

PRELIMINARY STUDY ON THE INCLUSION FOR DIGITAL EMPOWERMENT FOR MIGRANT WOMEN

Bulgaria, Czech Republic, Germany, Greece, Italy, the Netherlands



Prepared by
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This project is funded by the European Union's Asylum,
Migration and Integration Fund (AMIF).

RIDE project – GRANT AGREEMENT NUMBER – 957916

July 2021



Preliminary Study on the Inclusion for Digital Empowerment for Migrant Women

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Prepared by **Frohar Poya, European Network of Migrant Women (ENoMW)**

Based on the country studies of the **RIDE project's partners**

- Bulgaria - Bulgarian Chamber of Commerce and Industry (BCCI)
- Czech Republic - Youth Included
- Germany - Litus Novum
- Greece - Symplexis
- Italy - Legacoopsociali
- Netherlands - Code to Change

For more information visit: **www.ride-project.eu**

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INTRODUCTION

There are over 20 million migrants and refugees with different migration statuses living in Europe. Most of them face various challenges, employability being one of the major ones. Migrant and refugee women are at the centre of these challenges and, unfortunately, because of their sex and the gendered and cultural barriers, they face obstacles not only in the family and community domain but also in the societal domain.

The boom of digital technology worldwide brings many opportunities and demands for new skills (with the possibility of re-skilling and up-skilling) in the labour market. "Women are under-represented at all levels in the digital sector in Europe" (Europa.eu). In comparison to men, women are less likely to work in the digital labour market. **In Europe, only 18% of women are ICT specialists.** While women in countries such as the Netherlands are most active in the digital economy, women in Bulgaria, Greece and Italy are less active in the digital economy.

This report is part of the RIDE project that summarizes the digital labour markets in six EU countries (The Netherlands, Germany, Italy, Czech Republic, Greece, Bulgaria). It primarily concentrates on the digital skill opportunities for migrants and refugees, with special attention to migrant and refugee women.

Project Aims

The RIDE project aims to include migrant and refugee women in the digital labour market by giving them the possibility to re-skill or up-skill in the digital sector by specially designed courses and training, enabling them to start working. This will be done through:

- strengthening the capacity of immigrant and refugee women to enter the digital job market and in so doing to boost their inclusion into the host society.
- empowering immigrant women through a peer-to-peer approach and together, designing new paths of recognition, self-esteem and capacity building for themselves and for a better society.

Project objectives

- Developing a booklet of guidelines to implement the entire process:
 - bootcamps
 - training offers
 - labour market info days and meeting with private companies and social businesses.
- Recruiting participants through national Info Days:
 - Individual coaching and group sessions on social inclusion and women's rights and labour market integration in the host country
 - Specific job-related preparation through ICT training
 - Contacting and meeting local and international private and social companies through local Job Placement Fairs.
- An internship and/or job placement offer.

RIDE PROJECT AT A GLANCE



Reach Inclusion Through Digital Empowerment For Migrant Women

Project Description

The RIDE project aims at including migrant and refugee women into the digital labour market giving them the possibility to re-skilling or upskilling in the digital sector by specially designed courses and trainings enabling them to start working.



OUTPUTS

THE PROJECT aims to attain:

- 01** 1 Booklet of Guidelines
- 02** 6 Info Days
- 03** 400 hours mentorship & coaching per country
- 04** 60 participants taking part in CISCO Training & The Code to Change Training
- 05** 1 Interactive crowd-map
- 06** 30 companies on boarded as external supporting partners
- 07** 6 Job Placement Fairs
- 08** 1 Main Final Event

BULGARIA

March 2021

GREECE

June 2021

ITALY

May 2021

GERMANY

May 2021

THE NETHERLANDS

July 2021

CZECH REPUBLIC

TBC

INFODAYS

PARTNERSHIP



This Project is funded by the EU's AMIF Action Grant (AMIF-2019-AG-CALL)

STUDY METHODOLOGY

Country Reports

1. Netherlands
2. Germany
3. Czech Republic
4. Italy
5. Greece
6. Bulgaria



Guiding questions

- What are the key sectors in your country that rely, in their daily operations, on digital technologies?
- What specific digital skills are mostly used / in demand in those key sectors?
- What are the existing employment opportunities and concrete skills needs in your region that we can involve in our program?
- What key sectors in your country are most accessible to people from underrepresented backgrounds, such as migrants and refugees, and, in particular, migrant and refugee women?
- In the public sector, how prevalent is the use of digital technologies and skills and what technologies and IT skills are mostly in demand?
- Do companies that rely on digital technologies in their operations offer digital training to their employees and are those adjusted to persons from migrant backgrounds, in particular women?
- Are there pro bono training opportunities offered by NGOs, private companies or public authorities in your country for populations wishing to upgrade their digital skills? Are they available to migrants regardless of their legal status and are they suitable for migrant women,
- considering the specific barriers they may face?
- What are the existing institutions/organisations/programmes in your country for migrant women to be able to access digital platforms?
- Are there any programmes supported by multinational (Google, Amazon, etc) or national digital companies that support digital upskilling of employees?
- For start-up and small private businesses how important is it that their employees and volunteers have high digital skills?
- Is there a difference between the companies and public sector in big cities vs rural areas utilising digital technologies?
- In Europe due to COVID19 lockdowns many companies were forced to switch to teleworking. What was the impact of COVID19 on the digitalisation of companies and public sector in your country? In the context of COVID19 and post COVID19, how do you predict the future of the digital work in your region in the next two years?
- What is the legal context in your country with regards to delivering trainings? Are you allowed to deliver such trainings or would you have to bring in a third party? In regards to the final certificates, would there be issues in case you decide to move with the trainings in your organization? Would the certificate be recognized nationally?



