, whose objective is to reverse one of the most damaging consequences of the implementation of RDL 16/2012. Other similar initiatives are being carried at local and regional level in other Spanish territories.

➤ **Demands and lines of action:**

- Universal access to the public health system and quality medical care, independent of the administrative situation,
- In particular, universal access to sexual and reproductive health services, including family planning, information and education, and the integration of reproductive health into national strategies and programs (SDG 2030 Agenda) must be guaranteed,
- Optimize resources of intercultural mediation and translation in health services

3. INTERCULTURALITY AND ANTI-DISCRIMINATION: COMBATING PREJUDICES AND STEREOTYPES AGAINST MIGRANTS, PARTICULARLY WOMEN

Social participation is defined as a process in which groups, organizations, institutions or social actors intervene directly in society.

A large part of the migrant women living in our country indicate that their social participation and exercise of citizenship was developed and exercised mostly in their communities of reference, through the development of strategies that allow them: to promote participation in associations; establish links with other migrant women; strengthen individual and collective empowerment; claim rights to have greater opportunities.

One of the main difficulties that women have is lack of time, reconciling family life and work is a big obstacle to solve. Hence, there are two major axes that cross in this direction: Migrant women dismantle the story in which it is argued that they do not participate because they are not interested, in most cases, it is due to extensive working hours, many do not because they are in an irregular administrative situation, others because they are afraid that their participation, for example, in a demonstration, poses a problem when renewing documentation, several do not participate either because activities destined to migrant population do not take into account their timetable schedules since a large part of migrant women only have free time on weekends, etc.

Knowledge enables, influences and conditions their process of adaptation and settlement, as well as access to information and their rights.

It not only has to do with the personal disposition to learn it, but also with the accessibility to the existing training offers, the timetables, the dedication and time that make compatibles their work and their family life, a situation that becomes more complex -for example- to those who have initiated in recent years the process of obtaining nationality and raises to the waiting time-ten years-the level of exigence and costs that this represents.

➤ Demands and lines of action:

- To make visible and denounce the racist structures of the security forces and the judicial system,
- To eliminate the practice of immigration controls, detention and deportation of immigration legislation,
- To eliminate Foreign Interment Centers (CIEs), as they represent how the system punishes and criminalizes administrative irregularity,
- The right of persons to be respected beyond the administrative condition in which they are located in the country to which they have emigrated,
- To promote complaint channels for people who are in an irregular stay in the country that have experienced abuses or violations of their rights,
- Training in Rights to avoid abuses of all kinds,
- To place in the public, political and social sphere the difference between citizenship and social participation,
- That the institutions work with racism, stigmatization and stereotypes that exist towards the migrant women that permeate the public entities in the treatment and relationship towards them,

- That spaces that give support or support to the migrant population consider the work time schedules of women to expand care services,
- To promote the participation of migrants as referents in the different spaces that involve the defence and promotion of their rights,
- To demonstrate the importance of the psychosocial dimension of the migrant population and its interrelation and affectation with the access / violation of rights,
- To make it more flexible the requirements for family reunification,
- To adequate accompaniment of the psycho-educational-affective and emotional process in families whose children have been regrouped,
- To recognize the differentiated problems of women depending on their cultural codes,
- To incorporate policies of personal, family and labour conciliation with an intersectional perspective,
- To evidence socially and politically racism as a system of domination, violence that crosses all areas of life and institutions,
- To recognize at the institutional level of the violence identified by migrant women,
- To accompany the processes of family reunification,
- Greater training offer in different levels and time schedules to favour the learning processes of migrant women
- To deconstruct the victimized, homogenous, passive image of migrant woman built in discourses, politics, imaginaries and media, and replace them with others that rescue and highlight the diversity and heterogeneity of women, their agency capacities, their experiences, other forms of relationship, of struggle, of resistance,
- To facilitate administrative processes, access to opportunities and rights,
- To make visible the importance of care, affection and self-esteem,
- To enlarge leisure and relationship spaces

4. CHALLENGES

1. Existence of a political will of decision makers in public administration at the state, regional and local level to elaborate and implement laws, public policies and action programs from a human rights perspective including the right to development, non-discriminatory and inclusive, in which migrant voices and knowledge are collected. In the case of migrant women, especially those that affect them in their gender condition articulated with the conditions of race, class and origin.
2. To transversalize in public policies an intersectional perspective that includes an approach of gender, diversity and human rights and guarantee equal rights between the migrant population and the autochthonous one,
3. To question Eurocentric theories and approaches from which they are analysed and explained migrations, violence against women and racism, and understand current migrations as a structural part of the modern colonial gender system,
4. To remove obstacles that hinder insertion and promotion in all work environments of migrant women that ensure equal opportunities in the labour market,
5. Establish political and institutional actions that facilitate the recognition of training professional acquired on equal opportunities for migrant women,
6. To dignify domestic work, equalize their rights with the rest of the work and consider its importance for the sustainability of life and its contribution to the economic and productive development of society,
7. Change the security and control paradigm -which is established towards migrants-, from a human rights perspective that allows to question the mechanisms of existing control (CIEs, detentions and deportations), as the determining factors in the access to different economic, social and cultural rights,
8. Eliminate the CIEs, since they represent the most acute expression of the punitive system that acts against the migrant population in an irregular administrative situation. It is the best example how to migrate can mean illegality in European states,
9. Incorporate an intersectional perspective in housing policies that take into account the particular circumstances of migrant women, especially with family,
10. Guarantee access to quality public health care for migrant women,
11. Recognize migrant women as political subjects. That their participation in advocacy spaces translates into changes for their lives (practical needs and strategic interests),
12. Achieve economic, technical, logistical and media support for the work carried out by migrant women organizations,
13. Provide spaces for visibility of their demands, knowledge, making, speeches, voices, methodologies, strategies of struggle and life,

