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Education for fighting against gender
discrimination and violence in the
immigrant population:
a systematic literature review

360
REWIND



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the European Union



UNIVERSIDAD
DE BURGOS

**EDUCATION FOR FIGHTING AGAINST GENDER
DISCRIMINATION AND VIOLENCE IN THE
IMMIGRANT POPULATION: A SYSTEMATIC
LITERATURE REVIEW**



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Abstract

Migrant women are exposed to double vulnerability, as women and as migrants. This generates a demand for special personalized attention from professionals in the social, health and psychology fields in order to understand their needs. This work aims to understand the complexity of the migratory phenomenon in women in the scientific literature to establish the priority lines of support in university curricula. For this, a systematic review is presented that finally analyzes 63 documents. The study has three search phases in Web of Science and Scopus databases. In the first phase, the terms that are considered are "gender discrimination" AND "Violence" AND "migrant", selecting six items; a second block includes "gender discrimination" AND "migrant", adding 40 items, and the third block, "gender discrimination" AND "Violence" OR "migrant" AND "education" AND "intervention" AND "women, where 17 new articles are selected.

The results show seven emerging categories according to their central theme: legal, social, development & market, health, integration, gender discrimination and intervention. The study presents a discussion for each category, converging on the relevance of the need to raise awareness among the population as a whole. The study attempts to focus interest on priority lines of intervention, among which the following stand out: health care in general, sexual education, the expansion of social networks in the destination, the search for job opportunities, access to technology or the promotion of healthy living and physical activity. This analysis converges on the need for institutions to provide resources to people who suffer gender-based violence of any kind, emphasizing the migrant population, since fewer cases are institutionalized. For this reason, it is also relevant to provide resources to professionals who work with this social group.

Introduction

This systematic review is one of the products of the 360 REWIN project (REsilient immigrant Women interventions for INclusion). 360 REWIN strategic objective is to promote and develop specialized training programs for psychology, social work, and health undergraduate students. These professionals are key in the intervention with victims of this type of violence by providing adequate care that can respond to their most urgent needs. The project aims to have an impact on the migrant women inclusion, by training professionals so that they can identify and manage correctly as soon as possible women who have suffered gender-based violence, within the migrant population with a deep cultural bias.

This compilation of bibliography is an approach to a deep understanding of the migratory phenomenon and its consequences on women, especially in those who have lived experiences of gender violence. From these readings the training plans of the project will be structured, with the aim of considering the current social reality. The project will make all these tools available to future psychology, health sciences and social workers graduates. As well as equipping governments and NGOs that work with the immigrant community, providing them with digital training tools that will enable them to deal with this problem better and efficiently.

Purpose of the review

Not only at EU level, but also worldwide, violence against women is the most important issue that drives to gender inequality and discrimination. This problem is even more important in the migrant population (Retamozo, & Monteros, 2021). Due to higher violence prevalence rates and higher challenge to access to the resources available, because of their administrative situation. The violence against migrant women is highlighted on two fronts: as a migrant and as a woman. Structural circumstances converge on women that transcend physical, sexual, psychological or economic violence (Fawole, 2008), which encourages a cross-cultural understanding of the phenomenon in different world spaces.

Moreover, unfortunately, the higher education future professionals do not have available efficient training programs to better learn how to support these women, taking advantage of the use of digital tools that help greatly to improve the services and support to this target population. In fact, it has been described how gender-based violence remains implicit in universities and becomes

difficult for students and the university community to detect (Larena & Molina, 2010). Although the neutralization of gender violence is an institutional challenge in universities and should be addressed in a transversal way (Bonilla, Gómez, & Godoy, 2019), there are training areas that have direct transfer with the vulnerable group: migrant women. Psychology, social sciences and health students have a very important role in the fight against this type of violence, by promoting the human rights of these women from a gender perspective, being able to detect their needs and facilitating an appropriate response considering their rights, prevention and/or care policies and services. Higher education must use a new approach in the required awareness of university students (Vieira et al., 2019).

A digital approach, taking advantage of the daily life of new technologies, can be useful to improve support the violence problem in this migrant population. Furthermore, these innovative digital tools manage better and can include innovative solutions to overcome the travel, language, and disabilities challenges that these women face, it could even be an opportunity to attend to the health of migrant women (Taki, Lurie, & Kaur, 2022). Moreover, also due to the Covid 19 pandemic, education has been transformed. Universities and higher education institutions have had to adopt online learning activities. These new technologies will make learning functional and efficient while achieving learning outcomes, increasing students' interest and their motivation (Baber, 2020). These new learning processes are complementary and will dramatically improve the activities and work that the project partners organization are doing in this field.

Furthermore, transnational scope of the project will benefit the project since applying the methodology to several contexts and educational systems will provide a more holistic perspective that will enhance the methodology and its applicability to different scenarios. This benefit, which might apply to any project, is even more important in 360 REWIN because the project is focused on the immigrant population, therefore it requires a better transnational understanding.

Method

A systematized bibliographic review is specific and precise to obtain concrete answers to broad questions in the empirical field (González, Muñoz, & Aparicio, 2011). Therefore, it is a useful methodological option to try to understand the social, psychological and health implications of being a migrant

woman, as well as the investigation of educational impressions and their accompaniment.

The functionality of this style of review and its rise in recent decades has led to the imposition of quality standards that ensure the replication and verification of results and conclusions, consolidating the interest of journals in demanding an editorial process that complies with these criteria, which today are assumed as the cornerstone of knowledge and scientific dissemination (Verano, 2015).

The QUOROM (Quality of Reporting of Meta-analyses) declaration in 1999 acted as a precursor to a structured checklist of 18 items for the structuring of meta-analysis studies (Urrútia & Bonfill, 2010), involving the most sophisticated degree of analysis of results (Sabirón, 2006).

The aspirations of this work have an academic and formative basis, but they do not lose sight of the criteria that have been refined from QUOROM for a rigorous analysis of the primary original studies, which facilitate the identification of the most vulnerable areas of study (generating prospective research) and consolidating the validity of the conclusions of the individual studies (Ferreira, Urrutia & Alonso-Coello, 2011). The QUOROM update has been carried out by the PRISMA group (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) and has been establishing quality parameters that have been standardized in the main scientific institutions of the Western world (González, Muñoz & Aparicio, 2011); therefore, the table tries to outline the way in which this work takes into account the main items of the PRISMA statement for the systematic review (Moher, Liberati, Tetzlaff, & Altman, 2010).

Table 1. Outline of attention to the item sections of the PRISMA statement (Moher et al., 2010).

Title, & summary	It is identified that it is a systematized review and the core items of the systematic review structure are included.
Abstract	The abstract summarizes the essential information of the narrative review, objectives, method, descriptors, main results and conclusions
Introduction & objective	The objective and the introduction are pertinent to the general approach of the research, being consistent with the selection of articles that will be presented: participants, interventions, comparisons, outcomes, and study design (PICOS).
Methods	The method section explains the methodological relevance of the work, the review protocol and registration of the articles, as well as the eligibility criteria (with definition of descriptors). A search is carried out in databases institutionalized by FECYT (Scopus and Web Of Science) and the search results are synthesized.
Results	The selection of studies is presented, considering the flow chart. The selected articles have quality indicators to be assigned to the selected databases. The

	results are presented categorized according to their nuclei of interest, to facilitate their analysis. All the reviews of the selected articles are presented.
Discussion	A summary of the main evidence for each category is made, contrasting with the main known lines of knowledge. The main areas of uncertainty are identified, outlining a prospective and conclusions of pragmatic eminence. Each discussion implies a conclusion with the main ideas.
Funding	This systematic review is an early product of the 360 REWIN project (KA220-HED-F5265FF4), funded by European Commission`s Erasmus + Programme.

In this sense, the methodological relevance for carrying out a secondary research study is highlighted, with clear search criteria to act effectively on the avalanche of information in the field of health and social sciences - 'infoxication'- (Aguilera, 2014; Niño, Baquero, & García, 2017). The study is of interest as a cornerstone to consider the key lines for the optimization of study plans, from its definition as a way to evaluate and interpret all the relevant available research regarding a particular research question, in a thematic area or phenomenon. (Kitchenham, 2004).

This study carries out an exhaustive analysis of reliable sources that have worked on migrating women and have an unappealable scientific nature, due to their publication in prestigious journals indexed in Web of Science and Scopus.

Eligibility criteria

The study is carried out in three phases. In the first place, the specific scientific literature on women, migration and gender discrimination is reviewed, since it is known that the literature is excessively specific and limited. In a second framework, the search is extended to the understanding of migration and gender discrimination, assuming that the focus on the understanding of the phenomenon is extended. For these first two searches, lax and common inclusion and exclusion criteria are established, since all the entries and even a time perspective are of interest. Finally, a search is included that seeks to know the intervention that has been carried out, delimiting thematic areas and other data, adjusting the PICO items: population, interventions, comparators and outcomes (McKenzie et al. 2021).

Table 2. Inclusion and exclusion criteria.

	Phase 1	Phase 2	Phase 3	Phase 1	Phase 2	Phase 3
	Inclusion Criteria			Exclusion criteria		
Population	women migration in the world	and anywhere	studies that focus on intervention with migrant or non-migrant women	omission of women in migration processes. peripheral considerations.	Peripheral migration or peripheral	Peripheral intervention or focused on another group or general population

Interventions	Any implication on the intervention is admitted, as initial understanding.	Restricted research areas	to	Studies without involvement in accompaniment	Research areas not included
Comparators	a) control group versus intervention group. b) Intervention group A vs. intervention B c) Program Evaluation. d) Ethnographic and qualitative studies e) Rigorous reviews			Placebo intervention and arbitrary literature reviews are excluded. Evaluation studies of a non-European political, social or health system.	
Outcomes	All results, quantitative and qualitative, are considered as quality criteria to avoid bias. The nature of the results is not specified, since experiences of socio-educational success are sought.			Specificity of a circumstantial circumstance in a non-European country.	Not relevant for intervention. Descriptive studies. Specificity of a circumstance in a non-European country.
Type of publication	Peer reviewed journals articles of Science and/or Scopus			Not indexed	What is not a research article is excluded
Year of publication	Any year	2013-2022		-	Before 2013
Language	English, French, Portuguese, Italian or Spanish.				Others
Research areas	Any area	Psychology, Health Care Sciences Services, Behavioral Sciences, Social Issues, Educational Research Women S Studies		-	Others

According to the protocol for the control of biases in the systematized review (Codina, 2020; Higgins & Thomas, 2022), the application of the inclusion and exclusion criteria on the articles is agreed between three reviewers.

Search procedure y data collection process

The search and compilation of the articles was carried out in March 2022 using the Web Of Science and Scopus databases, as a result of the previous agreements to narrow the search. Agreement was reached to perform three parallel searches in both databases. The first two deal with the phenomenon of gender violence in migrant women, while the third is more specific and delves into the intervention and professional support of women.

La búsqueda de las palabras clave fue la siguiente:

- a) "gender discrimination" AND "Violence" AND "migrant"
- b) "gender discrimination" AND "migrant"
- c) "gender discrimination" AND "Violence" OR "migrant" AND "education" AND "intervention" AND "women"

Search limits were applied, limiting eligibility by language and access to documents through institutional possibilities.

In the first search, 12 articles were found, which, applying the filters, resulted in six readings. The list of articles can be found in Appendix 1. All of them were considered for the analysis of the review, as they met the inclusion and exclusion criteria.

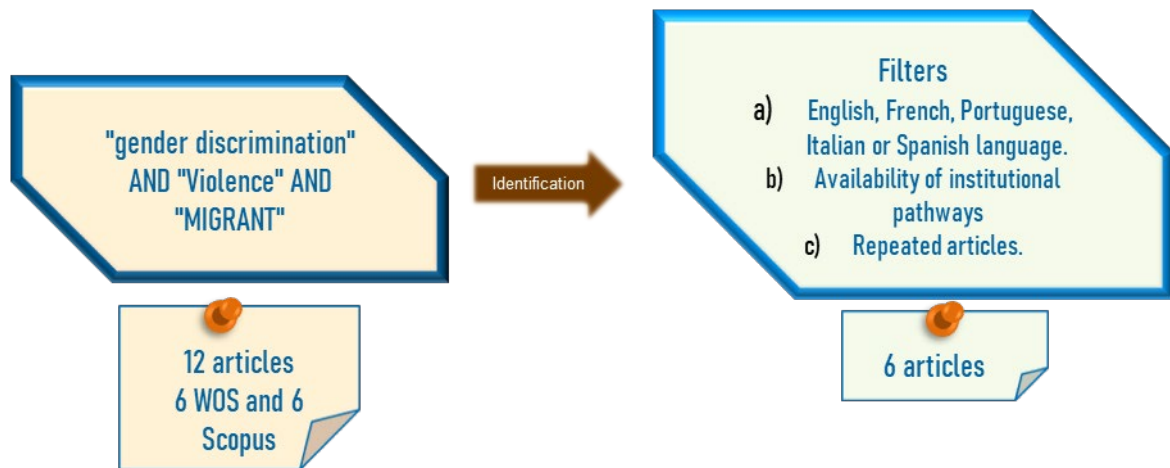


Figure 1. Articles phase 1.

In the second phase there are 64 articles, 34 in Web of Science (three repeated) and 54 in Scopus (24 are repeated). They can be consulted in Appendix 2. Applying the indicated filters, the search is reduced to 40 articles that are reviewed and considered in the selection of reviews.

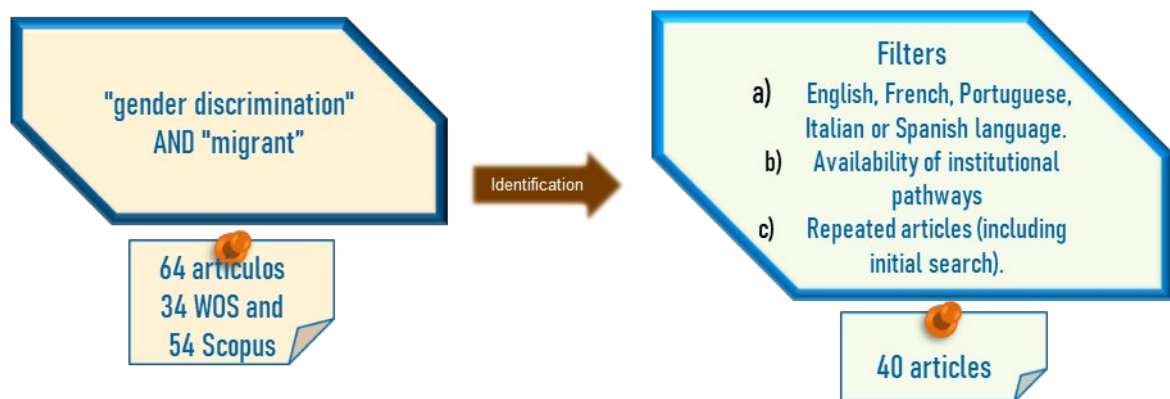


Figure 2. Articles phase 2.

Finally, in the third phase, 545 articles between Web of Science and Scopus are considered, of which only 74 are considered when applying the agreed filters (available in appendix 3). When the research areas are limited, 211 articles are obtained, while limiting to the last 10 years, 138 remain, before filtering the definitive research articles, which are considered for inclusion. The inclusion

and exclusion criteria described are applied and 17 articles are unanimously consolidated for in-depth review.

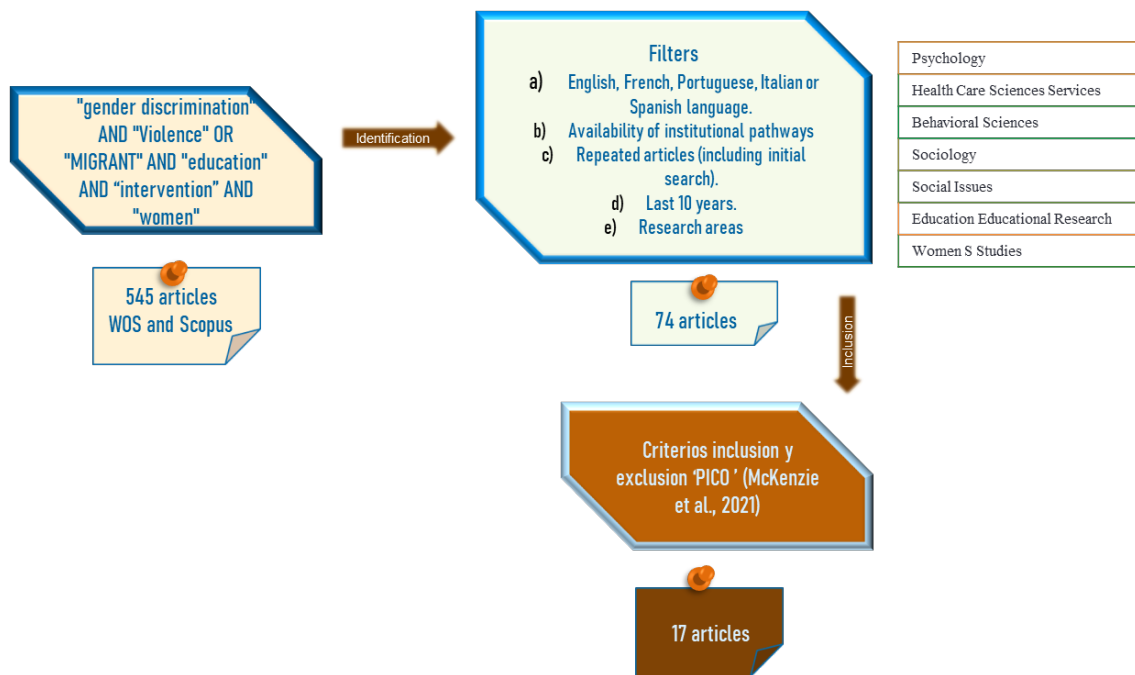


Figure 3. Articles phase 3.

Results

Figure 4 presents the flow diagram that illustrates the bibliographic selection process (Moher et al., 2010). The diagram justifies the way in which the 175 articles identified are filtered through the screening and the eligibility criteria to specify the 63 articles that are reviewed in depth and, therefore, included in these results. The comprehensive intention of the study implies that a relevant volume of studies of qualitative eminence be incorporated.

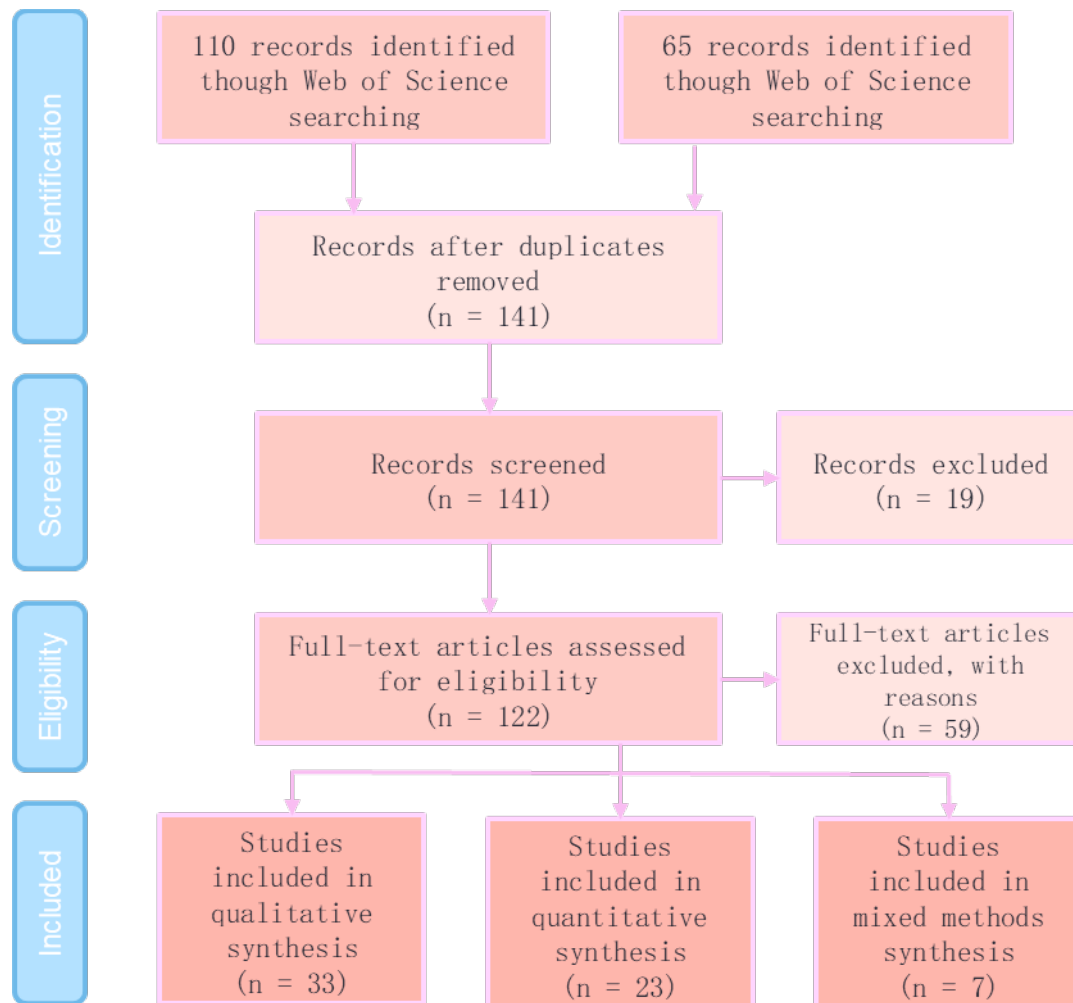


Figure 4. Flow of information through the different phases of a systematic review. Based on Moher et al. (2010).

In this section, the results are presented, categorizing them according to the cores of interest that each study yearns for, from reflexivity, to project it towards critical analysis in the discussion; for this reason, and according to the dependency criterion, the 63 articles analyzed are organized in Table 3. The articles are shown correlatively to the corresponding search phase, so that the code 1, 2 and 3 is linked to each phase.

The categories emerge from the content of the articles and a main interest is highlighted on: (1) the social area of migrant women, (2) her health, (3) the legal aspects that surround the process, (4) the inherent gender discrimination that she faces as a migrant woman, qualifying her different typologies, (5) accompaniment for social and cultural integration, (6) her projection in the professional career and possibilities of the labor market, y (7) the specific intervention with migrant women, where sex education, physical activity or general education emerges, among others. The reviews of each publication are included in their category of analysis.

Table 3. Selected articles and categorization.

Code	Bibliographic reference	Category
1.1	Tantet, C., & Cordel, H. (2019). Elles ne cessent pas à l'arrivée en France. <i>La Revue du praticien</i> , 69(6) 676-678.	Social
1.2	Coovadia, H., Jewkes, R., Barron, P., Sanders, D., & McIntyre, D. (2009). The health and health system of South Africa: historical roots of current public health challenges. <i>The lancet</i> , 374(9692), 817-834. https://doi.org/10.1016/S0140-6736(09)60951-X	Health
1.3	Añón, M. J. (2010). El acceso de las mujeres inmigrantes a los derechos humanos: la igualdad inacabada. <i>Frónesis</i> , 17(2).	Legal
1.4	Gangoli G., Bates, L., & Hester, M. (2020). What does justice mean to black and minority ethnic (BME) victims/survivors of gender-based violence?. <i>Journal of Ethnic and Migration Studies</i> , 46(15) 3119-3135, https://doi.org/10.1080/1369183X.2019.1650010	Legal
1.5	Izugbara, C., Muthuri, S., Muuo, S., Egesa, C., Franchi, G., Mcalpine, A., ... & Hossain, M. (2020). 'They Say Our Work Is Not Halal': Experiences and challenges of refugee community workers involved in gender-based violence prevention and care in Dadaab, Kenya. <i>Journal of refugee studies</i> , 33(3), 521-536. https://doi.org/10.1093/jrs/fey055	Social
1.6	Rocca, M.D., & Zinn, D.L. (2019). Othering Honor-Based Violence: The Perspective of Antiviolence Operators in Northern Italy. <i>Human Organization</i> , 78(4), 325-334. https://doi.org/10.17730/0018-7259.78.4.325	Social
2.1	Chen, Y. (2021). Gender discrimination in societal and familial realms: Understanding agency among Chinese marriage migrant women in Switzerland. <i>Asian and Pacific Migration Journal</i> , 30(1), 18-38. https://doi.org/10.1177/0117196820981594	Gender Discrimination
2.2	Antman, F. M. (2015). Gender discrimination in the allocation of migrant household resources. <i>Journal of population economics</i> , 28(3), 565-592. https://doi.org/10.1007/s00148-015-0548-x	Gender Discrimination
2.3	Bhatt, W. (2013). The little brown woman: Gender discrimination in American medicine. <i>Gender & Society</i> , 27(5), 659-680. https://doi.org/10.1177/0891243213491140	Gender Discrimination
2.4	Petrozziello, A. J. (2019). (Re) producing Statelessness via Indirect Gender Discrimination: Descendants of Haitian Migrants in the Dominican Republic. <i>International Migration</i> , 57(1), 213-228. https://doi.org/10.1111/imig.12527	Gender Discrimination
2.5	Zhang, J., & Gao, G. (2018). Research of the Current Situation and Strategies of the New Generation of Female Migrant Workers City	Integration

	Integration-Taking the H community of Jinan as an example. In 2018 <i>International Seminar on Education Research and Social Science (ISERSS 2018)</i> (pp. 215-218). Atlantis Press. https://doi.org/10.2991/iserss-18.2018.55	
2.6	Chen, J., & Hu, M. (2021). City-level hukou-based labor market discrimination and migrant entrepreneurship in China. <i>Technological and Economic Development of Economy</i> , 27(5), 1095-1118. https://doi.org/10.3846/tede.2021.15006	Development & Market
2.7	Chen, H., Chen, J., & Yu, W. (2017). Influence factors on gender wage gap: Evidences from chinese household income project survey. <i>Forum for Social Economics</i> , 46(4), 371-395. https://doi.org/10.1080/07360932.2017.1356346	Development & Market
2.8	Young, J.J. (2014). Isolation and Difficulties of Korean Women Married to Non-Korean Asian Men, <i>Asian Journal of Women's Studies</i> , 20(2), 185-200. https://doi.org/10.1080/12259276.2014.11666186	Social
2.9	Sufiyarova, R. H., & Mansurov, T. Z. (2018). Specificity and techniques for resolution of gender conflicts in migrants and host community in public catering organizations of the Republic of Tatarstan. <i>Amazonia Investiga</i> , 7(15), 202-207. https://doi.org/10.1108/EDI-01-2015-0007	Social
2.10	Mulinari, P. (2015). Exploring the experiences of women and migrant medical professionals in Swedish hospitals: visible and hidden forms of resistance. <i>Equality, Diversity and Inclusion: An International Journal</i> , 34(8), 666-677. https://doi.org/10.1108/EDI-01-2015-0007	Health
2.11	Smith-Estelle, A., & Gruskin, S. (2003). Vulnerability to HIV/STIs among rural women from migrant communities in Nepal: A health and human rights framework. <i>Reproductive health matters</i> , 11(22), 142-151. https://doi.org/10.1016/S0968-8080(03)02292-4	Health
2.12	Nájera, J. R. (2019). Remembering Migrant Life: Family Collective Memory and Critical Consciousness in the Midcentury Migrant Stream. <i>The Oral History Review</i> , 211-231. https://doi.org/10.1093/ohr/ohy037	Social
2.13	Hasan, A., Ghosh, A., Mahmood, M. N., & Thaheem, M. J. (2021). Scientometric review of the twenty-first century research on women in construction. <i>Journal of management in engineering</i> , 37(3), https://doi.org/10.1061/(ASCE)ME.1943-5479.0000887	Development & Market
2.14	Dodson, B., & Crush, J. (2004). A report on gender discrimination in South Africa's 2002 Immigration Act: masculinizing the migrant. <i>Feminist Review</i> , 77(1), 96-119. https://doi.org/10.1057/palgrave.fr.9400158	Gender Discrimination
2.15	Qin, M., Brown, J. J., Padmadas, S. S., Li, B., Qi, J., Falkingham, J. (2016). Gender inequalities in employment and wage-earning among internal labour migrants in Chinese cities. <i>Demographic Research</i> , 34(6), 175-202.	Gender Discrimination
2.16	Wang, Z., Lou, Y., & Zhou, Y. (2020). Bargaining power or specialization? Determinants of household decision making in Chinese rural migrant families. <i>SAGE Open</i> , 10(4), https://doi.org/10.1177/2158244020980446	Gender Discrimination
2.17	Benya, A. (2018). Women of the mines: apartheid and post-apartheid lived realities of South African women. <i>Storia Delle Donne</i> , 13(1), 79-101. https://doi.org/10.13128/SDD-23957	Development & Market
2.18	Morokvašić, M. (1984). Birds of passage are also women.... <i>International migration review</i> , 18(4), 886-907. https://doi.org/10.1177/019791838401800402	Social
2.19	Modugu, H. R., Khanna, R., Dash, A., Manikam, L., Parikh, P., Benton, L., ... & Lakhanpaul, M. (2022). Influence of gender and parental migration on IYCF practices in 6–23-month-old tribal children in Banswara district, India: findings from the cross-sectional PANChSHEEEL study. <i>BMC Nutrition</i> , 8(1), 1-16. https://doi.org/10.1186/s40795-021-00491-7	Health