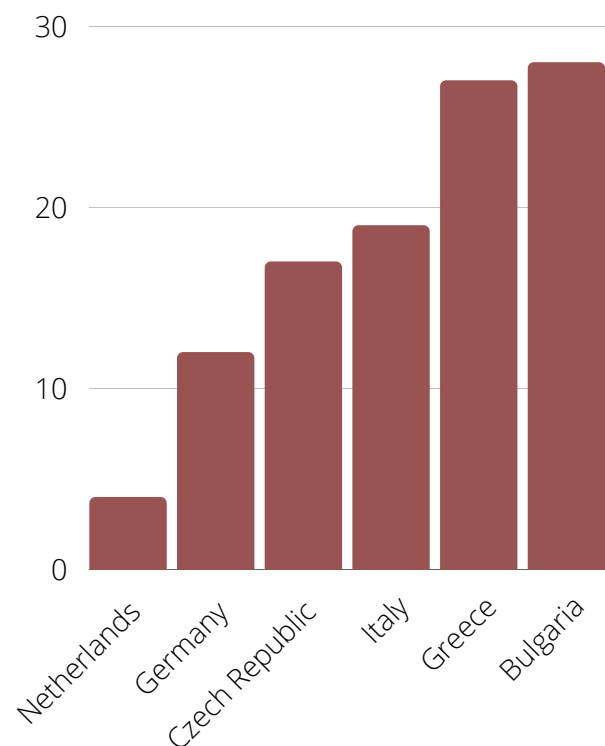
Methods

- Desk research
- Discussion and interviews with stakeholders
- Interviews with experts
- Interview with women accessing the services

COUNTRY RANKS ACCORDING TO USE OF DIGITAL PUBLIC SERVICES

The six countries in this study have different ranks regarding the use of digital public services. In Germany, only 53% of citizens use e-government services. 32% of Italian citizens actively use the online e-government services. Czech Republic is the weakest country in Europe on using e-government online services. In Bulgaria the local government and public services are in the process of implementing digital tools but still need some work. The Dutch government has an extensive digitalisation strategy in place, which promotes optimal and responsible use of the social and economic opportunities offered by the digital transformation. Greece has taken some positive steps and initiatives towards digitalising public sector services.

Netherlands	4
Germany	12
Czech Republic	17
Italy	19
Greece	27
Bulgaria	28



The higher the rank of the country in the graph, the less advanced it is in its digital performance at the EU level. i.e. the Netherlands (ranking 4) has the most advanced digital performance amongst the EU countries compared to Bulgaria (ranking 28), which has the less advanced digital performance in the EU.

DIGITAL SECTORS AND JOBS IN THE LABOUR MARKET

Digital Sectors

Government bodies, academic research, banking and telecommunications, technology services, wholesale, logistics and supply chain, pharmaceuticals industries, healthcare sector, creative industries.

Country

Netherlands

Digital skills in demand

Data protection officer, growth hacker, privacy officer, Robotics engineer, **artificial intelligence officers**, data scientist, data engineer, customer success specialist, human resources administrative officer, cloud engineer, **cybersecurity specialist**, Salesforce consultant, key account management specialist, analytics consultant, full stack engineer, health care professionals, **creative industries**.

Information and communication; Financial and insurance industry; professional, academic and technical services; manufacturing, agriculture and trade industry; professional, scientific and technical activities; wholesale and retail trade.

Germany

Basic skills: Microsoft Office, office software, online communication tools, computer programming, computer science.
Advanced skills: **Web and multimedia developers**, Web technicians, **Database administrators** and designers, System administrators. The most demanded among them in 2018 were **System Analysts** and **Software developers**.

Information and communication industry; financial services, manufacturing.

Czech Republic

User experience (UX) and User interface (UI) design, **Digital Marketing**, Data Analytics & Data Science, Software Engineering, Product management.



Italy

Manufacturing and financial sectors; Industry 4.0 (The Italian plan for the digitalisation of Manufacturing in the industrial sector that provides economic incentives to companies); banking; transport, communication and utilities; service sector; commerce (wholesale and retail); public administration, healthcare and education; economic sector.

Developers, Digital Consultants, **Digital Media Specialist**, **Systems Analyst**, technical programmers, database administrator, web masters, software analysts and designers, **cybersecurity specialists**, account managers, data scientist, Big data specialists.

Greece

Information and communication; mobile platform Upstream; recruitment software Workable; taxi app Beat; agriculture; Greek enterprises; universities and research institutions; state services; telecommunication services.

Basic skills: digital foundation skills, communication, handling information and content, online transactions, problem-solving, being safe and legal online. Advanced skills: **digital marketing**, **social media digital skills**, web analytics, **artificial intelligence**.

Bulgaria

ITC; transport services; marketing; PR and design; science and High-tech; consultancy; media and publishing; education; consumer goods; vocational training; electrical equipment; finances; art; sports and entertainment; electrical components; pharmaceuticals and biotechnologies; public services; agriculture and food industry.

App and software development, e-commerce and marketing, **digital advertising and marketing**, enterprise software and cloud computing, data management and analytics, **digital media and entertainment**, IoT and connected devices, **social networks**, telecommunications and networking, **cybersecurity**, gaming, fintech, edtech, **healthtech**, online gambling.