14. Strengthen networking among associations and groups to reinforce their capacity for action and advocacy, adding efforts, optimizing resources, exchanging and putting value learning, knowledge and strategies,
15. To make visible the importance of the psychosocial dimension of the migrant population and its interrelation with the access / violation of rights,
16. Deconstruct the victims, homogeneous, passive image of the migrant woman built in discourses, policies, imaginaries and means of communication and replace it with others that rescue the diversity and heterogeneity of women, their agency capacities, their experiences, other forms of relationship, of struggle, of resistance,
17. Promote the access and incorporation of migrant professionals in different services and city programs or organizations of the third sector (areas: legal, labour, economic, social) that is a reference of proximity, welcoming other migrant women users of the services,
18. Make visible the process after family reunification, its repercussions on migrant women's life, their daughters, children and the family in general. Identify and propose interventions against the different violence underlying this reality

5. RECOMMENDATIONS

To the State administration:

- A. Implement migratory policies from a rights perspective, including immigration regulations, and human development,
- B. Create affordable mechanisms for access to regularization and renewal of residence permits,
- C. Facilitate the requirements and documents,
- D. Facilitate the approval processes of technical and university studies,
- E. Repeal laws such as RDL 16/2012 which impede universal access to health. Public health with a perspective of rights and universal coverage,
- F. Guarantee public policies on gender equality incorporating migrant women as subjects,
- G. Observatory against domestic and gender violence, studies and macro-surveys incorporate the intersectional perspective,
- H. Guarantee access to justice, due care, protection and access to resources of the migrant women who experience intramarital violence,
- I. Promote the training of officials and service providers to attend and give better assistance to the migrant population,
- J. Generate greater implication on the part of the Consulates of the countries of origin of the migrants present in Spain,
- K. Ratification and implementation of 189 ILO Convention

Autonomic Administration:

- A. Incorporate the intersectional perspective in the design and elaboration of public policies,
- B. Ensure that migrant women are subject recipients of public policies on gender equality,
- C. Introduce legal, social, economic, and cultural mechanisms in order to remove the obstacles that impede or hinder the access of migrant women to the exercise of their rights,
- D. Promote channels and mechanisms for the participation of migrant women where there is debate and political decisions about women's rights,
- E. Develop plans, intervention strategies and awareness against racism and xenophobia

Local authorities:

- A. Incorporate the intersectional perspective in public policies,
- B. Establish forums focused on the main problems of migrant women,
- C. Generate political advocacy for the modification of immigration regulations with a rights perspective,
- D. Contribute to the simplification of administrative procedures in the exercise of local competences in matters of immigration,
- E. Build a political-institutional space around the denunciation and visibility of racism,
- F. Awareness of public authorities and the population in general: disarming existing prejudices
- G. Deepen on the mechanisms of articulation between the local public administration and entities or groups that work in the subject,
- H. Adapt spaces / schedules to the times of migrant women,
- I. Guarantee due attention and access to sexist violence,
- J. Promote actions of institutional support, legal, social and psychological attention,

- K. Training in migration, intersectionality and interculturality for technicians and professionals,
- L. Support migrant women organizations,
- M. Take into account migrant women expertise,
- N. Allocate resources to promote work on invisible issues such as young homelessness migrants,
- O. Social psycho-educational programs for families and young people regrouped,
- P. Convene migrant women and their organizations in the design and development of public awareness programs and interventions,
- Q. Optimize services and resources for language learning,
- R. Have more migrant references in the care of public services,
- S. Plan public housing actions in response to the needs of migrant women,
- T. Promote information and awareness actions for health personnel,
- U. Provide access to information in relation to prevention and sexual and reproductive health care,
- V. Promote sexual education actions: preventive, self-knowledge of the own body and autonomy,

To the Civil Society Organizations:

- A. Expand information mechanisms for public resources and services and the Social sector,
- B. Work in the human rights training of migrants, with special emphasis on existing legal and institutional resources,
- C. Promote coordinated work between different local administrations and migrant women groups,
- D. Support the initiatives, actions and projects of the entities of migrant women and promote public procurement in order to achieve greater visibility of their proposals,
- E. Contemplating in the programming of activities the specific needs that demand the different groups of migrant women,
- F. Strengthen at a collective level through training aimed at facing situations of violence and racism,
- G. Expand the processes of participation in the different social groups of the neighbourhoods and cities,
- H. Expand leisure spaces designed as a way to take care of mental health, but also to build associative spaces from the playful and recreational,

To population in general:

- A. Make visible the realities and vulnerabilities that affect migrant women,
- B. Information and awareness actions with the purpose of dismantling prejudices,
- C. Advocacy work against racism. The measures can go around the promotion of an antiracist education in schools and institutes; the training of professionals in issues related to institutional racism; the development of workshops, seminars and discussion forums, among others

To the Media:

- A. Work for a broader and more fair vision of social reality, stripped of stereotypes and prejudices towards migrants,
- B. Propose a programmatic agenda that serves as a loudspeaker to the different groups and associations of migrants -especially women-, where they can expose and discuss their demands and proposals,
- C. Professionals of the media working on migration agenda, follow training on issues of racism, migration, violence, intersectionality in order to broaden the perspective when developing analyses and reports



***LOCAL ACTION PLAN
ASSOCIATION PLURALIS ASBL
(BRUSSELS, BELGIUM)***

Social and professional integration of migrant women: Proposals for action and comments on the basis of experience in Belgium

While immigration policies are guided by specific economic needs, the integration policy is rather based on a willingness to favour social cohesion. Specific migration of women has become a fast-expanding reality. According to EU statistics, they account for 45% of migrants. These women are more subject to discriminations.