2.20	Ziersch, A., Walsh, M., Baak, M., Rowley, G., Oudih, E., & Mwanri, L. (2021). "It is not an acceptable disease": A qualitative study of HIV-related stigma and discrimination and impacts on health and wellbeing for people from ethnically diverse backgrounds in Australia. <i>BMC public health</i> , 21(1), 1-15. https://doi.org/10.1186/s12889-021-10679-y	Health
2.21	Tang, S., Zhou, J., Lin, S., & Li, X. (2022). Where is my home? Sense of home among rural migrant women in contemporary China. <i>Geoforum</i> , 129, 131-140. https://doi.org/10.1016/j.geoforum.2022.01.014	Social
2.22	Michiels, S., Nordman, C. J., & Seetahul, S. (2021). Many Rivers to Cross: Social Identity, Cognition, and Labor Mobility in Rural India. <i>The ANNALS of the American Academy of Political and Social Science</i> , 697(1), 66-80. https://doi-org.ubu-es.idm.oclc.org/10.1177/00027162211055990	Social
2.23	De Rose, C., Spinola, O., & Buonsenso, D. (2021). Time for inclusion of racial and gender discrimination in routine clinical assessment. <i>Journal of racial and ethnic health disparities</i> , 8(4), 803-808. https://doi-org.ubu-es.idm.oclc.org/10.1007/s40615-021-01061-0	Integration
2.24	Zheng, X., & Lu, H. (2021). Does ICT change household decision-making power of the left-behind women? A case from China. <i>Technological Forecasting and Social Change</i> , 166, 120604. https://doi.org/10.1016/j.techfore.2021.120604	Development & Market
2.25	Shahiri, H., Cheng, Z., & Al-Hadi, A. A. (2021). Why do low-skilled foreign workers have a wage advantage? Evidence from the palm oil plantation sector in Malaysia. <i>Population, Space and Place</i> , 27(3), e2404. https://doi-org.ubu-es.idm.oclc.org/10.1002/psp.2404	Development & Market
2.26	Chauvin, S., Salcedo Robledo, M., Koren, T., & Illidge, J. (2021). Class, mobility and inequality in the lives of same-sex couples with mixed legal statuses. <i>Journal of Ethnic and Migration Studies</i> , 47(2), 430-446. https://doi-org.ubu-es.idm.oclc.org/10.1080/1369183X.2019.1625137	Social
2.27	Miège, P. (2020). Migration, urbanisation and emergence of the individual: Same-sex desiring migrant men constructing spaces and cultivating their self in a big Chinese city. <i>Asia Pacific Viewpoint</i> , 61(3), 509-520. https://doi-org.ubu-es.idm.oclc.org/10.1111/apv.12281	Development & Market
2.28	Busetta, G., Campolo, M. G., & Panarello, D. (2020). The discrimination decomposition index: a new instrument to separate statistical and taste-based discrimination using first-and second-generation immigrants. <i>International Journal of Social Economics</i> . 47(12), 1577-1597. https://doi-org.ubu-es.idm.oclc.org/10.1108/IJSE-02-2020-0055	Development & Market
2.29	Briones-Vozmediano, E., Rivas-Quarneri, N., Gea-Sánchez, M., Bover-Bover, A., Carbonero, M. A., & Gastaldo, D. (2020). The Health Consequences of Neocolonialism for Latin American Immigrant Women Working as Caregivers in Spain: A Multisite Qualitative Analysis. <i>International Journal of Environmental Research and Public Health</i> , 17(21), 8278. https://doi.org/10.3390/ijerph17218278	Health
2.30	Tahir, M. W. (2020). Combating discrimination at workplaces through mainstreaming 'gender' and 'integration' needs in legislation: Testing a new analytical framework in Germany and Sweden. <i>Women's Studies International Forum</i> , 81, 102380. https://doi.org/10.1016/j.wsif.2020.102380	Integration
2.31	Muchomba, F. M., & Chatterji, S. (2020). Disability among children of immigrants from India and China: Is there excess disability among girls?. <i>Population Studies</i> , 74(2), 263-281. https://doi.org/10.1080/00324728.2020.1762911	Integration
2.32	Tiutiuhin, V. I., Baida, A. O., & Bazeliuk, V. V. (2020). Legal restrictions on medical intervention during operation on female genitalia for non-medical purposes. <i>Wiadomosci Lekarskie</i> , 73(12 cz 2), 2909-2914.	Legal

2.33	Gusciute, E., Mühlau, P., & Layte, R. (2020). Discrimination in the rental housing market: a field experiment in Ireland. <i>Journal of Ethnic and Migration Studies</i> , 1-22. https://doi.org/10.1080/1369183X.2020.1813017	Integration
2.34	Lim, D. (2018). The indirect gender discrimination of skill-selective immigration policies. <i>Critical Review of International Social and Political Philosophy</i> , 22(7), 906-928. https://doi.org/10.1080/13698230.2018.1479812	Gender Discrimination
2.35	Mullally, S. (2014). Migration, Gender, and the Limits of Rights. In R. Rubio-Marín (Ed), <i>Human Rights and Immigration</i> , (pp. 145-176). Oxford University Press.	Legal
2.36	Vrăbiescu, I. (2017). Non-and dedocumenting citizens in Romania: Nonrecording as a civil boundary. <i>Focaal</i> , 77, 22-35. https://doi.org/10.3167/fcl.2017.770103	Legal
2.37	Nazari, S., & Seyedan, F. (2016). A qualitative research of the causes of Iranian female students immigration to developed countries. <i>Asian Social Science</i> , 12(10), 167-173.	Development & Market
2.38	Díaz, C.M., Martínez, L., Tarver, M., Geschwind, S. A., & Lara, M. (2016). Latino immigrant day laborer perceptions of occupational safety and health information preferences. <i>American Journal of Industrial Medicine</i> , 59(6), 476-485. https://doi.org/10.1002/ajim.22575	Health
2.39	Antman, F. M. (2011). International migration and gender discrimination among children left behind. <i>American Economic Review</i> , 101(3), 645-49. https://doi.org/10.1257/aer.101.3.645	Gender Discrimination
2.40	Zhang, L., De Brauw, A., & Rozelle, S. (2004). China's rural labor market development and its gender implications. <i>China Economic Review</i> , 15(2), 230-247. https://doi.org/10.1016/j.chieco.2004.03.003	Development & Market
3.1	Hakimi, R., Kheirkhah, M., Abolghasemi, J., & Hakimi, M. (2021). Sex education and Afghan migrant adolescent women. <i>Journal of Family Medicine and Primary Care</i> , 10(2), 791. https://doi.org/10.4103/jfmpe.jfmpe_395_20	Intervention
3.2	Ayuste, A., & Payá, M. (2014). La relación educativa con mujeres en contextos de prostitución: la dimensión pedagógica de la intervención. <i>Educación XX1</i> , 17(1), 291-308. https://doi.org/10.5944/educxx1.17.1.10715	Intervention
3.3	Stevens, A., Gilder, M. E., Moo, P., Hashmi, A., Toe, S. E. T., Doh, B. B., ... & McGready, R. (2018). Folate supplementation to prevent birth abnormalities: evaluating a community-based participatory action plan for refugees and migrant workers on the Thailand-Myanmar border. <i>Public health</i> , 161, 83-89. https://doi.org/10.1016/j.puhe.2018.04.009	Intervention
3.4	Zhu, C., Geng, Q., Yang, H., Chen, L., Fu, X., & Jiang, W. (2013). Quality of life in China rural-to-urban female migrant factory workers: a before-and-after study. <i>Health and quality of life outcomes</i> , 11(1), 1-9. https://doi.org/10.1186/1477-7525-11-123	Intervention
3.5	El Masri, A., Kolt, G. S., & George, E. S. (2021). Feasibility and acceptability of a culturally tailored physical activity intervention for Arab-Australian women. <i>BMC Women's Health</i> , 21(1), 1-14. https://doi.org/10.1186/s12905-021-01250-3	Intervention
3.6	Sanchez, M., Rojas, P., Li, T., Ravelo, G., Cyrus, E., Wang, W., ... & De La Rosa, M. R. (2016). Evaluating a culturally tailored HIV risk reduction intervention among Latina immigrants in the farmworker community. <i>World medical & health policy</i> , 8(3), 245-262. https://doi.org/10.1002/wmh3.193	Intervention
3.7	Rojas, P., Ramírez-Ortiz, D., Wang, W., Daniel, E. V., Sánchez, M., Cano, M. A., ... & De La Rosa, M. (2020). Testing the efficacy of an HIV	Intervention

	prevention intervention among Latina immigrants living in farmworker communities in South Florida. <i>Journal of Immigrant and Minority Health</i> , 22(4), 661-667.	
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3.9	Kilanowski, J. F. (2013). Anticipatory guidance preferences of Latina migrant farmworker mothers. <i>Journal of Pediatric Health Care</i> , 27(3), 164-171. https://doi.org/10.1016/j.pedhc.2011.08.004	Intervention
3.10	Fleming, K., Simmons, V. N., Christy, S. M., Sutton, S. K., Romo, M., Luque, J. S., ... & Meade, C. D. (2018). Educating Hispanic women about cervical cancer prevention: feasibility of a promotora-led charla intervention in a farmworker community. <i>Ethnicity & Disease</i> , 28(3), 169.	Intervention
3.11	Kouta, C., Pithara, C., Zobnina, A., Apostolidou, Z., Christodoulou, J., Papadakaki, M., & Chliaoutakis, J. (2015). A systematic review of training interventions addressing sexual violence against marginalized at-risk groups of women. <i>Health education research</i> , 30(6), 971-984. https://doi.org/10.1093/her/cyv053	Intervention
3.12	Pocock, N. S., Kiss, L., Dash, M., Mak, J., & Zimmerman, C. (2020). Challenges to pre-migration interventions to prevent human trafficking: Results from a before-and-after learning assessment of training for prospective female migrants in Odisha, India. <i>PLoS one</i> , 15(9), e0238778. https://doi.org/10.1371/journal.pone.0238778	Intervention
3.13	Cullerton, K., Gallegos, D., Ashley, E., Do, H., Voloschenko, A., Fleming, M., ... & Gould, T. (2016). Cancer screening education: can it change knowledge and attitudes among culturally and linguistically diverse communities in Queensland, Australia?. <i>Health Promotion Journal of Australia</i> , 27(2), 140-147. https://doi.org/10.1071/HE15116	Intervention
3.14	Riza, E., Karakosta, A., Tsiampalis, T., Lazarou, D., Karachaliou, A., Ntelis, S., ... & Psaltopoulou, T. (2020). Knowledge, Attitudes and Perceptions about Cervical Cancer Risk, Prevention and Human Papilloma Virus (HPV) in Vulnerable Women in Greece. <i>International Journal of Environmental Research and Public Health</i> , 17(18), 6892. https://doi.org/10.3390/ijerph17186892	Intervention
3.15	Rankin, Y. A., Thomas, J. O., & Erete, S. (2021). Black women speak: Examining power, privilege, and identity in CS education. <i>ACM Transactions on Computing Education (TOCE)</i> , 21(4), 1-31. https://doi.org/10.1145/3451344	Intervention
3.16	Navarro, L. & Velásquez, M. J. (2016). Herramientas para prevenir la violencia de género: implicaciones de un registro diario de situaciones de desigualdad de género. <i>Acta Colombiana de Psicología</i> , 19(2), 149-158. https://doi.org/10.14718/ACP.2016.19.2.7	Intervention
3.17	Chadalawada, U. R., Aruna, D. S., & Sandhya, R. M. (2017). Effect of health education on adolescent girls regarding knowledge about menstruation. <i>Journal of Evolution of Medical and Dental Sciences</i> , 6(13), 1040-1044. https://doi.org/10.14260/Jemds/2017/223	Intervention

SOCIAL

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Social 1

Article code 1.1

Violences faites aux femmes migrantes : mieux les repérer Elles ne cessent pas à l'arrivée en France (2019)

Theoretical assumptions

Las mujeres son a menudo las primeras personas en responder a una crisis y, ya sea que estén en movimiento o en campamentos, en su país de origen o en el país al que han emigrado, desempeñan un papel crucial en la reconstrucción de su comunidad y en la forma en que cuidarlo y apoyarlo. A veces se ven obligados a abandonar su país de origen para huir de la violencia física, psicológica o sexual. Entonces la ruta migratoria y la nueva vida en el país de asilo los exponen a situaciones de vulnerabilidad y por lo tanto están en riesgo de maltrato físico, psicológico o sexual. Sin embargo, las necesidades, las prioridades y las voces de las mujeres refugiadas y migrantes a menudo se pasan por alto en las políticas implementadas para protegerlas y ayudarlas.

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<i>Design</i>	Propuesta de entrevista. Derivación hacia otros profesionales.
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<i>Participants</i>	Propuesta- mujeres migrantes que llegan a Paris.
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<i>Variables</i>	Violencia física, sexual y psicológica. Prevención de la salud.
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Results

Además de la necesidad de un examen/identificación generalizada de las personas expuestas o víctimas de la violencia sexual, también es necesario saber cómo orientar a las mujeres y ofrecerles una red de asistencia multidisciplinar eficaz.

Algunos centros de salud disponen de estructuras asistenciales que permiten

este seguimiento con psicólogos, ginecólogos, médicos generales y, a veces, sexólogos.

Sin embargo, en los hospitales públicos, el cribado y el apoyo integral a estos pacientes siguen siendo demasiado escasos.

En estas áreas de salud que reciben mujeres migrantes, la detección de la violencia sexual debe ser examinada sistemáticamente para detectar la violencia sexual, y el personal sanitario debe recibir una formación específica en esta materia.

Sin embargo, es importante tener en cuenta que el trauma psicológico generado por ciertas rutas migratorias "bárbaras" son tales que las mujeres se amurallan en una forma de negación que a menudo es inconsciente, lo que dificulta la identificación de esta violencia.

Paradójicamente, suele ser varios meses o años después, cuando la situación general ha mejorado un poco, que la barrera psicológica cede y que el trauma se expresa, a veces de forma violenta.

Conclusions

Más allá del trauma físico inmediato, esta violencia tiene un impacto de la salud mental y somática a largo plazo de estas mujeres (con el riesgo de infección). Tenemos el deber de mejorar la acogida y el seguimiento de estas mujeres que se exponen a la violencia en cada etapa de su trayectoria vital

Social 2

Article code 1.5

'They Say Our Work Is Not Halal': Experiences and challenges of refugee community workers involved in gender-based violence prevention and care in Dadaab, Kenya (2020)

Theoretical assumptions

La violencia de género es algo común en las emergencias y situaciones humanitarias puesto que exponen a las personas a un mayor riesgo de abuso, explotación y violencia, a menudo debido a su género. Además, las instituciones, los mecanismos de apoyo comunitario y los sistemas de protección física y social de las personas suelen debilitarse o destruirse durante este periodo, lo que intensifica las vulnerabilidades de género. Durante cualquier emergencia, se producen muchos actos de violencia de género en forma de violación, acoso sexual, trata de personas, esclavitud sexual, prácticas tradicionales nocivas (mutilación genital femenina, matrimonio precoz forzado, crímenes de honor, reclusión forzada, etc.), violencia doméstica y otras formas de violencia de pareja.

Muchos entornos humanitarios se caracterizan por la escasez de personal profesional para apoyar el acceso de la población afectada a la atención y los servicios contra la violencia de género lo que ha llevado a alistar, formar y desplegar a los propios refugiados para que apoyen la prestación de servicios

contra la violencia de género. A pesar de ello, las experiencias y los desafíos relacionados con el trabajo de los propios trabajadores comunitarios de los refugiados y su comprensión y creencias con respecto a la violencia de género siguen siendo poco cuestionados.

<i>Design</i>	Diseño cualitativo a través de entrevistas en profundidad.
<i>Participants</i>	20 trabajadores comunitarios de los refugiados (9 hombres y 11 mujeres) de los campos de refugiados de Hagadera y Dagahaley en Dadaab, Kenia. reclutamiento intencionado garantizó la participación de diferentes géneros, edades y niveles de experiencia.
<i>Variables</i>	Experiencias, retos y creencias sobre violencia de género.

Results

Los trabajadores comunitarios de los refugiados presentan una gran comprensión y conocimiento de lo que es la violencia de género. Consideran que los actos de violencia de género ocurren con regularidad en todas sus expresiones. También existe un temor generalizado a ser víctima de violencia entre los refugiados. Sobre la incidencia, consideraban que estaba disminuyendo los incidentes de violencia de género debido a la mejora de la seguridad, aumento de educación, y concienciación de la comunidad (en parte la eficacia de su labor).

A pesar de todos los conocimientos que han aprendido, no todos aceptaron el matrimonio infantil, la mutilación genital y las palizas a la esposa como violencia de género.

Tienen conocimiento de los principales motivos de la violencia que son la pobreza y el desempleo, la gestión del aburrimiento y las frustraciones, el control sobre las mujeres y demostrar su masculinidad (sexismo)

También destacan que los grupos de riesgo de sufrir la violencia de género son el hecho de ser mujer que vive sola, tener alguna discapacidad, pertenecer a clanes pequeños, ser recién llegada, con vivienda insegura o en zona insegura y no tener familia o red sólida de apoyo.

En relación con las experiencias consideran que su trabajo es importante y que han aprendido mucho con la formación. Sus motivaciones son combatir el aburrimiento, ayudar a la comunidad y contar con un empleo que les proporciona un estipendio (estatus). El hecho de ser trabajadores comunitarios de los refugiados les proporciona sentimientos de orgullo, poder, altruismo, servicio a la comunidad y protección de la violencia

Los retos a los que se enfrentan son desde la reacción y la resistencia de la comunidad, la inseguridad y la política de los clanes somalíes, largas horas de trabajo y clima abrasador, hasta la escasa remuneración, la falta de respeto por parte de los trabajadores profesionales de la violencia de género y las limitadas perspectivas de carrera.

Conclusions

A modo de conclusión se destaca la labor de los trabajadores comunitarios de

los refugiados por ser un importante recurso humano que llega de manera eficaz a los grupos vulnerables y salva la brecha entre los refugiados y los proveedores de servicios. Son trabajadores de primera línea que comprenden a su comunidad y dan confianza a los vulnerables.

A pesar de ello, existe un sesgo importante a la hora de desempeñar su labor debido a motivos religiosos y culturales sobre las prácticas consideradas como violencia de género al excluir, alguno de ellos, el matrimonio infantil, la mutilación genital y las palizas a la esposa. Además de existir el sentimiento de tener que defender sus creencias a pesar de contradecir las ideas científicas.

En relación con los retos planteados por estos trabajadores a tener en cuenta en los más significativos son los sentimientos de inseguridad por la labor que realizan y la insatisfacción por las condiciones laborales que tienen. A pesar de ello cuentan con una amplia motivación de utilidad a la comunidad y satisfacción con su trabajo.

En el artículo concluyen que se debería partir del conocimiento de los trabajadores comunitarios de los refugiados sobre los efectos e impactos sanitarios, sociales y económicos de la violencia de género (GBV para el desarrollo de futuros programas de capacitación y formación para ellos. Además de incidir de manera específica en los sesgos culturales y religiosos.

Por ello se deberían diseñar intervenciones en los que se tengan en cuenta la complejidad de contextos y aborden sus desafíos de manera adecuada. Además de exigir investigaciones adicionales para comprender e identificar mejoras importantes en la competencia y las habilidades de la comunidad que permitan a los trabajadores comunitarios de los refugiados desarrollar, desde el principio, una capacidad sostenible como transformadores y agentes de cambio capaces de comprender e involucrar eficazmente a los discursos de la comunidad, abordar la resistencia y hacer frente a las normas y los valores ampliamente arraigados que impiden la igualdad de género y la eliminación de la violencia de género.

Social 3

Article code 1.6

Othering Honor-Based Violence: The Perspective of Antiviolence Operators in Northern Italy (2019)

Theoretical assumptions

Antropológicamente el honor se refiere a la dicotomía honor-vergüenza que hace referencia al sistema de poder jerárquico y de género que enfatiza aspectos como la virginidad y maternidad como honor y vergüenza el hecho de no respetar normas morales y sexuales (en base a estereotipos de género). También se relaciona con pudor que se ajustaría a actitudes de modestia, sensibilidad, discreción y honor. En el contexto italiano existía una ley sobre crímenes de honor (abolida en 1981) que exculpaba a los hombres que

mataban a las mujeres por tener relaciones extramatrimoniales por considerarlo una ofensa al honor. Hoy en día se asocia a violencia intrafamiliar de determinados grupos étnicos. La consideración de la violencia de género y la mutilación genital femenina como prácticas tradicionales nocivas de países no occidentales se convirtió, apenas seste siglo, en una cuestión de derechos humanos. La consideración de crímenes de honor en los países occidentales se relaciona más con los crímenes pasionales. En el contexto del Tiro Sur encuentran que la razón del elevado número de mujeres migrantes es la falta de red social y familiar de estas mujeres

<i>Design</i>	Diseño cualitativo a través de tres sesiones de grupos focales con operadoras (trabajan específicamente en los centros de mujeres que sufren violencia de género o cualquier otro tipo de violencia) de tres refugios para mujeres. Realizaron mapas mentales
<i>Participants</i>	Varió entre 5 y 10
<i>Variables</i>	Conceptos de: mujer, violencia contra la mujer, honor y empoderamiento de la mujer

Results

El análisis muestra el patrón feminista, la influencia del trabajo diario con violencia de género y el trato con mujeres migrantes de las operadoras.

Las operadoras definen el honor con respecto a la violencia de género en función de cultura tradicional italiana y la de origen inmigrante. Reflexionan acerca del papel del honor, arraigado especialmente la cultura del sur de Italia y el sur del mundo (otras culturas), sobre la violencia de género al ser el medio de control de los hombres sobre la sexualidad de las mujeres. Considerándolo un concepto claramente patriarcal.

Las diferencias entre la cultura tradicional italiana y las de las personas migrantes se dicotomizan en aquí/allá; implícito/explicito; presente/pasado; modernidad/tradición. Estas dicotomías se resumen en nosotros/ellos

Se señala el uso del término de prácticas tradicionales dañinas en relación a otras culturas obviando la problemática que esconde también en el mundo occidental al camuflarlo en crímenes pasionales. Además de que indican el énfasis que se atribuye a los migrantes en relación a su cultura y religión como justificantes de la violencia, lo que genera estigmatización tanto a estas mujeres como a sus comunidades.

Las operadoras han encontrado un aumento en la atención de víctimas de violencia perpetrada por miembros de la familia (padres y otros familiares) y lo consideran como más peligroso por presentar graves conflictos internos debido a que tienen que entre perder a la “familia” o sacrificar su libertad individual.

El peligro y el conflicto psicológico de estas víctimas generan en las operadoras un alto nivel de angustia emocional, motivados por su deseo de brindar protección ante un crimen por honor. Consideran que el honor es una ilusión

cultural con la que justificar estos tipos de violencia. En este contexto también hacen referencia a la violencia estructural implícita en este tipo de violencia

Conclusions

A modo de conclusión se destaca que la cultura siempre ha desempeñado un papel fundamental en el análisis de la violencia de género. Esta cultura se ha entendido en el orden social patriarcal generalizado y afecta a todas las mujeres del mundo. Es considerado un factor transversal que se modula en función de la cultura. Por ello se debe fundamentar la violencia de género en el marco de los derechos humanos.

Las operadoras hacen una adaptación de sus principios a las diferentes experiencias de las mujeres por lo que respuestas más sencillas a partir de la interpretación de estereotipos culturales. Consideran que existe una mayor brutalidad en otros contextos y que el paradigma del honor es algo inconsciente en e los patrones culturales que conforman su sistema de significado, por lo que diferencian claramente el mundo occidental del no accidental.

Como líneas de futuro recalcan la necesidad de ofrecer una redefinición de violencia de género y empoderamiento respecto a las vivencias de las mujeres y las operadoras. Ponerlo en la problemática en la agenda política. Sugerir diversas formas de analizar el tema en diversos contextos para que las mujeres puedan comprender y aplicar los principios de la Convención de la eliminación de todas las formas de discriminación contra las mujeres y el convenio de Estambul. Por último, indican la importancia de crear espacios interculturales de mujeres de diferentes orígenes para desarrollar la ética y las prácticas antiviolencia, surgiendo formas alternativas de sororidad a través de fronteras culturales, religiosas, políticas y económicas.

Social 4

Article code 2.8

Isolation and Difficulties of Korean Women Married to Non-Korean Asian Men (2014)

Theoretical assumptions

Históricamente, Corea sólo contaba con un grupo étnico. En 2014 era el país con menor tasa de natalidad del mundo y la más alta en acceso a estudios universitarios. Estos hechos hacen que se necesite mano de obra no cualificada y la necesidad de aceptar a los trabajadores inmigrantes. Los tipos de inmigrantes son trabajadores inmigrantes, mujeres inmigrantes casadas, coreanos que vuelven del extranjero, estudiantes y refugiados. Se ha centrado la atención mayoritariamente en las mujeres casadas con coreanos dejando de lado los hombres migrantes por matrimonio.

Design

Diseño cualitativo autobiográfico

<i>Participants</i>	Ella, su marido y alguna otra experiencia de su asociación (4 casos)
<i>Variables</i>	Sexo, religión y clase social

Results

Diferencias en función de ser mujer u hombre que se casa con persona coreana
Discriminación de género puesto que las mujeres obtienen el visado sin problemas, los hombres, especialmente de países en desarrollo (discriminación por origen o clase social). Los hombres necesitan demostrar que tienen activos de tierras y propiedades y saldo bancario

No exige documentación prematrimonial a las mujeres que se casan con coreanos.

Discriminación de género basado en sexismos y estereotipos de género y especialmente por la tradición coreana de considerarse una sociedad muy patriarcal (una hija casada pasa a ser parte de la familia del marido y deja de serlo de la original) por lo que si se casan con un inmigrante pasa a pertenecer a la familia inmigrante,

Más problemas si el país está en vías de desarrollo que si cuenta con capital.

Discriminación por Religión debido a los estereotipos y creencias de la religión musulmana acerca de la poligamia. Gran problema de concederles el visado por sospechar que ya están casados en su país de origen.

También existe desigualdad a la hora de las ayudas y apoyos. Las parejas de mujeres casadas con no coreanos no reciben ayudas. Las mujeres inmigrantes que se casan con coreanos, y sus hijos, reciben clases de coreano, otras clases, cultura coreana, cocina coreana, asesoramiento psicológico y programas de formación laboral. Además de ayudas económicas, viajes, servicios domésticos y jurídicos gratuitos.

En caso de violencia de género pueden quedarse en casas de acogida durante 2 años y obtener formación laboral. Discriminación positiva a la hora de acceder al mercado laboral. Existen centros familiares multiculturales específicamente para ellas.

La asociación busca soluciones políticas al hecho de la exclusión de estas familias de hombres no coreanos con coreanas, a través de 6 acciones

- Modificación de leyes. Ley de prohibición de la discriminación integral
- Seguimiento de los medios de comunicación para corrección de lenguaje no discriminatorio
- Enseñanza de la multiculturalidad en los distintos niveles educativos
- Facilitar aprendizaje de idioma y cultura a los no coreanos y del otro idioma a los coreanos
- Ayuda a los países de origen, fondos y donaciones
- Solidaridad con otros inmigrantes, derecho de trabajadores migrantes

Conclusions

Se concluyen los problemas originados del aislamiento y las dificultades por

discriminación de género, origen y religión de las mujeres coreanas casadas con no coreanos en relación a cuando la inmigrante es la mujer.

También expresan la preocupación de las políticas de extrema derecha por promover actitudes xenófobas y racistas con fuerte prejuicio para los inmigrantes, especialmente los de países en vías de desarrollo.

Se indica la buena labor de la asociación al ayudar a las inmigrantes no coreanas aunque se pretende la igualdad no discriminatoria en las ayudas y apoyos en función del sexo, origen y religión. Se intenta luchar contra el racismo y el sexismo a través de enfoques antirracistas en relación a la discriminación por género. Se participa en el movimiento pro-derechos humanos, y ofrecer terapia psicológica.

Social 5

Article code 2.9

Specificity and techniques for resolution of gender conflicts in migrants and host community in public catering organizations of the Republic of Tatarstan (2018)

Theoretical assumptions

La discriminación de género lleva consigo la violación de derechos a nivel político, económico y laboral de las mujeres. El conflicto de género que se da entre los migrantes y sus empleadores tiene muchas etapas y exige una investigación específica. Las investigaciones occidentales no se centran en las especificidades rusas de desarrollo y percepción de los conflictos de género, marcadas por el pasado postsoviético.

<i>Design</i>	Diseño cualitativo con enfoques estructuralmente funcionales e institucionales, además de entrevista como método empírico de recogida de la información
<i>Participants</i>	30 (17 mujeres y 13 hombres) entrevistas con 24 preguntas cada una
<i>Variables</i>	Tipo de resolución de conflicto

Results

Los migrantes son discriminados por su nacionalidad y a las mujeres se les suma la discriminación por género, convirtiéndose en el grupo más desprotegido. Llevan el rol en la que los hombres son los que toman las decisiones, por lo que difícilmente se adaptan al entorno laboral. Las empresas no proporcionan formación de fortalecer relaciones.

Los migrantes al no estar en su país y contar con sus apoyos ni derechos suelen optar por evitar el conflicto. Esto se debe a que no tienen oportunidad de ejercer derechos y consideran poco constructivo la confrontación de género. Pero esto solo desplaza o agrava el problema.

Una característica de las mujeres es que suelen involucrar a maridos o hombres

que medien como forma de permiso y relacionado a las características de género y tradiciones culturales.

Las mujeres indican que la discriminación se da en fases iniciales de relación a la discusión de funciones y compensaciones. También se dan cuando se desvían de la norma de su país.

Las técnicas que utilizan son en un 90% la negociación y sólo en un 10% apelan a instancias oficiales por miedo a deportación y porque no conocen este recurso ni sus posibilidades. Las negociaciones con los empleadores son vistas como más eficaces y rápidas sin que se complique su situación sus situaciones de explotación laboral (14 horas diarias más de 5 días).

Prefieren arreglar los conflictos con los compañeros antes que con empleadores y directores puesto que no los consideran capaces de ayudar

En la empresa existe la figura del administrador que debería regular las situaciones de conflicto (posee conocimientos y técnicas) pero no suele ser eficaz

La violación de derechos a las que se enfrentan las mujeres es: (1) no se les informa de los derechos laborales que pueden solicitar (no están adaptados y no los conocen); (2) desigualdad en la compensación y distribución de tareas; (3) asignación de prioridades a los hombres

Tampoco acuden a instancias externas (comisiones de conflictos laborales, tribunales, mediadores profesionales...) también por miedo, considerarlo ineficaz y pérdida de tiempo

Los jefes tampoco se implican enviando autoridades competentes, que tampoco se encuentra bien formado. Aunque es importante la concienciación de la importancia de ayuda psicológica del conflictólogo

Los migrantes creen que la solución de los conflictos de género es pasar tiempo juntos. Los que llevan más de 5 años en el país consideran que la población es tolerante. No consideran que la administración se ocupe de la formación de relaciones ni la de prevención de conflictos

Se considera necesario crear asociaciones que controlen la afluencia de inmigración y ayuden a su adaptación, pero hasta el momento no existe y los centros que hay, no ayudan a los inmigrantes en su totalidad puesto que no tienen en cuenta sus peculiaridades, tradiciones, religión, que juegan un papel importante en su adaptación e interés

Conclusions

Concluyen que la permisividad de los conflictos de género depende tanto de los migrantes como de los empleadores. La estrategia de afrontamiento del conflicto por parte de los jefes suele ser una estrategia pasiva en la que no buscan establecer relaciones en el conflicto y recurren a métodos legales para que lo gestionen y realicen las negociaciones oportunas.

Los migrantes tienen la necesidad de usar técnicas eficaces de gestión de los recursos humanos y la solución de conflictos, aunque mayoritariamente deciden respuestas de evitación con el fin de no agravar el problema por miedo

a la deportación.

Consideran importante una figura de mediador para mitigar el número de conflictos y para que se resuelvan de manera más eficaz.

Por lo que se ve la necesidad de formar no solo en productividad laboral en el desarrollo de habilidades sin conflictos o fricciones.

Social 6

Article code 2.12

*Family Collective Memory and Critical Consciousness in the
Midcentury Migrant Stream (2018)*

Theoretical assumptions

Este artículo utiliza la memoria colectiva para examinar las experiencias de género de una familia mexicano-estadounidense que fue trabajadora agrícola migrante en las décadas de 1950 y 1960.

Demuestra cómo las hermanas de esta familia forjaron la memoria colectiva en el contexto de su familia nuclear más amplia y su experiencia con el trabajo tanto dentro como fuera del hogar.

Este artículo también demuestra cómo la memoria colectiva puede conducir a la conciencia colectiva, por lo que las mujeres comienzan a criticar las prácticas de explotación y las ideologías dominantes.

<i>Design</i>	Es un estudio cualitativo, diseñado y basado en testimonios orales de las hermanas Salazar
<i>Participants</i>	Las hermanas Salazar.
<i>Variables</i>	Situación sociolaboral y económica.