STATUS OF DIGITALISATION IN RURAL AREAS AND REGIONS

Netherlands

Most people from small cities come to work for big companies in bigger cities. Most people live in small cities (by choice as housing is cheaper) but work in the tech sector in nearby bigger cities

Germany

According to current figures from the Federal Ministry of Transport and Digital Infrastructure, only 70% of households in rural communities have access to fast internet with at least 50 Mbit/s, compared to around 97% of households in urban areas. Overall, the digital urban-rural divide is decreasing, the degree of digitization of residents in rural areas since 2018 has increased by five points and thus reached the level of the other regions. The companies in rural areas, however, often face other problems that are an obstacle on their way to digitalization shortage of professionals and an increasing migration to urban areas.

The demand of professions varies across regions. The most digitally intensive regions are Oberbayern, Stuttgart, Darmstadt, and Hamburg. This is caused by the strong automotive industry, especially in the south of Germany, as well as the logistics and media sectors. Frankfurt am Main as well as Ingolstadt, two of the most digitalized cities in Germany also show a big demand for *systems analysts* and *software developers*, however, this in Ingolstadt is overshadowed by the even greater demand for *Engineering professionals*.

Czech Republic

There is a significant difference between business digitalization in the big cities such as Prague and Brno (where big IT companies such as IBM, Amazon, eBay etc. are located) and the rural areas, where the demand for digital skills is still not as big. For example, according to the DESI report, almost 10% of Czech citizens have never used internet.

Italy

There isn't much difference between the rural and urban digitalisation. The differences are more related to the access of the employees to the company's site.

The Northwest of Italy, with an overall percentage of 45% is in general the geographical area that shows the greatest demand for all ICT profiles. Northeast and Center have similar values overall, 26% the north east and 21% the Centre. The south and the islands report an 8% share, with peaks of 15% on figures expressing potentials new professions, such as Blockchain and AI Specialists. The demand for CIOs in the north-east is significant (50%). In terms of potential new professions, stands out the Big Data Specialist, particularly in demand in the Northwest (45%) and centre (30%), while the Data Scientist is most in demand in the Northwest (58%). Finally, between the consolidated figures, the Technical Specialist should be noted, sought almost exclusively in the north-west and north-east (39% and 37% respectively).

Greece

Despite efforts to provide motivations for companies to operate efficiently and productively away from the major urban environments, rural areas appear to be far behind in terms of infrastructures and investments in networks, R&D opportunities and use of digital technologies. Big cities attract most of the companies as more reliable infrastructures, support and advanced tech solutions are offered, whilst the access to talented staff, the decision-making centres, the networking opportunities and the majority of the ministries are also there.

Bulgaria

There is a difference between rural and urban areas, as companies are centralized mainly in and around big cities. It is important that the internet connection and coverage in the country is very high. Bulgaria is among the top 10 countries with the fastest average mobile internet speed. As of December 2020, the average download speed of mobile internet connections in Bulgaria was approximately 80.86 Megabits per second (Mbps). Fixed internet connections were slightly slower, at around 73.89 Mbps.

IMPACT OF COVID19 ON DIGITALISATION

Netherlands

Investments in the new companies are booming. The digital sector is not as affected due to COVID as other sectors.

Germany

Against the background of the current situation, many companies are seeing the advantages of fully digitized processes for the first time. 75% of companies have purchased new software or are planning to do so, 70% have bought or are planning to buy hardware such as laptops or smartphones. Where many previously held onto pen and paper for a long time, they now notice how much more efficient it would be if the working materials were available in a digitized form. The advantages of cloud applications and remote access to files are now available to the majority of employees. New technologies are becoming familiar to wider circles and this cannot leave the future years of work life unchanged. Although the benefits of the digitalization of society are hard to overestimate, many socioeconomic factors should not be ignored, as current phenomenon may make the divisions in society even greater.

Czech Republic

The COVID-19 pandemic expectedly had a huge impact on the Czech economy; the year 2020 was the worst in the history of the state's independent existence. Companies need to increase their adoption of digital tools, taking advantage of digital solutions for improving their productivity if they have not yet done so. Using digital technology, companies can better grow internationally and challenge industry limits, creating developed systems of services. The public sector could also embrace technologies, which would increase efficiency and improve services to companies as well as individuals. Policy-makers should start promoting the adoption of technology in both the public and private sectors. They can more actively support people (both citizens and foreigners) using reskilling and upskilling programmes, and improve the system for startups and the opportunities for digital innovation. Moreover, all stakeholders should inform the general public about existing reskilling and upskilling opportunities and make them as affordable as possible.

Italy

Covid-19 and its consequences have turned the spotlight on digitization, highlighting the structural delay Italy is experiencing compared to the rest of Europe. Italy has taken a large number of digital-related initiatives to deal with the COVID-19 crisis. The government adopted a package of measures aimed at coping with the increase in the consumption of electronic communications services and of network traffic. Free Wifi connections were provided to public hospitals. The government devoted attention to schools, by supporting the adoption of digital instruments and platforms, the provision of devices to less well-off students, and access to ultrafast connections and related services. Simplified procurement measures were introduced to facilitate the purchase of IT goods and services by public administrations. A number of initiatives focused on the use of data against the pandemic. The government also invited the private sector and associations to offer their products or services for free and help citizens, professionals and companies to continue their activities.