With the adoption of the Treaty of Amsterdam, the European authorities have now been given a new instrument aimed at removing inequalities and promoting equal rights for men and women. Measures taken in favour of migrant women with or without a residence permit have to be carefully designed since they are often more fragile, due to the events in their family, background, culture and all along their precarious journey to get to the European countries, In case of domestic violence for instance, due to their precarious situation, they very seldom report to institutions or women's support services because they fear expulsion.

As far as health is concerned, there are large social inequalities between social groups. Such inequalities cannot only be due to their behaviours (hygiene, way of life, risk behaviour) nor to biological and psychological characteristics. They are also due to their economic and social situation. Migrants, women more particularly, are clearly more fragile in this field. All the obstacles met during their journey to Europe have had a clear impact from a physical and psychological point of view.

They are also faced with more difficulties in terms of professional integration on the work market, whatever their level of education and training. Many migrant women have a low professional background and even if they were born in the middle class, their qualifications are not recognized due to the fact that their diplomas are not recognized or are not compliant with the standards in force in the host country. Young children are an additional difficulty since if they have to learn the language, to attend training courses, they have to find a way to provide child care during the day before children can go to school.

We very much advise to work with ethno psychiatrists and psychologists with a good training and background in this field.

May I tell you about an experience that was led in a host centre for refugees in France, with sessions of story-massages with children, an experience which has also had a positive impact on women in the host centre when they learn how to massage their babies and their children in order to restore a psychological relationship and bring a release to all parties.

It consists in a dozen of easy movements illustrated by pictograms that are easy to understand and remember. Participants have been very enthusiastic, even if at the start most of them were reluctant. They have drawn advantage of a moment of rest that made it possible for them to forget their fears and anxiety. These « touch » sessions make it possible for women and children to restore the link with their body and to let go, the massage having a soothing effect (Story-massage by Mary Atkinson). The story

may be replaced or accompanied by songs or nursery rhymes for instance, which is easier to practice in case they do not understand the language.

I here open a parenthesis regarding the children who live in a host centre for refugees, as this has an obvious impact on the other residents, women more particularly. Children living in camps or centres experience high levels of stress and anxiety. In addition to being damaging to health and well-being, chronic stress during the development phase of personality may have a negative impact on their health and development. Such activities taking place in an area where children feel safe and comfortable may develop their resilience to negative experiences and improve their health and well-being.

In Belgium, in Wallonia more particularly, a region which I is more familiar to me, a decree provides that any person with a foreign nationality, namely the newcomers who have requested a permit of residence, has to go through a host module. Such module consists in a social report and data on citizen's rights and duties.

Four guidelines have been provided in that module:

- 1- A first contact which consists in a personal interview aiming at assessing the skills, prior learning, diplomas or any other eligible degree. This first contact also makes it possible to identify the needs and to provide an assistance in the various administrative procedures.
- 2- Training in the learning of the language of the region or the country. Migrants are sent to various bodies and associations working in the field, depending on their level of learning. The person concerned can go through a basic training and later be guided towards improvement courses or even training courses in special skills.
- 3- Attend a training module in citizenship to be able to fully take part in social and cultural life.
- 4- Socio-professional guidance

Various bodies and organizations have been certified to develop this process and people are guided towards these partners on the basis of the results of the first interview. These are services organized by the city administration, non-profit making associations, improvement courses curricula, schools, and others.

First of all, a few words about what we have in the city in which I have worked and in which I live : twenty years ago was set-up a host centre for future refugees awaiting a residence permit, until they get the said permit or are ordered to leave the Belgian territory.

Though hosting women, men, children and families, this centre is specialized in hosting unaccompanied girls minor of age, pregnant or with children. They are provided with a specific support and a creche has been set up on site, specially aimed at children hosted in the centre.

The centre provides them with basic daily support (accommodation, food, clothes) and asylum seekers are also provided with social assistance services, legal and medical care.

The centre organizes various activities and training sessions, either within the centre itself or in close cooperation with other services or local stakeholders working in the field of social aid and action, in order to favour the social integration of residents and integrate them in the best way possible into the environment. I will further describe the actions led by partner services.

As far as the local population is concerned, the latter is associated to the integration by being invited to participate in the events organized by the centre, being informed on a regular basis, through newsletters distributed free of charge by post services to all the homes on the territory of the city and by publishing articles in the municipal information bulletin.

I must confess that at the beginning, when the centre was set up, part of the population was clearly hostile to its presence on the territory, but this is over now and the population takes an active part in the running of the centre and the integration of its residents.

The population is providing equipment, clothes and other items depending on the needs. It takes a large part in the development of group activities, language lessons, school support and also provides support to sports and cultural activities. There are also local initiatives and people from the neighbourhood are often invited to take part in the events organized by the centre. Recently, common gardens have been created to favour the learning of how to grow plants for local products or when it comes to their own specific products, how to grow their own plants, provided they can grow in our climate.

At a local level, we enjoy the presence of a local municipal service provided under the terms of a social cohesion plan subsidized both by the city administration and the Region of Wallonia. This service develops specific actions with a view to adjusting to the social reality in the field. Various lines have been defined:

1. SIS: a place where collective and community workshops are being organized, with a view to break isolation and set-up links. These actions are being led near two sites of social dwellings, one of them not too far from the host centre. Twice a week, people meet around an (alcohol free) drink in the morning and the door is open to any discussion. All types of people attend the workshop: people in the neighbourhood, migrants who have basics in the language for the discussions to be possible.
2. « Axe enfants »: all types of activities, sports events, homework assistance to children and teenagers, activities during school holidays.
3. Street work in the social housing areas with young people and adults.
4. Hotspot for foreigners :

The way it works:

A first contact is taken with the person, followed by a « positioning test ». Then trust may be developed as contacts are developing.