Results

Este artículo analiza cómo los recuerdos familiares pueden contribuir a nuestra comprensión de la memoria colectiva. La familia tenía una importancia central dentro de la comunidad chicana a mediados de siglo debido a la hostilidad de la sociedad anglosajona dominante.

En la familia Salazar, los hijos mayores -en este caso, todas las hijas- trabajaban junto a sus padres en los campos mientras luchaban contra los bajos salarios y las indignidades como trabajadores agrícolas migrantes.

El trabajo agrícola fue una de las ocupaciones más peligrosas desde la década de 1940 hasta la de 1960, sólo superada por los trabajos en la minería y la construcción. La familia Salazar se encontraba entre los migrantes que entraron en los EE.UU. sin autorización legal.

Partes de los relatos de las mujeres de Salazar iluminan perspectivas de raza, clase y género que no se encuentran a menudo en la literatura académica o en las historias convencionales

Este artículo utiliza la colectividad como lente para examinar el trabajo de una familia de trabajadores agrícolas migrantes, así como los recuerdos de esa familia sobre el trabajo, tanto en la esfera doméstica como en los campos agrícolas del suroeste de Estados Unidos.

Demuestra cómo la memoria colectiva se forja a nivel familiar, especialmente cuando una familia experimenta un acontecimiento aterrador de forma conjunta.

Conclusions

las historias orales de las hermanas Salazar demuestran que los recuerdos colectivos pueden conducir a la conciencia colectiva.

La lectura del testimonio como una forma de memoria colectiva nos permite comprender el surgimiento de la conciencia colectiva. De hecho, las narraciones de la historia oral presentadas en este artículo ilustran cómo la comunicación compartida dentro de una familia condujo a las memorias colectivas sobre sus experiencias como trabajadores agrícolas migrantes durante las décadas de 1950 y 1960.

Sus recuerdos colectivos de la pobreza en Texas y luego en la corriente migratoria señalan una comprensión latente de que dicha pobreza era, al menos en parte, el resultado de un sistema laboral explotador.

El trabajo pretende aportar profundidad y análisis social a nuestra comprensión del pasado. Sus memorias colectivas interseccionales nos permiten comprender cómo las personas experimentan la historia de diferentes maneras, dependiendo de su raza, clase y posición de género.

El relato de estas historias colectivas de pobreza y experiencias propias de su género condujo a una conciencia no sólo de pertenencia a diferentes grupos mnemotécnicos, sino a una conciencia colectiva crítica. Esta conciencia colectiva surgió precisamente por la experiencia y la memoria colectivas. Si las mujeres de Salazar hubieran trabajado aisladamente o incluso como mujeres solas en diferentes familias, no habrían llegado a la misma comprensión crítica de su pobreza y de la discriminación de género.

Social 7

Article code 2.18

Birds of Passage are also Women... (1984)

Theoretical assumptions

Presenta, de forma pionera, cómo la migración tendía a ser tratada como un fenómeno que solo involucraba a hombres jóvenes que buscaban una mejora económica. Este artículo marcó un antes y un después en una mejor comprensión de la migración de las mujeres, las razones por las cuales emigran, las oportunidades de empleo en las áreas receptoras tanto para hombres como para mujeres y los patrones de migración.

Hace un recorrido por el mundo, poniendo ejemplos de políticas que han

perjudicado a las mujeres migrantes.

Por ejemplo, en 1974 en Europa occidental impusieron una prohibición total o períodos de espera para ingresar al mercado laboral para los cónyuges que se unían a los inmigrantes que ya se encontraban en estos países (en ausencia de oportunidades de empleo legítimas, estas mujeres recurrieron al empleo ilegal).

Otro ejemplo, en los talleres parisinos de confección las tarifas a destajo, las violaciones ilegales del salario mínimo o los salarios no pagados son más una norma que una excepción.

<i>Design</i>	Descriptivo. Intenta ofrecer una perspectiva internacional a la migración de mujeres. Pretende ser un intercambio de conocimientos y experiencias en este campo que, con demasiada frecuencia, ha quedado confinado a las fronteras nacionales o regionales.
<i>Participants</i>	Revisión de las publicaciones de diferentes autores.
<i>Variables</i>	Factores económicos, Mujeres empleadas, Patrones de empleo, Relación familiar, Mujeres inmigrantes, Mercado laboral, Problemas migratorios, Patrones de migración, Formación de políticas, Necesidades de investigación, Sesgo sexual, Rol sexual, Integración social.

Results

Las mujeres migrantes de países pobres representan una oferta laboral que es, a la vez, la más vulnerable, flexible y, al menos en un principio, la menos exigente. Se incorporan a mercados laborales sexualmente segregados en el estrato más bajo de las industrias de alta tecnología o en los sectores más baratos de las industrias intensivas en mano de obra.

Es necesario comprender mejor la migración de las mujeres.

Ya sea que las mujeres migrantes en Filipinas produzcan muñecas barbie para los mercados occidentales, o que produzcan relojes en Singapur; que sean empleadas domésticas en Dakar o en Ciudad de México, que cosan prendas de alta calidad para mujeres de altos ingresos y de clase media en los talleres de explotación de Londres, París o Nueva York, o pantalones vaqueros en Manila; que trabajen en la pesca en Senegal, o que limpien hospitales y baños públicos alemanes, su papel en el empleo asalariado no suele ser considerado como su función principal, ni por ellas ni por sus empleadores. Su papel, o su futuro papel, de ama de casa-madre "justifica" su consideración como trabajadoras subsidiarias y el nivel de sus salarios como salarios complementarios únicamente. Además, las relaciones patriarcales de la familia se extienden a las relaciones laborales.

La migración y la incorporación de las mujeres al empleo asalariado conllevan tanto ganancias como pérdidas: pueden aumentar la explotación de las mujeres, pero, al mismo tiempo, éstas pueden ganar independencia, respeto y, tal vez, conciencia de que su condición no está predestinada y de que puede

cambiarse.

Probablemente sea ilusorio hacer cualquier tipo de generalización. Sólo pueden interpretarse dentro del contexto socioeconómico y cultural específico en el que se observan los cambios. La revisión del material sugiere, sin embargo, que estos cambios pueden estar relacionados con el siguiente conjunto de factores: en primer lugar, el papel de la mujer en la producción y su estatus social en la zona de origen; en segundo lugar, las posibilidades de empleo en las zonas receptoras para las mujeres, pero también para los hombres; y, en tercer lugar, los patrones de migración y las razones por las que las mujeres se involucran en ellos.

Conclusions

El reconocimiento de que las mujeres migrantes han sido desatendidas por los investigadores y los responsables políticos, o de que han sido representadas de forma estereotipada como "dependientes pasivas", mientras que la migración ha sido tratada como un fenómeno en el que sólo participan los hombres, se ha convertido en parte de una sabiduría convencional en este campo, una forma de introducir una investigación que pretende contribuir a corregir el desequilibrio. En la actualidad, disponemos de una cantidad considerable de estudios, una variedad, aunque no siempre adecuada, de pruebas estadísticas y otras fuentes de carácter convencional y menos convencional, en particular sobre los movimientos internos, pero también sobre las mujeres en las migraciones internacionales. Cada vez está más claro que la migración de las mujeres, y la migración en general, no puede analizarse dentro del marco que se centra en los jóvenes adultos de sexo masculino que responden a las oportunidades de empleo formal. En lugar de "descubrir" que la migración femenina es un fenómeno poco estudiado, es más importante subrayar que la literatura ya existente ha tenido poco impacto en la elaboración de políticas, en la presentación de las mujeres migrantes por parte de los medios de comunicación, pero también en el cuerpo principal de la literatura sobre migración, donde el sesgo masculino ha seguido persistiendo a finales de los años setenta y ochenta a pesar de la creciente evidencia de la abrumadora participación de las mujeres en los movimientos migratorios.

Social 8

Article code 2.21

Where is my home? Sense of home among rural migrant women in contemporary China (2022)

Theoretical assumptions

Mientras trabajan y viven en las ciudades chinas, las mujeres migrantes rurales se enfrentan a la discriminación de género, tanto institucional como individual, en el marco de la ideología confuciana y la cultura patriarcal. Mientras tanto, en la China contemporánea, una serie de cambios en el contexto, como la

masificación de la educación, la modernización cultural y la mejora de la situación socioeconómica de las mujeres, han transformado los pensamientos y comportamientos de las mujeres migrantes rurales, lo que ha llevado a la construcción diversificada de un hogar.

El sentido de hogar de las mujeres se relaciona estrechamente con sus roles familiares, características de género y prácticas de limpieza del hogar.

Como hijas, esposas y madres, las mujeres generalmente tienen que asumir el trabajo doméstico y la maternidad para crear un ambiente "hogareño" en los espacios interiores. Por lo tanto, las mujeres tienden a preocuparse por las relaciones familiares en los espacios domésticos. Además de la familiaridad, la seguridad y el valor enfatizados en la sociedad occidental, la cultura china destaca la estabilidad, las interacciones armoniosas con los miembros de la familia y los sueños familiares en la construcción de un "hogar". Sin embargo, en las últimas cuatro décadas, la transformación económica de China y la rápida urbanización han hecho que un gran número de familias rurales se muevan, debilitando el control del clan patrilineal.

<i>Design</i>	Basándose en entrevistas personales en profundidad y empleando "geografías críticas del hogar", este estudio explora el sentido del hogar de las mujeres migrantes rurales en la China contemporánea a múltiples escalas y en destinos urbanos y orígenes rurales.
<i>Participants</i>	Los datos y materiales de investigación para este estudio provienen de entrevistas en profundidad cara a cara con 25 mujeres migrantes rurales que han trabajado y vivido en Nanjing durante al menos seis meses. Las entrevistas se realizaron de abril a diciembre de 2020. Método de la bola de nieve. Aproximadamente la mitad de los entrevistados estaban en sus 20 s (n = 9) o 30 s (n = 5), y los otros estaban en sus 40 s (n = 6) o 50 s (n = 5).
<i>Variables</i>	Apoyo a la autonomía. Discriminación laboral y de género. Estructura patriarcal.

Results

El estudio encuentra que los sentimientos de las mujeres migrantes rurales chinas "en casa" se forjan a través de sus interacciones con los entornos físicos y sociales de las ciudades y las ciudades rurales, desde las escalas macro hasta micro.

Específicamente, las mujeres migrantes rurales buscan impugnar las discriminaciones y desigualdades en curso mientras construyen un "hogar" a través de los límites de las áreas urbanas y rurales. Prestan especial atención al entorno "suave" y la seguridad en la configuración del sentido de hogar.

Las relaciones sociales son cruciales en la construcción del "hogar". A escala de vivienda, las relaciones con los miembros de la familia influyen en su sentido del hogar. Por el contrario, las interacciones con los vecinos juegan un

papel importante en su sensación de "en casa" a escala de barrio / aldea. A escala de ciudad/campo, la existencia de redes familiares y de parentesco proporciona a las mujeres migrantes rurales una sensación de seguridad. Las experiencias sensoriales dentro y fuera del interior doméstico también son relevantes, las posesiones del hogar en la vivienda se asocian con experiencias vividas y recuerdos que se extienden a una escala más amplia, generando un sentido de pertenencia a su "hogar" material e imaginativo. Además, el afán de las mujeres migrantes rurales por adoptar un estilo de vida urbano a menudo se ve socavado por sus experiencias negativas en las ciudades y las desventajas que enfrentan, empujándolas al lado rural. El estudio revela la continuidad en las relaciones de poder de las mujeres migrantes rurales en la construcción de un "hogar" en el entorno chino. Específicamente, el vínculo entre padres e hijos y la armonía familiar bajo el principio fundamental de patrilinealidad incrustado en la ideología confuciana continúa desempeñando un papel esencial en la definición del sentido de hogar entre las mujeres migrantes rurales chinas. Sin embargo, el estudio agrega evidencia sobre los movimientos feministas en la fabricación del hogar y el desarrollo de un sentido de hogar.

Conclusions

En general, el estudio subraya que el inestable y frágil "hogar" de las mujeres migrantes rurales refleja su difícil situación en la China urbana contemporánea. No obstante, las ciudades ofrecen una importante plataforma para que algunas mujeres emigrantes escapen de la persistente discriminación de género en las zonas rurales y desarrollen un sentimiento de hogar basado en la independencia, la igualdad de normas de género, el respeto de los lugareños y la participación en la vida urbana.

Social 9

Article code 2.21

Many Rivers to Cross: Social Identity, Cognition, and Labor Mobility in Rural India (2021)

Theoretical assumptions

Este estudio analiza si las habilidades individuales y los rasgos de personalidad facilitan la movilidad en el mercado laboral de los grupos desfavorecidos y los inmigrantes rurales (zonas del sur de la India)

Se trabajan dos dimensiones principales de la movilidad en el mercado de trabajo: la movilidad de los ingresos y las transiciones ocupacionales (en dos etapas: una primera exploratoria que consiste en descubrir las pautas de la movilidad en el mercado de trabajo y una segunda inferencial que propone detectar los determinantes de la movilidad).

Contribuye a la literatura emergente sobre la movilidad social intrageneracional en la India.

Design

Se utiliza un conjunto de datos de personas en las zonas rurales del sur de la India para explorar la relación entre las habilidades cognitivas individuales, los rasgos de personalidad y la movilidad de ingresos.

Se aprovecha la heterogeneidad intragrupal en términos de habilidades cognitivas y rasgos de personalidad para examinar si estas características personales permiten a los individuos superar estructuras sociales rígidas, explorando el papel de estas habilidades y rasgos en la movilidad de ingresos de los inmigrantes.

Para estudiar la dinámica de las transiciones en el mercado laboral, este trabajo se basa en dos encuestas originales: RUrAl Microfinance & Employment (RUME) y Networks, dEBt, Employment, Mobilities and Skills in India Survey (NEEMSIS), realizadas respectivamente en 2010, y 2016-2017. La primera oleada (RUME) se ha llevado a cabo en 405 hogares de diez pueblos situados en la zona costera/central de Tamil Nadu, en los distritos de Cuddalore y Villupuram. La encuesta utilizó un marco de muestreo estratificado basado en tres dimensiones: un criterio agroecológico (pueblos de secano o de regadío), la proximidad urbana y la afiliación de casta (dalits, castas medias, castas superiores). La segunda oleada de la encuesta (NEEMSIS) se recogió en las mismas 10 aldeas más 9 localidades adicionales en las que se habían asentado hogares migrantes desde 2010.

Se mide la movilidad de los ingresos en términos absolutos y relativos. La movilidad absoluta de los ingresos se mide por el valor registrado de la diferencia de ingresos entre 2010 y 2016 (tras controlar la inflación).

La movilidad relativa de los ingresos se detecta mediante una variable que mide el número de percentiles de movilidad (cambio de rango percentil) que un trabajador experimentó en la distribución de los salarios anuales entre las oleadas de 2010 y 2016-2017.

Las capacidades cognitivas se identifican en nuestro estudio mediante tres dimensiones. Pruebas de alfabetización (lectura y escritura de frases básicas), pruebas de cálculo (cuatro pruebas de cálculo básico) y las Matrices Progresivas de Colores de Raven (MPC), que pretenden captar la inteligencia fluida.

Para establecer indicadores de los rasgos de personalidad se utiliza el Inventario de los Cinco Grandes de Long, que es una taxonomía que hace referencia a cinco dimensiones utilizadas habitualmente para describir los rasgos de la personalidad humana: apertura a la experiencia, concienciación, extraversión,

	agradabilidad y estabilidad emocional. En la práctica, se ha formulado un conjunto de 42 preguntas (siete por cada dimensión) al encuestado para captar los cinco rasgos de personalidad.
<i>Participants</i>	El conjunto de datos (es decir, los individuos observados en ambas oleadas) contiene 1.400 adultos (mayores de 15 años), con un 52% de hombres y un 48% de mujeres. La afiliación Jatis se ha agrupado en tres categorías: la comunidad de dalits, que se encuentra en la parte inferior del sistema de castas, representa alrededor del 48% de la muestra, el grupo de casta media representa el 37% y la casta superior constituye el último 15% de la muestra. 749 adultos tenían una ocupación en ambas oleadas.
<i>Variables</i>	Movilidad de ingresos, habilidades cognitivas, personalidad

Results

1. Los resultados muestran que, en términos de género, los hombres han experimentado una regularización del trabajo y una salida de la agricultura en las zonas rurales de Tamil Nadu, mientras que las mujeres han experimentado tendencias opuestas.
2. En cuanto a la segmentación por castas, se observa igualmente un refuerzo de las desigualdades. La transición fuera de la agricultura y del empleo ocasional parece ser una prerrogativa de las castas superiores, ya ampliamente sobrerrepresentadas en tales ocupaciones. Los trabajadores de las castas medias se están incorporando lentamente a las actividades regulares, pero esta tendencia sigue siendo frágil. La situación de los dalits es aún más endeble. A pesar de las mejoras en el nivel educativo y las políticas de discriminación positiva, los dalits de la zona de estudio siguen luchando por acceder al empleo público y a otras formas de ocupación socialmente valiosas. Además, los modestos avances en términos de accesibilidad laboral, para los pocos que superan esta discriminación social, apenas se traducen en ganancias de ingresos.
3. En igualdad de condiciones, las habilidades cognitivas parecen desempeñar un papel limitado en la movilidad de los ingresos, mientras que los rasgos de personalidad parecen estar significativamente asociados a la movilidad de los ingresos.
4. Ni los conocimientos numéricos, ni la puntuación de Raven, están significativamente relacionados con la movilidad relativa o absoluta de los ingresos.
5. Sin embargo, observamos un efecto significativo de la alfabetización de las mujeres en la movilidad de los ingresos absolutos.
6. Nuestros resultados también subrayan el papel crucial de la estabilidad emocional para la movilidad de los ingresos de los dalits y los no dalits.

7. La amabilidad está significativamente correlacionada con la movilidad relativa de los ingresos de los dalits, pero no con la movilidad absoluta de los ingresos. Los dalits son más propensos a realizar trabajos ocasionales en los que la relación con el empleador (a menudo de castas superiores) es crucial para la continuidad del trabajo. Tener este rasgo de personalidad no permite obtener ganancias absolutas en ingresos, pero sí parece ser esencial para crear y mantener relaciones laborales eficaces.
8. También se observó que, en el caso de los hombres, la apertura a la experiencia, la estabilidad emocional, la concienciación y la extraversión están significativamente correlacionadas con la movilidad relativa y absoluta de los ingresos. En otras palabras, en un mercado laboral altamente competitivo y estrecho, quienes son proactivos, entusiastas y curiosos tienen más probabilidades de integrarse en redes que facilitan una mejor accesibilidad al empleo, lo que permite ascender en la distribución de los ingresos.
9. La estabilidad emocional es uno de los principales determinantes de la movilidad hacia empleos de mayor calidad.
10. También se observa que, en el caso de las mujeres, la apertura a la experiencia es un determinante importante de la salida de los empleos agrícolas, lo que sugiere que este tipo de movilidad requiere ser capaz de asumir riesgos y desafiar normas sociales muy restrictivas, como la reclusión.

Conclusions

A pesar de la fuerte rigidez en la estructura del mercado laboral del área, en términos de género y casta y su relativa quietud a lo largo del tiempo los rasgos de personalidad son determinantes importantes de la movilidad laboral, lo que permite a las personas superar la discriminación de casta y género.

Mientras que, para las mujeres, la alfabetización, la estabilidad emocional y la apertura a nuevas experiencias parecen permitir el aumento de los ingresos, estos beneficios están limitados por la estructura del mercado laboral, manteniéndolas en ocupaciones poco cualificadas y ocasionales. Para los dalits, la estabilidad emocional y la simpatía parecen desempeñar un papel importante en la movilidad de los ingresos relativos de los dalit.

Social 10

Article code 2.26

Class, mobility and inequality in the lives of same-sex couples with mixed legal statuses (2021)

Theoretical assumptions

La migración de parejas del mismo sexo no se suele contemplar en los estudios

de matrimonio heterosexual y migración o en los enfoques de movilidad individual queer. La necesidad del estudio viene impulsada por un doble contexto: aumento del reconocimiento legal de las familias del mismo sexo e incremento de obstáculos que sufre la inmigración en función de su clase social.

<i>Design</i>	Diseño cualitativo a través de entrevistas formales.
<i>Participants</i>	42 entrevistas a parejas del mismo sexo con estatus de residencia desigual (indocumentados/temporales/permanentes/ciudadanía) de 2 proyectos diferentes.
<i>Variables</i>	Francia, Países Bajos y Estados Unidos.

Results

En primer lugar, existe la diferencia con respecto a heterosexuales en los países de destino que se elige en función de la regulación de parejas del mismo sexo.

Existe discriminación en relación a la orientación sexual puesto que las parejas del mismo sexo, además de los problemas de las parejas heterosexuales de demostrar la autenticidad de su relación se les exigen pruebas de autenticidad de su orientación sexual. Por lo que la autenticidad matrimonial se entrelaza con la narrativa de la identidad sexual.

También existen diferencias de trato por parte de las autoridades, muchas de esas diferencias siguen estando moduladas por la desigualdad de clase.

Existe una pauta de sexismo benevolente a la hora de juzgar las discrepancias de culturales, sociales y económicas en las parejas homosexuales, por considerarlas normales y no dentro de posibles matrimonios forzados.

El matrimonio era una prueba adicional de autenticidad cuando en heterosexuales suele ser la de tener hijos

Las parejas de bajos recursos tienen problemas de obtención de visados lo que produce la inmovilidad involuntaria y la ruptura de la relación en la mayoría de las ocasiones

Dentro de esta combinación las mujeres lesbianas tienen más problemas debido a menudo por condiciones económicas típicamente más precarias como hogares exclusivamente femeninos.

En las parejas heterogéneas cuando el cónyuge patrocinador tiene más recursos suele haber menos problemas para el migrante. A diferencia de otras parejas suele producirse un adelanto del matrimonio como vía de conseguir el estatus legal.

Las parejas homogéneas privilegiadas experimentan la ley de manera más lejana puesto que pueden mantener su estatus de manera independiente ya que la nacionalidad no suele ser su fin último.

Conclusions

Se concluye que a pesar de que las experiencias y preocupaciones de las parejas del mismo sexo son algo diferentes a las heterosexuales las consecuencias de

las discrepancias de clase y recursos no difieren significativamente entre ambos grupos. Lo que sugiere que la combinación de clase y capital nacional supera a las diferencias de orientación sexual a la hora de configurar las oportunidades y las limitaciones dentro de la migración familiar contemporánea.

Se siguen perpetuando las desigualdades de clase y género, en el sentido de rechazo a los de menor clase social y las parejas de mujeres de bajos recursos son las que encuentran más dificultades puesto a sus condiciones económicas típicamente más precarias.

HEALTH

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Health 1

Article code 1.1

The health and health system of South Africa: historical roots of current public health challenges (2009)

Theoretical assumptions

The South Africa's infrastructure was moulded by the violent subjugation of indigenous people, appropriation of their land and resources, and the use of unjust laws, to force black people to work for low wages, to generate wealth for the white minority. Before 1994, political, economic, and land restriction policies structured society according to race, gender, and age-based hierarchies, which greatly influenced the organization of social life, access to basic resources for health, and health services. In 1994, the constitution establishes the foundation for democratic institutions and upholds wide-ranging human rights. Modern South Africa is a multiracial democracy, but 15 years later, the country is still struggling with the legacy of apartheid and the challenges of transforming institutions and promoting equity in development. The country presents historical dimensions of current problems of gender inequity and violence, and those related to sexuality and the family, as well as the macroeconomic and socioeconomic contexts of health.

Design Opinion article

Results

The distinctive features of South Africa's history that account for the current health problems include racial and gender discrimination, income inequalities, migrant labour, the destruction of family life, and persistent violence crossing many centuries but consolidated by apartheid in the 20th century. There has been a notable lack of progress in implementing the core health policies developed by the ANC, and some disastrous policy choices. To meet the Millennium Development Goals, it is necessary to address the unacceptable levels of income inequality, improve access to the full range of social services, introduce a broad ranging development policy, and promote gender equity. This would require a macroeconomic policy that centers on redistributive growth, imaginative social policies, and interventions to prevent and treat the

major health problems of HIV/AIDS and tuberculosis, other communicable and non-communicable diseases, sexual and reproductive disorders, substance misuse, crime, interpersonal violence and trauma, and should include policies and interventions that modify living and working environments and prevailing norms of masculinity.

Moreover, it demands determined efforts to show leadership and improve stewardship and management in the health system and to ensure that sound health policies and social policies are both developed and implemented.

Conclusions

South Africa has a health problem related to gender discrimination, consolidated by the apartheid. The health policies implemented are not adequated to the needs of response to this and other health problems. Gender equity is needed to be promoted to apply the Millennium Development Goals.

Health 2

Article code 2.10

Exploring the experiences of women and migrant medical professionals in Swedish Hospitals (2015)

Theoretical assumptions

Sweden, often seen has a gender-equal society, has an welfare model and a migration regime that have experienced radical changes, as neo-liberal restructuring has rapidly increased inequalities, multicultural policies are being challenged, and neo-assimilationist policies are growing. The Swedish public health care sector has been subjected to the introduction of new public management (NPM) strategies that have affected the terms of the health care profession as well as autonomy and working conditions. The implementation of NPM strategies risk the reproduction and reinforcement of gender hierarchies already existing within the health care organisations. Since the mid-1980s, gender segregation among medical doctors has become increasingly recognised as an organisational problem. However, despite the increasing proportion of women employed as doctors, gender inequalities continue, particularly regarding wages, specialties and career paths as well as research opportunities.

<i>Design</i>	Intersectional methodology inspired
<i>Participants</i>	15 chief medical doctors employed in two Swedish hospitals, being minority within the organization
<i>Variables</i>	Gender discrimination, ethnic discrimination, individual and collective resistance

Results

There is a public transcript that admits the existence gender inequality but not

ethnic discrimination or racism. These differences influence the ways in which organizational criticism is named and inequalities are challenged. The female Swedish-identified doctors criticised organizations as male-coded and acted collectively to challenge them; doctors with migrant backgrounds, both female and male, placed more responsibility on themselves and established more individual strategies such as working harder or accepting a level of disqualification. Female doctors with experience of migration never spoke of shifting their focus towards private or family life as a disidentification strategy, although male doctors of migrant backgrounds did. For the doctors with migrant backgrounds, both male and female, the situation is the opposite. As neither the workplace nor the labour union is engaged in the topic of racism or ethnic discrimination, placing the responsibility of “integrating” on the doctors themselves, their strategies are more individual, such as working harder and, if all else fails, detaching from work. The fact that the doctors with experience of migration do not identify “Swedishness” as a source of organizational power does not mean that they do not speak about ethnic discrimination and the ways in which it affects their work, workplace position and possibilities, hence individually resisting the idea of the equal organization.

Conclusions

While there is an organizational visibility of gender inequality, there is an organizational invisibility of ethnic discrimination. These differences influence the ways in which organizational criticism takes place and inequalities are challenged. Female Swedish identified doctors acted collectively to challenge organizations that they considered male-dominated, while doctors with experience of migration (both female and male) placed more responsibility on themselves and established individual strategies such as working more or disidentification. However, they confronted the organization by naming ethnic discrimination in a context of organizational silence.

Health 3

Article code 2.11

Vulnerability to HIV/STIs among Rural Women from Migrant Communities in Nepal: A Health and Human Rights Framework (2003)

Theoretical assumptions

Human rights norms and standards can be applied to health issues as an analytical tool and a framework to identify and shape interventions that can reduce the impact of ill-health and improve the lives of individuals and populations. Using the concepts of vulnerability, the authors argued that respecting, protecting, and fulfilling the rights of individuals can reduce vulnerability to HIV/STI infection. There are three levels of vulnerability identified: individual, programme-related and societal. Societal vulnerability

includes, among other factors, factors related to rural women (government interference with the free flow of information, gender inequalities, religious beliefs that prevent individuals from practicing safer sex and lack of economic opportunities).

<i>Design</i>	Analysis of original data generated in a clinic study and existing legal and policy data, qualitative study
<i>Participants</i>	900 women ever-married, aged 15-49 years from two rural communities in Kailali district, Western Nepal
<i>Variables</i>	Migration, Health status, gender-based discrimination, access to education, HIV/STI vulnerability

Results

Factors that were significantly associated with a woman having at least one STI, included, among others, having a husband who migrated to India or within Nepal for work, or being sterilized or having a sterilized husband. Four critical issues have an impact on vulnerability to HIV/STI in these women: migration itself, health status, gender-based discrimination, and because of its potential for inducing long-term change, access to education, especially girls. Many women with migrating husbands reported negative impacts on their health status and health-seeking behaviour. Almost half reported a perceived worsening of their health since migration began, indicated reasons more frequently like having less money to obtain health care, having less food or poorer nutrition, and a heavier workload. Men's use of alcohol also appeared to be an important indicator for women's vulnerability to STI's. Because the restrictions of woman rights regarding marriage and liberty, women may feel they are forced to stay in bad marriages, potentially being forced to have unprotected sex. Differences in literacy and access to education is correlated with their knowledge of health issues.

Conclusions

The legal and policy environment is beginning to change in positive ways, but meaningful change for rural women will be slower to come. Greater emphasis must be given to the many forms of gender discrimination, the acute lack of access to health care and education for many living in rural areas and the precarious economic, legal and social circumstances facing many migrants and their families.

Health 4

Article code 2.19

Influence of gender and parental migration on IYCF practices in 6–23-month-old tribal children in Banswara district, India: findings from the cross-sectional PANChSHEEL study (2022)

Theoretical assumptions

There exists ample evidence of the influence of socio-economic inequalities, particularly economic status of the household on childhood malnutrition but the evidence is limited on the impact of socio-economic variations on IYCF (Infant and Young; Child Feeding) practices, particularly that of gender and parental migration. So, this study aims to

To understand the HEEE (Health, Education; Engineering and Environment) characteristics of the households, including gender; parental migration; access to local resources (e.g., water); sanitation; energy; health; and educational practices.

2. To measure Diet Diversity in terms of food and food groups consumed by children aged 6–23 months in the previous 24h and record their IYCF practices.

3. To estimate the influence of two effect-modifiers (gender of the child and parental migration) on the different outcome variables of DD (and IYCF practices)

4. To measure the strength of association between the three key complementary-feeding measures (Minimum dietary Diversity, Minimum Meal Frequency and Minimum Acceptable Dietary) and effect-modifiers, with and without adjustment for other HEEE and background characteristics.

<i>Design</i>	A Mixed-method study design consisting of both qualitative and quantitative data-collection techniques.
<i>Participants</i>	325 households with children aged 6–23 months was conducted in nine purposively selected villages in two blocks of Banswara district, Rajasthan, India
<i>Variables</i>	Health, Education, Engineering and Environment (HEEE) Characteristics; Breastfeeding; Nature of specific food items/food groups child consumed in last 24h

Results

Breastfeeding was initiated within 1 hour of birth in nearly 60% of children and 94% were exclusively breastfed for the first 6 months, though few (8%) children were given pre-lacteal feeds immediately after birth. Breastfeeding was continued till 12–23 months of age, and in 80% of children aged more than a year.

