



WORLDPLACES

TRAIN THE TRAINER MANUAL MIGRANT WOMEN ENGAGEMENT



Universidade de Vigo





Meaningful engagement and integration of migrant women

SEPT 2024 / WRITTEN BY ALYSSA AHRABARE

This Train the Trainer manual was produced in the framework of a transnational project funded by the European Union Asylum, Migration and Integration Fund and implemented by a partnership consortium comprising the lead partner Quid (Italy), the European Network of Migrant Women (EU), Impact Hub (EU), Speak (Portugal), Generation 2.0 (Greece) and University of Vigo (Spain). The content should not be taken to reflect the views and positions of the European Commission.

This manual is a product of the European Network of Migrant Women, which provided expertise on the engagement of migrant women through the duration of the Worldplaces project.

The Worldplaces project built the first EU network dedicated to bridging the gap between migrant women entering the job market and those already established in it. Its goal is to enhance and scale good practices and services to create more inclusive labour markets, particularly for low-formal skilled refugees and migrant women.

Worldplaces envisions workplaces not just as employment sites but as key integration hubs for migrant women, promoting economic stability and broader social inclusion. The project advocates for joint solutions and collaborative approaches to ensure that the participation of migrant women into the labour market is effective and sustainable.

INTRODUCTION

In the European Union, **migrant women face significant barriers to accessing workplaces, often resulting in employment segregation.** Despite their resilience and skills, they are frequently marginalised in the labour market due to the lack of formal recognition of their qualifications. The challenges they encounter are multifaceted, including language barriers, limited access to professional networks, and biases in hiring practices.

This Train the Trainers Programme aims to **provide practical guidance and resources to deliver training** to organisations, employers and stakeholders committed to fostering opportunities for migrant women to access the job market in a meaningful way.

The objectives of this manual are to allow trainers to:

- **Gain insight into the lived experiences of migrant women** and the challenges they encounter when integrating into the European job market.
- **Find tools** to train stakeholders on developing new programs and/or adapting existing activities **to better fit the needs of migrant women entering the European job market.**

This manual contains:

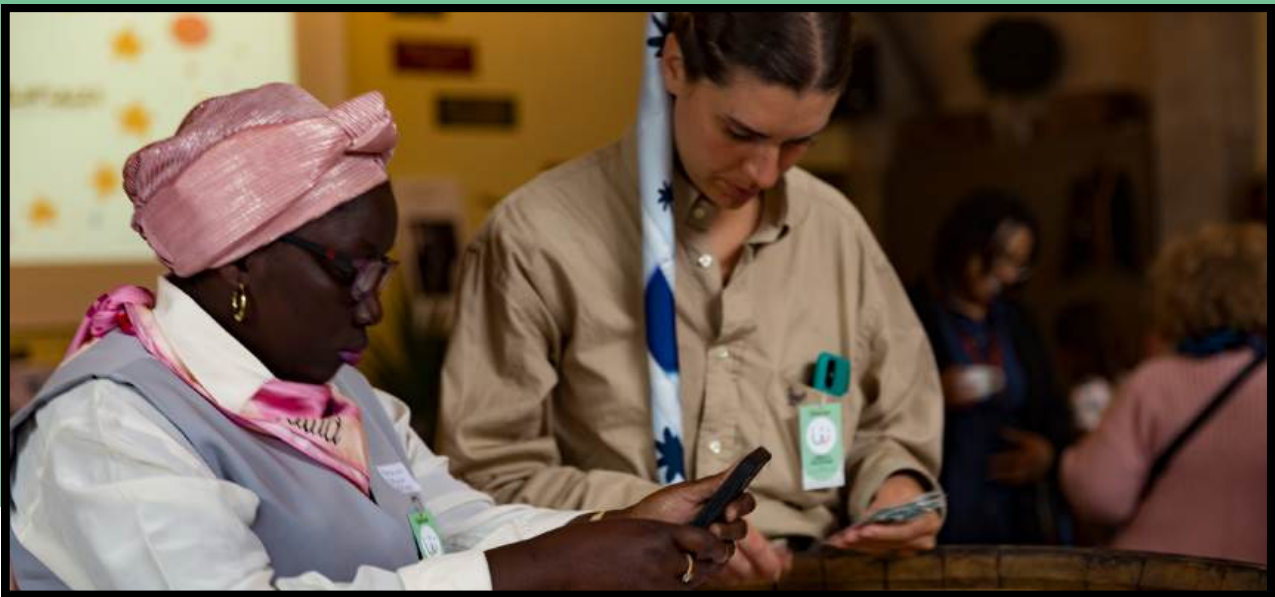
- **Content** on the social, legal, and economic challenges migrant women face when accessing the European job market, and on the relevant legal frameworks.
- **Flexible training modules** designed to create customised capacity-building programs for professionals.
- **Ice-Breaking activities and interactive learning methods** to enhance participants' involvement.
- **Do's and Don'ts tips for trainers** to help them effectively manage sessions.
- **Resources** to support and facilitate the learning process



TOGETHER, LET'S BUILD SOCIETIES WHERE EVERY WOMAN, NO MATTER HER BACKGROUND, HAS THE CHANCE TO SUCCEED TO HER FULL POTENTIAL.