The service has also set up classes for language basic learning (in French in Wallonia) and for those who are already familiar with the language, they propose a literacy group, a class in French for foreigners in improvement courses or a vocational integration body.

Lessons in civics are provided, participants being divided into two separate groups:

- a group composed of newcomers. This course is then quite educational, explaining how the country is being ruled, laws and regulations, rights and duties of residents, housing, education and culture.
- the second group is composed of people who already have a basic knowledge. The activities are rather based on play and even if the same themes are being tackled, there is more cultural exchange with visits of sites, organizations and associations that may be of some help to their integration.

Concurrently with professionals, the service also enjoys the presence of volunteers in the learning process, but also to support migrants in all the errands and administrative procedures. Former learners also provide their support.

The service also provides a service that has been certified by the so-called « parcours d'intégration », (integration process), which provides, free of charge, services of translators and interpreters who come to the field or are contacted by telephone whenever required.

People are sent to this service by the host centre for refugees located on the territory of the municipality but the latter is also attended by au pairs, people who have to attend the courses, people who married a Belgian citizen and other people who have lived for some time in the country and decide to learn the spoken or written language, namely to be able to follow their children at school.

Concurrently with the lessons, there is also, in the same premises, a help desk held by social workers who are specially trained in legislation on foreigners, home seeking, who are also able to draft or read mail.

Since the service is multidisciplinary, foreigners who attend the courses can also take part in other activities such as trips, visits to associations, meals organized in the various areas of the city by or with the city dwellers. Children are totally integrated in playgrounds and sports activities.

We are also working in cooperation with an association whose objective is the integration of women in civil and professional life, so-called « Collectif des femmes ». This association has set-up « Tremplin pour la vie » (a new start in life) in order to make up for the lack of support to refugees and more particularly to women in their integration process. Male and female migrants are being faced with many administrative problems which they are not able to overcome by themselves, due to the language barrier, the difference in cultures, the lack of knowledge of legislation, etc...

This plan aims at helping refugees and asylum seekers to find both their social and professional place that will enable them to live with the others.

There are several levels of actions:

- Lessons in French and civics, in cooperation with various partners (see above).
- Assistance to enrolment in training courses, schools or even university.
- Bringing together volunteers and refugees in order to support the latter in administrative procedures, in improving their knowledge of the language and in sharing friendliness.
- Listening, medical and psychological support. Many migrant women have no access to medical care if they do not have a status that authorized their residence on the territory, while they should at least get the urgent care provided for by European directives.
- The trainings provided by the association are as follows:
 - Vocational training.
 - Computer science, language.
 - Basics in digital environment (cell phones, tablets and PCs).
 - Communication, writing of texts and letters.
- Artistic expression (styling and interbreeding), artistic meditation workshop specially designed for victims of multiple violence. Artistic expression and creativeness make it possible to break the silence, to get out of the status of victim and to recover self-esteem.
- Based on stories of their lives, visual art research: women's journeys and footprints, their lives in stories and pictures. Work through visual language makes it possible to rebuild the identity of women, wherever they come from.

All the activities take place within the framework of social and cultural mix in order to avoid putting them into migrant ghettos.

Some women have to spend some time in a host centre for women in distress where they will be hosted with their children. An instructor specialized in this type of institution drew my attention to the fact that some women are highly resilient but not all of them. Those who experienced a journey that was highly traumatizing may develop severe mental disorders. This is often the case for women who have been involved in prostitution networks.

It is therefore very important to detect very early this type of problems in order to guide them towards mental health services.

Their stay in a host centre which may last up to six months, makes it possible for them to enjoy a specific support that will make their integration into society easier since they will learn how our society is working and what are our habits and traditions. Even if they shouldn't give up their own culture, they should be familiar with the main features of ours. We had to explain to a young woman from Senegal who had found a job through the city social aid centre that she could not let her 4-year-old son go to school on his own. In this country we do not expect other people to take care of this, especially in a city with more than twenty thousand inhabitants where dangers are different and much more present than in village in Africa.

As far as schools are concerned, cooperation are often to be developed. If school may be a factor of integration, it may also lead to segregation. The school has to express the concept of plurality. The concept of positive stigmatization, value added cultural and historical backgrounds are all very important in developing social links within the school.

Classes for newcomers have been set up in schools situated on the territory of the municipality to make learning easier for children. They have also been integrated into ordinary classes even though some subjects were taught in special classes. Teachers should therefore be better trained if they have hardly tackled that issue during their curriculum.

In spite of all the ups and downs in the integration process, integration can be a full success provided the work is carried-out by all local stakeholders, bringing together all their skills.

To end on a positive note, I wish to tell you about my experience within the framework of my job in the social aid centre. It is the story of a young girl from Guinea who was pregnant when she arrived in Belgium as an unaccompanied minor. She was living in a host centre for refugees. After being granted the status of refugee, she got a dwelling in the municipality and was directed towards a vocational training school specialized in home help. It has been necessary to find a place to take care of her less-than-two-year old daughter during the day. This was made possible thanks to the social aid service which has been provided with a creche and home helpers.

As I was then working in the home aid centre for the elderly and the handicapped, I took her in for her practical training provided for in her studies. This young girl is highly appreciated, she got a diploma and found a job. The involvement of a volunteer family also helped a great deal since the family supported her morally in the course of her studies and acts as surrogate grand-parents to the young girl.