Semi-solid foods were introduced in only two-out-of-five children aged 6–8 months. While more than half of the children (55%) had access to meals more than 4 times a day, access to a diverse diet and adequate diet was very poor (MDD 7%, MAD 6%).

Children from households without parental migration had higher consumption of milk, eggs, fruit, and vegetables compared to children from households with parental migration. A child from a non-migrant house was 1.9–2.0 times more likely to get a diet with MDD and MAD compared to a child from a migrant house, and Children from non-migrant households also had better access to MDD and MAD diets compared to children from migrant

households, but this difference was not statistically significant. Male children had significantly better access to a diet with MDD and MAD than the female children. Gender discrimination in IYCF practices began at infancy, with consumption of each of the seven standard food groups being higher among boys than girls.

Conclusions

Girls and children from parent migrated homes receiving an inadequate diet. Gender discrimination in diet diversity and complementary-feeding practices starts early in childhood with boys having a distinct advantage over girls. It is important to urgently address the issue of gender discrimination in dietary practices using integrated and transformative approaches and efforts need to be made for the provision of adequate and diverse complementary food starting from 6 months old instead of waiting until children reach school age.

Health 5

Article code 2.20

“It is not an acceptable disease”: A qualitative study of HIV-related stigma and discrimination and impacts on health and wellbeing for people from ethnically diverse backgrounds in Australia (2021)

Theoretical assumptions

People from ethnically diverse backgrounds living with HIV are susceptible to adverse health and wellbeing outcomes, particularly as a consequence of HIV-related stigma and discrimination (HSD), though relatively little is known about experiences in Australia.

Despite improvements in attitudes around HIV, HIV-related stigma and associated discrimination (HSD) remain a key challenge for those living with HIV and their communities.

The health impacts of stigma experienced at multiple locations are complex, producing significant risks and vulnerabilities. So, this study intended to answer 3 research questions

- 1) what were the experiences of, and responses to, HSD by people from CALD backgrounds?
- 2) how did these experiences of HSD intersect with other categories such as gender, ethnicity/race, sexual orientation, and immigration status;
- 3) what were the health impacts of these experiences of stigma/discrimination?

<i>Design</i>	Descriptive and qualitative study
<i>Participants</i>	<ol style="list-style-type: none"> a) PLHIV from a CALD background aged over 18, currently residing in SA (N=10), recruited through one of the major service provider organisations; b) CALD community leaders (N=14), recruited through

	<p>community networks across the key African settlement communities in SA and snowball sampling;</p> <p>c) Staff from a range of service provider organisations (both CALD focused and mainstream) (N=50), who were recruited by approaching the key service providers in SA. PLHIV and community leaders</p>
<i>Variables</i>	<p>a) For the PLHIV: diagnosis, experiences of service use and barriers/facilitators to service use, and the impact of HIV and associated stigma on their life.</p> <p>b) CALD community leaders included questions relating to the broader awareness of HIV in their specific community, the presence and nature of HSD and intersecting elements such as gender, religion, sexual orientation and/or immigration status, the impacts on health and their views on addressing HSD in their communities.</p> <p>c) Staff from service provider organisations similarly covered topics such as the presence, nature and health impacts of HSD within the CALD communities that they work with.</p>

Results

Findings indicated that HIV is a highly stigmatised condition in ethnically diverse communities due to fear of moral judgment and social isolation, and was experienced at the intersections of gender, sexual orientation, religion, culture, and immigration status. Experiences of HSD were damaging to health and wellbeing through non-disclosure, reduced social support, delayed testing, service access barriers, impacts on treatment adherence, and directly to mental Health

The analysis revealed an overwhelming sense of the weight of HSD on CALD community members and this was perceived as greater than for those from non-CALD backgrounds. HSD played out at the key intersections of gender, sexual orientation and visa status, overlaid by religion and culture. HSD was identified as a key mental and physical health risk by all participants, with pathways identified through fear of disclosure leading to social isolation, delayed testing, service access barriers, compromised treatment, and lack of social support.

Conclusions

These paper makes a unique contribution to the literature, through canvassing the views of multiple participant groups and drawing on the lens of intersectionality to highlight the complex intersecting character of HSD in CALD communities.

Health 6

Article code 2.29

The Health Consequences of Neocolonialism for Latin American Immigrant Women Working as Caregivers in Spain: A Multisite Qualitative Analysis
(2020)

Theoretical assumptions

In Spain, immigrant women's triple discrimination has been described by several authors. Their competence as careers is naturalized, their previous qualifications are ignored or not valued, and the skills they bring to the country are invisibilized. Their status as immigrants and their economic need makes them quite vulnerable to exploitation, precarious working conditions, and low pay. Additionally, being overqualified for domestic work made participants feel frustrated for not being able to find jobs with better conditions and matching their expertise. So, the main objective of this study was to explain how the colonial logic mediates the experiences of Latin American women working in intimate labour in Spain, and the effects of such occupation on their health and wellbeing, using a decolonial theoretical framework.

<i>Design</i>	This is a multisite qualitative study based on secondary data analysis from four critical qualitative health studies.
<i>Participants</i>	Participants were Latin American domestic workers from 11 countries (Colombia, Argentina, Ecuador, Chile, Bolivia, Brazil, Uruguay, Dominican Republic, Peru, Cuba, Venezuela). Participants' length of stay in Spain ranged from two years to 14 years, with precarious and legal migratory status, an age range from 20 to 52, living both in rural and urban settings.
<i>Variables</i>	Health Consequences of Intimate Labour; Forms of Resistance and Negotiating IL Struggles.

Results

In this study three interwoven categories was found: Intimate Labour as the Gendered and Racialized Métier of Immigrant Latin American Women in Spain; IL as Servilism: Trapped in a Context of Vulnerability, Exploitation and Abuse and Latin American Women Forms of Resistance and Negotiating IL Struggles

These three categories show how the dominant colonial logic in Spain creates low social status and precarious jobs, and naturalizes intimate labour as their métier while producing detrimental physical and psychosocial health consequences for these immigrant caregivers. The caregivers displayed several strategies to resist and navigate intimate labour and manage its negative impact on health. Respect and integration into the family for whom they work had a buffering effect, mediating the effects of working conditions on health and wellbeing

Conclusions

The findings revealed that intimacy is a space regulated by both explicit rules (e.g., government, laws, policies) and by specific social discourses (e.g., what is understood as intimate, as private, and as public). The delimitation of private spaces is a fundamental element to understand the impact of the migration process on physical, mental, and social health.

Health 7

Article code 2.38

Latino Immigrant Day Laborer Perceptions of Occupational Safety and Health Information Preferences (2016)

Theoretical assumptions

The construction industry has the second largest proportion of Latino workers after agriculture and is one of the main contributors to employment growth among foreign born Latinos, especially in low paying jobs. Latino construction workers also have a higher rate of fatal and non-fatal occupational injuries than their white and black counterparts. These disparities are particularly worrisome given that about one-third of on-the-job fatalities occur in construction. Furthermore, construction-related injury rates are substantially under-reported among Latinos.

For these study authors define 2 research questions: first, what are immigrant day laborers' experiences with occupational safety in the construction industry? And second, what do they think is the most useful content and communication strategy of educational interventions to reduce occupational risks?

<i>Design</i>	Qualitative study
<i>Participants</i>	48 Spanish-speaking day laborers: 8 women, and 40 men, 35 years on average.
<i>Variables</i>	Focus group discussions were guided by a three-part protocol that: Inquired about the main risks experienced at the construction site. This section collected information about participants' type of occupation, exposures, and symptoms associated with exposures. Probes included lists of potential occupations in construction and demolition, and health concerns associated with their day laborer activities. Asked about access to safety information, access to personal protective equipment and day laborers' safety behaviors. Participants were asked about access to employer-provided personal protective equipment (PPE), equipment maintenance, worker's decisions regarding acquiring occupational safety information and/or PPE if not available through employer, as well as current

occupational safety practices. Obtained feedback about educational materials from the Occupational Safety and Health Administration (OSHA) and/or the National Institute for Occupational Safety and Health (NIOSH). Participants gave their opinions about images, text amount and quality of text, content, and preferences about the mode of delivery of educational materials. Moderators asked about preferences between text and images, preventive behaviors and instructions about PPE, preferences between images and text, as well as opinions regarding in-person delivery compared to printed materials.

Results

Participants reported performing a diverse array of activities at construction sites suggesting a broad range of potential exposures. In fact, 33 out of 48 participants (69%) reported doing general construction jobs or listed two or more jobs. The most common job was painting (54%), followed by general construction (44%) and demolition (25%). Seventeen percent reported preparing or installing drywall, whereas 21% worked as carpenters, mostly setting up framing during reconstruction. Results for women show that 7 out of 8 women participants did construction site cleanup, which means removing debris from construction activities. Similar to men, most women participants reported painting (7 out of 8 women) as a common job. None of the women included reported doing any of the most specialized jobs, such as electrician, roofer, asbestos remover, or blacksmith.

Results From the Focus Groups Table II summarizes focus group findings regarding day laborers' experiences with occupational safety. We identified five themes. First, day laborers' narratives show a process of eroding work opportunities from the post-Katrina reconstruction period and increasingly tense interactions with the community and local authorities. Participants felt the city population overtly rejects day laborers in spite of their efforts in the reconstruction process after Hurricane Katrina. Second, employers were perceived as having detrimental attitudes about occupational safety. First, employers threatened to replace day laborers who expressed occupational safety concerns. The analysis of the focus group responses emerged 55 themes. About Day Laborers' Experiences With Occupational Safety are: Adverse socioeconomic context; Detrimental employer attitudes about occupational safety; Different occupational challenges and exposures for men and women; Health and health care Access; Different attitudes about who is responsible for occupational safety. For some there is limited choice since it is in employers' hands, others that it is their own responsibility to find a way to stay safe.

It is also important to note that the authors found that women's experience of discrimination differed in that they experienced lower pay than other day

laborers and faced reluctance to being hired due to their gender. Furthermore, women split their work time between the service and the construction industries, each of which presented different occupational exposures.

Conclusions

Most employers did not provide safety equipment, threatened to dismiss workers who asked for it, and did not provide health insurance. Attitudes toward accepting unsafe work conditions varied. Women faced lower pay and hiring difficulties than men. Day laborers preferred audio format over written, and content about consequences from and equipment for different jobs/exposures.

Day laborers have common occupational experiences, but differences existed by gender, literacy and sense of control over safety. Day laborer information preferences and use of media needs further studying.

LEGAL

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Legal 1

Article code 1.3

El acceso de las mujeres inmigrantes a los derechos humanos: la igualdad inacabada (2010)

Theoretical assumptions

En el imaginario social y en las políticas migratorias, la imagen del inmigrante era representado por un varón, joven, soltero y trabajador. Pero progresivamente se ha ido conformando la percepción de que las mujeres son “actores claves e independientes en el proceso” migratorio. La situación de la mujer emigrante es la de una “exclusión reforzada” ya que se produce una remarcada y específica invisibilidad social, laboral, exclusión de la participación.

<i>Design</i>	Análisis de situación jurídica de mujeres emigrantes al amparo de la variable de los derechos humanos.
<i>Participants</i>	Datos estadísticos y legislación internacional y nacional.
<i>Variables</i>	Mujer migrante extranjera, marco laboral, marco jurídico español.

Results

En nuestro caso nacional, el principal motivo que lleva a una extranjera a emigrar a España es la búsqueda de empleo, excepto las mujeres procedentes de países africanos que llegan a España, en la mayor parte de los casos, como consecuencia de la reagrupación familiar. Las mujeres inmigrantes en general tienen empleos más precarios, con mayor porcentaje de contratos temporales, mayor número de horas trabajadas semanalmente y más contratos a tiempo parcial, fundamentalmente por no encontrar empleo a tiempo completo.

Las mujeres inmigrantes en España tienen, hasta el momento, mayor índice de riesgo de ser víctimas de violencia de género que las mujeres españolas algo que se observa de manera específica en los procesos de reunificación familiar que pueden obligar a la mujer a convivir con su maltratador para poder obtener así permiso de trabajo.

La Ley española de Medidas Integral contra la violencia de género de 2004 es la primera norma que reconoce la especial vulnerabilidad de las mujeres inmigrantes ante la violencia de género y que establecía el compromiso de garantizar su acceso a todos los recursos previstos para las víctimas, en pie de

igualdad con el resto de las mujeres.

Sin embargo, se mantiene una desigual protección de los derechos humanos de las inmigrantes víctimas de violencia de género, especialmente en el caso de las mujeres inmigrantes reagrupadas por su agresor y las que se encuentran en situación irregular.

Conclusions

La perspectiva que proporcionan los derechos humanos resulta pertinente para preguntarse por las formas más efectivas y justas en la que los Estados pueden asumir sus obligaciones de protección de todas las personas bajo su jurisdicción. El acceso a la situación jurídica de regularidad a través de la flexibilidad normativa de acceso a las autorizaciones de trabajo y residencia, combinada con un control exhaustivo del trabajo informal es una de las medidas principales que van en ese sentido.

Legal 2

Article code 1.4

What does justice mean to black and minority ethnic (BME) victims/survivors of gender-based violence? (2020)

Theoretical assumptions

Los debates en torno a la justicia y la violencia de género se vienen centrando en la incapacidad del sistema de justicia penal para impartir justicia a las mujeres. Es importante comprobar estas experiencias entre mujeres migrantes de primera generación y de segunda o tercera generación. Las mujeres migrantes que pueden tener un acceso diferenciado a lo que Bourdieu llamó capital social siendo este “el conjunto de los recursos reales o potenciales que están vinculados a la posesión de una red duradera de relaciones más o menos institucionalizadas de mutuo conocimiento y reconocimiento” podrían defenderse mejor de la violencia de género. Sin embargo, hay estudios que exploran cómo la violencia de género, particularmente la violencia doméstica, impide que las mujeres construyan redes y acumulación de capital social; y, además, que los grupos dominantes pueden ser capaces de utilizar capital social para justificar y legitimar la violencia de género. Faltan estudios que exploren cómo las mujeres BME (black and minority ethnic) (BME) acceden o no, al capital social, que pueda incidir en sus experiencias, en el acceso a la justicia.

<i>Design</i>	Análisis ecológico para analizar las barreras y facilitadores de acceso a la justicia en los niveles micro-meso-macro.
<i>Participants</i>	Entrevistas con 83 mujeres (BME) de Inglaterra y Gales
<i>Variables</i>	Mujer migrante negra y de minoría étnica. Percepción de la justicia.

Results

La experiencia de abuso más común señalada por las víctimas fue el abuso doméstico incluyendo en esta categoría la violencia física, emocional, financiera, control coercitivo y acoso (94 %), seguido de exposición al abuso doméstico cuando era niña (34%), luego a la violación o agresión sexual como adulta (27%). La tasa de denuncia de violencia sexual fue menor entre BME que en entrevistados blancos. Es posible que las tasas más bajas de notificación se deban a tabúes culturales o a la vergüenza en relación con la violencia sexual y, en el caso de inmigrantes de primera generación, a diferentes normas legales y culturales en el país de origen, por ejemplo, la violación dentro del matrimonio puede no ser reconocida como un problema legal o moral en su país de origen. El matrimonio forzado 46% en comparación con el 4% de los entrevistados blancos es otro de los resultados denunciados.

Si bien el porcentaje de las denuncias realizadas ante las autoridades por estas mujeres son similares a las que realiza el grupo de mujeres no inmigrante (50% y 53%), la respuesta del sistema de justicia es muy diferente ya que las mujeres BME tienen muchas menos probabilidades de conseguir una investigación policial (42% en comparación con el 72% de las que se derivan de una denuncia realizada por una mujer no BME) y mucho menos probable es que el agresor reciba imputaciones penales (14% frente a 47%).

Para las mujeres con estatus migratorio irregular la percepción de la justicia es que no es posible esperar justicia con respecto a su experiencia de violencia de género mientras su estatus migratorio esté amenazado.

Algunas participantes expresaron la dificultad de recibir justicia en términos familiares y comunitarios. Dos sobrevivientes de violencia doméstica basada en el honor, declararon que la falta de aceptación por parte la comunidad en general era en sí misma una forma de injusticia.

Conclusions

La policía y el sistema de justicia aún no son lo suficientemente conscientes de la etnicidad como un indicador clave de la desigualdad en la aplicación de justicia, y actualmente son incapaces de investigarlo y dar seguimiento a estos casos adecuadamente. Especialmente grave es la situación para las mujeres migrantes de primera generación con estatus migratorio inseguro y sin recursos a fondos públicos porque además de enfrentarse a las barreras para acceder a los servicios de apoyo, temen las posibles consecuencias de hablar sobre el abuso y luego tener que regresar a su país de origen donde tendrán que enfrentar represalias por parte de la familia y comunidad del denunciado.

Legal 3

Article code 2.32

Legal restrictions on medical intervention during operation on female genitalia for non-medical purposes (2020)

Theoretical assumptions

La circuncisión femenina es un problema que ha alcanzado nivel internacional. Existe en más de 30 países. La razón más común para tal fenómeno es la norma social, donde las mujeres simplemente tienen miedo de ser rechazadas por la sociedad, porque allí tal operación se considera una práctica común.

El Convenio del Consejo de Europa sobre prevención y lucha contra la violencia contra las mujeres y la violencia doméstica (Convenio de Estambul) obligaba a las partes firmantes a través de su artículo 38 a diseñar marcos y medidas jurídicas nacionales para perseguir estas prácticas.

El objetivo de este artículo es determinar los avances que se han producido en este sentido tanto en la regulación sobre mutilación genital y los límites establecidos a la intervención médica con fines no clínicos.

<i>Design</i>	Análisis comparativo de legislaciones nacionales y extranjeras, Posiciones. Actos jurídicos internacionales de las Naciones Unidas y el mundo. Organización de la salud también se utilizan en el trabajo.
<i>Participants</i>	Decisiones del Tribunal Europeo de Derechos Humanos, legislación de Italia, Suecia y estadísticas de la Organización Mundial de la Salud.
<i>Variables</i>	Límites a la práctica médica sin fines clínicos. Herramientas legales para luchar contra la mutilación femenina.

Results

13 países firmantes han proporcionado en su legislación nacional una regla separada (especial) sobre responsabilidad por la mutilación genital femenina. Además, 10 de estos países han establecido tal responsabilidad con independencia del consentimiento de la mujer para tal operación. Sin embargo, 15 países todavía no han establecido reglas en este mismo sentido por lo que la aplicación del Convenio no se ha podido realizar de manera eficaz.

Conclusions

El término “mutilación genital femenina” o “circuncisión femenina” está bien establecido en el derecho internacional y la comisión de tales actos es de obligada consideración como crimen de acuerdo con la Convención de Estambul. Los instrumentos internacionales obligan a tipificar estos actos por separado, independientemente de que están previstos en las disposiciones pertinentes de las leyes nacionales porque la naturaleza de estas lesiones es la lesión intencionada por causas no médicas y tienen su origen en motivos religiosos, tradiciones étnicas y creencias.

Estos delitos son una de las formas de discriminación y violación de los derechos de las mujeres y niñas.

Legal 4

Article code 2.35

Migration, Gender, and the Limits of Rights (2013)

Theoretical assumptions

Las “normas fronterizas” no se detienen en la frontera, siguen a los migrantes dentro de las fronteras territoriales de los estados y afianzan las distinciones no sólo entre ciudadanos y no ciudadanos, sino también entre categorías de migrantes.

Las normas de derechos humanos, debidamente interpretadas, pueden desafiar la exclusión, la explotación y los abusos experimentados por muchas mujeres migrantes.

Las normas que aseguran los derechos humanos tienen el potencial de abordar y responder a variables superpuestas de discriminación como la raza, la etnia el estatus migratorio y el género.

Pero se da una preocupante paradoja. Las mujeres víctimas de trata son reconocidas como víctimas, pero, al mismo tiempo, se les niegan los recursos y apoyos necesarios para su dignidad como migrantes porque es también una migrante irregular a los ojos del estado. Una migrante irregular víctima de trata plantea, por lo tanto, un desafío significativo a la pretensión de un estado de controlar sus fronteras y gestionar la migración.

La adopción del Protocolo para Prevenir, Reprimir y Sancionar la Trata de Personas, especialmente Mujeres y Niños (Protocolo de Palermo) aprobada por la ONU en 2000 marcó un momento significativo en el desarrollo del derecho internacional de normas sobre trata de personas.

Pero el problema surge cuando estas normas exigen restringir la demanda de “trabajadoras del sexo” ya que no hay consenso alguno sobre la manera de afrontar este “mercado”.

<i>Design</i>	Análisis del protocolo de Palermo y de las normas sobre lucha contra la trata de personas.
<i>Participants</i>	Marcos legislativos internacionales y nacionales
<i>Variables</i>	Mujeres víctimas de trata. Legislación internacional. Protocolo de Palermo.

Results

La regulación de la prostitución se deja en mano de los estados, pero existe la opinión de que hay obligación positiva de los estados para combatir la demanda de servicios sexuales comerciales explotadores que fomentan la trata de personas

El Comité CEDAW (Comité para la Eliminación de la Discriminación contra la Mujer) de la ONU no ha seguido un modelo abolicionista, prefiriendo centrarse en el impacto sustantivo de las respuestas regulatorias o abolicionistas al trabajo sexual sobre las mujeres, incluidas, en particular, las

mujeres migrantes.

Los avances son escasos, por ejemplo, en Chipre y Canadá se siguen dando permisos de entrada, visas legales, bajo la denominación de “artistas de cabaret” y “bailarinas exóticas”. Estas figuras denunciadas por la Corte Europea de Derechos Humanos son una clara legalización de trata de mujeres que contraviene el protocolo firmado por ambos países. Por otro lado, las mujeres que sufren trata no encuentran en la figura legal del asilo un elemento que les permitiría consolidar con garantías su estancia en el país de llegada.

Conclusions

Los Estados siguen reacios a remediar la irregularidad de la presencia de la víctima de la trata. La necesaria expansión de los recursos de derechos humanos disponibles para combatir la trata de personas desafiará aún más los vínculos entre soberanía, territorio y presencia de mujeres migrantes. Esta relucencia se expande también a la vinculación entre trata y la necesidad de que esta circunstancia sea una garantía para conseguir asilo en los países receptores de mujeres migrantes.

Legal 5

Article code 2.36

Non- and dedocumenting citizens in Romania. Nonrecording as a civil boundary (2017)

Theoretical assumptions

Dentro de las teorías sobre el estado, hay que señalar la existencia de un estado débil o “ilegible” (incapaz de tener control sobre la ciudadanía) y otros denominados violentos cuyos gobiernos mantienen vigilancia y control permanente sobre sus ciudadanos. Por otro lado, la capacidad administrativa sobre y para los ciudadanos permite a los estados reclamar un control no violento sobre estos. La “legibilidad” de los estados ha aumentado en los últimos tiempos no teniendo que recurrir a la violencia para mantener ese control y el poder.

Por el contrario, la “ilegibilidad” indica una debilidad, un síntoma de un estado fallido incapaz para gobernar efectivamente.

El estado rumano es un estado “ilegible” que no registra, no da derecho de ciudadanía a gran parte de su población. Es muy frecuente el uso de dos técnicas administrativas: la práctica de no registrar a recién nacidos y la revocación de los documentos de identidad de las personas desalojadas o emigrantes.

<i>Design</i>	Estudio etnográfico. Entrevistas semiestructuradas.
<i>Participants</i>	4 personas indocumentadas; 3 funcionarios públicos; 4 ONGs.
<i>Variables</i>	Ciudadanía. Derechos sociales.

Results

Rumanía no tiene un procedimiento de determinación de la condición de apátrida por lo que es difícil decir cuando la identificación, el registro o la documentación

de apatridia se lleven a cabo adecuadamente.

Se ha pasado de un fuerte control estatal en la era soviética a un abandono total del estado central en el control administrativo y de los registros de los ciudadanos. Ahora, la responsabilidad de los registros que permiten a los habitantes adquirir el estatus de ciudadano se delega en las administraciones locales sin una norma unificada lo que hace que miles de ciudadanos corran el riesgo de convertirse en apátridas. Se describen dos prácticas administrativas que desencadenan esta circunstancia. La primera es que para registrar a un recién nacido sus padres han de estarlo también. Si eso no ocurre, el niño automáticamente se convierte en apátrida, aunque haya constancia hospitalaria de su nacimiento en suelo rumano. Segunda. A la población sin un domicilio fijo (p.e gitanos) no se le permite conseguir su documentación como ciudadanos rumanos e incluso la población que cambia de domicilio puede perder la ciudadanía en el tránsito entre un lugar y otro. En ambos casos la discrecionalidad de los funcionarios es un elemento de riesgo de perder la nacionalidad. Si bien el porcentaje de las denuncias realizadas ante las autoridades por estas mujeres son similares a las que realiza el grupo de mujeres no inmigrante (50% y 53%), la respuesta del sistema de justicia es muy diferente ya que las mujeres BME tienen muchas menos probabilidades de conseguir una investigación policial (42% en comparación con el 72% de las que se derivan de una denuncia realizada por una mujer no BME) y mucho menos probable es que el agresor reciba imputaciones penales (14% frente a 47%).

Para las mujeres con estatus migratorio irregular la percepción de la justicia es que no es posible esperar justicia con respecto a su experiencia de violencia de género mientras su estatus migratorio esté amenazado.

Algunas participantes expresaron la dificultad de recibir justicia en términos familiares y comunitarios. Dos sobrevivientes de violencia doméstica basada en el honor, declararon que la falta de aceptación por parte la comunidad en general era en sí misma una forma de injusticia.

Conclusions

A través de las prácticas de no registro, el estado rumano oculta sus obligaciones hacia aquellos a quien considere como indeseables y, al mismo tiempo, controla de manera más eficiente al contener su movilidad tanto dentro como fuera del territorio nacional. La “ilegibilidad” se equipara en este caso al mismo nivel que un estado violento al poder retirar derechos de ciudadanía de manera discrecional.

GENDER DISCRIMINATION

Ilario Lo Sardo, Tifaine Delplanque
Euroform

Gender Discrimination 1

Article code 2.1

Gender discrimination in societal and familial realms: understanding agency among chinese marriage migrant women in Switzerland (2021)

Theoretical assumptions

The phenomenon of Chinese women's marriage migration in Switzerland is characterized by discrimination suffered by Chinese marriage migrant women generally produced by social factors derived from gender regimes and social-cultural norms that impact on these women before and after migration.

<i>Design</i>	The objective of this study is to analyze the modality and strategy of Chinese women in Switzerland migratory in a multi-dimensional level. 52 life stories of Chinese women from mainland China now living in Switzerland have been collected between 2016 and 2017. All interviewees were aged between 27 and 56 years old recruited following an announcement in several WeChat.
<i>Participants</i>	Chinese marriage migrant women, swiss men.
<i>Variables</i>	Marriage migration process, gender discrimination, gender regime, agency.

Results

The analysis has unveiled a continuum of gender discrimination of marriage migrants, from the origin country to the destination country. In the Chinese local marriage market age and divorce discrimination produce prejudice regarding women. The choice of transnational marriage can be considered as a negotiation strategy for Chinese women to escape from gender discrimination in the Chinese marital system. In Switzerland, lack of childcare and taxation tends to discourage the employment participation of woman. Almost all of the women in the study reported experiencing discrimination in the Swiss job market. Not all Chinese marriage migrant women think in the same way. Some of them kept trying to find a satisfactory job and refuse an inappropriate unskilled work.

Conclusions

The discrimination they encounter because of gender, nationality and ethnicity makes Chinese marriage migrant women's social integration more difficult and

upsets their post-migratory life. However, they do not always accept deskilling. Instead, they exerted their agency by mobilizing different strategies to resist the gendered discrimination during their pre and post migratory live.

Gender Discrimination 2

Article code 2.2

Gender discrimination in the allocation of migrant's household resources
(2015)

Theoretical assumptions

Paternal migration affects gender discrimination specifically. As the house head is away, there is an important modification in household structure that shift the expenditure toward girls coinciding with the increase of the influence of women left behind.

<i>Design</i>	Designed to analyze the relationship between international migration and gender discrimination through the lens of decision-making power over intern household resource allocation. Indeed, the overall impact of parental migration on outcomes such as child schooling and work often differs based on child gender.
<i>Participants</i>	<ul style="list-style-type: none"> - Mexican households with heads who are currently in the USA and thus by definition have had a recent US migration experience - Mexican households with heads who have had recent US migration experience, but have already returned to Mexico - Mexican households with heads who have not recently been to the USA
<i>Variables</i>	Resources spent on boys as a fraction of total resources spent on boys and girls in a specific expenditure category

Results

A head's recent US migration is associated with an increase in the share of schooling and clothing expenditures on boys, but if the head migrated and is still away, there's a decrease on boy's expenditure share: there is a shift toward spending on girls while heads are away. The results support the view that households where heads have recently migrated and returned home are more likely to favor boys in schooling and clothing expenditure.

The recent migration experience strengthens the head's decision-making power while current migration restricts it. For spouses, the pattern is reversed, suggesting an increase in decision-making power while the head is away and a wanning of that influence once he has returned.

Conclusions

The analyze to a pattern of a greater share of resources for girls while the head is migrating and his spouse yields greater authority in determining the allocation of household resources. After he has returned to Mexico, however, suggestive evidence points to greater decision- making power for the head and a shift in the share of resources allocated to favor boys.

More generally, linking the decision-making data with the results on expenditure ratios suggests that the identity of the household member responsible for decision-making may play an important role in the underlying mechanism explaining the impact of migration on family members left behind.

Gender Discrimination 3

Article code 2.3

The little brown woman: Gender discrimination in American medicine (2013)

Theoretical assumptions

Indian women physicians continue to face racialized gender discrimination in the United States in the twenty-first century. It still seems to be there the interaction of skilled migrant workers with racial/ethnic and gender relations in U.S. workplaces

<i>Design</i>	The objective of the paper is to examine the incidence and nature of gender-based discrimination in American medicine and the experiences of women physicians of Indian origin and how race/ethnicity, gender, and nationality create complex conditions of inequality and disadvantage for women of color in the U.S.
<i>Participants</i>	Women and men physicians, foreign medical graduates
<i>Variables</i>	Racial hierarchy, gender discrimination, racial/ethnic and gender relations

Results

In this paper, the author explores how gender, race, and nationality intersect in the experiences and perceptions of Indian physicians in the United States. The study draws extensively on 121 in-depth interviews, carried out with first generation and second-generation Indian physicians and with senior faculty in higher administrative positions.

A majority of the Indian women physicians who were interviewed for this research experienced gender-based discrimination at all levels in the medical workplace - as residents and faculty, and in promotions to positions of power. Gender discrimination was visible even in the recruitment process and in the choice of medicine specialization.

The women respondents felt that they worked harder to gain the respect of their supervisors and coworkers, while they were also more likely to be steered into less prestigious subfields. All first- and second-generation physicians

reported that there is foreign medical graduate bias in the U.S. medical system.

Conclusions

The research suggests that many physicians, both women and men, continue to perceive sexist and patriarchal attitudes in American medicine. Despite the entrenchment of gendered and racialized assumptions and expectations within medicine, most research ignores how the gender category is deeply complicated by racial and ethnic differences.