TARGET AUDIENCE

- **Trainers** – Individuals responsible for delivering training and capacity-building programs related to migrant women’s integration in the job market.
- **Organisations and Institutions** - Structures involved in supporting migrant women in the job market, looking to train and better equip their teams to provide effective solutions.
- **Employers** – Employers who are interested in training their recruiters and HR teams to create more inclusive job opportunities for migrant women.
- **Stakeholders** – Entities and individuals invested in fostering opportunities and supporting migrant women’s integration into the workforce. This may include teachers of language courses, vocational training, ICT skills, and other relevant areas ; professionals who work closely with migrant communities and provide support services ; community leaders who play a role in facilitating the integration of migrant women ; volunteers and professionals involved in mentoring schemes and support groups.



This manual is designed to serve as a resource and guide. It is a flexible tool that can and should be adjusted according to the audience and context.

- The trainer(s) should adapt the presented outline and content according to their audience, the size of the group of trainees and its level of experience with the topics covered.
- Content should be adapted to the country of delivery of the training, and the sector where trainees are coming from.
- The length of some of the modules can be shortened or extended according to the specific needs of the participants.

UNDERSTANDING THE CHALLENGES FACED BY MIGRANT WOMEN IN THE EU LABOUR MARKET

According to statistics, more women are now migrating to the EU on their own, rather than accompanying or joining partners ([EPRS, 2023](#)). **Many of these women face sex specific obstacles that lead them to irregular status and informal work**, such as domestic or caregiving roles. Their contributions, including sending remittances, are vital to both their home and host countries.

In spite of this realities, legal frameworks traditionally take a “**gender-blind**” **approach, considering the male perspective as the default or universal standard**, the latest example being the [new Migration and Asylum Pact](#) adopted in April 2024 by EU Member States, which barely mentions women. This oversight has proven detrimental to migrant women, as they are consequently rendered **invisible in both law and society**, with existing frameworks inadequately protecting their rights and needs.

Two-Fold Discrimination - As Woman and Migrant

Women face pervasive discrimination in the EU job market. They are concentrated in a small number of employment sectors such as **health, education, public administration, hotels and catering, services to families and domestic work** ([EIGE, 2017](#)). In the EU, women’s employment rate is around 62%, compared to 75% for men, with a significant portion (32%) working part-time ([EIGE, 2017](#)). Factors contributing to this segregation include education differences and household roles. **The situation is even more dire for women migrants who are more likely to be unemployed or economically inactive than any other group** ([EIGE, 2020](#)).



UNDERSTANDING THE CHALLENGES FACED BY MIGRANT WOMEN IN THE EU LABOUR MARKET



Intersecting Factors Leading To Deskilling

Employment rates vary based on migrant women's reasons for migration. **Those migrating for family purposes have lower employment rates compared to those arriving for study or work.** Women from countries with low female employment rates face higher unemployment in the EU ([EIGE, 2020](#)). Refugee women have a lower employment rate than refugee men. Migrant women also face barriers accessing self-employment, men representing 69% of the self-employed third-country nationals in the EU ([EMN, 2022](#)).

Heavy administrative requirements and procedures, language barriers, lack of appropriate services and access to information, fear of deportation as well as sexist and racist discrimination are some of the barriers preventing migrant women when from accessing the EU job market ([ENAR, 2017](#)).

Highly skilled migrant women also encounter significant barriers due to “gender-blind” admission schemes that prioritise male-dominated professions, combined with social isolation and increased household responsibilities. **The European Commission estimates that one in five non-EU migrant women is overqualified for her job, twice as many as other women. This process is known as deskilling** ([EPRS, 2023](#)).

UNDERSTANDING THE CHALLENGES FACED BY MIGRANT WOMEN IN THE EU LABOUR MARKET



Legal Status and Vulnerability

Legal status is crucial for accessing employment, public services and social benefits.