Greece

The COVID-19 pandemic proved to be unprecedentedly helpful for the digitalisation of the Greek public and private sector. Both sectors received a remarkable boost as the ensuing lockdowns were the catalyst for a long-overdue technological upgrade in Greece, pushing to adopt extended digital solutions. Initially, the pandemic highlighted further the country's long-standing problems in digital connectivity, digital skills and digital literacy. Despite this deficit, the ongoing needs of citizens and the consumers obliged public authorities and the companies to launch a variety of e-services and digital solutions. Likewise, it seems that teleworking and teleconferencing are here to stay given the fact that they are more economically and environmentally sustainable.

Bulgaria

In Bulgaria companies are either moving to teleworking – whenever possible - or closing due to COVID 19. Some sectors moved their sales online and became much dependent on technologies. The future of digital work is open and new technologies, apps and programmes may develop it further and take to a next level.

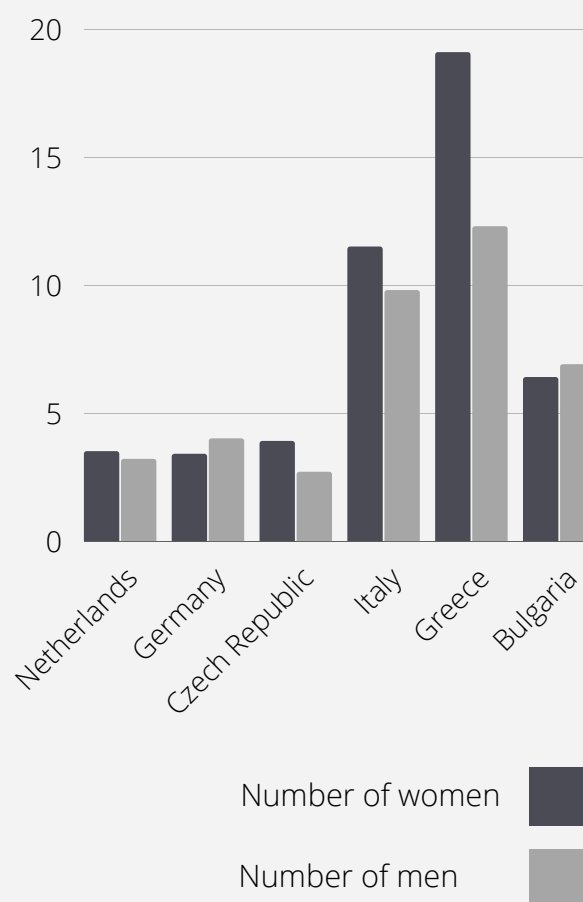
UNEMPLOYMENT RATES 2021

Impact of COVID-19 on the unemployment rate

According to Eurostat, the outbreak of the COVID-19 pandemic has had a major impact on the employment rates in all EU member states. In the last year, there was a sharp increase in the number of claims for unemployment benefits.

There is a lack of data on the employment or unemployment rates of migrant women in the six countries (Netherlands, Germany, Czech Republic, Italy, Greece, Bulgaria) for the study for this project. Therefore, to show the gender differences and gender gaps in the labour market, the data presented here are the percentages of women and men as a whole population.

Seasonally adjusted unemployment rates by sex May 2021



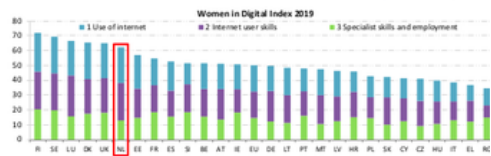
	Women	Men
Netherlands	3.5%	3.2%
Germany	3.4%	4.0%
Czech Republic	3.9%	2.7%
Italy	11.5%	9.8%
Greece	19.1%	12.3%
Bulgaria	6.4%	6.9%

WOMEN AND DIGITALISATION

Women in Digital Scoreboard 2019

Netherlands

Rank: 6, Score 62.2 (EU: 50.1)



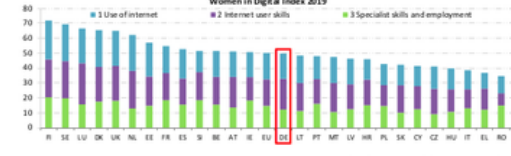
	Netherlands	Women	Men	EU
value	rank	value	rank	value
1 Use of internet				
1.1 Regular internet use	94%	3	34%	82%
1.2 People who never used the internet	4%	6	3%	12%
2 Internet user skills				
2.1 Online banking	99%	2	94%	63%
2.2 Using professional social networks	31%	1	40%	13%
2.3 Doing an online course	10.3%	6	11.4%	8.1%
2.4 Online consultations or voting	7.0%	16	12.7%	9.3%
3 Specialist skills and employment				
3.1 Government users	82%	9	90%	64%
3.2 Government users	82%	9	90%	64%
3.3 Unadjusted gender pay gap	72.3	4	53.1	

Notes: EU average and data for the Netherlands refer to 2015.
Source: All indicators come from Eurostat.
For the definitions and the methodology please consult the Methodological note.