Gender Discrimination 4

Article code 2.4

(Re)producing Statelessness via indirect Gender Discrimination: Descendants of Haitian Migrants in the Dominican Republic (2019)

Theoretical assumptions

Indirect gender discrimination, evident in documentation and birth registration practices applicable to Haitians migrants and descendants, is causing matrilineal transmission of statelessness.

<i>Design</i>	The design of this study is a case control study analytical. The research is based on ethnological and archival research on gender and statelessness among haitian migrants and their descendants in the Dominican Republic leaded in 2013 and 2014.
<i>Participants</i>	Haitian migrants' women Dominican women of Haitian descent

Results

Gender and ethnic discrimination have blocked access to the dominican civil registry for children of undocumented Haitian migrant women, even when their fathers are documented Dominican citizens.

Conclusions

The Dominican Constitution allows both men and women to pass on their nationality, so on paper there would not appear to be gender discrimination, much less a risk of statelessness. De facto, the procedures make birth registration impossible for children of undocumented mothers. Bureaucratic practices and procedures that administratively separate children from the identity documents proving their status and associated rights may not be as direct or easy to detect as formal gender discrimination in nationality laws, but the outcome is the same.

Gender Discrimination 5

Article code 2.14

A report on gender discrimination in South Africa's 2002 Immigration Act: masculinizing the migrant (2004)

Theoretical assumptions

The provisions of the new Immigration Act introduced in South Africa in 2002 gives considerable cause for concern on gender grounds. The male bias in the work permit and other employment-based categories along with the limits to family reunification for those entering for work are likely in effect to discriminate against women to a greater extent than men

<i>Design</i>	The objective of the paper is to analyze the implications of the new Immigration Act introduced in South Africa in 2002. A number of different permits allow for entry under different terms and conditions, including any rights for family members. In the paper, each relevant permit category laid out in the Act is subjected to a close gender analysis, through which each is demonstrated to have its own set of associated gender issues. The overtly economic basis of the Act, will in all likelihood perpetuate the male bias in migration flows and discourage or impede migration by women.
<i>Participants</i>	Male migrants, female migrants, family members of labour migrants, employers.
<i>Variables</i>	Gender bias in work permit allocations, discrimination against women.

Results

The analysis conducted on the new Immigration Act, shows that it will not only discriminate against certain individuals on the basis of their gender, but will also create problems for the personal and family relationships of both male and female migrants.

The most significant of the permit categories that allow employment in some forms are the following: four different categories of work permit (quota, general, exceptional skills, and intra-company transfer); treaty permits; corporate permits; and business permits. In most cases, permissions are granted on the basis of level of degree or certificate and years of relevant experience. Other criteria for admission includes extraordinary skills, business or capital investment. But women tend to have lower levels of post-secondary education than men, and certainly fewer have post-graduate or graduate degrees. Not only is there likely to be a male bias in the people admitted under permits, but most of these permits do not bring any residence rights for the family members of permit-holders. In a few cases they give their family members' residence and employment rights, but with very restrictive conditions. It will encourage migration of individuals rather than couples or

families.

Conclusions

South Africa's new Immigration Act is not beneficial to women and create a gender imbalance in favour of male migrants' workers. It is out of step with the reality of Southern African migrants' lives and needs, mainly those of women. In South Africa migration streams seem likely to remain predominantly male. Any gender bias will become evident only after the Act has been in operation for a few years, requiring regular gender monitoring. But most can be predicted to have a male bias.

Gender Discrimination 6

Article code 2.15

Gender inequalities in employment and wage-earning among international labour migrants in chinese cities (2016)

Theoretical assumptions

We hypothesize that female migrants in cities are economically more disadvantaged than male migrants in the job market.

<i>Design</i>	The study applies the standard Heckman two-step Probit-OLS method to model job participation and wage-earning, adjusting for demographic and social characteristics and potential selection effects
<i>Participants</i>	59,225 males and 41,546 females migrants aged between 16 and 59 years, who had moved across a county (Xiàn) boundary from their registered household and had stayed in the current destination for more than one month.
<i>Variables</i>	Contextually relevant variables likely to be associated with job participation and wage-earning of migrants

Results

Female migrants have much lower job-participation and wage-earning potential than male migrants. Male migrants earn 26% higher hourly wages than their female counterparts. Decomposition analysis confirms potential gender discrimination, suggesting that 88% of the gender difference in wages (or 12% of female migrant wage) is due to discriminatory treatment of female migrants in the Chinese job market. Migrants with rural hukou status have a smaller chance of participation in the job market and they earn lower wages than those with urban hukou, regardless of education advantage.

Conclusions

There is evidence of significant female disadvantage among internal labour migrants in the job market in Chinese cities. Household registration by urban and rural areas, as controlled by the hukou status, partly explains the differing

job participation and wage earning among female labour migrants in urban China.

Gender Discrimination 7

Article code 2.16

Bargaining Power or Specialization? Determinants of household Decision making in Chinese Rural Migrant Families (2020)

Theoretical assumptions

If a female migrant gains considerable bargaining power, which is captured as income, education, and migration duration, then she will have a high probability of being responsible for household decision making in her rural migrant family.

If a wife has comparative advantages in the labor market, which is measured as income, education, migration experience, and their squared terms, then she will likely transfer her decision-making responsibilities to her husband.

<i>Design</i>	A group of researchers was established to investigate the impacts of internal migration within China and provides rich information on household roster and personal characteristics, education and training backgrounds, employment situations, household head information, and household income and expenditure during a migration period. The research covered 15 cities, and tracked migrants during their migration.
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<i>Participants</i>	Approximately 5,000 migrant households are included in each wave, only parts of which could be tracked. After missing samples and outliers are deleted, 3,929 valid migrant household samples were obtained, including approximately 215 households tracked in the three waves, 583 households tracked in two waves, and the rest of the households tracked in only one wave.
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<i>Variables</i>	<ul style="list-style-type: none"> - Bargaining power: Income, education and migration duration - Women's personality traits and employment status
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Results

The household decision-making in China's rural migrant family is related with bargaining power such as income and migration duration differentials within a couple. Hence, the first hypothesis is partially confirmed.

The findings also show an inverted-U relationship between a wife's income and probability of becoming the household head, and the second hypothesis is proved.

Conclusions

Income and migration duration differentials between a wife and husband exert

important influences on the probability of being responsible for household decision making. Specifically, the probability of wives becoming the decision makers increases when their income and migration duration are higher than those of their husband. This finding indicates that bargaining theory can account for the probability of women becoming the household head.

if a wife/ husband gains comparative advantages in the labor market, then he or she will likely transfer his or her decision-making responsibilities to his or her spouse. This finding is consistent with the claims of the specialization approach.

Gender Discrimination 8

Article code 2.16

The indirect gender discrimination of skill-selective immigration policies (2018)

Theoretical assumptions

The immigrant admission policies of states demonstrate a strong preference for “highly skilled” migrants, while making it more difficult for “low skilled” migrants to enter. Those policies may have a disproportionate impact on the admission of female would-be migrants. It worsens disrespect because immigration policy makers have negligently failed to consider the social meaning of women’s difficulty in being admitted under the ‘skilled’ category, which worsens demeaning stereotypes about female workers in patriarchal societies.

<i>Design</i>	This article is focused on indirect gender discrimination generated by admission policies in many states. The author describes the United Kingdom’s points-based admission system, but many other countries (e.g. USA, Canada, Australia) demonstrate a preference for “highly skilled” migrants, called “talent-based selection” by the author. He offers a survey of empirical evidence that talent-based selection may indirectly discriminate against women and how talent-based discrimination makes existing disrespect against woman worse. Finally, the author provides two objections to talent-based immigration selection.
<i>Participants</i>	Skilled migrants, female migrants, subordinated groups.
<i>Variables</i>	Skilled migration, direct and indirect discrimination, social equality, feminism, negligence.

Results

The author proposes that wrongful indirect discrimination is structurally similar to negligence because it involves the failure to discharge a duty of care and examines its implication for talent-based selection. He demonstrates that women face indirect discrimination in the workforce and gives reasons for this

phenomenon (e.g. the majority sectors that hire are male dominated; social interpretation of “skilled” and “unskilled”; years of labour market experience and income levels; the high costs of migration. Finally, he proposes two possible objections to his account: it is simply not true that a cultural solution is a sufficient response to discrimination, even if it is primarily identified as a cultural problem; agents, that are individual and collective agents, including institutions and corporations, are liable because they act negligently by failing to discharge their duty of care to culturally subordinated groups.

Conclusions

Talent-based selection is a form of wrongful indirect discrimination, because immigration policy makers have neglected to avoid worsening existing demeaning cultural beliefs about women that relate to their capacities and the value of their work, in comparison to men’s. This indirect discrimination should therefore be recognized as problematic by those who already acknowledge the wrongfulness of direct gender-based discrimination in immigration policy. It worsens disrespect because immigration policy makers have negligently failed to consider the social meaning of women’s difficulty in being admitted under the ‘skilled’ category, which worsens demeaning stereotypes about female workers in patriarchal societies.

Gender Discrimination 9

Article code 2.16

International Migration and Gender discrimination among children left behind
(2011)

Theoretical assumptions

The study is designed as an identification strategy inspired by difference-in-differences model.

<i>Design</i>	This article is focused on indirect gender discrimination generated by admission policies in many states. The author describes the United Kingdom’ points-based admission system, but many other countries (e.g., USA, Canada, Australia) demonstrate a preference for “highly skilled” migrants, called “talent-based selection” by the author. He offers a survey of empirical evidence that talent-based selection may indirectly discriminate against women and how talent-based discrimination makes existing disrespect against woman worse. Finally, the author provides two objections to talent-based immigration selection.
<i>Participants</i>	Evaluation of a set of families in which households' heads have all had recent US migration experience and compare those in which the head have already returned in Mexico with those in

	which the heads are still in US.
<i>Variables</i>	The fraction of children's educational and clothing expenditures spent on boys.

Results

First, households in which the head has had recent U.S. migration experience but where the head has returned home exhibit an increase in the fraction of expenditures going to boys relative to households with no such experience. Second, households in which the head is currently in the U.S. direct a smaller fraction of resources toward boys. In the clothing regression, this amounts to a drop of about 8 percentage points if the head is still in the U.S. Given that the average clothing expenditure ratio is about 0.51 for the reference households with no recent U.S. migration experience, these represent sizable changes in the fraction of resources going toward boys relative to girls as a consequence of migration.

Conclusions

The cross-sectional regressions presented here point to a pattern of shifting resources toward girls while the household head migrates to the U.S., but shifting resources back to boys once he has returned. These trends are consistent with a story in which international migration increases the decision-making power of women while the household head is away, and women subsequently shift resources to girls. Once the head returns, however, he appears to compensate for his absence by increasing resources even more for his sons.

INTEGRATION

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Integration 1

Article code 2.5

Research of the Current Situation and Strategies of the New Generation of Female Migrant Workers City Integration-Taking the H community of Jinan as an example (2018)

<i>Design</i>	Survey and in-depth interviews
<i>Participants</i>	170 valid questionnaires and 30 interviews to new generation of migrant women farmers (H Community of Jinan)
<i>Variables</i>	Sociodemographic variables, behavioral, life-style, value and psychological states variables

Results

Adaptation of the new generation of female migrant workers are explained through the behavioural patterns, lifestyles, values, and psychological states.

Conclusions

New generation of female migrant workers should actively improve their own quality to create conditions for urban adaptation; government departments and enterprises at all levels should incorporate gender awareness into the decision-making mainstream when formulating public policies and measures; giving Full Play to the Organizational Role of the Community female's Federation to Realize the Penetration of Urban and Rural Management Services; Improving citizen's quality, improving the urban integration of the new generation of women migrant workers.

Integration 2

Article code 2.23

Time for inclusion of racial and gender discrimination in routine clinical assessment (2021)

Theoretical assumptions

Explore how ethnic discrimination affects the wellness of black people and the COVID-19 pandemic.

Knowledge about health and cultural racial diversity is lacking in medical schools. Evaluate the degree of knowledge acquired during the years of medical training on discrimination and inequalities in health care.

Inequalities and ethnic discrimination in health care.

<i>Design</i>	Case report and national survey to assess discrimination and inequalities in Italian Paediatric Residency Schools
<i>Participants</i>	13-year-old girl, Residents of Italian Medical Schools (no n is given), and representative of the 36 Italian Residency Schools in Paediatrics.
<i>Variables</i>	Teaching programs include specific medical issues related to race/ethnicity Presence of Black doctors

Results

97.3% of cases, there are no training courses/seminars on cultural/social/religious differences between different ethnic groups; in 89.9% of cases, there are no training courses/seminars on potential social (immigration, stay in reception centers, stay in refugee camps, abuse and violence) and health problems of the migrant child.

Conclusions

Discrimination and racism should be routinely considered as causative agents or triggers of disease and routinely included in clinical examination, during history collection and evaluation of vital signs. It is important to improve and follow-up of immigrants in the health system.

Integration 3

Article code 2.30

Combating discrimination at workplaces through mainstreaming 'gender' and 'integration' needs in legislation: Testing a new analytical framework in Germany and Sweden (2020)

<i>Design</i>	Triangulation of research methods: review of recommendations and orientations, survey (n=30), expert interviews
<i>Participants</i>	Migrant women
<i>Variables</i>	Experience of discrimination

Conclusions

It is concluded that the reviewed legislation partly complies with the recommendations of international/regional forums to incorporate 'gender' and 'integration' needs to address discriminatory practices at workplaces in both destination countries.

(...) inclusion of 'gender' and 'integration' needs in legislation and constitution of effective implementation strategies, especially through 'collective bargaining agreements' with the private sector are preliminary steps to bring

women migrants in the labor market and to maintain their confidence for the continuation of employment in destination countries.

Integration 4

Article code 2.31

Disability among children of immigrants from India and China: Is there excess disability among girls? (2020)

Theoretical assumptions

Nature and nurture matter in development of disabilities.

Excess morbidity among daughters of Indian or Chinese immigrants in the US by studying the prevalence of disability among children.

Sex differences in the prevalence of disability arise from systematic sex differences in endowment, investments, environmental context, or a combination of these.

<i>Design</i>	Survey
<i>Participants</i>	20.000 US-Born children, between 5 and 16 years, of Indian and Chinese immigrants (data from the American Community Survey, 2012-14). US-born, non-Hispanic White children whose parents were both born in the US and children whose mothers were born in the Philippines are used for comparison.
<i>Variables</i>	Disability, socio-demographic variables, Language spoken at home

Results

Results indicate that there is excess disability among daughters compared with sons among children of Chinese immigrants and children of immigrants from northern or western Indian states; this excess disability declines with younger age at arrival or longer exposure to the host country. Analysis using children of Filipino immigrants as an alternative comparison group yields similar excess disability rates for females.

Conclusions

First, there is excess disability among daughters of Chinese immigrants and among daughters of Indian immigrants with origins in north/west India, but not among daughters of those from the rest of India.

No excess disability among daughters of Chinese and Indian women if the mother migrated to the US as a child or young adult, and lower or no excess disability for females (in Chinese and Indian families, respectively) if the mother has lived in the US for a long duration (more than 10 years). There is also no excess disability among daughters of Indian women if the mother is married to a non-Indian-born spouse. Findings are consistent with a decline in sex discrimination by immigrant parents from China and India as they assimilate into the US.

Existence of sex-biased parental investment motivated by son preference among immigrants from China and north/west India to the US. This finding indicates that China and India cannot rely on improved economic conditions or labour market opportunities for women to eradicate discrimination against daughters. Instead, interventions that address the cultural norms underlying son preference may be needed.

Integration 5

Article code 2.33

Discrimination in the rental housing market: a field experiment in Ireland
(2020)

Theoretical assumptions

The primary aim is to detect if there is evidence of discrimination consistent with previous research outside of Ireland. The main research question is to ascertain if there are any differences in responses to Irish and minority applicants and if there is variation in the extent of discrimination between minority groups (Nigerian vs Irish).

<i>Design</i>	Field experiment on ethnic discrimination in the rental housing market in Ireland.
<i>Participants</i>	Six fictitious applicants whose names represent different ethnic groups (names were used to signal ethnic background and gender). 3072 applications were sent.
<i>Variables</i>	Ethnic background, gender, housing market

Results

Irish applicants are more likely to be invited than Polish and Nigerian applicants, and Polish applicants are more likely to be invited to view an apartment than Nigerian applicants.

Irish applicants are also more likely to receive preferential treatment and to be offered specific viewings than the two ethnic minority groups. In turn, Polish applicants are likely to be treated more favourably in comparison to Nigerian applicants.

Conclusions

Ethnic discrimination is prevalent towards non-Irish nationals. There exists intergroup bias as landlords and letting agents are more likely to invite individuals from their own in-group than ethnic minority applicants.

DEVELOPMENT & MARKET

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University of Burgos

Development & Market 1

Article code 2.6

City-level hukou-based labor market discrimination and migrant entrepreneurship in China (2019)

Theoretical assumptions

Género, raza y su discriminación en el mercado laboral (barrera a trabajos bien remunerados, movilidad ascendente restringida y menos oportunidades de acceso económico para el emprendimiento) puede explicar que se transite al autoempleo.

El gobierno chino ha mantenido controles sobre la migración entre regiones a través de la gestión del sistema hukou: todos los ciudadanos deben registrar su ubicación hukou (local o no local) y tipo de hukou (rural o urbano). Se sugiere discriminación del rural en entorno urbano (servicios públicos, seguridad social, subvenciones, salarios, etc.).

<i>Design</i>	Tres fases: 1. Análisis de descomposición de Oaxaca-Blinder en los microdatos de la China Migrants Dynamic Survey (CMDS) del 2016, para justificar brecha de ingresos entre los migrantes rurales y los residentes urbanos idénticos. 2. Cálculo del nivel promedio según ciudad en China City Statistical Yearbook (CCSY) del año 2017. Vínculo del indicador de discriminación basado en el hukou (registro de hogares de China) con la participación empresarial de los migrantes rurales individuales
<i>Participants</i>	169 000 personas en 31 provincias chinas fueron entrevistadas y se publican los datos en el CMDS.
<i>Variables</i>	Situación sociodemográfica (hukou urbano o rural -agrícola y no agrícola-). Nivel de la ciudad: PIB, la estructura industrial, la tasa de desempleo, los salarios, la relación entre préstamos y depósitos y el precio de la vivienda.

Results

Los migrantes rurales tienen un ingreso personal inferior al 6,3% de sus migrantes urbanos. Los migrantes rurales se ven empujados en gran medida al emprendimiento por necesidad, en lugar de ser atraídos a este esfuerzo por

elección para aprovechar alguna oportunidad comercial. El emprendimiento migrante es más prominente para hombres con un nivel educativo medio, jóvenes, casados y arrendatario.

Conclusions

El autoempleo se induce más en población rural migrante en ciudades con más discriminación política (hukou) y consiguen menos ingresos que los ciudadanos considerados urbanos.

Se evidencia que el autoempleo no es una decisión libre y que habría de ponerse énfasis en dinamizar políticas que aporten equidad en el mercado laboral. Se subraya la discriminación de género en las oportunidades para el autoempleo y el acceso al mercado laboral en general.

Development & Market 2

Article code 2.7

Influence factors on gender wage gap: Evidences from chinese household income project survey (2017)

Theoretical assumptions

La brecha salarial a razón de género es un fenómeno universal que centra interés académico y político y afecta a la eficiencia del mercado.

Dos justificaciones de la literatura sobre brecha salarial en China: (1) que deriva de alguna diferencia no relacionada con el género (educación, tasa de retorno a la carrera y habilidades), que tiene que ver con una brecha en el acceso y permanencia académica; (2) que es consecuencia de la discriminación de género cultural, pues no se han explicado todas las variables que intervienen en la brecha unívocamente. Sin embargos, el artículo asume que hay vacíos en la determinación de las variables que concretan la brecha de género.

<i>Design</i>	Modelo matemático microscópico basados en datos CHIP (2008): Método de emparejamiento de puntaje de propensión (PSM). Descomposición Oaxaca-Blinder. Diseño de modelo contrafactual.
<i>Participants</i>	Trabajadores chinos incluidos en CHIP (2008)
<i>Variables</i>	Microdatos de CHIP 2008 (encuesta de ingresos de los hogares en China): factores sociodemográficos (estudios, ingresos, bonificaciones, localidad, migración, edad, experiencia, estado civil...).

Results

Se describen algunos factores que determinan diferencias de género. Se destaca inicialmente lo que se determina como productividad y la preferencia de los empleadores. Además, se incluye la capacidad de negociación de los hombres (las mujeres se conforman con trabajos menos remunerados tras la

carrera académica) y el aprovechamiento de oportunidades en desempleo, que suelen ser más negativos en mujeres.

La edad femenina tiene un impacto de “curva en U invertida” en la desigualdad salarial de género como resultado de la discriminación. En la etapa inicial se atribuye, intuitivamente, a la preocupación por un periodo de maternidad o matrimonio.

La brecha salarial de género de los residentes urbanos se deriva principalmente del escalón superior de salarios, mientras que la brecha salarial de género de las personas migrantes se determina principalmente del escalón inferior de salarios

La apariencia femenina y las horas de trabajo reales son insuficientes para afectar la tendencia cambiante de la desigualdad salarial de género.

Conclusions

Atribuyen a las empresas la disposición de ofrecer salarios más altos a las mujeres; por lo tanto, el grado de desigualdad salarial por discriminación de género se reducirá naturalmente.

Se pone el foco, en prospectiva, en comprender y explicar motivaciones y comportamientos de los empleadores considerando que los comportamientos corporativos más optimizados requerirán necesariamente el desarrollo de una igualdad de género óptima. Se considera que la idea de que las mujeres de mediana edad son perjudicadas por estar en periodo potencialmente reproductivo es demasiado simple.

Se atribuyen factores no de género en la brecha salarial, que convergen en la idea propuesta por los autores: “la educación sigue siendo un factor importante y constantemente efectivo para compensar la brecha salarial de género. Las mujeres deben esforzarse por obtener calificaciones y diplomas más altos, y este es, hasta el momento, el enfoque más efectivo para reducir la brecha salarial de género en términos de evidencia empírica, independientemente de si dicha brecha proviene de la discriminación u otras diferencias de dotación. La sociedad, así como el gobierno, deben establecer agencias de apoyo específicas y aumentar los esfuerzos para fortalecer la protección de los derechos de las mujeres a recibir una educación”.

Sí se estima explícitamente la discriminación explícita de las trabajadoras según su procedencia y migración (especialmente si no son locales), por lo que se solicita la omisión de esta variable en el entorno profesional.

Development & Market 3

Article code 2.13

Scientometric review of the twenty-first century research on women in construction (2021)

Design

Scientometric review using VOSviewer 1.6.13 and Gephi 0.9.2

	to produce keyword mapping, author collaboration networks, journal mapping, country collaboration networks and research clusters.
<i>Participants</i>	128 articles
<i>Variables</i>	Gender, discrimination, employment, equal opportunities, diversity, minority, recruitment, education, organizational commitment, job satisfaction.

Results

Journal mapping: most of the existing research is published within three journals and there is a lack of multidisciplinary research. In addition, most of the studies focus on specific aspects of the labour markets (i.e. recruitment, retention...).

Author collaboration: limited collaboration between authors, organizations and countries.

From a country perspective, there are links between the UK and Spain, and between Australia and South-Africa. Overall, the UK is the top country.

Research clusters: there are four clusters identified: 1. Gender roles and work culture, 2. Glass walls and glass ceiling, 3. Job satisfaction and 4. Gender diversity initiatives.

Conclusions

The analysis concludes that despite many initiatives and interventions, gender-based discrimination, women underrepresentation and other issues related to work-life balance and health and safety remain in the construction industry.

The study also identifies opportunities for future research, driven by a multidisciplinary approach to analyse gender inequality in construction, reinforced with better collaboration across the author networks.

Development & Market 4

Article code 2.17

Women of the mines: apartheid and post-apartheid lived realities of South African women (2018)

Theoretical assumptions

La minería es un motor importante de la economía sudafricana y es habitual que migrantes varones de países cercanos acudan a trabajar. La situación es de explotación laboral en condiciones peligrosas. De base existe una exclusión tradicional de la mujer en la minería (incluso estaba limitado para hombres blancos), otorgándoles otras responsabilidades familiares no remuneradas. En los últimos años se ha sofisticado la extracción de oro y platino (entre otros) demandando puestos más cualificados. Sin embargo, ahora se perpetúan las infra-condiciones de los trabajadores.

<i>Design</i>	Observación participante (un año de trabajo de la autora), las historias de vida, las entrevistas formales, y grupos focales.
<i>Participants</i>	Autora y compañeras de trabajo. Se estiman 52000 mujeres que trabajan en las minas sobre un total de 1300000 trabajadores.
<i>Variables</i>	Relato vivido de mujer en minería.

Results

Las mujeres que trabajan ahora en las minas responden a un perfil de falta de oportunidades, tienen que conciliarlo con responsabilidades familiares y suelen ser el principal sustento económico (familias de entre ocho y 14 personas).

A las mujeres se les desplaza a trabajos feminizados y asistentes (pikinini) que no están contemplados en minería, limitando el ascenso laboral. Las mujeres reportan unas ganancias de entre 300-350 \$ respecto a los 490-524 \$ de los hombres.

Se aparta a las mujeres de las responsabilidades centrales y se registran comportamiento basado en supersticiones sobre la mujer en la minería (mala suerte).

La desaparición del apartheid transforma los albergues de trabajadores en espacios para unidades familiares (prohibiendo mujeres exclusivamente). La ausencia de un alojamiento familiar prescribe un alto costo económico y de tiempo en el desplazamiento de la mujer hasta el centro de trabajo.

La maternidad afecta retributivamente a la mujer, por lo que se ven obligadas o desechar la lactancia o desarrollarla clandestinamente.

Conclusions

Se demuestra cómo la pobreza en las minas de Sudáfrica, que afecta de manera desproporcionada a las mujeres, es una situación deliberada, que se basa en la reproducción de un modelo que mantiene el orden en los estereotipos de género y la ocupación colonial.

La inclusión de la mujer en la minería no se ha traducido en ganancias materiales o tangibles o en la reducción de la pobreza. La falta de un salario digno que permita a los trabajadores vivir una vida digna sigue siendo ilusoria. En el período posterior al apartheid, las mujeres sudafricanas continúan sufriendo la peor parte de las leyes, a pesar de que se han implementado leyes que pretenden justificar que se tienen en cuenta sus intereses (paternalismo en la protección de condiciones de trabajo).

Las principales tareas domésticas y laborales se absorben por necesidad y por debajo de las posibilidades a razón de género.

Development & Market 5

Article code 2.24

Does ICT change household decision-making power of the left-behind women?

*A case from China (2021)***Theoretical assumptions**

Con la migración laboral, las familias patriarcales de la China rural están cambiando, siendo común que los hombres dejen familias para buscar empleos en núcleos urbanos. Las diferencias de género en el uso de la tecnología precipitan y agravan brechas de poder de género. La migración entre China rural y urbana perpetúa la división de roles de los hombres trabajan y las mujeres cuidan en origen. Además, las mujeres tienen menos acceso a la formación; si bien, las tecnologías median en la prosocialización de las mujeres que quedan en casa.

<i>Design</i>	Base de datos China Family Panel Studies (CFPS) de 2014. Método de coincidencia de puntuación de propensión (PSM) con marco de análisis contrafáctico.
<i>Participants</i>	Encuesta realizada en la Universidad de Pekín: 2/30 parejas (494 con esposo migrante y 2336 como grupo control).
<i>Variables</i>	<ol style="list-style-type: none"> 1. Ser mujer 'dejada atrás' en entorno rural. 2. Informatización (uso de las TIC: teléfono móvil y ordenador). Efectos de la migración de los cónyuges masculinos y el uso de las TIC en la toma de decisiones de las mujeres que permanecen en el hogar.

Results

Las mujeres con maridos migrantes aumentan su poder de decisión en el hogar, mejora la igualdad de género en las familias y se conduce a roles familiares más poderosos para las mujeres que quedaron atrás.

El uso de teléfonos móviles por parte de las mujeres que permanecen en el hogar reforzó su poder de toma de decisiones, mientras que el uso de ordenadores no tuvo ningún efecto aparente, pues su uso se prioriza para entretenimiento y socialización, sin generar beneficio sobre el capital humano.

Conclusions

Con el aumento de la migración de la población y la informatización, ha mejorado el poder de decisión de los hogares que se quedan atrás. Sin embargo, las relaciones entre cónyuges masculinos y femeninos en "familias migratorias arraigadas" siguen siendo desequilibradas y desiguales.

Se sugieren algunas ideas de optimización como el apoyo a la digitalización y alfabetización digital: se justifica que existe necesidad de promocionar habilidades de uso de la tecnología entre las mujeres, especialmente en los ordenadores, pues no aprovechan las ventajas potenciales del uso de internet. Así mismo, se sugiere la democratización del uso de las redes móviles y la bajada de costes en población rural

Development & Market 6

Article code 2.25

Why do low-skilled foreign workers have a wage advantage? Evidence from the palm oil plantation sector in Malaysia (2021)

Theoretical assumptions

Los países en desarrollo albergan a más de un tercio de los migrantes internacionales, como es Malasia. Sin embargo, su investigación es limitada. Las plantaciones de aceite de palma demandan trabajadores con un alto despliegue físico, por lo que suele responder a un perfil de joven varón.

<i>Design</i>	Descomposición de Oaxaca-Blinder. Datos de encuestas por la Plantation Labor Force Unit FELDA (2018).
<i>Participants</i>	756 trabajadores (599 indonesios, 139 malasios -nativos- y 118 indios) de las plantaciones en 54 asentamientos, que cubren todos los territorios de FELDA excepto el Territorio de Sahabat en Sabah.
<i>Variables</i>	Datos sociodemográficos: salarios diarios, experiencia laboral, sexo, estado civil, número de hijos y fecha de contratación de los trabajadores.

Results

Los trabajadores extranjeros indonesios tienen una ventaja salarial sobre los trabajadores nativos e indios, que se explica, en gran medida, por la mayor productividad de los trabajadores indonesios (aunque no es proporcional a la diferencia salarial), el favoritismo de los empleadores hacia estos trabajadores y la discriminación hacia los trabajadores nativos. Los trabajadores nativos tienen solo 11 meses de experiencia en promedio (pues lo consideran, en general un empleo temporal) y los trabajadores extranjeros indonesios tienen más de 25 meses.

Los tres grupos responden al perfil de hombre de en torno a los 30 años y un hijo.

Conclusions

La inclusión testimonial de las mujeres en este sector se justifica por el despliegue físico que demanda, aunque las tecnologías han abierto nuevos nichos de empleo.

La diferencia salarial no es atribuible a la productividad y se deriva a factores no observados, destacando el favoritismo y, en términos contrarios, la discriminación del empleador. Asimismo, se justifica un desinterés actual del nativo por trabajar en este sector.

Development & Market 7

Article code 2.27

Migration, urbanisation and emergence of the individual: Same-sex desiring migrant men constructing spaces and cultivating their self in a big Chinese city
(2020)

Theoretical assumptions

El surgimiento del individuo es una de las evoluciones más profundas y significativas de la sociedad china que ha acompañado las reformas económicas desde fines de la década de 1970. Se considera China una sociedad de eminencia colectivista, donde las personas atraídas por su mismo sexo suelen ocultar su orientación sexual y respetar el orden tácito del matrimonio.