Spouses who are admitted under family reunification arrangements sometimes have to wait for a year - the delay which the Member States may impose - before being able to take up waged employment or a self-employed activity. **This delay means that women are dependent on their husbands, distances them from the labour market and leads to a partial loss of skills (CESE, 2015).**

Over-representation in Domestic, Care and Informal Sectors

Migrant women are disproportionately represented in the **care sector and informal economy where they often face abusive working conditions, as well as lack social protection (EIGE, 2020)**. Seasonal and domestic workers face some of the worst conditions, with limited access to public services and exposure to violence and exploitation (FRA, 2017). **Jobs in the care sectors and informal economy are excluded from contributory social insurance schemes that provide essential protections like maternity leave and healthcare.**

Although their skills vary, migrant women are often seen as 'low skilled,' reflecting a broader issue where female-dominated jobs are undervalued. This aligns with the feminisation of poverty, where low-paying roles are associated with the female sex and perceived skill levels.

UNDERSTANDING THE CHALLENGES FACED BY MIGRANT WOMEN IN THE EU LABOUR MARKET

The Impact of Maternity on Women's Poverty and Employment Opportunities

For migrant women, **childcare** is also an important barrier in accessing the job market. In many countries, it is not possible to access childcare without an employment contract, but it is not possible to find employment without childcare. **Cost is the main barrier to accessing formal childcare services across the EU**, particularly before the age of three. Research suggests that for women with young children, the employment rate is significantly lower among migrant women than among non-migrant women ([EMN, 2022](#)).

Highly qualified migrant women who are family migrants (i.e. reunite with their partner) experience the **lowest level of career wellbeing, especially if they are mothers and come from countries outside the EU**. When all these factors come together, the wellbeing of those women is shown to decrease as regards not only their career but also their financial satisfaction, and social relationships ([Adm. Sci. 2021, 11\(3\), 72](#)).

Continuum of Male Violence Against Women and Girls

Exclusion from the job market forces migrant women into economic dependency, **increasing their vulnerability to male violence**. This violence can result in trauma, yet migrant women often have **limited access to mental health services** ([ENOMW, 2021](#)). The lack of mental health support becomes an additional barrier to securing stable employment, creating a vicious cycle.



MIGRANT WOMEN AND THE JOB MARKET: APPLICABLE LEGAL FRAMEWORKS

EU Directives

- **Directive 2003/86/EC** on family reunification: Establishes that the legal status of an arriving spouse or unmarried partner is dependent on their sponsor for five years, after which they may apply for an autonomous residence permit. However, **this permit can be denied if the relationship ends, such as through divorce**. Since the majority of arriving partners are women, they are disproportionately affected. **While the directive aims to promote socio-cultural stability and integration, it may unintentionally trap women in harmful relationships due to fears of expulsion.** T
- **Directive 2003/109/EC** on the status of third-country nationals who are long-term residents: Provides rights related to employment and social benefits.
- **Directive 2011/98/EU** on a single application procedure for one permit for third-country nationals: Simplifies the process for non-EU nationals to work and reside in the EU.
- **Directive 2014/36/EU** on the entry and stay of third-country nationals for the purpose of employment as seasonal workers: Covers the conditions for seasonal work permits.

The European Court of Justice (ECJ) case law provides interpretations and rulings on cases involving the rights of migrant workers, including sex-specific issues.

DISCOVER THE FIRST EU DATABASE ON CASES RELATED TO FUNDAMENTAL RIGHTS VIOLATIONS OF MIGRANT WOMEN -

<https://www.womensrightsdatabase.eu/>



Welcome to the European Migrant Women's Rights Case Law Database

Search the Database

This database was built by the [European Network of Migrant Women](#) and partners through the EU-funded project FULFIL.

MIGRANT WOMEN AND THE JOB MARKET: APPLICABLE LEGAL FRAMEWORKS

The EU Charter of Fundamental Rights applies to all actions taken by EU institutions, bodies, offices, and agencies, as well as to Member States when they are applying EU law. **The Charter includes several articles that are relevant to employment, particularly in the context of migrant women's access to the job market.** Here are the key ones:

- **Article 15 – Freedom to choose an occupation and right to engage in work ;** This article guarantees the right for everyone, including migrants, to seek employment and choose an occupation freely within the EU.
- **Article 21 – Non-discrimination ;** This article prohibits discrimination on any ground, including sex, color, ethnic or social origin, language, and nationality. It is crucial for ensuring equal access to the job market for migrant women.
- **Article 23 – Equality between men and women ;** This article establishes the principle of equality between sexes in all areas, including employment, ensuring equal treatment and opportunities for all women in the labor market.
- **Article 31 – Fair and just working conditions ;** This article ensures that all workers, including migrant women, have the right to fair and just working conditions, including protection against exploitation.
- **Article 34 – Social security and social assistance ;** This article provides that everyone residing and working in the EU has the right to social security benefits and services, which is important for migrant women seeking support during periods of unemployment.