To conclude, I would say the key word is NETWORKING

Sources

- Grandir ensemble en situation transculturelle de Marie-Rose MORO
- Le livre blanc de la femme migrante (la voix des femmes) Coordination Maria Miguel Sierra contributions Isabelle Carles Christine Kulakowski
- Le Collectif des femmes asbl Louvain-La Neuve (Belgique)
- Service D’Clic PCS de la commune de Rixensart (Belgique)

,

**MAISON DES CULTURES
ET DE LA COHESION SOCIALE
DE MOLENBEEK-SAINT-JEAN
HUIS VAN CULTUREN
EN SOCIALE SAMENHANG
VAN SINT-JANS-MOLENBEEK**



***LOCAL ACTION PLAN
MAISON DES CULTURES ET DE LA COHESION
SOCIALE DE MOLENBEEK – SAINT JEAN
(BRUSSELS, BELGIUM)***

INTRODUCTION

About a third of Molenbeek's population has a foreign nationality, with Moroccan nationals comprising the largest segment of this group, a population that has a long standing history of migration to Belgium. However, if one counts naturalized citizens, that is, individuals with dual citizenship or hyphenated identities, who self-identify as something other than merely Belgian, this group rises to a marked majority within this urban area. While the proposed "actions" against discrimination of female migrants speak to the needs of any migrant group, the list at the same time tackles the experiences of discrimination by this demographic specifically.

This Action Plan operates through an understanding that access to adequate housing, health care in case of illness, and secure employment are at the core of a stable and fruitful existence for any migrant, male or female. It maintains that discrimination persists, both openly, and covertly, in these realms, just as misogynistic practices permeate various other structures of society within which "migrant women" (a term encompassing a vast range of identities) exist.

Yet this Plan also aims to expand discussions beyond these basic "needs" and "rights" of migrants to address systematic issues that extend conversations on discriminatory and alienating practices within a broader set of socio-cultural and institutional sites of activity. These contexts, while not always functioning as essential for survival, are fundamental to a balanced and fulfilling life within their new environments. They shape the lives of migrants in significant ways as well as the spaces they inhabit and are allowed to inhabit beyond the above-mentioned essential structures needed for stability. The Action Plan thus considers the proposed objective of countering prejudices that drive discrimination from a perspective that tackles some crucial blind spots essential for a healthy and happy life but at the same time extends it to particular spheres of education, culture and leisure activities. The activities of the Maison des Cultures and the EnFeM project specifically confirm that providing support and fostering cultural exchange, creativity and communication is an essential step towards providing a more balanced, respectful, and harmonious urban dynamic between inhabitants with diverse backgrounds.

1. Professional training and work.

In Belgium, there is still a large gap between the number of trained professionals with a migrant background and the number of migrants willing and able to work. Relegating them to menial jobs and positions well below their level of education and expertise, or not allowing them access to paths of degree-earning and professionalization is a multifaceted issue.

Implementation / Actions:

1. Proactively recruit migrant women. As migrant women face various familial, societal and other challenges that make it difficult for them to actively seek out employment opportunities, it is important for hiring bodies to establish structures through which to identify and hire from this demographic specifically. In order to do this, the hiring bodies need to assess the current situation by working with the local community. Inviting members of this particular group to provide their experiences and highlight their skills would be an important way to shift hiring strategies that currently often exclude them from job opportunities.
2. The marginalization of this group within professional spheres can also occur once they have found a job. Within the workplace, actors must therefore put in place structures that educate all employees regarding overt and covert forms of discrimination and misogynistic practices internally. These will inform both hiring practices and produce a more hospitable and ultimately more productive work environment for all involved. Concretely, a list of recurrent discriminatory practices needs to be drawn up with the collaboration of migrant women already in the workplace, which should then provide a starting point for series of joint debates, discussions and exchanges on these topics within professional environments.
3. Informational sessions on professionalization for this group should be offered within organizations charged with their “integration” in other contexts such as language courses or workshops focused on cultural activities.
4. Migrant women should also be better informed about opportunities for continued education. Local stakeholders should be prepared to better inform migrant communities about opportunities for professionalization. Migrant women should receive more help navigating job searches, their resumes or strategies of highlighting their skill sets and translating them for a particular professional context. Both local government entities and sites of cultural activity could develop a series of info days dedicated to strategies of professionalization.
5. In the long run, it is also important for institutes of higher education to put in place short term programs and more flexible course schedules for this group specifically so that their private life, work obligations, and domestic responsibilities can be combined with their desire to develop intellectually and thrive professionally.

2. Health.

The objective is to provide improved access to health care for migrant women

Recent data from Molenbeek highlights the disparity with regards to health between the Brussels region overall and Molenbeek. As the study suggests, socio-economic status, lifestyle, the everyday physical environment of both the home and workplace, and the quality of available healthcare inform these statistics. Educating migrant women about their rights and the resources available to them is crucial in this process. Organizations charged with orienting migrant women need to branch out in this field and more systematically integrate health care into the informative sessions they organize for this group. The administrative aspects of receiving health care also needs to be facilitated for migrant subjects who may find it difficult to navigate the bureaucratic structures that grant access to health services. Through these general observations, two areas of action appear particularly important:

Prevention

The broader approach of prevention is tied to access to information and resources, which is markedly less developed in areas that house considerable low-income and migrant communities. Migrant and in particular Muslim women are especially marginalized within this sphere due to various cultural and social structures that they exist in.