<i>Design</i>	Etnografía de 18 meses a hombres migrantes homosexuales a través de la observación participante.
<i>Participants</i>	Una docena de hombres migrantes casados (entre 24 y 51 años) y con hijos, que se reunían todos los días después del trabajo en un parque de una gran ciudad china.
<i>Variables</i>	Tres actitudes diferentes hacia individualismo desarrollado por Michel Foucault: actitud individualista, valoración positiva de la vida privada e intensidad de las relaciones consigo mismo.

Results

La investigación se desarrolla en unas coordenadas de confidencialidad muy alta, pues la participación de algunos era de eminencia clandestina y expresaron su temor a ser identificados.

Los encuentros informales tenían un interés gregario por establecer un entorno de amistad y practicar aficiones comunes: danza, cena, bádminton, etc. Los temas de conversación eran los cotidianos para cualquier trabajador, sin considerar su condición sexual, aunque sí se establece una jerga y sentido del humor particular, que hace que el miembro del grupo se identifique como tal. En uso de espacios privados (como restaurant) se omitían conversaciones con temática 'gay'.

Conclusions

La migración implica la separación de las familias, pero también la apertura a nuevas oportunidades sociales, estilos de vida y expresión.

El migrante homosexual mantenía la fachada de heterosexualidad manteniendo una doble vida, aunque las mujeres permanecen en entornos rurales.

El individualismo emergente permite la posibilidad de construir una esfera privada y elegir la propia vida sexual e íntima. Si bien, se define que la obligación de respetar la sociedad en general y sus normas colectivas sigue siendo omnipresente: los hombres asumen como obligación el matrimonio con una mujer (generalmente elegida por sus padres). La expansión de la

privacidad y los espacios elegidos por los participantes permite que los "individuos", debajo de esta superficie de una "normalidad colectivista" experimenten, cuiden y desarrollen su ser.

Development & Market 8

Article code 2.28

The discrimination decomposition index: a new instrument to separate statistical and taste-based discrimination using first-and second-generation immigrants (2020)

<i>Design</i>	Field experiment
<i>Participants</i>	Sample: 22,000 CVs in response to 1000 job openings
<i>Variables</i>	Area, gender, ethnicity, employment rate, level of education, customer interaction and physical strength.

Results

The analysis establishes two indexes: the statistical discrimination index (SDI) and the taste-based discrimination index (TBDI). Total discrimination is the sum of both of them.

To test of statistical differences, the study considers six probit models (FULL, A, B, C, D and E). For most of the variables considered, there are statistically significant differences, for a p-value between 0.05 and 0.001. When considering the interaction effects between gender and ethnicity, the call-back rates drop drastically between women and men (26-percentage points). The differences are greater for immigrant women.

Conclusions

The study concludes that native candidates are preferred over immigrants. Second-generation immigrants are preferred over first-generation ones. In this context, the results show a significant impact of taste-based reasons for discrimination. The results vary by gender, job type, education level and region. Only for hard work jobs, first-generation immigrants are preferred over second-generation ones.

Development & Market 9

Article code 2.37

A qualitative research of the causes of Iranian female students immigration to developed countries (2020)

Theoretical assumptions

3,3% de la población mundial vivía fuera de su país de origen en 2014. La migración es un fenómeno consustancial a la humanidad. Algunas de estas

migrantes son mujeres calificadas y educadas. Este movimiento generalmente ocurre de países en desarrollo, como Irán, a países desarrollados. La matriculación universitaria de la mujer está aumentando en todo el mundo y genera oportunidades educativas y de migración. Sin embargo, también supone un reto para los países emergentes, ya que se exponen a la denominada 'fuga de cerebros'.

<i>Design</i>	Entrevistas en profundidad y semiestructuradas.
<i>Participants</i>	20 estudiantes de máster y doctorado que estaban finalizando sus carreras en la Universidad de Al-Zahra.
<i>Variables</i>	Núcleos de interés: economía, educación, sociopolítica y personal-familiar.

Results

Las mujeres educadas tienen menos posibilidades de regresar a Irán. La mayoría de los migrantes iraníes que cambian de lugar de residencia, lo hacen por motivos laborales, reportando problemas económicos y discriminación de género en Irán. En ese sentido, se buscan destinos con una mayor tasa de igualdad de género. Las informantes tampoco estaban satisfechas con las instalaciones ni posibilidades formativas. Se denuncia una limitación en la libertad de expresión, demandando la inhibición de interferencias en sus derechos, véase la obligación del uso de hiyab, frente a la posibilidad de decidir personalmente sobre su uso. Las participantes no reportan desventajas de vivir en el extranjero, idealizando sus estancias internacionales, a pesar del desempoderamiento que se ha relatado en algunas experiencias migratorias.

Conclusions

En términos general conviene que la migración puede ser beneficiosa para los migrantes y económicamente beneficiosa tanto para los países de origen como para los países de acogida (incorporación de nuevas ideas, aumento de personas calificadas y recursos humanos); aunque, con las actuales estructuras económicas y comerciales descritas en el estudio, son los países ricos y poderosos los que más se benefician, ya que no existe retorno al país de origen. Las autoras entienden pertinente que, en paralelo, las estudiantes internacionales comprendan que existe un perjuicio potencial en la fuga de cerebros y en la descualificación en los países de destino, donde emergen nuevos significados de la discriminación.

Development & Market 10

Article code 2.40

China's rural labor market development and its gender implications (2004)

Theoretical assumptions

Existe un desarrollo emergente de los mercados laborales rurales en China, donde la mujer ha encontrado nichos profesionales fuera de las granjas, especialmente en tareas agrícolas.

Se asume que una mayor participación en el mercado laboral no agrícola y salarios más altos en trabajos fuera de la granja se correlaciona positivamente con el aumento general del bienestar de las mujeres. Por extensión, la eficiencia de las empresas afecta igualmente al bienestar profesional y personal.

<i>Design</i>	Análisis multivariado (para explicar los determinantes de la migración) y Análisis de China National Rural Survey (CNRS).
<i>Participants</i>	1199 hogares: 20 hogares por cada una de las 60 aldeas seleccionadas al azar en seis provincias de la China rural.
<i>Variables</i>	Datos sociodemográficos.

Results

Encontramos que ha habido un aumento general en la participación fuera de las fincas (granjas). La mayor parte del aumento ha sido impulsado por los jóvenes inmigrantes.

La educación aumenta la participación en los mercados laborales no agrícolas. Las mujeres han participado a tasas que igualan o superan las de sus homólogos masculinos.

También se evidencia que la productividad de los cultivos no decae cuando las mujeres quedan a cargo del trabajo agrícola.

Conclusions

El mercado laboral chino ha permitido que la migración se convierta en la forma más importante de actividad fuera de la agricultura y es dominada por trabajadores varones jóvenes especializados en trabajo fuera de la agricultura, aunque existe un incremento en mujeres jóvenes.

Sin embargo, las mujeres no han alcanzado la paridad con los hombres. Las mujeres juegan un papel importante en la agricultura en China, tanto en el manejo de la granja como cabeza de familia como en la asignación de mano de obra a la agricultura.

Se recomiendan políticas que faciliten la perpetuación de este crecimiento e incorporación femenina en las actividades profesionales rural, por ejemplo, con un mayor gasto en educación rural.

INTERVENTION: VIOLENCE, EDUCATION AND HEALTH PROMOTION.

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Intervention 1

Article code 3.1

Sex education and Afghan migrant adolescent women (2020)

Theoretical assumptions

La educación sexual es esencial para disminuir los problemas de pareja. La información y el aprendizaje son herramientas apropiadas para llevar a cabo la educación sexual. Teniendo en cuenta la existencia de tabúes con relación a la sexualidad en algunas sociedades una alternativa para la educación sexual puede ser el método multimedia.

<i>Design</i>	Intervención educativa cuasi-experimental con grupos aleatorios: presencial (N=36) intervención multimedia (N=36) y control (N=36) Se aplicaron 4 sesiones de educación sexual de 1 hora. La recogida de datos se llevó a cabo mediante autoinformes para los datos sociodemográficos y la aplicación de cuestionarios sobre la función sexual femenina.
<i>Participants</i>	Mujeres jóvenes afganas con edades comprendidas entre 10-24 años, casadas, que convivían con su pareja y mantenían relaciones sexuales, sin educación sexual, sin enfermedades médicas, sin adicción a sustancias, que no estuvieran embarazadas ni amamantando, sin abortos en los tres últimos meses y sin eventos estresantes en los seis meses previos, disponer de ordenador y tener conocimientos sobre su uso.
<i>Variables</i>	Educación sexual Función sexual

Results

La educación sexual afecta a los niveles de prevención al afectar a la salud sexual por lo que a mayor concienciación sexual mayor disminución de problemas relacionados. Las estrategias educativas previenen y aumentan el autocuidado.

La atención preventiva es clave en atención primaria y los/las profesionales de la salud están en disposición de facilitar información a las pacientes a través de materiales multimedia y educativos pueden llegar a reducir los tabúes sexuales

en las sociedades de desarrollo.

Conclusions

La participación en sesiones educativas sobre salud sexual mejora la función sexual.

La educación cara a cara y multimedia mejoran la función sexual.

Este método educativo se puede utilizar para la educación sexual en las sociedades islámicas teniendo en cuenta la naturaleza tabú de estos temas y las creencias culturales, religiosas, sociales y políticas.

Preparar un contenido sexual adecuado para la educación multimedia disminuye los costes de la educación presencial y satisface las necesidades de información sexual de las parejas.

Intervention 2

Article code 3.2

La relación educativa con mujeres en contextos de prostitución: la dimensión pedagógica de la intervención (2014)

Theoretical assumptions

La relación de proximidad que facilita la educación propicia los logros en autonomía, responsabilidad, toma de conciencia y autoestima, de las mujeres en contextos de prostitución.

<i>Design</i>	Objetivo: recoger y sistematizar las necesidades y expectativas educativas de las mujeres migrantes en contextos de prostitución con una metodología cualitativa socio-crítica y etnográfica. Recogida de información de 3 grupos de informantes a través de entrevistas, grupos de discusión, relatos de vida y observaciones participantes.
<i>Participants</i>	Informantes de 3 grupos distintos (59 personas en total): <ul style="list-style-type: none"> - Personas expertas por su trayectoria académica o política. - Profesionales de entidades que trabajan directamente con este colectivo. - Mujeres migrantes prostituidas.
<i>Variables</i>	Relación educativa y acción comunicativa.

Results

La educación (relación y acción comunicativa) en el contexto de mujeres migrantes prostituidas es eficaz para:

- Lograr que estas mujeres accedan a sus derechos como ciudadanas y tengan oportunidades.
- Luchar contra el estigma y el estereotipo.
- Contribuir al desarrollo de la autonomía de las mujeres en distintos

ámbitos de su vida.

- Asumir responsabilidades.
- Lograr confianza y mejorar la autoestima.

Conclusions

Hay que reconocer y visibilizar la labor de profesionales y entidades en la educación con mujeres migrantes que ejercen la prostitución, con la finalidad de acabar con estigmas y estereotipos, seguir avanzando en la mejora del acceso a los derechos de estas mujeres, su autonomía, su autoestima, y en conseguir que cada vez sea mejor su situación y su formación desde las instituciones de educación superior.

Intervention 3

Article code 3.3

Folate supplementation to prevent birth abnormalities: evaluating a community-based participatory action plan for refugees and migrant workers on the Thailand-Myanmar border (2018)

Theoretical assumptions

Una campaña sobre los beneficios del consumo de ácido fólico en mujeres migrantes y los/las trabajadores de organizaciones que desarrollan su labor con ellas, mejorará su consumo y los beneficios sobre el crecimiento del feto.

<i>Design</i>	Diseño para evaluar de base el conocimiento de esta población y de los/las trabajadores de estos colectivos sobre el efecto de tomar ácido fólico en al menos 3 meses después de la concepción en la disminución de la incidencia de malformaciones en el sistema nervioso del feto y una evaluación 18 meses posterior a la intervención para ver el efecto de la indicación de su administración en las migrantes embarazadas de la frontera entre estos dos países.
<i>Participants</i>	Mujeres migrantes de la frontera entre Tailandia y Myanmar. Trabajadores/as de organizaciones que trabajan con estos colectivos.
<i>Variables</i>	Incremento en la toma del ácido fólico durante el embarazo por sus beneficios a la hora de evitar malformaciones en el feto.

Results

Hicieron campaña de concienciación de la mejora a la hora de evitar las malformaciones en el sistema nervioso de los fetos si se consumía el ácido fólico por parte de las embarazadas, tanto en las propias migrantes embarazadas como en los/las trabajadores de organizaciones que realizaban su labor con ellas. El incremento en la toma del ácido fólico antes de la campaña informativa con respecto a después solo fue de menos del 2% y a muchas embarazadas preguntadas confirmaron que no tenían planeado el

tomarlo en el embarazo.

Conclusions

Las altas tasas de malformaciones a nivel del sistema nervioso (tubo neural) por la baja tasa de consumo de ácido fólico en las embarazadas hace necesaria una mayor dedicación de los planes de salud pública en esta población migrante. El incremento del conocimiento por parte de los/las trabajadores que realizan su labor con este colectivo, se ha mostrado insuficiente para aumentar la tasa de consumo del ácido fólico en este colectivo durante el embarazo.

Intervention 4

Article code 3.4

Bargaining Power Or Specialization? Determinants Of Households Decision Making In Chinese Rural Migrant Families (2013)

Theoretical assumptions

Las condiciones de vida de las mujeres migrantes que migran de la China rural a ciudades son de baja calidad y mejorarlas supone un gran desafío.

<i>Design</i>	Diseño para mejorar, a través de una intervención educativa, la satisfacción por el trabajo de los/las trabajadores que realizan su labor profesional con mujeres migrantes y su efecto en varios índices de salud. Esta intervención educativa se basó en la distribución y el libre acceso a materiales, conferencias mensuales y asesoramiento sobre los profesionales que luego trabajan con las mujeres migrantes. Sus objetivos fueron la calidad de vida relacionada con la salud, las enfermedades ginecológicas y la satisfacción por la labor profesional. Es un estudio hecho con un diseño pre y post intervención, para valorar el cambio que puede producir esta intervención educativa.
<i>Participants</i>	Profesionales que desarrollan su labor con mujeres migrantes de zonas rurales a urbanas de China.
<i>Variables</i>	Mejora de la calidad de vida relacionada con la salud, mejora en los problemas de la salud ginecológica y mejora de la satisfacción por la labor profesional.

Results

En comparación con la evaluación pre-intervención que se realizó, después de 6 meses de intervención educativa, habían mejorado los índices de Salud General, índices de Vitalidad, índices de Salud Mental y satisfacción por la labor de los profesionales, en las mujeres migrantes.

Conclusions

La intervención educacional basada en la comunidad, con el principal objetivo

de los/las profesionales que trabajan con mujeres migrantes, es efectiva y mejora la calidad de vida relacionada con la salud y la satisfacción laboral.

Intervention 5

Article code 3.5

*Feasibility and acceptability of a culturally tailored physical activity
Intervention for Arab-Australian women (2021)*

Theoretical assumptions

El ejercicio físico regular mejorará la salud de las mujeres árabes migrantes en Australia, previniendo efectos negativos de enfermedades crónicas.

<i>Design</i>	Diseño pre y post intervención, consistente en un programa de 6 sesiones presenciales de actividad física y de educación a lo largo de 12 semanas, dirigido a mujeres migrantes árabes en Australia.
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<i>Participants</i>	Mujeres de 35 a 64 años migrantes árabes en Australia de dos sitios distintos del Oeste de Sydney.
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<i>Variables</i>	Mejora de la salud a través de la realización de ejercicio físico y su influencia en la prevención de los efectos negativos de enfermedades crónicas (cardiovasculares, diabetes...) en la población migrante femenina árabe en Australia.
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Results

La intervención fue calificada como positiva en varios puntos por las inmigrantes árabes: asistencia, el entorno solo para mujeres y la adecuación del contenido de las sesiones. Pero no hubo cambios significativos en la actividad física de estas mujeres en la post-intervención.

Conclusions

Estudio no concluyente, en el que se determina que se necesita replicar con muestra más grande y diseño de ensayo aleatorio para examinar el impacto a largo plazo de la actividad física, así como examinar formas de aumentar el compromiso de mantener la actividad física en las mujeres migrantes árabes en Australia.

Intervention 6

Article code 3.6

Evaluating a Culturally Tailored HIV Risk Reduction Intervention Among Latina Immigrants in the Farmworker Community (2016)

Theoretical assumptions

Las mujeres latinas que han migrado a EEUU y son trabajadoras del ámbito agrícola son más vulnerables a contraer el VIH por las siguientes cuestiones:

	<p>a) Menor conocimiento de cómo se contrae el VIH.</p> <p>b) Menor riesgo percibido de contraer el VIH.</p> <p>c) Menor probabilidad de obtener las pruebas del VIH.</p> <p>d) Mayor estigma asociado al VIH.</p>
<i>Design</i>	<p>Se basó en la aplicación de un programa educativo para la mejora de la salud y el autocuidado para la prevención ante el VIH. Se hizo una recopilación de datos de una comunidad de una zona del sur de Miami-Dade a través de entrevistas individuales y grupos.</p> <p>La aplicación de esta intervención educativa se aplicó en 18 grupos pequeños y está enfocada a mejorar el conocimiento, la autoeficacia y las habilidades de comunicación y se enfoca en la confluencia entre el VIH y otras conductas de riesgo, incluido el abuso de sustancias y la violencia de pareja.</p>
<i>Participants</i>	<p>Mujeres migrantes latinas entre 18 y 50 años de esta zona de Miami, que se identifican así mismas como latinas, migrantes en EEUU en los últimos 10 años, residentes en la zona de estudio y no participantes en otros programas de intervención educativa para la mejora de la salud o la prevención del VIH.</p>
<i>Variables</i>	<p>Las variables tenidas en cuenta son medidas demográficas (estado civil, empleo y estado de documentación como inmigrantes), factores culturales (falta de cultura, marianismo como forma de sumisión femenina de la mujer a su pareja por causas religiosas) y factores relativos al propio VIH (conocimientos previos, autoeficacia en su prevención, uso de condón, técnicas para el sexo seguro).</p>
Results	
<p>Con la intervención se produce un incremento estadísticamente significativo de:</p> <ul style="list-style-type: none"> - Conocimiento relativo al VIH. - Autoeficacia en la prevención de la adquisición del VIH. - Aumento en las conductas e intenciones para la negociación de sexo seguro. - Incremento en el uso del preservativo como método de prevención. 	
Conclusions	
<p>Es el primer estudio realizado en migrantes latinas del ámbito del trabajo en el campo en cuanto al efecto de un programa de intervención educativa adaptado a las particularidades de la cultura de las migrantes latinas, para reducir el riesgo del VIH en esta población; los resultados indican que con la intervención mejora el conocimiento, la protección, las conductas de autocuidado y las prácticas sexuales seguras.</p> <p>Las acciones de intervención educativa adaptadas a la particularidad cultural de las mujeres objetivo de estas intervenciones y apoyadas en los grupos</p>	

comunitarios en los que se mueven estas mujeres, mejorará sus conocimientos, prevención, autocuidado y reducirá el contagio por VIH.

Intervention 7

Article code 3.7

Testing the Efficacy of an HIV Prevention Intervention Among Latina Immigrants Living in Farmworker Communities in South Florida (2019)

Theoretical assumptions

Las mujeres migrantes latinas (especialmente las que se encuentran en comunidades agrícolas) precisan de intervención sobre la reducción del riesgo del VIH al tener mayor probabilidad de contraer esta enfermedad.

El estudio plantea una la evaluación de la eficacia del programa de intervención SEPA (Salud, educación, prevención y autocuidado)

<i>Design</i>	Se incluye en un proyecto de investigación participativa basado en la comunidad mediante acciones comunitarias para la prevención del VIH. Entrevistas estructuradas.
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<i>Participants</i>	Mujeres migrantes latinas con edades comprendidas entre 18 y 50 años (media de edad 33 años) que pertenecieran a la comunidad agrícola y que fueran sexualmente activas. No haber participado en actividades previas sobre reducción del VIH o SEPA. N = 234
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<i>Variables</i>	Edad. Estado civil. Tiempo de permanencia en EE. UU. Situación laboral. Situación administrativa. Nivel educacional. Utilización del preservativo. Autoeficacia del uso del preservativo. Intención de negociar relaciones sexuales seguras. Conocimientos sobre el VIH.
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Results

La aplicación del programa SEPA (Intervención para disminuir el riesgo del VIH) aumentó el uso del preservativo en las relaciones sexuales vaginales/anales, la autoeficacia para el uso del preservativo, el mantenimiento de relaciones sexuales seguras y el conocimiento sobre el VIH

Conclusions

Se evidencia la eficacia del programa SEPA para aumentar las estrategias cognitivas y conductuales de prevención del VIH entre las trabajadoras

agrícolas latinas.

Los programas de prevención basados en la comunidad son efectivos

Intervention 8

Article code 3.8

Development of a Living Lab for a Mobile-Based Health Program for Korean-Chinese Working Women in South Korea: Mixed Methods Study
(2020)

Theoretical assumptions

Necesidad de desarrollar programas de promoción de la salud mediante plataforma en línea para que las migrantes de Corea del Sur puedan participar en función de sus necesidades en actividades relacionadas con la promoción de la salud.

<i>Design</i>	Método mixto. Entrevistas grupos focales. Encuesta. Dispositivos móviles (programa de salud LLm Health). N=16
<i>Participants</i>	Mujeres de mediana edad de nacionalidad coreano-chinas migrantes.
<i>Variables</i>	Salud. Aislamiento social. Barreras lingüísticas. Estatus socioeconómico. Percepción de soledad.

Results

Se desarrolla un programa de promoción de la salud basado en APP de móviles adaptado a las mujeres coreo-chinas teniendo en cuenta sus necesidades y características y factores como el aislamiento social, barreras lingüísticas, cambios en el estatus socioeconómico, dificultades emocionales con la soledad y la pertenencia

La aplicación móvil es válida y aceptable para las mujeres coreo-chinas. El enfoque del laboratorio viviente es una estrategia útil para desarrollar un programa de salud al que pueden acceder estas mujeres.

La participación en las primeras etapas del desarrollo del programa supuso una implicación con el mismo al contribuir con sus ideas.

Conclusions

Se logró desarrollar un programa basado en aplicaciones móviles para la promoción de la salud de mujeres de mediana edad coreo-chinas mediante el enfoque del laboratorio viviente que se centra en expandir la participación y fortalecer las capacidades de salud de la comunidad.

Este enfoque resulta útil para crear contenidos de programas de promoción de la salud y estrategias de intervención.

Intervention 9

Article code 3.9

Anticipatory guidance preferences of Latina migrant farmworker mothers
(2013)

Theoretical assumptions

Las madres/padres son actores claves en el desarrollo de los hijos e hijas y por tanto es preciso que fomenten su salud mediante materiales diversos.

<i>Design</i>	Estudio participativo basado en la comunidad Cualitativo/descriptivo N=31
<i>Participants</i>	Madres adultas con hijos de 2 a 13 años trabajadoras de la comunidad agrícola.
<i>Variables</i>	Nivel educativo. Estado civil. Nivel de ingresos.

Results

Los/las profesionales de la salud deben diseñar materiales de intervención educativa. Estos materiales deben ser claros y directos al tema que abordan. También deben tener en cuenta el contenido, el estilo y las dimensiones físicas del material impreso, incluir imágenes coloridas e incorporar materiales prácticos para atraer la atención. Los materiales deben adaptarse al tiempo disponible de la mujer.

Conclusions

Por parte de los/las profesionales de la salud, deben seguir utilizando la creatividad para desarrollar estrategias curriculares para involucrar a diferentes perfiles de audiencia (orígenes étnicos y raciales) debido a su baja alfabetización o dificultad en el idioma (inglés). Se hace pertinente diseñar una intervención culturalmente apropiada.

Intervention 10

Article code 3.10

Educating Hispanic Women about Cervical Cancer Prevention: Feasibility of a Promotora-Led Charla Intervention in a Farmworker Community (2018)

Theoretical assumptions

El cáncer de cuello de útero es causa de mortalidad en las mujeres hispanas. La formación en la promoción de la salud afecta a la detección temprana.

<i>Design</i>	Capacitación de mujeres trabajadoras agrícolas para impartir charlas sobre la percepción del VPH N=60
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	Pre-post Encuesta
<i>Participants</i>	Mujeres trabajadoras agrícolas Edad: 21-70 años Conocimiento del idioma inglés hablado y escrito
<i>Variables</i>	Edad. Estado civil. Educación. Empleo. Percepción del VPH.
Conclusions	
<p>Los resultados indican que la capacitación de mujeres hispanas sobre el VPH para que a su vez impartan charlas a otras mujeres de la comunidad mediante su conocimiento cultural y confiabilidad es de utilidad al resto de mujeres para la prevención del VPH.</p> <p>Las asociaciones comunitarias son necesarias para llevar a cabo la promoción de la salud.</p>	

Intervention 11

Article code 3.11	
<i>A systematic review of training interventions addressing sexual violence against marginalized at-risk groups of women (2015)</i>	
Theoretical assumptions	
<p>Las mujeres vulnerables que trabajan en el área del servicio doméstico tienen mayor probabilidad de sufrir violencia sexual y su capacitación puede ayudarlas a protegerse de este tipo de violencia.</p>	
<i>Design</i>	Revisión de la literatura sobre capacitación de mujeres en riesgo de sufrir violencia sexual a través de búsquedas electrónicas en ERIC ASSIA, Web of Science, CINAHL, Medline y Psicoinfo.
<i>Participants</i>	Profesionales de la salud y de educación social. Mujeres vulnerables. Empleadores/as. Policía. Estudiantes de postgrado.
Conclusions	
<p>Disponemos de una amplia bibliografía que analiza la violencia sexual y sus consecuencias y nos facilita información sobre los recursos de ayuda. Se centran principalmente en la violencia en la pareja o en agresiones sexuales en estudiantes, pero no incluyen a minorías étnicas.</p> <p>La mayoría de los países de la UE cuentan con un importante número de mujeres migrantes y muchas de ellas tienen empleos en el ámbito del servicio</p>	

doméstico y/o de cuidados, siendo las que mayor probabilidad tienen de ser víctimas de abusos y violencia por sus empleadores.

No se han encontrado intervenciones para aumentar la capacidad de este colectivo para hacer frente a esta violencia. Es necesario tener en cuenta que este colectivo tiene unas características específicas a la hora de diseñar programas de entrenamiento.

Existe una brecha en cuanto a la literatura de salud pública, y especialmente falta de programas de intervención educativa sobre prevención y respuesta a la violencia sexual contra mujeres vulnerables en riesgo.

Intervention 12

Article code 3.12

Challenges to pre-migration interventions to prevent human trafficking Results from a before-and-after learning assessment of training for prospective female migrants in Odisha India (2020)

Theoretical assumptions

Preparación previa mediante la sensibilización y formación de las mujeres migrantes como estrategias para migrar de forma segura ante el tráfico de personas.

<i>Design</i>	Diseño no experimental. Análisis descriptivo la aplicación de un programa de formación (previo a la migración) y evaluación pre-post mediante cuestionarios.
<i>Participants</i>	Mujeres migrantes (N=347) Hogares (N=467) Edad: 16-75 años Casadas (la mayoría) Hindúes Sin estudios/ más de la mitad no sabía leer ni escribir ningún idioma/ la mitad sabían leer y escribir.
<i>Variables</i>	Creencias. Actitudes. Planes. Intenciones sobre migración.

Results

La mayoría de las mujeres migrantes entrevistadas eran las responsables de sus decisiones sobre la migración, solo un 3,4% no disponía del consentimiento familiar, siendo la razón principal para migrar cubrir las necesidades básicas. Los sectores laborales fueron: trabajo doméstico, construcción, agricultura, Las mujeres afirmaron haber aumentado su autoconfianza y descubrir nuevas habilidades, pero la mayoría sentían sentimientos encontrados con su migración (habían mejorado sus aptitudes, pero disminuido su libertad).

Conclusions

El aumento de conocimiento puede influir en las normas sociales. Si bien el programa de capacitación para la migración es de baja eficacia. Es preciso que las actividades del programa se lleven a cabo en lugares adecuados, se dirijan a la población adecuada y dispongan de contenidos relevantes.

Intervention 13

Article code 3.13

Cancer screening education: Can it change knowledge and attitudes among culturally and linguistically diverse communities in Queensland, Australia?
(2016)

Theoretical assumptions

La tasa de participación en la detección del cáncer es baja y las pruebas de detección pueden reducir la mortalidad y la morbilidad entre las mujeres migrantes mediante la educación.

<i>Design</i>	Se aplica un programa piloto de educación sobre detección del cáncer utilizando el Modelo de Creencias de Salud. Se miden los cambios en el conocimiento, las actitudes y la intención relacionados con el cáncer de mama, intestino y cuello uterino y la detección a través de dos sesiones pre-post. La evaluación se centró en la susceptibilidad y gravedad percibidas y las creencias de la población objetivo sobre la reducción del riesgo mediante la detección del cáncer.
<i>Participants</i>	Siete grupos de CALD (de habla árabe, bosnio, del sur de Asia (incluidos indios y butaneses), samoanos e isleños del Pacífico, de habla hispana, sudaneses y vietnamitas).
<i>Variables</i>	Conocimientos, actitudes, creencias e intención sobre reducción del riesgo de sufrir cáncer.

Results

Aumentó el conocimiento, mejoró la actitud ante la prevención y aumentó la posibilidad de participar en el cribado futuro.

Conclusions

Estos resultados indican la importancia de desarrollar programas de detección que aborden las barreras a la participación entre las comunidades de CALD y que un programa de educación culturalmente adaptado sea efectivo para mejorar el conocimiento, las actitudes y las intenciones de participar en la detección del cáncer

Intervention 14

Article code 3.14

Knowledge, attitudes and perceptions about cervical cancer risk, prevention and human papilloma virus (HPV) in vulnerable women in Greece (2020)

Theoretical assumptions

Prevención del cáncer de útero desde la prevención primaria y secundaria en el ámbito sanitario.

<i>Design</i>	Se realiza un estudio transversal para conocer las características socioeconómicas de las mujeres vulnerables y valorar los factores de riesgo de sufrir cáncer de cuello de útero para prevenir su aparición mediante la detección y el conocimiento. Tres grupos de mujeres.
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<i>Participants</i>	Muestra de 264 mujeres migrantes vulnerables con edades comprendidas entre 17 y 80 años (edad media, 40 años) que acceden al servicio de atención primaria.
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<i>Variables</i>	<p>Edad avanzada. Bajo nivel educativo. Etapa de la mujer (menopausia). Ser refugiada, migrante o perteneciente a minoría étnica. Características de la vivienda. Cobertura de seguro médico. Falta de conocimiento sobre riesgo de sufrir cáncer de cuello de útero. Actitudes y percepciones sobre la prevención de este tipo de cáncer y la vacuna.</p>
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Results

Los resultados muestran que variables como la edad avanzada, bajo nivel educativo, ser persona refugiada, migrante o minoría étnica, etapa del ciclo vital en la que se encuentra la mujer (menopausia), el estado y condiciones de la vivienda o no disponer de seguro médico están relacionadas con falta de información y conocimiento sobre los factores de riesgo de sufrir cáncer de cuello de útero y su prevención.