The host country may exacerbate migrant women's exclusion by creating barriers to their access to employment, public services and economic independence. Those barriers may result from regulations or policies, or from the way host-country institutions happen to function. Considering that migrant women often risk double discrimination – as migrants and as women – the likelihood of such barriers appearing increases.

TRAINING BLUEPRINT EXAMPLES

Approximately one week before the training, the trainer(s) is/are encouraged to share a short survey with the participants to collect information, notably:

- *What are your needs with regards to working with migrant women?*
- *What do you expect to gain from this training?*
- *What are the main challenges you face in designing and delivering effective courses for migrant women?*

These questions aim to inform the ongoing practice of the trainer(s) and guide potential adaptation of the training content and materials.

POSSIBLE TRAINING FORMATS

- The proposed training format is composed of 4 adaptable modules:
 - One 30mn introductory module
 - One 1h overview of the challenges faced by migrant women in the job market
 - One 1h30 module covering different aspects of tailoring activities to migrant women's needs.
 - One 30mn conclusion session.
- It is possible to organise the training online, or in person:
 - If online, it is advised to organise two sessions of 1h30 or 2h.
 - If in person, it is possible to organise a full day training covering all sessions, or to divide them into several days. After every 1h30 block, it is advised to take at least a 15mn break.
 - If in person, it is advised to deliver the training to groups of 30 people maximum in order to allow for the meaningful participation of each trainee.
- After each module and at the end of the training, it is crucial to take the time to debrief the activities and content with participants, summarise key informations and respond to questions.
- Through the training, it is advised to give the floor to participants to encourage peer support, base the learning process on their lived experiences and professional realities and make the training interactive and interesting.
- After the last session, it is important to circulate an evaluation form in order to continuously improve the training.

TRAINING BLUEPRINT EXAMPLES

DURATION	CONTENT	OBJECTIVES	TOOLS
30mn	<p>INTRODUCTION:</p> <p>“Ice breaker” activity</p> <p>Introduction of the trainers</p> <p>Presentation of the context of the training, learning objectives, and program.</p>	<p>Set the context and general guidelines of the training</p> <p>Clarify the objectives for all participants</p> <p>Break the ice, create cohesion</p> <p>Understand the dynamic of the group</p>	Powerpoint (optional)

The introductory session is crucial as it **sets the tone for the training**, providing participants with a clear understanding of the program's objectives and expectations. It also fosters an environment of trust and openness, encouraging active engagement and collaboration throughout the course.

EXAMPLES OF ICE BREAKING ACTIVITIES

The Getting to Know You Bingo

Preparation: Create bingo cards with various facts related to the professional and personal experiences of participants

Needed Material: Bingo cards and pens.

Description: Participants receive bingo cards with squares containing items like “Has experience in a non-EU country’s job market” or “Speaks more than two languages.” They mingle to find individuals who match these descriptions and mark their cards. The first to complete a row wins.

Specific Objectives:

- To familiarise participants with each other’s diverse backgrounds and experiences.
- To give each trainee the opportunity to engage with several others, thus paving the way for active participation through the program.

EXAMPLES OF ICE BREAKING ACTIVITIES

Migration Experience Mapping

Preparation: Prepare large world maps or regional maps of the EU.

Needed Material: World or EU maps, sticky notes and pens.

Description: Participants place sticky notes on the map to indicate where they or people they work with have migrated from or to. They then share brief stories or insights related to these places, focusing on employment experiences.

Specific Objectives:

- To visually represent migration patterns and professional journeys.
- To prompt discussions about diverse migration experiences and their impact on job integration.

Success Story Swap

Preparation: Prepare prompts or questions related to successful integration stories.

Needed Material: Prompts/questions, paper and pens (optional).

Description: Participants pair up and share stories of successful job market integration of migrant women they work with, know or have heard about. They then swap stories with another pair and discuss common themes and strategies for success.

Specific Objectives:

- To highlight positive examples and strategies for successful job market integration.
- To encourage sharing and learning from each other's experiences.

Professional Networking

Preparation: Prepare prompts related to professional experiences linked with supporting migrant women entering the job market.

Needed Material: Networking prompt cards.

Description: Participants engage in a structured networking activity where they rotate and discuss specific prompts related to their professional experiences. Each round lasts a 2-3 minutes. After about 4 rounds, voluntary participants are requested to summarize their exchanges highlighting key elements and common themes encountered.

Specific Objectives:

- To build professional connections and understand diverse professional backgrounds.
- To foster discussions among participants.
- To get further insight on the group composition.

