



## EUROPEAN NETWORK OF MIGRANT WOMEN

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### Here but not here yet: The Human Rights Dimension of Immigrant Integration Policy

Introduction to ENoMW and overview, focusing on access to employment for migrant women. Brussels, 7 February 2014



IOM factsheet:

**“For migrants, **gender** is perhaps the most important single factor shaping their experience – more important than their country of origin, country of destination, their age, race or culture”**

#### EUROPEAN NETWORK OF MIGRANT WOMEN (ENoMW)

- A network of migrant women's organisations with national reach in 16 EU Member States and individual members in 20 countries
- A wide range of expertise on issues pertaining to migrant women among the network's members
- Working towards synchronicity of efforts to positively influence the EU agenda

#### Core beliefs:

- Migration impacts differently on migrant women and migrant men
- Existing migration-related policies, that are usually gender-neutral, often put women at a disadvantage
- There is a need for gender-sensitive immigration and integration policies and strategies at national and EU levels

## Objectives:

- To promote **equal treatment**, **equal rights** and better integration for migrant women in Europe.
- To provide regular input on all areas of EU policy development and implementation that have an impact on migrant women's lives.
- To help shape social policies and design action programmes addressing migrant women's specific needs.
- To represent member's organisations, and lobby for and with migrant women to have a stronger voice at the European level.
- To support migrant women's organisations and movements through information and trainings.

## Areas of Work:

1. Legal Status
2. *Integration*
3. Health
4. Violence against migrant women
5. Political participation
6. Asylum
7. Undocumented migrant women
8. Education
9. **Employment** ← *focus of this presentation!*
9. Migration and Development

## Improve access to employment and decent jobs:

“ENoMW will conduct a Europe-wide advocacy campaign that raises awareness, nationally via their members and on the European level via their Board and Secretariat. It will be about the work migrant women do and its importance for economy and society and about the skills they bring. ENoMW wants to **prevent de-skilling**; wants legal obstacles to suitable employment to be removed; wants recognition **for skills recognition**; wants to reduce the pool of precarious work and wants opportunities for **independent entrepreneurship**.”

- from ENoMW's agreement with EPIM (European Programme for Integration and Migration)

## EU Framework:

- **Employment** is seen as a priority issue in tackling the economic crisis
- **Gender Equality** is another priority for pragmatic reasons (gender equal economies perform better, most 3<sup>rd</sup> level graduates are women ending in 'under-employment')
- Gender balance in employment in the EU lately has increased slightly but due to decrease in male employment in sectors affected most strongly by the economic crisis
- New(ish) portfolio: European Commissioner on Employment – currently Laszlo Andor (Hungary) , DG Employment and Social Affairs (EMPL)

## EU Framework:

- **Parenthood impacts only on women's careers**  
(Men with families and children see their employment rate go up, women with children suffer from the opposite trend)
- **The Pay Gap in the EU is 17%, which is a slight improvement in recent years**  
(as women become increasingly more often bread winners in the family, the pay gap cannot continue and has to be addressed, as this constitutes open discrimination)
- **29% of women are economically inactive for more than 12 months. Only 8% of men are inactive over 12 months.**

## EU Framework:

**“Report on the integration of migrants and its effects on the labour market” from the Committee for Employment and Social Affairs, February 2013**

- (9) **Recalls that around half of the EU migrants are women, and that an independent migration status for women and the right to work for spouses are crucial elements in ensuring effective integration**
- (10) **Calls for a holistic gender-mainstreaming approach at local, national and EU level**

## EU Framework (contd.):

**ECONOMIC INDEPENDENCE IS CRUCIAL** for women's ability to make choices and optimises the upholding of their human/fundamental rights:

- empowers
- gives access to leading positions
- limits poverty
- reduces risks of violence

**Total gender pay gap, all factors considered, hovers around 17%**

→ this is **DISCRIMINATION** because food, housing etc. are not cheaper for women

→ The gender pay gap is incompatible with Article 8 of the Treaty of the Functioning of the EU (one of founding treaties), which requires equality between women and men.

## EU Framework: What we need and ways to achieve the 75% employment target.

**Economic gendered discrimination needs to be explicitly included in the EU2020 Agenda.**

1. Implement child care infrastructure (Barcelona target)
2. Address existing financial disincentives for second earners in the family (e.g. Ireland: wages comparable with childcare so why work; e.g. Germany: tax breaks for 1 parent staying at home)
3. Promote flexible and secure working arrangements.
4. Invest in 'needed' skills.
5. Increase mobility in the labour market (benefits those who enter or re-enter the labour market, who are mostly women)

## EU Framework: Back to the HUMAN RIGHTS Dimension → RESISTANCE TO

**“MEMBER STATES SHOULD ACKNOWLEDGE THE VALUE OF WORK DONE BY WOMEN, REGARDLESS OF THEIR RESIDENTIAL STATUS.”** - paragraph 22 of a recent report adopted by European Parliament: *Undocumented Women Migrants in the EU* >>  
**REJECTED** as an individual article, even though the report as a whole was adopted in Feb 2014

- note also that the ILO Convention 189 on Domestic Workers (mostly migrant women) excludes many types of residence status, and thus by default many of the women working in personal and household services. (article 8)

- The **ONLY** Human Rights UN Convention migrant-receiving European Member States refuse to sign or ratify is that on the **Protection of All MIGRANT WORKERS and members of their families.**

## EU Framework: Back to the HUMAN RIGHTS Dimension

**So, as well as a push for better legal protection through plugging the gaps just shown, other changes we need to see are:**

## EU Framework: Back to the HUMAN RIGHTS Dimension

### **FAMILY AND LABOUR MIGRATION POLICIES NEED TO BE PLANNED JOINTLY**

- Migrant women need **INDEPENDENT STATUS** allowing them full access to employment, regardless of whether or not they enter the EU through Family Reunification.
- More ways for the **QUALIFICATIONS** third country nationals bring with them to be **RECOGNISED** in the EU.
- **LONG-TERM RESIDENCE** and **CITIZENSHIP** mechanisms need to be harmonised throughout the European Union Member States.

**Thank you for your attention!**

**For further information:**

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