La mayoría de las mujeres entrevistadas nunca se habían realizado prueba del papiloma humano.

Conclusions

Los resultados del estudio sobre el cáncer de cuello de útero en mujeres migrantes vulnerables indican que es necesario implantar programas de educación para la salud sobre la prevención de este tipo de cáncer (incluyendo el examen del Papiloma Humano y la vacunación), adaptados para la población de mujeres migrantes y vulnerables, ya que es el tipo de cáncer más frecuente en las mujeres europeas que genera un gran impacto en sus vidas y, además,

es una de las primeras causas de mortalidad.

Estos programas que incluyen educación para la salud sobre la prevención de este tipo de cáncer deben ser implantados en los servicios de salud de atención primaria a los que acuden las mujeres incorporando tanto la exploración como la vacuna, y deben ir acompañados de una adecuada comunicación entre profesionales-pacientes. Por otra parte, también se ha detectado la necesidad de ampliar la cobertura de los seguros médicos. El sistema de cribado favorece la entrevista con la mujer en la que se le explica tanto el proceso del programa como los riesgos y beneficios, todo ello adaptándose a cada situación particular de las mujeres migrantes y las diferencias individuales (sociales, religiosas y culturales) ya que de forma generalizada las mujeres tienden a posponer sus cuidados en el ámbito de salud en lo que a ellas se refieren.

Intervention 15

Article code 3.15

Black women speak: examining power, privilege and identity in CS education
(2021)

Theoretical assumptions

El campo de la educación informática ha negado durante mucho tiempo la existencia del racismo por raza hacia la raza negra, y ha marginado aún más a las mujeres negras por razón del color de su piel y de género.

<i>Design</i>	Usaron un diseño basado en una entrevista semiestructurada con varias preguntas relacionadas con sus estudios sobre la informática, su carrera y su experiencia como mujer negra en este ámbito de la educación. Realizaron un análisis interseccional de dichas entrevistas.
<i>Participants</i>	24 mujeres negras que estaban en distintas fases de la carrera de informática: 2 miembros de la facultad de informática, 16 profesionales con menos de 5 años de experiencia, 5 estudiantes de posgrado y 1 estudiante de pregrado. 17 de estas mujeres obtuvieron su licenciatura o maestría en disciplinas informáticas.
<i>Variables</i>	Mujer negra y en la carrera de informática en distintos momentos de ésta.

Results

Después de analizar todas las entrevistas de las participantes llegaron a varias conclusiones sobre la discriminación y la violencia en las mujeres negras en este contexto educativo en el ámbito de la informática:

- Esta discriminación es constante y puede ocurrir en todos los niveles (académico, personal y profesional).
- Las mujeres negras pueden estar saliendo del campo de la informática

como una forma de resistencia.

Conclusions

Se necesitan más análisis para identificar sitios adicionales de violencia contra la mujer negra en la educación de computación; aunque en este artículo se han identificado 3 sitios, no tienen por qué ser los únicos en la educación informática o en la educación en general.

Intervention 16

Article code 3.16

Herramientas para prevenir la violencia de género: implicaciones de un registro diario de situaciones de desigualdad de género (2016)

Theoretical assumptions

La sensibilización y la conciencia sobre las desigualdades de género en El Salvador influye en las situaciones de violencia contra las mujeres y los feminicidios, dos de los problemas más graves de este país.

<i>Design</i>	Se basó en la aplicación de un programa de intervención para la mejora de la percepción facilitando documentación sobre la desigualdad. Usaron un diseño cuasi-experimental con grupo de control para comparar resultados por sexo, aunque la técnica se aplicó solo en el grupo experimental. Para ello, usaron un instrumento denominado “Documento de situaciones de desigualdad por género”, con varias columnas, en el que, en la primera columna, debían describir situaciones de desigualdad en los días previos a la sesión (propias u observadas) y debían clasificarlas en 4 categorías: situación de desigualdad por recursos, por obligaciones sociales, por ideología o por fuerza/violencia. En otra columna debían valorar de 1 al 7 lo severo de la desigualdad (siendo 1 poco o nada severo y 7 muy severo) Se hizo a lo largo de 6 sesiones.
<i>Participants</i>	Los participantes fueron un grupo de licenciados en Psicología estudiantes de la Universidad Tecnológica de El Salvador que aún no se había especializado en un área en particular. El total la muestra estuvo conformada por 40 estudiantes; 14 hombres y 26 mujeres de 23 a 66 años.
<i>Variables</i>	Las variables tenidas en cuenta son medidas demográficas (estado civil, empleo y estado de documentación como migrantes), factores culturales (falta de cultura, marianismo como forma de sumisión femenina de la mujer a su pareja por causas religiosas) y factores relativos al propio VIH (conocimientos previos, autoeficacia en su prevención, uso de condón, técnicas para el sexo seguro).

Results

Se registraron un total de 506 situaciones de desigualdad de género y fueron clasificadas en los 4 tipos. La mayor parte de las situaciones fueron descritas después de la primera sesión, con una media de 4 situaciones por participante. Las mujeres describieron una cifra ligeramente superior de desigualdades a los hombres. El promedio de gravedad de todos los participantes se situó por encima del 5. El 52,77% ocurrieron de forma privada y el 47,3% de forma pública. El 56% fueron situaciones de familia, el 19% situaciones de educación y el 18% en situaciones de trabajo. El 79% se observaron en otras mujeres y el 21% en las propias participantes.

Conclusions

El entrenamiento en la observación de estas situaciones de desigualdad por género llevó a un aumento de concienciación y comprensión de esta lacra, tanto en las mujeres participantes como en los hombres participantes. Se consiguió una reducción de las creencias sexistas (sobre todo las relacionadas con la violencia). También se concluye que se debe tener en cuenta la cultura del país, las costumbres y las creencias patriarcales para el diseño de posteriores programas de intervención.

Intervention 17

Article code 3.17

Effect of health education on adolescent girls regarding knowledge about menstruation (2017)

Theoretical assumptions

Las adolescentes indias tienen escaso conocimiento sobre salud reproductiva, cuidado e higiene menstrual y sobre la menstruación que puede influir en una educación que las promueve a satisfacer las necesidades familiares antes que las suyas y para asumir las responsabilidades con el matrimonio y con la crianza de los hijos.

<i>Design</i>	Diseño para mejorar, a través de una intervención educativa, el conocimiento de la salud reproductiva, de la menstruación y de las prácticas de higiene menstrual.
<i>Participants</i>	250 chicas adolescentes del Zilla Parishad Escuela Secundaria del pueblo de Nidamanuru.
<i>Variables</i>	Conocimiento sobre el ciclo menstrual, conocimiento de que la falta de periodo es signo temprano de embarazo.

Results

El conocimiento sobre varios aspectos de la menstruación era deficiente antes de la intervención educativa y mejoró posteriormente después de impartir dicha educación para la salud en este grupo de chicas adolescentes. Por lo tanto, la educación sobre la vida familiar debe implementarse estrictamente en

el plan de estudios de la escuela y la universidad con temas apropiados para la edad que incluyan un paquete de información sobre normas familiares, discriminación de género, violencia doméstica, nutrición, cambios puberales, higiene menstrual, embarazo, aborto, anticoncepción, inseguridad. sexo, VIH/SIDA, etc.

Conclusions

La intervención educacional con un programa de salud reproductiva de las adolescentes puede proporcionar la información adecuada a su edad.

Discussion and conclusion

The discussion is built from the emerging categories in the results. In this way, seven subsections are presented that delve into each of the areas of analysis. The sections intend to adjust to the objective of the bibliographic review: understand the complexity of the migratory phenomenon in women in the scientific literature.

The complexity of the phenomenon in each area of analysis justifies a reflection on the training potential for professionals who work with migrant women. The incorporation of these topics in the university curriculum must take into consideration the study plan and the professional profile of the university careers. However, an updated, common and transversal knowledge base of the migratory phenomenon in women is considered pertinent, since it is evident how it tends to be invisible after other processes of productive eminence that have had more interest in the scientific community. This is the case of women left behind, of home caretakers or of blindness in daily activities in the occident such as access to technology, physical activity or sexual education.

It is expected that this analysis will accompany the awareness of university curricula in the intervention with migrant women. To do this, each category is subdivided into new thematic areas according to the content of the selected articles and it has a particular discussion.

SOCIAL

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Any type of discrimination violates the principles of equal rights and respect for human dignity. One of the common characteristics found in the articles analysed is that if the fact of being a woman is added to the fact of being an immigrant, vulnerability increases exponentially and the possibilities of suffering abuse multiply.

It is therefore essential to have care facilities for immigrant women and to offer them an effective multidisciplinary assistance network. Many women have suffered physical or sexual violence and must be systematically examined to detect possible cases of abuse. The staff who receive or attend to these women must receive specific training in this area.

It is also important to bear in mind that the psychological trauma generated by certain 'barbaric' migration routes is such that women wall themselves into a form of denial that is often unconscious, making it difficult to identify this violence (Tantet et al, 2019).

There is also a need to claim greater visibility for female migrants, as most research focuses on young male adults responding to formal employment opportunities. Existing literature has had little impact on policy making, on the media portrayal of women migrants, but also on the mainstream body of migration literature, where the male bias has continued to persist despite growing evidence of women's overwhelming participation in migration movements.

The weight of patriarchal culture in the lives of these women is noteworthy. As daughters, wives and mothers, they generally have to take on domestic work and motherhood, as well as work outside the home, which is often not as highly regarded as in the case of men. In fact, their role in paid employment is often not seen as their primary function, either by them or by their employers. Their role, or future role, as housewife-mother "justifies" their consideration as subsidiary workers and the level of their wages as supplementary wages only.

However, cities provide an important platform for some migrant women to escape persistent gender discrimination in rural areas and develop a sense of home based on independence, equal gender norms, respect from locals and participation in urban life.

The aim of all of the above is to equip women with tools and strategies to prevent future discrimination (empowerment). Some studies show that, for women, literacy, emotional stability and openness to new experiences seem to allow for an increase in income, although these benefits are limited by the structure of the labour market, keeping them in low-skilled and casual occupations.

The creation of policies that take into account the particular difficulties faced by migrant women is imperative.

Classification of the emerging categories of analysis.

1° Cultural and religious discrimination

2.26 Chauvin, S., Salcedo Robledo, M., Koren, T., & Illidge, J. (2021). Class, mobility and inequality in the lives of same-sex couples with mixed legal statuses. *Journal of Ethnic and Migration Studies*, 47(2), 430-446. <https://doi-org.ubu-es.idm.oclc.org/10.1080/1369183X.2019.1625137>

1.5 Izugbara, C., Muthuri, S., Muuo, S., Egesa, C., Franchi, G., Mcalpine, A., ... & Hossain, M. (2020). "They Say Our Work Is Not Halal": Experiences and challenges of refugee community workers involved in gender-based violence prevention and care in Dadaab, Kenya. *Journal of refugee studies*, 33(3), 521-536. <https://doi.org/10.1093/jrs/fev055>

1.6 Rocca, M.D., & Zinn, D.L. (2019). Othering Honor-Based Violence: The Perspective of Antiviolence Operators in Northern Italy. *Human Organization*, 78(4), 325-334. <https://doi.org/10.17730/0018-7259.78.4.325>

2.8 Young, J.J. (2014). Isolation and Difficulties of Korean Women Married to Non-Korean Asian Men, *Asian Journal of Women's Studies*, 20(2), 185-200. <https://doi.org/10.1080/12259276.2014.11666186>

2.9 Sufiyarova, R. H., & Mansurov, T. Z. (2018). Specificity and techniques for resolution of gender conflicts in migrants and host community in public catering organizations of the Republic of Tatarstan. *Amazonia Investiga*, 7(15), 202-207. <https://doi.org/10.1108/EDI-01-2015-0007>

2° Occupational and gender segregation

1.1. Tantet, C., & Cordel, H. (2019). Elles ne cessent pas à l'arrivée en France. *La Revue du praticien*, 69(6) 676-678.

2.12. Nájera, J. R. (2019). Remembering Migrant Life: Family Collective Memory and Critical Consciousness in the Midcentury Migrant Stream. *The Oral History Review*, 211-231. <https://doi.org/10.1093/ohr/ohy037>

Morokvašić, M. (1984). Birds of passage are also women.... *International migration review*, 18(4), 886-907. <https://doi.org/10.1177/019791838401800402>

Tang, S., Zhou, J., Lin, S., & Li, X. (2022). Where is my home? Sense of home among rural migrant women in contemporary China. *Geoforum*, 129, 131-140. <https://doi.org/10.1016/j.geoforum.2022.01.014>

Michiels, S., Nordman, C. J., & Seetahul, S. (2021). Many Rivers to Cross: Social Identity, Cognition, and Labor Mobility in Rural India. *The ANNALS of the American Academy of Political and Social Science*, 697(1), 66-80. <https://doi-org.ubu-es.idm.oclc.org/10.1177/00027162211055990>

2.9 Sufiyarova, R. H., & Mansurov, T. Z. (2018). Specificity and techniques for resolution of gender conflicts in migrants and host community in public catering organizations of the Republic of Tatarstan. *Amazonia Investiga*, 7(15), 202-207. <https://doi.org/10.1108/EDI-01-2015-0007>

3° Wage Gap

Michiels, S., Nordman, C. J., & Seetahul, S. (2021). Many Rivers to Cross: Social Identity, Cognition, and Labor Mobility in Rural India. *The ANNALS of the American Academy of Political and Social Science*, 697(1), 66-80. <https://doi-org.ubu-es.idm.oclc.org/10.1177/00027162211055990>

2.8. Young, J.J. (2014). Isolation and Difficulties of Korean Women Married to Non-Korean Asian Men, *Asian Journal of Women's Studies*, 20(2), 185-200. <https://doi.org/10.1080/12259276.2014.11666186>

2.9 Sufiyarova, R. H., & Mansurov, T. Z. (2018). Specificity and techniques for resolution of gender conflicts in migrants and host community in public catering organizations of the Republic of Tatarstan. *Amazonia Investiga*, 7(15), 202-207. <https://doi.org/10.1108/EDI-01-2015-0007>

4° Sexual orientation

2.26 Chauvin, S., Salcedo Robledo, M., Koren, T., & Illidge, J. (2021). Class, mobility and inequality in the lives of same-sex couples with mixed legal statuses. *Journal of Ethnic and Migration Studies*, 47(2), 430-446. <https://doi-org.ubu-es.idm.oclc.org/10.1080/1369183X.2019.1625137>

5° Class discrimination

2.26 Chauvin, S., Salcedo Robledo, M., Koren, T., & Illidge, J. (2021). Class, mobility and inequality in the lives of same-sex couples with mixed legal statuses. *Journal of Ethnic and Migration Studies*, 47(2), 430-446. <https://doi-org.ubu-es.idm.oclc.org/10.1080/1369183X.2019.1625137>

1.6 Young, J.J. (2014). Isolation and Difficulties of Korean Women Married to Non-Korean Asian Men, *Asian Journal of Women's Studies*, 20(2), 185-200. <https://doi.org/10.1080/12259276.2014.11666186>

Category A: Cultural and religious discrimination

Most cultures are based on a patriarchal system that is largely promoted by religion. This type of structure assigns defined roles to men and women, creating the gender sexism that exists in society. Discrimination on the basis of these traditions, sometimes supported by religion itself, exacerbates these problems.

Some cultures believe that the definition of gender-based violence should not include female genital mutilation, forced child marriages or wife beating, as these are considered traditional practices endorsed by their religion. These harmful cultural practices are highly discriminatory and reflect a deeply rooted value system that undervalues and discriminates against women and girls.

For its part, the Catholic religion also maintains a patriarchal structure that violates women's rights and assumes certain situations of gender-based violence, justifying them in the name of safeguarding family honour.

Racism and xenophobia are also on the rise as a result of far-right populist policies, making it difficult for migrants to integrate and adapt.

Ultimately, visible religious beliefs, as well as having different cultural traditions, are factors that increase discrimination against women and make them more vulnerable.

Category B: Occupational and gender segregation.

Roles, gender relations and inequality affect who migrates and why, how the decision to migrate is made, the consequences on the migrants themselves, as

well as the impacts on communities of origin and destination (Jolly and Reeves, 2005).

However, the effort and interest in incorporating a gender perspective into research on migratory movements is rather recent (Morokvasic, 1984) and is usually encompassed within family migration.

Female migration often has an economic precursor, often escaping from very depressed rural areas to urban contexts where there is greater demand for labour, but in other cases they seek to leave situations of abuse or mistreatment, intimate partner conflicts or to achieve greater personal autonomy.

In many cases, we find that women follow their husbands and when they arrive at their destination, they have to combine their jobs with caring for the house and children. This patriarchal conception of the societies of origin is detrimental to them, as they are doubly penalised (as women and as immigrants) in their access to employment and, as a consequence, they take on jobs with lower salaries and lower social status.

To fully understand the reasons for the subordinate labour position of migrant women in the host society, it is also necessary to analyse social class and ethnicity.

As the most vulnerable group in terms of employment, immigrant women should receive special treatment in the design of public policies.

In order to understand migratory movements from a female perspective, key concepts such as "the sense of home" must be taken into account.

Category C: Wage Gap

The existence of a wage gap between migrant women and men responds to patriarchal conceptions and sexism in society. These sexism are centred on the conception of the man as the person in charge of protecting and maintaining the family, considering women's work as a secondary source of income, since their primary function is to take care of the family and the home.

On the other hand, most assistance and support is directed towards women. This is in response to the same patriarchal principle and benevolent sexism in which women are seen as the weaker sex and therefore in need of help.

In conclusion, it is a reality that the wage gap is accentuated among immigrant women. This is a reflection of discrimination and inequalities in the labour

market and in the social structure, which leads to institutional violence. Family care and domestic work continue to fall mainly on them, which is why it is not possible to access the world of work under the same conditions as men.

Category D: Sexual orientation.

Discrimination related to sexual orientation among same-sex migrants has a double reading. On the one hand, there are certain benefits, such as the possibility of migrating on the basis of sexual orientation and becoming political refugees because of their continued presence in their country, or the fact that certain stereotypes of same-sex couples do not so strictly contemplate the cultural, social and economic discrepancies in these couples (benevolent sexism). On the other hand, and despite the above, in addition to the problems of heterosexual couples in proving the authenticity of their relationship, they are required to prove the authenticity of their sexual orientation. Marital authenticity is thus intertwined with the narrative of sexual identity.

There is a need to review the heterosexual bias of migration policies and to be aware of the difficulties that this group may encounter.

Category E: Class discrimination.

Discrimination on the basis of social class is possibly the most important and counterbalances the others. There is clearly unequal treatment between high-, middle- and low-class migrants. High-income migrants encounter almost no problems in obtaining visas or settling in. Low-income migrants, on the other hand, encounter the most obstacles of all kinds. It is in the latter that most of the discrimination of xenophobia, the possibility of obtaining a visa, lack of protection against gender-based violence, etc., occurs.

On the other hand, the fact that migrants are able to obtain work and a stipend empowers them, enabling them to feel like citizens in their own right and to better face up to the violation of their rights.

In conclusion, the class divisions that exist among migrants lead to differential and unequal treatment, limiting the rights of people belonging to the most disadvantaged social groups.

Conclusion

There are the most interesting practical applications that the articles indicate.

- It is necessary to analyse immigration from a gender perspective.
- Women immigrants, being the most vulnerable group in terms of employment, should receive special treatment in the design of public policies.
- There is a knowledge gap in classic research on migratory movements, as it focused mainly on single men. This has been remedied in recent years.
- Being a woman, a migrant (especially of certain nationalities) and working class means experiencing various forms of simultaneous discrimination and social vulnerability.
- Measures are needed to empower women through adequate training and working conditions.
- Raising social awareness of the problem of xenophobia.
- It is important to increase the attention and collective awareness of the population about harmful cultural practices (gender-based violence) for girls and women and to promote their disappearance.

HEALTH

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Throughout the history of several countries like some in Asia, or Africa, particularly in South Africa we have seen that gender discrimination, the migrant labour system, the destruction of family life and vast income inequalities. These situations have inexorably affected population health, particularly women health and health services (Coovadia, Jewkes, Barron, Sanders & McIntyre, 2009).

It's very common to see migrant women in precarious, low-status and low-wage occupations, or in undeclared work, in many countries as domestic workers, which can lead them to a social unadvantaged situation. Social constructions about the gender roles in society and economic system and racial stereotypes can interfere with the opportunities and individual experiences, which can refrain from demanding healthcare services and from seeking support from migrant community associations (Fouskas, Gikopoulou, Ioannidi & Koulirakis, 2019). The education, family expectations for gender-type behaviour, school discipline and exposure to community violence can help predicting attitudes toward gender inequality (Usta, Farver & Hamieh, 2015).

Violence against women is a serious health and social problem for women and girls worldwide. Discrimination, based on gender, can contribute to poor health, educational, social and economic outcomes that extend across the life-course and the next generation (UNICEF, 2019; Coovadia, Jewkes, Barron, Sanders & McIntyre, 2009).

The analysis of the papers accompanies the categorization of 3 category. The table 1 present the classification that encourage the subsequent deepening of these results and conclusion.

*Classification of the emerging categories of analysis for section Health***Nutrition and gender discrimination**

2.19 Modugu, H.R., Khanna, R., Dash, A. et al.(2022). Influence of gender and parental migration on IYCF practices in 6–23-month-old tribal children in Banswara district, India: findings from the cross-sectional PANChSHEEL study. *BMC Nutr* 8, 10 (2022). <https://doi.org/10.1186/s40795-021-00491-7>

Migrant women and discrimination at workplace

2.10 Mulinari, P. (2015), "Exploring the experiences of women and migrant medical professionals in Swedish hospitals: Visible and hidden forms of resistance", *Equality, Diversity and Inclusion*, 34 (8) pp. 666-677. <https://doi.org/10.1108/EDI-01-2015-0007>

2.29 Briones-Vozmediano, E., Rivas-Quarneti, N., Gea-Sánchez, M., Bover-Bover, A., Carbonero, M. A., & Gastaldo, D. (2020). The Health Consequences of Neocolonialism for Latin American Immigrant Women Working as Caregivers in Spain: A Multisite Qualitative Analysis. *International Journal of Environmental Research and Public Health*, 17(21), 8278. <https://doi.org/10.3390/ijerph17218278>

2.38 Díaz, C.M., Martínez, L., Tarver, M., Geschwind, S. A., & Lara, M. (2016). Latino immigrant day laborer perceptions of occupational safety and health information preferences. *American Journal of Industrial Medicine*, 59(6), 476-485. <https://doi.org/10.1002/ajim.22575>

HIV discrimination and impact on health and wellbeing

2.2 Antman, F. M. (2015). Gender discrimination in the allocation of migrant household resources. *Journal of population economics*, 28(3), 565-592. <https://doi.org/10.1007/s00148-015-0548-x>

2.11 Smith-Estelle, A., & Gruskin, S. (2003). Vulnerability to HIV/STIs among rural women from migrant communities in Nepal: A health and human rights framework. *Reproductive health matters*, 11(22), 142-151. [https://doi.org/10.1016/S0968-8080\(03\)02292-4](https://doi.org/10.1016/S0968-8080(03)02292-4)

2.20 Ziersch, A., Walsh, M., Baak, M., Rowley, G., Oudih, E., & Mwanri, L. (2021). "It is not an acceptable disease": A qualitative study of HIV-related stigma and discrimination and impacts on health and wellbeing for people from ethnically diverse backgrounds in Australia. *BMC public health*, 21(1), 1-15. <https://doi.org/10.1186/s12889-021-10679-y>

Category A: Nutrition and gender discrimination.

Gender discrimination in many countries of the world starts in childhood with different feeding of boys and girls, mainly in Asian countries and in-migrant populations (José, 2017; UNICEF, 2019). These data were confirmed by UNICEF, 2019 and Modugu et al, 2022).

Girls and children from parent migrated homes receiving an inadequate diet. Gender discrimination in diet diversity and complementary-feeding practices starts early in childhood with boys having a distinct advantage over girls (Modugu et al, 2022)

Modugu et al, (2022) showed that the children from households without parental migration had higher consumption of milk, eggs, fruit, and vegetables compared to children from households with parental migration. A child from a non-migrant house was 1.9–2.0 times more likely to get a diet with Minimum Dietary Diversity (MDD) and Minimum Acceptable Diet (MAD) compared to a child from a migrant house, and Children from non-migrant households also had better access to MDD and MAD diets compared to children from migrant households, but this difference was not statistically significant. Male children

had significantly better access to a diet with MDD and MAD than the female children. Gender discrimination in Infant and Young Child Feeding (IYCF) practices began at infancy, with consumption of each of the seven standard food groups being higher among boys than girls (Modugu et al, 2022).

This difference has significant gender inequalities in health outcomes for girls: higher expected mortality; disproportionate burden of anemia; a greater burden of nutritional conditions than boys (UNICEF, 2019).

Category B: Migrant women and discrimination at workplace.

Gender discrimination at workplace is a complex phenomenon. For women, some of the most harmful gender inequalities are enacted within human resources practices (Stamarski & Son Hing, 2015). For this author some examples of how workplace discrimination negatively affects women's earnings and opportunities are the gender wage gap, the dearth of women in leadership, and the longer time required for women to advance in their careers.

Effects of gender discrimination on women in the workplace may include: decreased productivity; low self-esteem; feelings of frustration, anger, or paranoia; feeling unsafe or fearful; isolation from other coworkers, tension between yourself and the perpetrator of the discrimination; mental health and substance abuse issues; workplace conflict and pregnancy complications (Channar; Abbassi & Ujan, 2011; Stamarski & Son Hing, 2015; Vigoda & Rochona, 2020).

In USA most employers (construction industry) did not provide safety equipment, threatened to dismiss workers who asked for it, and did not provide health insurance. In this context like others country and workplace, women faced lower pay and hiring difficulties than men (Díaz Fuentes, Martínez Pantoja, Tarver & Geschwind, Lara, 2016).

If in addition to gender discrimination we add the immigrant condition, we see that the consequences will be at various levels. In Immigrant women's triple discrimination has been described by several authors. Their previous qualifications are ignored or not valued, and the skills they bring to the country are invisibilized (Briones-Vozmediano, Rivas-Quarneti, Gea-Sánchez, Bover-Bover, Carbonero, & Gastaldo, 2020; Mulinari, 2015).

In Spain, most jobs available for Latin American immigrant women are in intimate labour (caregiving and domestic work) and is usually performed under

informal employment conditions (Briones-Vozmediano, 2020). Additionally, being overqualified for domestic work made participants feel frustrated for not being able to find jobs with better conditions and matching their expertise. They described a myriad of negative physical, psychological, and social health consequences namely: pain; fatigue; sleep deprivation; isolation, poor nutrition, Skin irritations, stress, anxiety and depression. Mental health, suffering and physical problems are Health problems perceived by participants in the Porthé et al. (2009) study.

Although not only in the work context, but other studies have also shown that several immigrants participants reported psychological abuse most often, followed by physical and sexual abuse, during the past 12 months. The most commonly reported types of abuse were insulting, criticizing, and intimidation by partner (psychological abuse), slapping, hitting, and shoving (physical abuse), and forced sexual intercourse and being forced to partake in sexually degrading acts (sexual abuse).

On the other hand, in Sweden Mulinari (2015) show there is a gender inequality of women and migrant medical professionals in Swedish hospitals. The female Swedish-identified doctors criticized organizations as male-coded and acted collectively to challenge them; doctors with migrant backgrounds, both female and male, placed more responsibility on themselves and established more individual strategies such as working harder or accepting a level of disqualification. female doctors with experience of migration never spoke of shifting their focus towards private or family life as a disidentification strategy, although male doctors of migrant backgrounds did.

Category C: HIV discrimination and impact on health and wellbeing.

The stigmatization, poverty, subordination of women particularly women, has changed over the years and in different countries including South Africa (Coovadia et al, 2009). Despite these changes there is still much to do to promote gender equality and destigmatization. The HIV epidemic has contributed to and accelerated these challenges but there is still a long way to go.

Several studies indicates that HIV is a highly stigmatized condition in ethnically diverse communities due to fear of moral judgment and social isolation and was experienced at the intersections of gender, sexual orientation, religion, culture,

and immigration status. (Ziersch, et al.,2021; FaukmWard, Hawke & Mwanri, 2021). Stigma is defined as a significantly discrediting attribute which serves to devalue people who possess it, resulting in status loss and social rejection (Phelan, Lucas, Ridgeway & Taylor, 2014). HIV stigma and discrimination toward People Living with HIV/AIDS still occurred within families, communities and healthcare settings. These were reflected in negative labelling, separation of personal belongings, avoidance, denial of treatment and rejection of by People Living With HIV/AIDS healthcare providers, family, and community members (Ziersch, et al.,2021; Fauk, Ward, Hawke & Mwanri, 2021).

The study developed by Halli et al, (2017) showed that overall, 88% of respondents experienced stigma and discrimination from family and community. Factors associated with stigma and discrimination differed in the family and community contexts. Higher age gap between spouses and poor household status were significant in explaining the stigma and discrimination from husbands. Older age of the husband and lower household economic status significantly increased the stigma and discrimination from husbands' family as well as from friends and neighbors.

In addition to the problem of stigma, there is also the impact of HIV on women's health. Smith-Estelle and Gruskin (2003) have demonstrated that there are four critical issues with an impact on vulnerability to HIV/STI in women who have at least one STI, included, among others, have a husband who migrated to India or within Nepal for work, or being sterilized or have a sterilized husband, migration itself, health status, gender-based discrimination, and because of its potential for inducing long-term change, access to education, especially girls. Many women with migrating husbands reported negative impacts on their health status and health-seeking behaviour. Almost half reported a perceived worsening of their health since migration began, indicated reasons more frequently like having less money to obtain health care, having less food or poorer nutrition, and a heavier workload. Men's use of alcohol also appeared to be an important indicator for women's vulnerability to STP's. Because the restrictions of woman rights regarding marriage and liberty, women may feel they are forced to stay in bad marriages, potentially being forced to have unprotected sex.

Conclusion

The heterogeneity of the articles made it difficult to analyze them and define categories, however every paper agrees on some assumptions regarding gender discrimination and violence. There is a need to promote gender equity, in order to reduce the impact of discrimination. Access to health and education should also be improved for migrants and their families, as well as working conditions, promoting a better utilization of health services and their demand, and improving these population living and health conditions. The destigmatization of HIV, as well as the deconstruction of social gender roles are also important to reduce gender inequalities.

LEGAL

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The migrant woman is a relatively new figure for human rights jurisprudence. Until recent years, migration and international rights were addressed to protect them in a generic way. This has been revealed as an insufficient position that many legal aspects that are not considered or applied to migrant women will be left out because the migrant was only conceptualized as men who left their countries. The woman will lose in a subsidiary position of the protection received by the husband, father or head of the family, forgetting fundamental aspects of migration that will only arrive and will clearly harm women's human rights, such as trafficking in women, access to precarious jobs, the difficulties in accessing justice, the right of residence living with an abuser or the difficulty in finding a support institution that allows them to protect themselves from gender and domestic violence.