TRAINING BLUEPRINT EXAMPLES

DURATION	CONTENT	OBJECTIVES	TOOLS
1h	<p>MODULE 1: Overview of the legal, social and economic challenges faced by migrant women accessing the job market.</p> <p>Overview of the existing legal frameworks</p>	<p>Identify and describe the key legal frameworks governing migrant women's access to the job market in the EU, and their limitations.</p> <p>Explore the social and economic barriers that migrant women face, including discrimination and violence against women.</p>	<p>Powerpoint</p> <p>Infosheets</p> <p>Case studies</p>

DURATION	CONTENT	OBJECTIVES	TOOLS
1h30	<p>MODULE 2: DESIGNING AND DELIVERING EFFECTIVE COURSES TAILORED TO MIGRANT WOMEN'S NEEDS</p> <p>(applicable to language courses, employment programmes, ICT training, and any activity targeted to migrant women)</p>	<p>Learn basic principles to develop tailored, accessible and inclusive activities, address language barriers and literacy levels, create a supportive learning environment for migrant women.</p>	<p>Powerpoint</p> <p>Role-plays and Simulations: For real-world practice.</p> <p>Peer Learning: Encouraging collaboration and shared experiences.</p>

TRAINING BLUEPRINT EXAMPLES CONTENT OVERVIEW

The content of **module 1** is laid out in the first section of this manual **Understanding the Challenges Faced By Migrant Women in the EU Labour Market**. It should be further developed by the trainer(s) using the resources listed in the last section of this manual as well as their own expertise and experience.

Module 2 - Designing and Delivering Effective Courses Tailored to Migrant Women's Needs

It is advised to divide the participants into subgroup and to organise activities that allow them to come up with ideas on how to effectively respond to the difficulties laid out in module 1, thus mitigating the risks of attrition from programs tailored to migrant women. Participants should be encouraged to discuss good practices and solutions, as well as challenges (such as lack of funding) and how to supersede them. Examples of adapted activities are presented in the **Training Techniques** section of this manual.

After the activities, each subgroup is invited to present the key elements that came out from discussions. The trainer(s) should answer questions, facilitate exchanges between the different groups, and highlight best practices as well as concrete tips and solutions that the trainees should bring home.

Below are a few examples of topics that can be covered during module 2.

1. Flexible Scheduling

- **Offer Multiple Sessions:** Provide classes at different times of the day (morning, afternoon, evening) to accommodate women's diverse schedules, especially those with childcare or part-time jobs.
- **Weekend Classes:** Schedule classes on weekends for those who are unable to attend during weekdays due to work or family obligations.
- **Shorter Sessions:** Opt for shorter, more frequent sessions (e.g., 1-2 hours) instead of long sessions, which can be hard for those balancing multiple responsibilities.

2. Childcare Support

- **On-Site Childcare:** Offer free or low-cost childcare services at the training location so women can focus on learning without worrying about their children.
- **Partner with Local Organisations:** Collaborate with community centers or NGOs to provide childcare support or connect participants to nearby childcare options.

TRAINING BLUEPRINT EXAMPLES

CONTENT OVERVIEW

3. Transportation Assistance

- **Provide Transport Stipends:** Offer travel allowances or public transport passes to ensure women can afford to attend classes.
- **Choose Accessible Locations:** Host the classes in easily accessible areas near public transportation or within migrant-friendly communities, reducing the time and effort needed to reach the location.
- **Carpooling:** Organise carpooling options or work with local community groups to arrange transport for participants living in more remote areas.

4. Online and Hybrid Learning Options

- **Offer Virtual Classes:** Provide online or hybrid options for women who are unable to travel due to mobility issues, family responsibilities, or lack of transportation.
- **Mobile-Friendly Platforms:** Use mobile-accessible platforms and apps so that women with limited access to computers can participate using their phones.
- **Recorded Sessions:** Record classes for women who may miss a session due to family or work conflicts, enabling them to catch up in their own time.

5. Address Language Barriers and Literacy Levels

- **Multimedia Tools:** Use visuals, videos, and audio recordings to support comprehension. For example, language apps like Duolingo or Babbel can be integrated into courses for language practice.
- **Simplified Text and Visual Aids:** Create materials with simple language, visual aids (like infographics), and multilingual support to cater to participants with varying literacy levels.
- **Bilingual Glossaries:** Provide bilingual glossaries for key vocabulary and phrases to support understanding, especially in employment or ICT-related courses.
- **Language Learning Games:** Use language learning games like Kahoot or Quizlet Live to practice vocabulary and grammar interactively.