Implementation / Actions:

1. Health care providers and educators with close ties to the migrant community need to be given additional financial support and better infrastructural tools to be able to reach out to members of these communities. They are better equipped to understand and to identify with the socio-cultural milieus migrant women come from and live in, and therefore able to inform and empower them about lifestyle choices before ill health strikes.
2. In light of this, the focus on gender specific care needs to be a larger part of prevention. Specific attention should be paid to women's health issues, family planning and maternal pre- and post-natal support. This needs to happen through the development of women-only spaces where all women, including Muslim women feel at ease and can discuss their private concerns with professionals in a caring but professional environment.
3. Providing free or low-cost opportunities for leisure and physical activities that have been shown to increase physical and mental wellbeing is crucial in this context. Developing and making accessible all-female spaces (swimming pools, gyms, etc.), which includes providing access to an at all times exclusively female staff to facilitate the activities of the women, will encourage the participation of communities habitually excluded from these contexts. Ways to further cater to a specific female membership includes providing on site childcare. Currently, many Muslim women feel disconnected from these spaces and activities as on the one hand, their access is limited by the cultural and religious codes they abide by and on the other, such sites rarely accommodate these limitations.

Mental health

An often overlooked aspect of healthcare for migrants is the monitoring of their mental wellbeing and providing adequate support in this area. Emotional and psychological wellbeing is a fundamental condition for both individual happiness and for becoming a functioning and fulfilled member of society.

Migration, irrespective of the nature of the transnational displacement, has considerable effects on the mental and emotional stability of the individual. Yet the overall focus of mental health has all too often been defined in (Western) European countries as an affliction of white, affluent individuals, rather than a reality inevitably attached to the often traumatic experiences migrants live through. The rather precarious socio-economic situations, quotidian experiences of micro-aggressions, and frequently inhospitable new environments migrant women in particular find themselves in in their new countries only puts additional pressure on their mental well-being. Being away from home or from family only adds to this emotional weight (in the context of Eastern European migrants, this affliction has been described under the moniker “Italian syndrome”). Additionally, within the often marginalized migrant communities, the importance of discussions around and the preservation of the mental health of women specifically is often even more prominently erased, as women provide the underappreciated support for children and entire families and are not able to admit to needing help themselves. As migrant women often find themselves in overwhelming positions of caretaking or menial jobs, they rarely have the time and the resources to reach out to health professionals by themselves, even though the effects of the responsibilities placed on them is undeniably large. Cultural stigmas surrounding mental health, coupled with the stigma they face as migrant women, and their precarious legal, social, and economic status thus forms a difficult structure within which to prioritize their mental wellbeing.

Implementation / Actions:

1. Professional mental health screenings and follow up treatments need to become a rigorously implemented and long term part of the health care services offered to migrants alongside other community-based offerings. Such a process needs to at all times be sensitive to the cultural, religious and social contexts that drive mental health issues in various migrant communities. In the context of local health care providers, additional effort needs to be made to accommodate the often overwhelming work schedules of women specifically, for example through offering home visits.
2. This needs to happen alongside widespread educational efforts that de-stigmatize conditions attached to mental health not merely in affluent communities but those groups that often suffer invisibly from these types of illnesses. Talks in schools or cultural centres by members of the community who have battled mental illness would normalize the existence of this affliction and also provide ways to inform communities on what steps they can undertake when faced with mental health issues within their communities.
3. Formal treatments for clinical cases need to co-exist with more informal opportunities for migrants to find constructive and creative forms of existing in their new environments. Creative workshops and informal get-togethers catering to women in particular indirectly strengthen their social-emotional wellbeing and stability. Increasing the number of such sites across the local cultural landscape would provide more sites where they can extend their social networks, discuss day to day challenges as well as minor and major setbacks that all inform our emotional and mental health. Creating a sense of belonging, of purpose and the process of developing emotional or intellectual connections to other people plays a crucial role in this context. Therefore, facilitating and fostering a sense of community through such smaller cultural-creative networks is an important aspect of mental health that does not replace the aforementioned medical structures, yet can in some cases function as an important preventive measure.

3. Interculture and antidiscrimination: Fight prejudices and stereotypes against migrants, in particular women.

The first step in countering discriminatory, exclusionary, and misogynistic practices is acknowledging it as an intensive and long term two-way process, one that involves the full investment of not merely the migrant population but that of the “local” populace as well. It also requires for the “host” communities to understand that systematic and structural exclusion and discrimination extends and deepens overt and active forms of racism, xenophobia and sexism. While a conceptualization of a multicultural society within which each individual has a right to express the religious, ethnic, or any other aspect of his or her identity has been acknowledged by the European Commission, day-to-day exclusionary practices as well as institutional and broader societal power-structures in the receiving countries seem to often override these attempts. The two areas to focus on include education and the diversification of conversations on gender equality.

Implementation / Action:

1. Educational structures, from the earliest period, need to be systematically rethought to place more emphasis on the role (Western) European countries had in (historical) processes that have negative global repercussion to this day. For example, vocal criticism has grown in recent years with regards to the lack in Belgian school curriculums on the country’s extended colonial past and how this global historical reality informs ongoing inequality but also closely entwined exchanges between this European country and regions of the African continent. An overhaul of the current curriculum in consultation with academic experts would be an important step in correcting this misrepresentation. Inviting discussions, debates, and most of all awareness of Europe’s colonial past and other forms of historical exploitation would help young citizens of all backgrounds to become aware of how nationality, race, ethnicity, and socio-economic opportunities are complexly connected concepts in contemporary society as well. Additionally, a renewed educational vision would emphasize that the assumed binary of a white “local” population and an ethnically, racially, religiously “other” migrant one is simply not reflective of Belgian / European contemporary society.
2. In relation to a reconsidered and re-taught curriculum in primary and secondary education, educational and cultural organisations should work together with local stakeholders in devising educational-cultural programs for different age groups that tackle migration not as a new phenomenon but one that has always shaped (European) history. Normalizing the movement of people across boundaries as a historical given and connecting it to current day events through such projects will provide informal ways to educate the public that too often sees the displacement of people as foreign to their familial or personal trajectories.