Women in Digital Scoreboard 2019

Germany

Rank: 14, Score 49.7 (EU: 50.1)



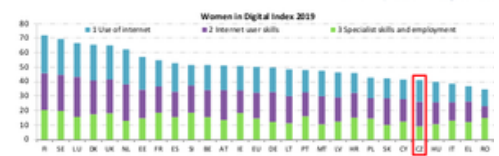
	Germany	Women	Men	EU
value	rank	value	rank	value
1 Use of internet				
1.1 Regular internet use	89%	7	82%	84%
1.2 People who never used the internet	6%	7	4%	12%
2 Internet user skills				
2.1 Online banking	62%	16	66%	63%
2.2 Using professional social networks	30%	17	15%	13%
2.3 Doing an online course	5.3%	16	7.5%	8.1%
2.4 Online consultations or voting	12.9%	9	14.0%	9.3%
3 Specialist skills and employment				
3.1 Government users	37%	27	48%	64%
3.2 Government users	37%	27	48%	64%
3.3 Unadjusted gender pay gap	50.7	15	53.1	

Notes: EU average and data for Germany refer to 2015.
Source: All indicators come from Eurostat.
For the definitions and the methodology please consult the Methodological note.

Women in Digital Scoreboard 2019

Czechia

Rank: 23, Score 41.0 (EU: 50.1)



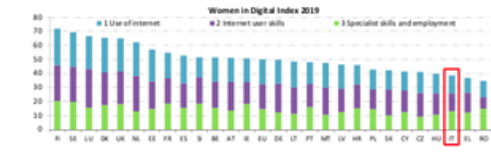
	Czechia	Women	Men	EU
value	rank	value	rank	value
1 Use of internet				
1.1 Regular internet use	80%	13	84%	84%
1.2 People who never used the internet	10%	11	3%	12%
2 Internet user skills				
2.1 Online banking	72%	11	72%	63%
2.2 Using professional social networks	4%	26	6%	13%
2.3 Doing an online course	4.2%	25	3.5%	8.1%
2.4 Online consultations or voting	2.8%	27	3.4%	9.3%
3 Specialist skills and employment				
3.1 Government users	50%	17	48%	64%
3.2 Government users	50%	17	48%	64%
3.3 Unadjusted gender pay gap	44.9	18	53.1	

Notes: EU average and data for Czechia refer to 2015.
Source: All indicators come from Eurostat.
For the definitions and the methodology please consult the Methodological note.

Women in Digital Scoreboard 2019

Italy

Rank: 25, Score 38.5 (EU: 50.0)



	Italy	Women	Men	EU
value	rank	value	rank	value
1 Use of internet				
1.1 Regular internet use	70%	25	75%	82%
1.2 People who never used the internet	23%	23	16%	12%
2 Internet user skills				
2.1 Online banking	42%	24	52%	63%
2.2 Using professional social networks	12%	34	10%	13%
2.3 Doing an online course	7.3%	9	7.4%	8.1%
2.4 Online consultations or voting	8.4%	14	8.7%	9.3%
3 Specialist skills and employment				
3.1 Government users	38%	26	37%	64%
3.2 Government users	38%	26	37%	64%
3.3 Unadjusted gender pay gap	36.5	25	53.1	

Notes: EU average and data for Italy refer to 2015.
Source: All indicators come from Eurostat.
For the definitions and the methodology please consult the Methodological note.

Women in Digital Scoreboard 2019

Greece

Rank: 26, Score 36.8 (EU: 50.0)



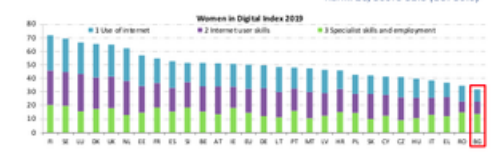
	Greece	Women	Men	EU
value	rank	value	rank	value
1 Use of internet				
1.1 Regular internet use	68%	26	71%	82%
1.2 People who never used the internet	27%	27	23%	12%
2 Internet user skills				
2.1 Online banking	33%	26	42%	63%
2.2 Using professional social networks	7%	33	3%	13%
2.3 Doing an online course	7.0%	11	7.2%	8.1%
2.4 Online consultations or voting	4.8%	21	5.1%	9.3%
3 Specialist skills and employment				
3.1 Government users	33%	28	40%	64%
3.2 Government users	33%	28	40%	64%
3.3 Unadjusted gender pay gap	31.6	27	53.1	

Notes: EU average and data for Greece refer to 2015.
Source: All indicators come from Eurostat.
For the definitions and the methodology please consult the Methodological note.

Women in Digital Scoreboard 2019

Bulgaria

Rank: 28, Score 31.8 (EU: 50.0)