6. Create a Supportive and Safe Learning Environment

- **Icebreakers and Team-Building Activities:** Start each session with icebreakers or team-building exercises to foster a welcoming atmosphere. This encourages participants to connect and builds a supportive community.
- **Personalised Feedback:** Provide one-on-one feedback and support, particularly for participants struggling with specific tasks. Offer additional tutoring sessions or office hours for extra help.
- **Safe Space Policy:** Establish clear guidelines to create a respectful and inclusive space. Encourage the sharing of personal experiences in a non-judgmental setting.

TRAINING BLUEPRINT EXAMPLES

CONTENT OVERVIEW

7. Incorporate Practical Skills and Real-World Applications

- **Job Simulation Tools:** In employment programs, use tools like MockJob for interview preparation and LinkedIn for building professional profiles. Simulate real job application processes, including writing resumes, cover letters, and preparing for interviews.
- **Case Studies and Problem-Solving Activities:** Use case studies based on real-world scenarios relevant to participants' fields of interest. Let them work through these scenarios, applying practical skills they've learned.
- **Project-Based Learning:** Allow participants to work on individual or group projects that have real-world relevance, such as creating a CV, developing a business plan, or completing an ICT task.
- **Field Trips:** Organise visits to local businesses, community centers, or employment agencies where migrant women can observe how skills are applied in real-life situations.

8. Utilise Monitoring and Feedback for Continuous Improvement

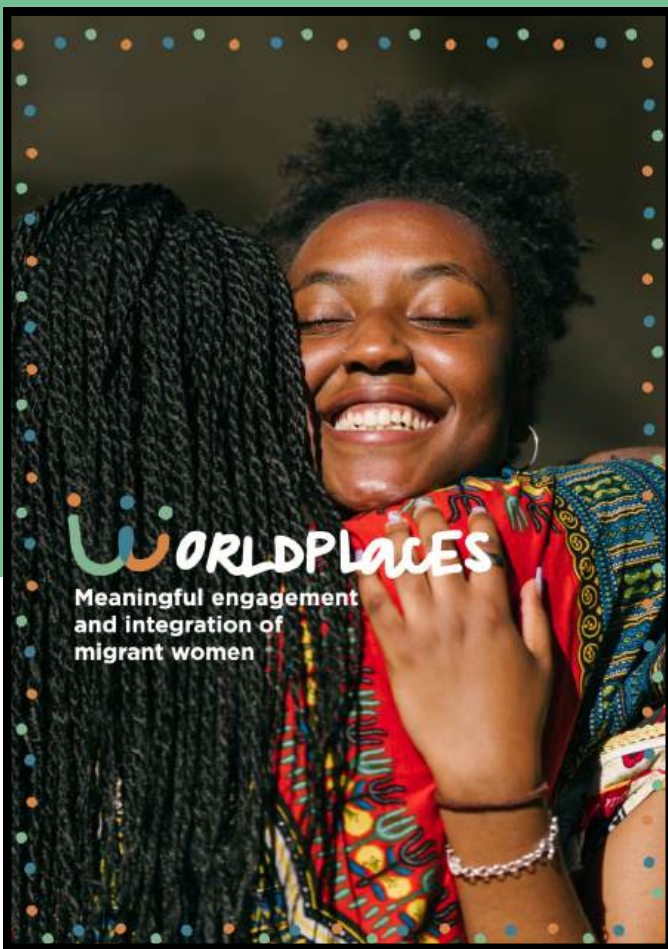
- Develop mechanisms to gather feedback from participants to continually assess the effectiveness of the training program.
- Use feedback and monitoring data to adapt and improve course delivery, ensuring that it remains relevant to the evolving needs of migrant women.

9. Promote Long-Term Impact and Sustainability

- Ensure that the knowledge and skills gained through the training have a long-term impact by encouraging continuous learning, providing resources for self-study, and fostering peer support networks.
- Create opportunities for migrant women to build confidence, professional networks, and social capital that will aid them in their integration and career progression.
- Invite women who have successfully completed the program previously to speak to current participants, share her experience, and inspire them.

10. Additional Tools:

- **Learning Management Systems (LMS):** Use an LMS like Moodle or Canvas to organise course content, track progress, and allow for asynchronous learning, particularly useful for those with family or work commitments.
- **Collaborative Online Tools:** Use collaborative tools like Padlet or Trello to share resources, ideas, and assignments, encouraging ongoing collaboration between participants.
- **Gamification Tools:** Incorporate gamification elements like badges or leaderboards through platforms such as Classcraft or Edmodo to increase engagement and motivation.



When preparing for module 2, trainers are invited to enrich their content using the **WORLDPLACES** toolkit on Meaningful Engagement and Integration of Migrant Women, available in English, French, Spanish, Italian, Greek and Portuguese:

<https://www.migrantwomennetwork.org/2024/04/12/worldplaces-toolkit-translations/>

The pedagogical materials displayed in this toolkit have been tailored for the specific needs of the consortium of the WORLDPLACES project but can be applied by any structure providing services to or working at grassroots level with migrant, asylum seeking and refugee women and girls.