Regarding the gendered aspect of societal exclusion, an important theoretical concept to include in conversations on migrants is that of **intersectionality**. This involves the highlighting of racism, sexism, classism as interconnected, rather than separate modes of oppression, always to be taken into account together when discussing modes of societal exclusion.

Implementation / Action:

1. Discussions on gender equality often engage a reductive understanding of inequality between white women and white men. Governmental stakeholders must expand conversations on this topic to include a wider range of women, including those with migrant backgrounds to expand the sphere of injustice being discussed in this context and to provide a more expansive set of

- solutions for gender-disparity. To do this, they must invite migrant women to be active voices in discussions, reports, and surveys to do with the gender divide at the local governmental level.
2. More generally, it is crucial to give visibility for migrant women in the receiving countries when discussing feminist issues, whether in media, through institutional training, or educational contexts. Yet rather than holding up migrant women as mere symbols of oppression in their current communities, they should be active agents in seeking solutions that take into account their experiences and needs.

4. Sensibilization of the society.

One way to address the issue of sensibilization in society, beyond the above-mentioned Actions addressed in point 3 is to nuance what we understand by the term “**integration**”. For too long, this concept has implied a rigid hierarchy between the receiving society, which upholds certain core values to abide by, and the incoming groups, which need to understand, respect and adapt to their new environments in various ways. While in extreme forms, such an approach may be necessary to allow for a continued functioning of society, the implied division between local and migrant groups negates an understanding of a multicultural society as not merely a fact but an enrichment for the receiving country. Two interrelated issues, ignorance and fear of the unknown stand in the way of successfully tackling this issue.

Implementation/ Action:

1. **Media representation** is a crucial factor in constructing an often simplistic and faulty image of migrant women. Including more women with migrant backgrounds both in front of and behind the scenes – in news stories, TV reports, documentaries, and even in the realm of fictional audio-visual works – will normalize their presence within different realms of the public sphere and also allow them to take control of their own mediated image. This requires active modes of recruiting by the institutions running the nation’s media landscapes, which can be achieved if local stakeholders and those in active political posts actively urge this process of diversification.
2. Another crucial aspect of this change is encouraging women with migrant backgrounds in particular to choose media-related careers. Institutes of higher education should put in place structures through which they reach out to these groups specifically through info sessions or other ways of recruitment.

5. Relationships with politicians, institutions, associations, schools....

Within the **educational context**, a key aspect of exclusion persists through the sharp division between a rising migrant population among the student body and the marked lack of diversity at the level of teachers and administrators. This racially and ethnically bound division often creates a disconnection between parents and the institution as well, a general schism that rarely provides adequate support and guidance for the successful academic trajectories of young people with migrant backgrounds.

1. An important first step would thus be to diversify the school system by pro-actively seeking out and training a more diverse body of teachers and educators, who are currently even in the city's most diverse neighbourhoods almost exclusively white. In order for students to succeed, it is essential to see themselves reflected in positions of knowledge and authority. Therefore, increasing the number of women with migrant backgrounds specifically in positions of power within educational institutions would engender significant change for subsequent generations. As with other above-mentioned fields, there needs to be an active recruitment process put in place, possibly supported by governmental structures, that steers women with migrant backgrounds towards careers in the field of education.
2. Another related issue is tackling the problem of lowered expectations meted out on young migrant students. Children generally have higher levels of adaptability than older migrants, yet systematic assumptions about their intellectual capabilities and future positions within society push them towards limited career choices that inform their professional trajectories and societal positions later in life. Teachers thus need to be particularly in tune with tackling this problem, for example by receiving additional training geared at assisting girls with migrant backgrounds. Providing an educational system that is actively working with giving young migrants opportunities to succeed in a wide range of career paths will be a significant step towards societal inclusion.

6. *Other local components.*

Diversification and Public Space and Cultural Spaces

In Molenbeek, as in Brussels overall, both cultural and public spaces inhabited by migrants tend to be predominantly male-oriented spaces. Even cultural centers focusing on migrant groups specifically tend to be run by, and cater to a male (migrant) audience. This structural erasure of women in homosocial spaces of leisure and creativity for migrants produces environments which migrant women specifically rarely find comfortable. At the other end of the cultural landscape, and emerging through distinct patterns of gentrification, there is a growing number of bars, galleries, and various other places of social interaction in urban space that cater to predominantly white, educated, upwardly mobile young urban professionals that rarely come in contact with migrant communities. The absence of migrant women in both of these spaces can then turn into stereotypical confirmations of their lack of interest or investment in cultural sites across the public sphere, or their (forced) existence in predominantly private-domestic spaces. Yet in our experience, once migrant women are given opportunities to explore cultural and artistic sites and to communicate their own creative vision, they thrive in such milieus, which in turn strengthens their self-image and in particular the way they perceive themselves within society. The current lack of their voices within cultural milieus can be rooted in various forms of exclusion and marginalization that they experience in their new homes as well as the communities within which they live, and seems to present an extension of often rigidly gendered societal structures that drive other modes of exclusion in most areas of life.