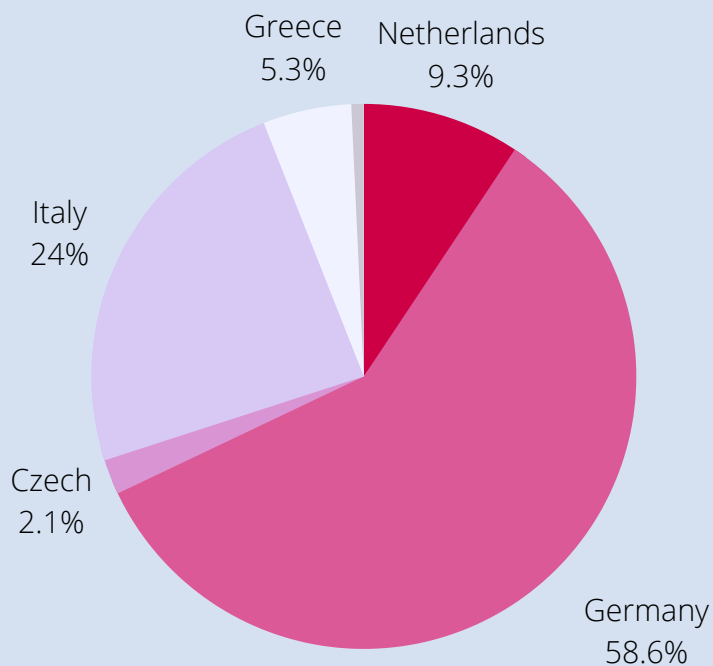


	Bulgaria	Women	Men	EU
value	rank	value	rank	value
1 Use of internet				
1.1 Regular internet use	62%	28	65%	82%
1.2 People who never used the internet	28%	28	25%	12%
2 Internet user skills				
2.1 Online banking	15%	27	12%	63%
2.2 Using professional social networks	3%	38	4%	13%
2.3 Doing an online course	3.8%	28	2.8%	8.1%
2.4 Online consultations or voting	3.9%	28	4.3%	9.3%
3 Specialist skills and employment				
3.1 Government users	43%	18	54%	64%
3.2 Government users	43%	18	54%	64%
3.3 Unadjusted gender pay gap	27.1	28	53.1	

Notes: EU average and data for Bulgaria refer to 2015.
Source: All indicators come from Eurostat.
For the definitions and the methodology please consult the Methodological note.

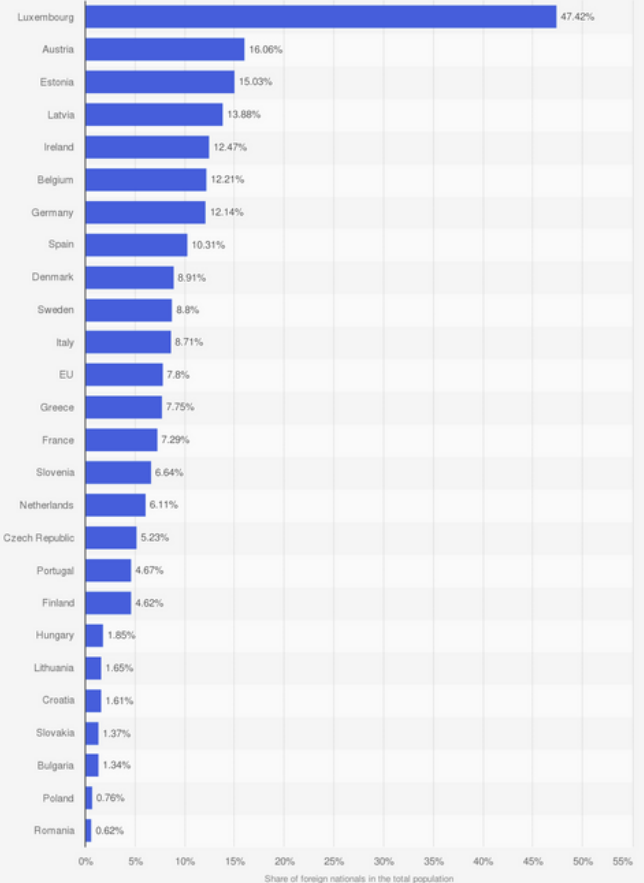
MIGRANTS IN THE COUNTRIES OF THIS STUDY

Foreign born populations 2020



Netherlands	2 399 884
Germany	15 040 708
Czech Republic	533 639
Italy	6 161 391
Greece	1 348 174
Bulgaria	188 729

Share of foreign nationals in the total population of EU member states in 2019



share of foreign population in the countries of this study

Netherlands	6.11%
Germany	12.14%
Czech Republic	5.23%
Italy	8.71%
Greece	7.75%
Bulgaria	1.34%

ACCESSIBILITY OF LABOUR MARKET TO MIGRANT AND REFUGEES

All the country reports indicate that accessing the job market is not easy for migrants and refugees, especially migrant and refugee women. In these countries, most of the migrants and refugees are working in semi-skilled and low-skilled jobs. This is due to:

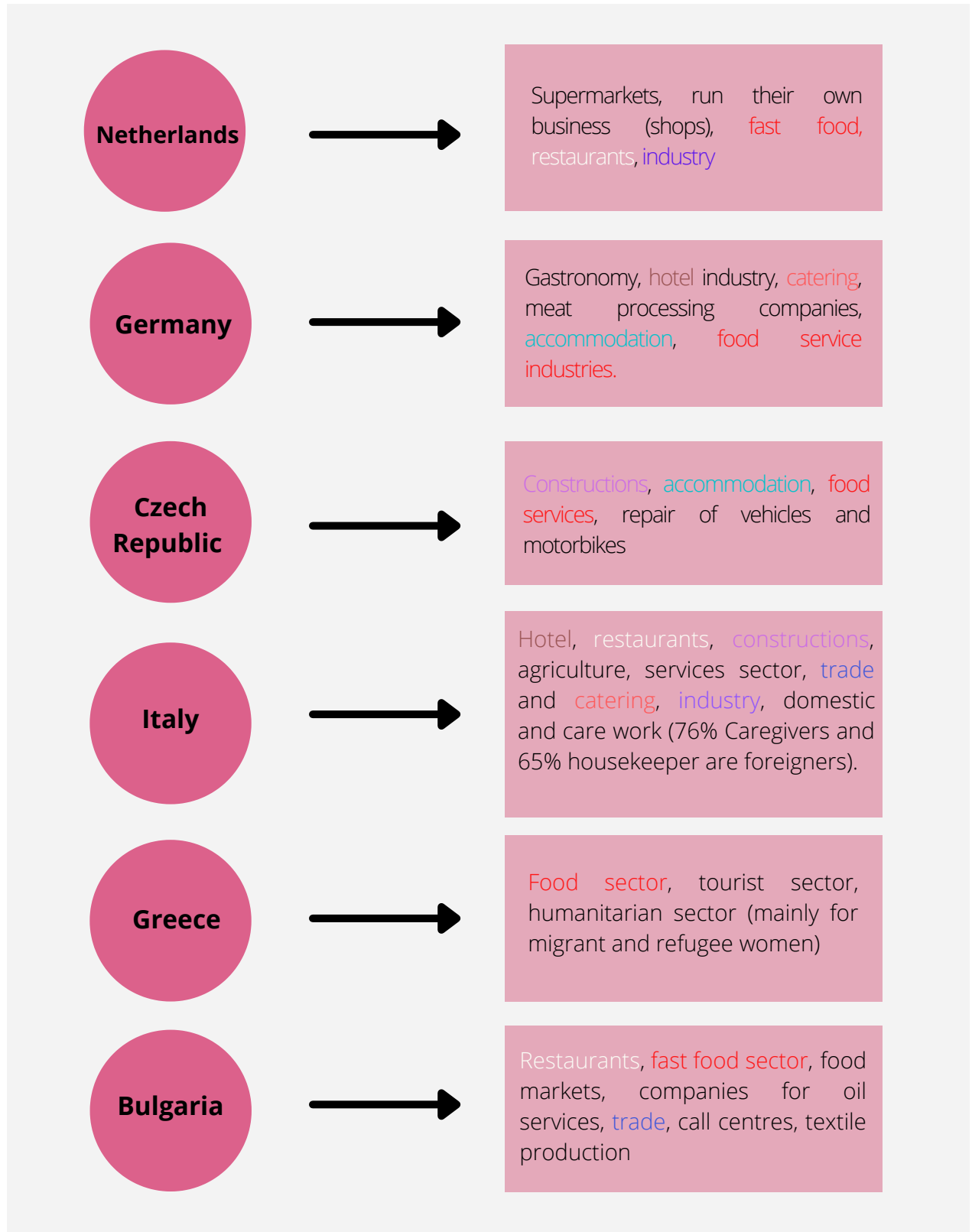
- Limited or no job opportunities
- Labour market discriminations against foreign workers
- Sex discrimination in the labour market (preference of companies to hire men over women)
- Non-recognition or validation of existing qualifications from home countries
- Low-level education and qualifications (especially in regard to migrant and refugee women)
- Lack of access to education and training
- Language barriers
- Family conditions, especially for women, i.e. having access to childcare services

"Being a Dutch-born woman with a multicultural background has not helped me land a job in the Dutch labour force. I have a Masters degree in International Cooperation from Seoul National University with a full Korean Government Scholarship. And yet I was repeatedly overlooked for jobs I was more than qualified for. I was eventually told by one of the recruiters that because I have an Arabic-sounding name, I do not have much of a chance in the current job market." Halima, 29, Netherlands

A study found that the more digitalised a profession was, the higher the presence of Academic Qualifications among employees, as well as the dominance of males and higher salaries. "All 10 of the top most digital occupations are highly male-dominated. No female majority job has a digital score over 80," states the study.

"When employed, migrant women are more likely to be over-qualified for their jobs than native women (40.7% for migrant women in 2019, compared to 21.1% among native women (age group: 20-64)." Action Plan on Integration and Inclusion 2021-2027

KEY SECTORS WHERE MIGRANTS AND REFUGEES WORK



DIGITAL TRAINING OPPORTUNITIES

Country	National institutions/ NGOs	Project/ programmes	Multinational companies	Specific to migrant and refugee women
Netherlands	<ul style="list-style-type: none"> • Rise-Female Hub Amsterdam • Sticing Refugee force • forward incubator • UAF • Hack your future • Refugee start force • Deeplo AI 	<ul style="list-style-type: none"> • startup Amsterdam • TrailHead by salesforce • JADs (a cooperation that offers space for innovative, data-driven entrepreneurship and public-private partnerships) • TechLeap • NL Digital 	<ul style="list-style-type: none"> • Google Digital Garage • Microsoft (microsoft Build provides certification programs for jobs in tech and cloud industries. Microsoft resources for refugees provides free training and curriculum resources to help humanitarian organizations deliver training that will help refugees gain digital literacy and computer science skills) • Cisco Networking academy • IBM courses • Oracle University (online courses for in-demand digital skills). 	<ul style="list-style-type: none"> • Girl Code • Ladies that UX (Amsterdam) • Duchess • Women in AI Netherlands • European Women in Technology • The Code to Change • TechGrounds • SheSharp (S#E) • Techionosta • Growth Tribe • Restart Network
Germany	<ul style="list-style-type: none"> • ReDi School (non profit tech school based in Berlin that offers laptops, access to modern workplace and contact with leading digital companies). 	<ul style="list-style-type: none"> • Digital Shaper Program by TechLabs (offers courses in Data Science, web Development, AI and UX-design. 	<ul style="list-style-type: none"> • Linkedin learning • Microsoft learning • GitHub Learning Lab • Axel Springer SE • Udacity 	<ul style="list-style-type: none"> • Digital Women (the courses are offered in a number of cities in Germany and Copenhagen with childcare facilities) • FrauenComputerZentrum Berlin (FCZB is based in Berlin and offers courses to women regardless of their resident status, country of origin and language issues, as they offer translations into Arabic, Kurdish and Farsi)