This toolkit focuses primarily on **providing a methodology for activities regarding confidence building, body and identity and cultural heritage, as well as safe space building for women and girls of migrant background.** By encouraging professionals to develop intercultural and feminist approaches, and by breaking down prejudices about migrant women, this toolkit aims to promote dialogue and mutual understanding between different communities.

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TRAINING TECHNIQUES

This section constitutes a breakdown of how trainers can implement info sheets, case studies, simulations, role-playing, and peer exchange to enhance their training programs:

1. Info Sheets

- Interest: Info sheets provide concise, structured, and easy-to-digest information on key topics. They act as quick references for participants and ensure everyone has access to the same foundational knowledge.
- Implementation:
 - Create clear, focused content: Each info sheet should focus on one main topic or concept.
 - Make them visually appealing: Use bullet points, infographics, and diagrams to make the info easy to follow.
 - Use them as support material: Distribute info sheets before sessions or after each module to reinforce learning, or allow participants to refer to them during activities.
 - Interactive use: Include guiding questions or checklists that encourage participants to reflect on how they can apply the information to their specific context.

2. Case Studies

- Interest: Case studies immerse participants in real-world scenarios, encouraging critical thinking and problem-solving. They help bridge the gap between theory and practice by allowing participants to explore complex issues in a controlled environment.
- Implementation:
 - Introduce real or fictional cases: Present situations that are directly relevant to the target group.
 - Facilitate analysis: Break participants into small groups to analyse the case, identify problems, discuss possible solutions, and report back to the larger group.
 - Encourage multiple perspectives: Ask participants to explore the case from different roles (e.g., as a migrant woman, service provider, or policy-maker) to develop empathy and a broader understanding.
 - Follow-up discussion: Conclude with a debriefing session where the whole group reflects on lessons learned and the applicability of solutions discussed.

TRAINING TECHNIQUES

4. Peer Exchange

- Interest: Peer exchange leverages the knowledge and experience of participants, fostering a collaborative learning environment. It encourages the sharing of practical insights and solutions that participants have found useful in their own work.
- Implementation:
 - Create structured peer-sharing sessions: Set up small group discussions where participants share personal experiences related to the training topic.
 - Encourage guided reflection: Provide guiding questions for participants to reflect on their challenges and successes in their work with migrant women.
 - Facilitate peer mentoring: Pair participants with different levels of experience, allowing more experienced individuals to mentor others, while also learning new perspectives.
 - Follow up: Encourage participants to form ongoing support networks or exchange contact information to maintain peer connections after the training.

3. Simulations and Role-Playing

- Interest: These techniques allow participants to experience real-life situations, helping them develop skills, empathy, and confidence. Role-playing encourages active participation and can challenge participants to step outside their comfort zones.
- Implementation:
 - Set up a realistic scenario: Choose scenarios that are directly relevant to the participants' work or the training content, such as guiding a migrant woman through a job interview or helping her navigate social services.
 - Assign roles: Participants should play various stakeholders (e.g., migrant women, social workers, employers). Ensure participants understand the background and objectives of their roles.
 - Encourage improvisation: While roles and contexts are defined, allow participants to respond freely within the scenario, reflecting real-world dynamics.
 - Use forum theatre technique: In this variation, one group performs a scenario, and other participants can "freeze" the action at any point to suggest alternative actions or step into a role to change the outcome. This helps develop critical thinking and problem-solving skills.
 - Debrief: After the role play, discuss the dynamics of the interaction, what went well, challenges encountered, and how participants felt in their roles.

DO'S AND DON'TS

The "Do's and Don'ts" section provides trainers with **practical guidelines for effective facilitation**, promoting inclusive, engaging, and respectful learning environments. It highlights best practices to follow and common pitfalls to avoid, helping trainers to adapt their approach.

Do's:

- **Theory from Practice:** Start by engaging participants in activities to uncover content rather than presenting it directly. Summarise and provide resources after the activity.
- **Keep Theory Short and Engaging:** For theoretical sessions, keep them brief and use concrete and diverse examples, including sourced statistics, visuals or video formats and legal texts.
- **Vary Activity Formats:** To maintain good rhythm, use diverse activities. This allows adaptability to different group dynamics and situations.
- **Manage Time Effectively:** Plan adequate time for each activity and include time for summaries, conclusions, and questions. Adjust the program if delays occur to ensure a proper closure of each session.
- **Handle Sensitive and Controversial Topics:** For sensitive subjects, use group intelligence to address the topic. Reframe individual remarks to broader discussions, and if uncomfortable, redirect the conversation while acknowledging the question.
- **Address Language Barriers:** Use image-based techniques like photolanguage if language barriers exist. Adjust vocabulary without patronising, and ensure participants understand complex concepts by asking them to rephrase.
- **Be Inclusive:** Find and use culturally diverse content and references.