Implementation / Actions:

1. A first step would be to increase the number of cultural spaces dedicated to migrant women specifically (either through dedicated programs within existing organizations or the establishment of new organizations): the sheer increase in numbers will normalize their presence in public space as well as the cultural landscape of a given neighbourhood, offering environments that cater to their needs and interests while stimulating them intellectually and creatively. It will also provide a move towards balancing the above-described disparity based on gender, class, and ethnicity. These spaces should not merely invite migrant women as passive members, or active in mere administrative positions, but pro-actively employ them as key actors within each organization at executive levels, thereby allowing them to shape these organizations from within.
2. Key to this process would be for migrant women to take ownership of public space in urban contexts. Through organized neighbourhood walks, visits to cafés, museums, galleries, and other public areas, the normalization of their presence would reshape their current image as persisting in the outer spheres of society, actively connecting them to various aspects of contemporary urban/neighbourhood life instead.
3. Another step in this process would be for established cultural organizations to collaborate with smaller organizations catering to migrant women. Virtually all museums and other bastions of art and culture in Brussels have in recent years attempted to draw in a more diverse group of visitors that appropriately reflects the diversity of its population. Collaborating with organizations for migrant women specifically, through (free or low cost) visits, workshops, or other modes of cultural, creative, or intellectual exchange, would combine institutional channels to productively serve both the community of migrant women and the institutional goals of the cultural organizations at hand. Such processes will undoubtedly provide a way for migrant women to familiarize themselves with a cultural landscape they have for too long been excluded from.

ANNEX: GENERAL RECOMMENDATIONS:

1. EDUCATION.

- To promote a school climate of coexistence and respect, encouraging schools to participate and be bearers of the values of intercultural education.
- To promote programmes to support the learning of each country's language for migrant women students.
- To maintain and value the cultures of origin of migrant women students through extracurricular activities aimed at foreign and language students.
- To offer a concrete opportunity of access to training, different social and cultural context and reduce social isolation of migrant women at local level.
- Interculture and antidiscrimination: Promoting collective moments as meetings or events as opportunities of concrete exchange of experiences and discussion on shared topics, in order to deconstruct stereotypes.

2. SOCIO-LABOUR.

- To support legal and orderly immigration processes.
- To facilitate the access of the migrant population to the services, programmes and facilities of Employment Services.
- To promote the labour insertion of the immigrant population.
- To promote professional qualifications as a factor in favour of the socio-occupational integration of the immigrant population.
- Improving access to social and health services available on the territories by implementing medical-health prevention, with particular reference to the most vulnerable sections of the female population.
- Creation of a network for work and professional training that joins several stakeholders and professionals in the sector that can exchange information, experience and projects. This network would share with the most relevant actors some innovative interventions and the connection with experiences at national and European level that can be identified as good practices.
- To promote decent salary and labour conditions.
- To promote the professionalization of the activity and protection against dismissal and arbitrariness.
- To demand access to the unemployment benefit of domestic workers.

3. SOCIO-SANITARY.

- Creation of joint work spaces for coordination and action between local governments, health services and associations for the social and health care of foreigners and their families.
- Strengthen prevention activities for teenagers and young foreign women in particular women through a trans-cultural and multidisciplinary approach.
- Promote studies on HIV infection and the most frequent sexually transmitted diseases in the "target" population; experiment monitoring systems in order to evaluate the progress of infection, the degree of specific knowledge of the target population.
- Evaluate and promote the professional skills of health workers operating in the geographical areas with the highest influx of immigrants.
- Training health workers who relate to women supported by cultural mediators.

4. INCLUSION AND SOCIAL WELFARE.

- Encouraging the participation and training of migrant women in the exercise of organized voluntary action in their social environment.
- Support of migrant women ONG's.
- Information and awareness campaigns on professional training and work guidance services.
- Sensibilization of the host society: Spreading the results of the activities on the territory and good practices of actions realized by and with migrant women, promote debate on migration, conditions of migrants and inclusion in host society.
- To promote complaint channels for people who are in an irregular stay in the country that have experienced abuses or violations of their rights.
- To facilitate administrative process, access to opportunities and rights.
- To incorporate policies of personal, family and labour conciliation with an intersectional perspective.

4. 5.SOCIAL AWARENESS.

- To promote attitudes in the society in favour of social integration of immigrants through training actions and awareness-raising campaigns in the media and in the various social environments, with messages relating to equal rights and duties, emphasizing gender equality and standardization in access to public services.
- To make visible the actions of migrant women and create strategies to dismantle the prejudices that are built around them from the position they claim as political subjects.
- To promote the participation of migrants as referents in the different spaces that involve the defence and promotion of their rights.
- To demonstrate the importance of the psychosocial dimension of the migrant population and its interrelation and affectation with the access/violation of their rights.

Each partner is the unique and absolute responsible for the texts contained in this document.

Aim of the EnFeM Project

The main end purpose of the Project is to change the negative collective image of “migrant women”. Also to offer a concrete opportunity of access to educational facilities, local social and cultural life while minimizing the isolation of migrant women at the local level. Develop innovative educational tools as well as concrete initiatives facilitating the integration of migrant women in the host society, more particularly in the creative, cultural and educational sectors.

Give local communities physical instruments in order to be better involved on the spot at the local level, to guarantee a fuller integration of migrant women. foster their participation in community life/citizenship and restrict their isolation.

Change the negative and racist attitudes against Muslims from certain segments of civil society. The Project aims at reducing the isolation and separation of migrant women: through the implementation of joint creative workshops between women belonging to different cultures; through awareness-raising activities in educational establishments and civil society as well as in the medias.

The objective is to make migrant women active members of our society, thus increasing their chance of successful insertion in urban local districts; strengthen the citizen participation of migrant women in their host communities.