Czech Republic	<ul style="list-style-type: none"> • Czechitas z.s. Digital Academy (non profit organisation offers courses designed specific for women in graphic design, digital marketing, HTML, Java and C++) • Engeto Academy (an online IT courses on python, Java, Linux, data analysis. The academy works with IBM and Kiwi to find its students internship and job opportunities). • Green Fox Academy. 		<p>Apart from the integration courses which have elements of very basic digital learning, there isnt any organisations/companies (national or multinational) that offer specific digital trainings to migrants and refugees as while, let alone specific training courses to migrant and refugee women.</p> <p>The majority of these courses are paid, the prices varying from 2 000 CZK (approx. 80 Euros) to 20 000 (approx. 800 Euros) depending on the course, its length, if it is online or offline. Many companies offer such courses to their employees as a part of their bonus programs. The above-mentioned courses are open for general public, no matter if the students are Czech citizens of foreigners (however the majority of them require legal Czech residency). The courses are usually available in either Czech or English language and require a certain level of education.</p>	
Italy	<ul style="list-style-type: none"> • H Farm (supports start-ups and developers by hosting them in a comfortable workplace and keeping them in touch with enterprises) 	<ul style="list-style-type: none"> • ESF and Regional programmes specific for woman upskilling and reskilling • Bank foundations and Foundations (ex. Banca Intesa, Fondazione San Zeno) yearly publish calls about equal opportunities and/or job inclusion of disadvantaged target groups (ex. Immigrant and immigrant women) 	<ul style="list-style-type: none"> • GE • training Amazon – AWS • Google • Microsoft • CISCO • PSA • Vodafone • IKEA 	<ul style="list-style-type: none"> • techfugees (works with migrant women and with digital companies)
Greece	<ul style="list-style-type: none"> • Socialinnov (Social Impact & Innovation); plays important role in CS and ICT upskilling and reskilling in Greece. • Cisco Networking Academy (a joint Internet training program on Cybersecurity by OAED and Cisco Hellas) 	<ul style="list-style-type: none"> • Greece's National Alliance for Digital Skills and Employment program 	<ul style="list-style-type: none"> • Amazon • Google • Greek Manpower employment Organisation (QAED): offers certified training on 'digital marketing'. • Microsoft • Pfizer • TeamViewer (created a Research & Development Hub in Ioannina. 	<ul style="list-style-type: none"> • Melissa Network (Melissa is offering literacy opportunities (language classes), as well as enabling migrant women to access digital platforms, through tailor-made projects, such as the "Include HER - Empowering Female Migrants for Digital Competences).
Bulgaria	<ul style="list-style-type: none"> • Regional employment office • Softuni.bg • Mycompetence.bg • Detelina.biz • Cpoviana.com • Biznespraktik.com • Jobs-pl.org • intelektibg.com 	<ul style="list-style-type: none"> • Horizon 2020 • National Innovation Fund • Concept for digital transformation of the Bulgarian industry - Industry 4.0 • AMIF (projects targeted towards to migrant women) 	<ul style="list-style-type: none"> • softUni (offer some courses free of charge) • The regional employment offices • National network 	<ul style="list-style-type: none"> • Caritas Bulgaria • Red Cross • Wings Foundation • UN Refugee Agency office in Bulgaria • State refugee agency

CONCLUSIONS



The summary report, which is the study of 'Inclusion for digital empowerment for migrant women' in six European countries (Germany, Netherlands, Greece, Bulgaria, Italy, and the Czech republic) highlights the digital sectors, skill opportunities in the digital labour market and the barriers for under-represented groups such as migrants and refugees, and in particular migrant and refugee women, in the world of digitalisation.

In all these countries, migrants and refugees were mostly involved in semi and low-skilled jobs such as those in restaurant, factories, accommodation and hotels. This is due to language barriers, non-recognition of their qualifications from the country of origin, and having low education. Furthermore, for migrant and refugee women family and childcare posed an issue.

Countries like Germany and the Netherlands, which are more advanced in digitalisation and also have a high number of migrants and refugees, have more digital skills training opportunities for migrant and refugee women compared to countries like Greece and Bulgaria which is less advanced in digitalisation. Although the Czech Republic is becoming advanced in digitalisation, the country is new to migration; therefore apart from basic integration courses, there are few opportunities for migrants and refugees overall, let alone specific trainings for migrant and refugee women. Italy is advanced in digitalisation and has a high number of migrants, but due to labour market discrimination, migrants are mostly trapped in domestic and care work and there are few places that offer digital training opportunities to migrant and refugee women.

Due to the Covid-19 pandemic, the unemployment rate in the EU and all over the world has risen and, according to Eurostat, women's unemployment rates have risen more than men's (however there is little data on employment rates of migrant and refugee women in different EU member state's labour market, and there is a real lack of data on migrant and refugee women in the digital labour market). On the other hand, the current pandemic has caused a huge mindset shift towards digitalisation. In order to cope with daily tasks (online banking, online shopping, making online appointments, working from home, studying from home, being connected to family by using social platforms to communicate), even those who were not so digital had to self-train to become digitalized. The labour market is in need of digital professionals and companies are advancing in providing more and more digital training to their employees. This will be the best time for people from other backgrounds (ethnic minorities, migrants and refugees) and especially migrant women to take the opportunity to enter the digital labour market by accessing available digital training in their country of residence.

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RIDE PROJECT PARTNERSHIP

The Consortium of the RIDE Project is composed of nine local and international organisations working with migrant related issues since several years.



This project is funded by the European Union's Asylum, Migration and Integration Fund (AMIF).