Don'ts:

- **Don't Avoid Difficult Topics:** Avoid the bias of not addressing certain taboos related to cultural relativism. Ensure all groups receive clear information about their rights.
- **Don't Stick Rigidly to Plans:** If a group is passive or agitated, be flexible with the planned activities. Adjust strategies based on the group's dynamics.
- **Don't Let One Facilitator Dominate:** Ensure both facilitators contribute equally and support each other. Avoid interrupting or contradicting unless necessary for accuracy.
- **Don't Overlook Cultural Sensitivities:** When dealing with diverse cultural contexts, avoid reinforcing stereotypes or cultural biases. Ensure that all participants are respected and informed equally.
- **Don't Neglect Emotional Safety:** Avoid showing graphic content or discussing sensitive issues without proper preparation. Always offer participants the option to take a break if needed.
- **Don't Ignore Support Needs:** Be prepared to address any distress or disclosures of violence during the session. Have a plan to support affected individuals and provide resources for further help.

RESOURCES

European Network of Migrant Women

EU TALENT POOL, 2023

The European Network of Migrant Women provided a submission to the European Commission for the EU Talent Pool initiative, emphasising the need to address the increasing labour shortage in the EU by utilising the skills and expertise of third-country national women through legal pathways, while addressing the employment challenges faced by these women, including difficulty in reaching employers, unharmonised qualification recognition, and limited information access.

Link: <https://www.migrantwomennetwork.org/2023/06/13/contributions-to-development-of-the-talent-pool/>

MOTHERS OF THE WORLD VIDEO ANIMATION, 2023

Mothers of the World is an animated video directed by Vaishnavi Sundar and inspired by the stories of five migrant and refugee mothers from Afghanistan, Somalia, Ukraine, Philippines and Turkey.

The movie is available with English and French subtitles.

Links: https://www.youtube.com/watch?v=VYmQ_3mtYv4/ /
<https://www.youtube.com/watch?v=6mzA9xnkyIg>



COALESCE MIND THE GAP COUNTRY REPORTS, 2021

In 2021-2022, THE European Network of Migrant Women took part in the EU-funded project COALESCE. The objective was to provide sex-specific psycho-social, legal and economic support to third-country national women victims of trafficking for sexual exploitation. COALESCE partners published reports of needs analysis for the integration of these women, including in the labour market, in six different countries: Cyprus, Ireland, Italy, Germany, Latvia and Lithuania.

Link: <https://www.migrantwomennetwork.org/2021/02/15/coalesce>

RESOURCES

European Parliament

European Parliamentary Research Service, Migrant Women and the EU Labour Market briefing, 2023

Link: [Migrant Women and the EU Labour Market](#)

Directorate-General for Internal Policies, Gender equality: Economic value of care from the perspective of the applicable EU funds, study, 2021

Link:

<https://www.europarl.europa.eu/cmsdata/254867/Study%20on%20Economic%20value%20of%20Care.pdf>

European Institute for Gender Equality (EIGE) data

Employment, 2017

Link: <https://eige.europa.eu/gender-mainstreaming/policy-areas/employment>

Migration, 2022

Link: <https://eige.europa.eu/gender-mainstreaming/policy-areas/migration>

Eurostat data

Migrants more likely overqualified than other nationals, 2011

Link:

<https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20210721-1>

European Migration Network

Integration of Migrant Women, study, 2022

Link: [EMN_STUDY_integration-migrant-women_23092022.pdf](#)

Integration of Migrant Women in the EU: Policies and Measures, flash, 2022

Link:

https://home-affairs.ec.europa.eu/system/files/2022-09/EMN_FLASH_2022-4.pdf

Racism and Discrimination in Employment in Europe

European Network Against Racism, shadow report, 2017

Link:

https://www.enar-eu.org/wp-content/uploads/shadowreport_2016x2017_long_final_lowres.pdf



As we conclude this manual, we hope it serves as a valuable guide in navigating the complexities of integrating migrant women into the EU labor market. By understanding the unique social, legal, and economic challenges they face and employing adaptable training modules, we are convinced that each trainer can make a significant impact.

Together, we can contribute to a more equitable and accessible job market for all.

This Train the Trainer Programme was developed by Alyssa AHRABARE, Advocacy and Legal Lead of the European Network of Migrant Women, legal expert specialised in International and EU law, and professional trainer.



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