All the articles stress that, despite the great progress that has been made in recent years in international jurisprudence and in the introduction of new legal tools in national laws, there is still a long way to go before the human rights of migrant women are really protected.

Another of the elements in which the articles agree is in the necessary awareness of the importance of dedicating special attention to migrant women separately is the inconsistency found in many cases between international legislation and the national legislation that must apply it, that is, the difficulty of the transposition of international agreements to the legislation of the signatory countries and also in the application and effectiveness of these laws that they will probably assume as their own.

Some authors, in this sense, go further because it has been verified that even having in order and up to date the legislative measures to deal with the protection of the human rights of migrant women, when applying them, the social, cultural and economic rights of women in their community environment in the host country and in the social pressure and conditioning to exercise their rights in the family environment and in the country of origin.

Classification of the emerging categories of analysis

1.-Job insertion

The labor market that migrant women can access and the limitations encountered to be able to work, quality of work and the specific difficulties in obtaining a work permit.

2.- Cultures

Ethnicity and access to public services. Social and institutional support networks to be able to exercise their rights as migrant women.

3.-Sexual exploitation and female migration.

Prostitution and sex trafficking. The debates in this aspect are essential so that international legislation can protect and fight effectively against this scourge.

4.- Health, transculturality and migrant women.

Raising awareness of the cultural and social reality that accompanies migrant women and that does not stop at the border. Female genital mutilation and other forms of oppression do not disappear but are transferred to the country of destination and its variables must be known in order to combat them.

Category A: Labor insertion of migrant women.

Migrant women occupy the most unregulated jobs in the labour markets. Most jobs are held in the personal care sectors inside homes. They are jobs that are less paid and have more difficulties in guaranteeing the rights of workers because they are the least visible and are outside union control and labour laws, so far from empowering women, having economic independence distances them from participation. Social protection and measures to protect against exploitation and abuse by employers. Unemployment affects these women to a greater extent than migrant men and non-migrant women.

This affects women to obtain family reunification right. These jobs are carried out in most cases without a formal contract, so residence and family reunification visa depend on the husband, which places these women in a subsidiary and dependent position from which they can hardly escape.

Migration laws therefore must find a solution adapted to this reality to prevent these women's rights from being exercised because local legislation does not accompany migration laws in terms of social integration measures.

Category B: Cultures, ethnicity and access to public services.

Health professionals, legislators, civil servants must be made aware of the social reality that accompanies these women. Although the public services of justice, police security, public health are designed and applied with a universal vocation and care for all citizens under conditions of equality, the reality of migrant women, especially first-generation women.

There are cultural and social aspects that condition the access of migrant women to public services. In terms of gender-based violence, it is complicated for these women to report that they have suffered it and make the decision to seek help from the police or the courts. Either because the violence suffered is not considered a crime in the country of origin, as is the case of rape within marriage, or because of the situation of vulnerability and the fear that going to report it will expose the irregular migratory situation of the woman. The result is that less is reported, and more violence is suffered. To this must be added the lack of support networks in their own community. The social pressure received both in her community in the country of destination and that which can be found upon returning to her country of origin stops women from denouncing the aggressions received by their own husband or companion for fear of the social rejection they will receive.

It is also important to bear in mind that while defending the rights of migrant women, it must be done extensively to new-borns. It is important to be alert to situations of human rights violations, such as the right to citizenship that can be restricted to their children, which places both the mother and her children in a position of extreme vulnerability.

Category C: Sexual exploitation and female migration.

It is essential to debate in academic environments about the situation of migrant women who suffer from sexual trafficking. International organizations do not go into how countries should address their national policies to apply international agreements to fight this crime, but they do force them to firmly curb the demand for this market in destination countries. And at this point the debate on prostitution is vital. There are two opposing positions: the regularization of prostitution or the abolition of prostitution. At the legal level, the debate is constant in public opinion in the host countries of these women. What seems unreasonable is that neither one option nor the other is chosen, as is the case in Spain, which neither regulates nor prohibits, with the consequence of a large-scale sexual market and without legal tools to curb the phenomenon or to protect trafficked women. At the academic level, it is necessary for young people to face the dilemma and be aware that the consumption of prostitution has consequences in sexual violence against migrant women.

Category 4. Health, transculturality and migrant women.

Female genital mutilation is not a practice restricted to countries that carry it out due to ancestral traditions, but in the countries of destination it is a reality and is practiced regularly in our environment even if we are not aware of it. That is why it is important that health professionals and social and legal services be aware of this violation of women's rights and be prepared to detect and report it in the destination countries. That is why it is important to train professionals and future professionals who may face situations like this or similar in knowledge about transculturality.

Conclusion

The revised articles allow the development of a content package to prepare training units for students that prepare them and make them aware of the importance of knowing the legal, social and economic realities that condition migrant women in the exercise of their human rights. This training can go beyond the University level and reach public servants for the exercise of their professions when they serve migrant women and can become facilitators and not an obstacle.

INTEGRATION

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The term 'integration' is controversial in politics and the social sciences. Societies are by nature disintegrated entities, yet most social theories often take integration of society as the norm. Within migration studies, the consequences of migration at the level of integration are thematized either in its structural or individual dimension. In the first dimension, migration's integrative or disintegrative effect on social systems is questioned. In the second dimension, questions are posed about the success or failure of integrating individuals (Bommes, 1999).

Despite the different expectations and their constantly changing nature, receiving societies generally seek to develop a set of measures and instruments aimed at integrating immigrants, thus recognizing that the process of immigrant integration is a two-way process: between the migrants and the receiving society. It is therefore significant to acknowledge the importance of addressing structural inequalities (in access to the labour market or employment, for example) and the plural nature of the integration process in which host societies, their institutions and contextual factors play an essential role (Garcés-Mascareñas & Penninx, 2016)

In the papers the “plurality of integration processes” (Garcés-Mascareñas, & Penninx, 2016, p.3) is demonstrated by investigating different aspects that impact immigrant integration. The multi-dimensionality of the integration process is clearly shown in the articles in which the intersectionality of various forms of integration or disintegration is evident. Their analysis can be developed according to the following categories.

Category of analysis of the papers in the section Integration

Integration and Gender

5 - Jie, Z., & Gongjing, G. (2018). Research of the Current Situation and Strategies of the New Generation of Female Migrant Workers City Integration - Taking the H community of Jinan as an example. *195*(18), 215-218. <https://doi.org/10.2991/iser-18.2018.55>

- 30 - Tahir, M. W. (2020). Combating discrimination at workplaces through mainstreaming 'gender' and 'integration' needs in legislation: Testing a new analytical framework in Germany and Sweden. *Women's Studies International Forum*, 81(May), 102380-102380. <https://doi.org/10.1016/j.wsif.2020.102380>
- 31 - Muchomba, F. M., & Chatterji, S. (2020). Disability among children of immigrants from India and China: Is there excess disability among girls? *Population Studies*, 74(2), 263-281. <https://doi.org/10.1080/00324728.2020.1762911>

Immigrants' access to healthcare

- 99 - Malmusi, D. (2015). Immigrants' health and health inequality by type of integration policies in European countries. *European Journal of Public Health*, 25(2), 293-299. <https://doi.org/https://doi.org/10.1093/eurpub/cku156>
- 99 - Giannoni, M., Franzini, L., & Masiero, G. (2016). Migrant integration policies and health inequalities in Europe. *BMC Public Health*, 16(463). <https://doi.org/https://doi.org/10.1186/s12889-016-3095-9>
- 23 - De Rose, C., Spinola, O., & Buonsenso, D. (2021). Time for Inclusion of Racial and Gender Discrimination in Routine Clinical Assessment. *Journal of Racial and Ethnic Health Disparities*, 8(4), 803-808. <https://doi.org/10.1007/s40615-021-01061-0>
- 99 - Chiarenza, A., Horvat, L., Lanting, K., Ciannameo, A., & Suurmond, J. (2019). Addressing healthcare for migrants and ethnic minorities in Europe: A review of training programmes. *Health Education Journal*, 78(1). <https://doi.org/https://doi.org/10.1177/0017896918793164>

Structural determinants of integration

- 99 - Ansala, L., Åslund, O., & Sarvimäki, M. (2021). Immigration history, entry jobs and the labor market integration of immigrants. *Journal of Economic Geography*, 22(3), 581-604. <https://doi.org/10.1093/jeg/lbaa038>
- 99 - Martén, L., Hainmueller, J., & Hangartner, D. (2019). Ethnic networks can foster the economic integration of refugees. *Proceedings of the National Academy of Sciences*, 116(33), 16280-16285. <https://doi.org/doi:10.1073/pnas.1820345116>
- 33 - Gusciute, E., Mühlau, P., & Layte, R. (2020). Discrimination in the rental housing market: a field experiment in Ireland. *Journal of Ethnic and Migration Studies*, 1-22. <https://doi.org/10.1080/1369183X.2020.1813017>
- 99 - Bosch, M., Carnero, M. A., & Farré, L. (2015). Rental housing discrimination and the persistence of ethnic enclaves. *SERIEs*, 6(2), 129-152. <https://doi.org/10.1007/s13209-015-0122-5>

Category A: Integration and Gender.

The literature reviewed shows that the consideration of the gender dimension is a central variable in the analysis of immigrant integration. First, it highlights that the empowerment of migrant women and the inclusion of the gender variable in policy formulation and policy measures are relevant for the urban adaptation of migrant women (Jie & Gongjing, 2018). Secondly, the inclusion of 'gender' and integration needs in different legislative standards and collective agreements with the private sector constitutes preliminary steps to integrate migrant women into the labour market and maintain their confidence in continued employment in destination countries (Tahir, 2020).

The gender dimension is also relevant in developing integration conditions for children of immigrants. Several studies have shown that the investment in the education of immigrant offspring is culturally and socially determined, leading to the creation of differentiated conditions for the successful integration and eventually to the development of segmented assimilation (Portes & Rumbaut, 2001), either by national group or as a result of the offspring's gender and the parents' preference for one gender or the other (Muchomba & Chatterji, 2020).

These data show that eradicating discrimination against immigrants and, in particular, immigrant women should consider the cultural norms of different national groups and pay attention to intercultural policies (Muchomba & Chatterji, 2020).

Category B: Immigrants' access to healthcare.

The importance of addressing cultural norms in promoting migrant integration is also demonstrated in studies looking at migrants' access to the health system and, particularly, the provision of medical care to immigrants. Regarding the interrelation between integration policies and immigrants' health, a study by Malmusi (2015) identified a relationship between the type of integration policies pursued by the State and immigrants' health status, with immigrants reporting poorer health outcomes in exclusionist and assimilationist countries than in multicultural countries. Giannoni, Franzini, and Masiero (2016) recognize that the health status of immigrants (as natives) is affected by socio-economic variables but also by problems of immigrant integration experienced by the country – which influenced the three measures of health used in their study (self-reported health status, limiting long-standing illnesses, and self-reported chronic illness).

On the provision of health care to immigrants, the study of De Rose, Spinola & Buonsenso (2021), shows the necessity to consider discrimination and racism routinely as causative or triggering agents of disease and include them in the clinical examination during history taking and assessment of vital signs. It is also shown that the lack of training courses on cultural/social/religious differences between different ethnic groups and on potential social and health problems of migrants is a reality that needs to be addressed in the formative process of the health professionals. The lack of training programmes to develop cultural competencies among healthcare professionals is also concluded through a review of training programmes for health professionals delivered in Europe between 2004 and 2013 (Chiarenza et al., 2019). According to the authors of this review, although health professionals are increasingly faced with different challenges in working with diverse migrant populations, training programmes only intend to improve the “general knowledge about migrants and ethnic minorities” (Chiarenza et al., 2019, p. 20). They did not (or did only marginally) support the development of the practitioners' cultural competencies to engage with migrants and vulnerable communities. They also show that racism, discrimination, and healthcare provision to undocumented migrants were

generally absent from the training programmes. They conclude that “Future training programmes should (...) foster the integration of cultural competence with alternate approaches such as intersectionality, equity, and patient-centered care” (Chiarenza et al., 2019, p. 20).

Category C: Structural determinants of integration.

It is widely recognized that the position of the immigrant in the labour market and the housing market are two critical determinants of their integration process.

In a study on the labour market integration of immigrants in Finland and Sweden, Ansala and collaborators (2021) show that the ethnic background of the employer, the manager, or their colleagues is an important variable for immigrants finding their first job (mainly in low-paying companies), as are their background characteristics (e.g., education, national origin). They also showed that the migration history of the countries only partially influences the integration process since ethnic segmentation develops instead swiftly after each of the studied countries starts receiving immigrants. The effect of coethnics in assisting the economic integration process of migrants is also confirmed in the case of forced migration. Martén, Hainmueller and Hnagarten (Martén et al., 2019), for example, show that spatially concentrated immigrant groups can foster the economic integration of refugees by assisting them in finding employment opportunities.

Residence in coethnic neighbourhoods can support the integration process of immigrants since they provide access to immigrant networks that are a valuable resource for finding a job. Settling in an ethnic neighbourhood is frequently the only option available for immigrants since their access to other city areas could be subject to different obstacles, such as distance from the workplace, availability of childcare facilities, etc. Discrimination in the rental housing market is also a variable that often prevents migrants from moving to other city areas. In a study conducted on the Irish housing market, Gusciute, Mühlau & Layte (2020), based on a field experiment, found that ethnic discrimination is prevalent toward non-Irish nationals and that inter-group biases exist as landlords and letting agents are more likely to invite individuals from their group than ethnic minority applicants. Similarly, Bosch, Carnero, & Farré (Bosch et al., 2015), also based on a field experiment, show that discrimination practices by landlords in the Spanish housing rental market (in Madrid and

Barcelona) limit the locational choices of immigrants and could therefore contribute to the development of specific patterns of immigrants spatial distribution in the city.

Conclusion

The heterogeneity of the analyzed papers makes it difficult to draw some general conclusions.

It is not possible to elaborate a coherent framework from the analyzed articles. As shown by these articles and the general literature on immigrant integration, the debate around immigrant integration implies the “recognition of cultural differences and to what extent these are manifested” (Cesareo, 2011, p. 9) in a multicultural society. It also implies knowing the models and practices followed by society to develop the reception of migrants and to promote, at an institutional level, measures to promote cultural diversity and manage this diversity. The development of immigrant integration policies is marked by the emergence of intercultural policies focused on contact, dialogue, mutual cultural awareness, and interpersonal relations between people of different origins (Zapata-Barrero, 2017), which implies the assumption of bilateral and multilateral transformations. Thus, at the institutional level, the promotion of integration through interculturality means the process of adjustment to increasingly diverse societies.

In sum, the analyzed papers allow us to conclude that the integration of immigrants is a multi-dimensional process in which the interaction between the immigrants' characteristics (their human and social capital) and the reception contexts (the policies of the receiving states, the functioning of the institutions, and the attitudes of society towards immigrants) interact to produce a specific pattern of integration. This integration into the different systems of the host society is rarely homogenous, with varying degrees of integration in each social system (economic, political, social, health, etc.), although the degrees of integration into one system impact the integration into others.

GENDER DISCRIMINATION

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Euroform

All the articles reviewed deal with gender discrimination, whether direct or indirect.

The first article of the Convention on the Elimination of All Forms of Discrimination against Women New York adopted the 18th of December 1979 defines the “discrimination” as “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”. Indeed, all of the articles are focused on gender discrimination on migrants' women population.

The discrimination can be both direct and indirect. Amnesty international defines direct discrimination as “an explicit distinction is made between groups of people that results in individuals from some groups being less able than others to exercise their rights”; and indirect discrimination as “a law, policy, or practice is presented in neutral terms (that is, no explicit distinctions are made) but it disproportionately disadvantages a specific group or groups.”

Each of the authors places him/herself from the woman's point of view, that is to say the analysis observes the extent to which the difference in treatment of women affects their environment, regardless of the type of discrimination. The common point is that in each case, although all the articles do not study the same specific situations, discrimination against women leads to a degradation of her life conditions in general, to a reduction of her rights, to an alteration of her freedom. However, each of them discusses several types of discrimination, as classified in the following section.

Classification of the emerging categories of analysis.

Seven categories were identified:

Category A: Marriage migration. Women choose transnational marriage to escape from gender discrimination in the marital system of the origin country.

- Chen, Y. (2021). Gender discrimination in societal and familial realms: Understanding agency among Chinese marriage migrant women in Switzerland. *Asian and Pacific Migration Journal*, 30(1), 18-38.

Category B: Racial/ethnic discrimination. People being discriminated because of their origins.

- Chen, Y. (2021). Gender discrimination in societal and familial realms: Understanding agency among Chinese marriage migrant women in Switzerland. *Asian and Pacific Migration Journal*, 30(1), 18-38.
- Bhatt, W. (2013). The little brown woman: Gender discrimination in American medicine. *Gender & Society*, 27(5), 659-680.
- Petrozziello, A. J. (2019). (Re) producing Statelessness via Indirect Gender Discrimination: Descendants of Haitian Migrants in the Dominican Republic. *International Migration*, 57(1), 213-228.

Category C: Skilled migration. The higher a person's skills the easier it is to be admitted to a country and find work. Women do not have the opportunity to develop high skills.

- Bhatt, W. (2013). The little brown woman: Gender discrimination in American medicine. *Gender & Society*, 27(5), 659-680.
- Dodson, B., & Crush, J. (2004). A report on gender discrimination in South Africa's 2002 Immigration Act: masculinizing the migrant. *Feminist Review*, 77(1), 96-119.
- Lim, D. (2018). The indirect gender discrimination of skill-selective immigration policies. *Critical Review of International Social and Political Philosophy*, 22(7), 906-928.

Category D: Workplace discrimination. The majority of sectors that hire migrants are male dominated. Gender discrimination is visible even in the recruitment process and in treatment at work.

- Bhatt, W. (2013). The little brown woman: Gender discrimination in American medicine. *Gender & Society*, 27(5), 659-680.
- Dodson, B., & Crush, J. (2004). A report on gender discrimination in South Africa's 2002 Immigration Act: masculinizing the migrant. *Feminist Review*, 77(1), 96-119.
- Lim, D. (2018). The indirect gender discrimination of skill-selective immigration policies. *Critical Review of International Social and Political Philosophy*, 22(7), 906-928.

- Petrozziello, A. J. (2019). (Re) producing Statelessness via Indirect Gender Discrimination: Descendants of Haitian Migrants in the Dominican Republic. *International Migration*, 57(1), 213-228.

Category E: Family relationships. The migration of one or more family members leads to a meaningful change in the existing family relationships.

- Chen, Y. (2021). Gender discrimination in societal and familial realms: Understanding agency among Chinese marriage migrant women in Switzerland. *Asian and Pacific Migration Journal*, 30(1), 18-38.
- Dodson, B., & Crush, J. (2004). A report on gender discrimination in South Africa's 2002 Immigration Act: masculinizing the migrant. *Feminist Review*, 77(1), 96-119.
- Antman, F. M. (2015). Gender discrimination in the allocation of migrant household resources. *Journal of population economics*, 28(3), 565-592.
- Wang, Z., Lou, Y., & Zhou, Y. (2020). Bargaining power or specialization? Determinants of household decision making in Chinese rural migrant families. SAGE
- Zhang, L., De Brauw, A., & Rozelle, S. (2004). China's rural labor market development and its gender implications. *China Economic Review*, 15(2), 230-247.

Category F: decision-making. Migration of one or more family members, and the way decisions are made for one or more family members changes significantly.

- Antman, F. M. (2015). Gender discrimination in the allocation of migrant household resources. *Journal of population economics*, 28(3), 565-592.
- Wang, Z., Lou, Y., & Zhou, Y. (2020). Bargaining power or specialization? Determinants of household decision making in Chinese rural migrant families. SAGE
- Zhang, L., De Brauw, A., & Rozelle, S. (2004). China's rural labor market development and its gender implications. *China Economic Review*, 15(2), 230-247.

Category G: administrative discrimination. Administrative procedures that are mandatory for recognition in another country but do not result in recognition of the person's existence.

- Petrozziello, A. J. (2019). (Re) producing Statelessness via Indirect Gender Discrimination: Descendants of Haitian Migrants in the Dominican Republic. *International Migration*, 57(1),

- Qin, M., Brown, J. J., Padmadas, S. S., Li, B., Qi, J., & Falkingham, J. (2016). Gender inequalities in employment and wage-earning among internal labour migrants in Chinese cities. *Demographic Research*, 34, 175-202.

Category A: Marriage migration.

The migration of women through marriage is an old phenomenon, which renewed in the 1990s with international mobility. Thus, marriage migration has long played an important role in women's mobility. It has been, and sometimes remains, one of the few socially acceptable ways for women to leave their hometown. There is often a situation of gender discrimination of marriage migrants, from the origin country to the destination country. Women marry a foreign to escape gender discrimination and prejudice (for example, regarding divorced women, older women and well-educated women) in the local marriage market and to fulfil their personal life project. What is often ignored is the discrimination women may face in the host society: various types of discrimination in the labor market, deskilling and difficult job search. Female immigrants must overcome a combination of discrimination due to gender, nationality and ethnicity to achieve their professional integration. Migration often involves a change in the roles of women from professional women to homemakers. In many countries, the idea of the woman having to take care of the house and the children persists

Category B: Racial/ethnic discrimination.

“Racial discrimination is any discrimination against any individual on the basis of their skin color, or racial or ethnic origin. Individuals can discriminate by refusing to do business with, socialize with, or share resources with people of a certain group.” The interaction of gender discrimination with race especially in the workplace is still widespread. Racism is still rife throughout the workplace for black and Asian people especially. Gendered and racial dynamics create complex conditions of inequality and disadvantage for women of color. There is almost a racial hierarchy that exists, as reported by a study on work conditions of women and men physicians of Indian origin in US Southwest: “White male gets preference, and then black male second, then white female, then Indian male, then black females, and the everybody else. And Indian female comes, really at the bottom”. An overwhelming proportion (90 percent) of the

respondents in the study reported racial bias in positions of power. Furthermore, the discrimination the women encounter because of gender, nationality and ethnicity makes women's social and professional integration more difficult, as described in the study on Chinese marriage migrant women in Switzerland.

Category C: Skills related discrimination?

The immigrant admission policies of states demonstrate a strong preference for "highly skilled" migrants, while making it more difficult for "low skilled" migrants to enter, as reported by the article "The indirect gender discrimination of skill-selective immigration policies". Those policies may have a disproportionate impact on the admission of female would-be migrants. Talent-based selection is a form of wrongful indirect discrimination against women. Some possible reasons that explain the large difference in numbers between accepted men and women in the British case, but which may also apply to other countries, are: the majority of sectors that hire talented migrants are male dominated, women are more likely to have career breaks, high cost of migration fees, that women are unable to pay. In the article "A report on gender discrimination in South Africa's 2002 Immigration Act: masculinizing the migrant" the authors deduce that economic or 'skilled' migrants are normatively masculinized, while migration in the 'family reunification' category is seen as applying largely to females.

Category D: Workplace discrimination

The theme of labour has always been a big theme in terms of gender discrimination, and yet it still exists. In fact, the majority of sectors that hire migrants are male dominated. Gender discrimination is visible even in the recruitment process, in treatment at work and in promotions to positions of power, as reported by a study on work conditions of the Indian women physicians in US. In the recruitment process women were asked "illegal" questions about their families unlike their male colleagues; women were reprimanded more severely than men for the same mistakes; women have been discouraged in choosing specializations, pushing them towards those that require less time, less effort but are also less profitable and competitive; men were then more easily promoted than women.

In China, it has been reported that even though women were working the same job and the same amount of time, male migrants earn 26% higher hourly wages than their female counterparts.

Category E: Family relationships.

Certain aspects influence discrimination against women, for example, there are no health care services for children and the costs for daycare are extremely high, so women often must stay at home, giving up their financial independence. But it was also noted that the existing discrimination against girls (amongst children in the family) related to the resource allocation in a household was shifting towards them in a migration of the father.

In fact, the migration of one of the head of the household impacts the life of the rest of the family: the responsibility for the children falls entirely on the one staying in the country of origins, which inevitably reduces her independence and freedom as a woman. In the same time, as she has the whole responsibility of the household, she gains decision making power over herself but also the children.

The analysis conducted on some immigrant admission policies, shows that these often create difficulties and problems for the personal and family relationships of both male and female migrants, as shown in the article “A report on gender discrimination in South Africa’s 2002 Immigration Act: masculinizing the migrant”, where it is explained that the overtly economic basis of the Act, will in all likelihood perpetuate the male bias in migration flows and discourage or impede migration by women and other family members.

Category F: decision-making.

The power of influence of women in the household decisions when the man migrates or not, or whether the woman migrates or not, the duration of the migration, but also the level of education and the income of both household components was studied.

Several things were observed. First, when the man is absent from the household (especially in the context of migration), the woman's decision-making power increase considerably. Also, the inversion of the decision-making power has repercussions on the children, since the distribution of resources, instead of being more advantageous for the boys, become more favorable for the girls.

But if a wife has comparative advantages in the labor market, which is measured as income, education, migration experience, then she will likely transfer her decision-making responsibilities to her husband, phenomenon explained by the time of presence of each member in the household, but also the specialization.

Category G: administrative discrimination.

Administrative procedures, whether they are necessary upon arrival in a country or even in one's own country, can complicate access to services or recognition of certain rights.

It was noted that there are flaws in the administrative procedures that lead to indirect gender discrimination. Indeed, the example of Haitian migrants in the Dominican Republic shows that the Dominican Republic sets up administrative procedures that cannot be completed, and that is causing matrilineal transmission of statelessness. Procedures make birth registration impossible for children of undocumented mothers. Also, it was noted that access to work for women in China, when they migrate from rural to urban areas, is hindered by the administrative procedures required, since the status differs according to the area of origin (rural or urban) and leads to an additional difficulty in accessing work.

Thus, even if the procedures do not in themselves create gender discrimination, they are in fact an obstacle to equality between men and women.

Conclusion

All of the articles deal with migration and gender discrimination, but each of them focuses on with very specific cases and do not allow to detect concrete points of convergence, especially in terms of good practices. Moreover, very few authors advise or identify best practices to be adopted in order to eliminate gender discrimination.

It is clear that gender discrimination exists in almost every context in life, and touches every woman. But the situation worsens when it comes to migrants: migrant women find themselves in a more precarious situation than normal, not having access to all their rights, which leads to a deterioration of their living conditions with the gender discrimination prevalent in the current society. In any case, these gender discriminations are societal and pre-existing, and are issues that governments must address at the national level.

DEVELOPMENT & MARKET

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The development of the professional career represents a key dimension in the quality of life of people as a means and as an end. Work represents an absolute value for people due to the importance attributed and the demand for effort and enthusiasm that it requires (Cortés, 2006). Work implies the performance of a function in a system, which triggers a personal capitalization of the role that affects social development. Professional experiences are situated in a social context that mediates the vital learning of the person throughout life (Romero, 2004). In addition, the labor market limits the possibilities of personal growth, since it conditions the economic resources and personal conciliation time (Merino, 2016).

Job opportunities represent one of the most significant motivations in undertaking migration processes. It is usually argued that new opportunities in destination countries justify, on the one hand, the changes that involve leaving a home, family and experiences and, on the other hand, that new professional difficulties arise in destination, such as low wages in relation to natives, precariousness, unemployment and even discrimination or irregular situations (Li, 1976; Zhang, Nardon, & Sears, 2022). Women have been subject to migration throughout history in the same terms as humanity; although, in the professional sense, a contemporary trend of feminization of migration has been defined, since there is an increase in women who migrate in an emancipated way looking for new opportunities and a better life (Boyd & Grieco, 2003).

The patriarchal system has led to a stereotyping of roles in migrating family systems: women tend to assume family care responsibilities, while men try to provide material resources through paid employment (Scraboni, Malapit, Quisumbing, & Ahmad, 2014). The papers in this block study the role assumed by migrant women in different coordinates of the world, considering the incorporation from developing countries to developed countries, but also between developing countries, since they account for a third of global migration and affect the life trajectories of people in the same way (OECD/ILO, 2018), and to migrations between rural and modern urban places, with emphasis on the flows between rural and urban China (Démurger, Gurgand, Li, & Yue, 2009). Besides, working conditions give rise to unique situations of analysis that

condition women's lives: wage gap, gender segregation, employer preferences, productivity, deprivation of rights, need for family reconciliation, overexertion and a long etcetera.

The papers agree on the need to invest government and business efforts in the training of their workers and in technological development; however, there are certain cultural divergences in the attribution of responsibilities in gender inequalities. The defense of a society of collectivist eminence contrasts with the prioritization of individual rights (Foucault, 1986). Collectivism tends to give women an unpaid caregiving role, while individualism prioritizes their self-determination.

The analysis of the content of the papers accompanies the categorization of four emerging blocks of analysis, based on thematic confluences. The table presents the classification that encourages the subsequent deepening of its results and conclusions.

Category of analysis of the papers in the section Development & market

Wave Gap
2.7 Chen, H., Chen, J., & Yu, W. (2017). Influence factors on gender wage gap: Evidences from chinese household income project survey. <i>Forum for Social Economics</i> , 46(4), 371-395. https://doi.org/10.1080/07360932.2017.1356346
2.25 Shahiri, H., Cheng, Z., & Al-Hadi, A.A. (2021). Why do low-skilled foreign workers have a wage advantage? Evidence from the palm oil plantation sector in Malaysia. <i>Population, Space and Place</i> , 27(3), e2404. https://doi-org.ubu-es.idm.oclc.org/10.1002/psp.2404
2.28 Busetta, G., Campolo, M. G., & Panarello, D. (2020). The discrimination decomposition index: a new instrument to separate statistical and taste-based discrimination using first-and second-generation immigrants. <i>International Journal of Social Economics</i> . 47(12), 1577-1597. https://doi-org.ubu-es.idm.oclc.org/10.1108/IJSE-02-2020-0055
2.40 Zhang, L., De Brauw, A., & Rozelle, S. (2004). China's rural labor market development and its gender implications. <i>China Economic Review</i> , 15(2), 230-247. https://doi.org/10.1016/j.chieco.2004.03.003
Professional and Gender Segregation
2.6 Chen, J., & Hu, M. (2021). City-level hukou-based labor market discrimination and migrant entrepreneurship in China. <i>Technological and Economic Development of Economy</i> , 27(5), 1095-1118. https://doi.org/10.3846/tede.2021.15006
2.13 Hasan, A., Ghosh, A., Mahmood, M. N., & Thaheem, M. J. (2021). Scientometric review of the twenty-first century research on women in construction. <i>Journal of management in engineering</i> , 37(3), https://doi.org/10.1061/(ASCE)ME.1943-5479.0000887
2.17 Benya, A. (2018). Women of the mines: apartheid and post-apartheid lived realities of South African women. <i>Storia Delle Donne</i> , 13(1), 79-101. https://doi.org/10.13128/SDD-23957
Roles in collectivist society
2.24 Zheng, X., & Lu, H. (2021). Does ICT change household decision-making power of the left-behind women? A case from China. <i>Technological Forecasting and Social Change</i> , 166, 120604. https://doi.org/10.1016/j.techfore.2021.120604
2.27 Miège, P. (2020). Migration, urbanisation and emergence of the individual: Same-sex desiring migrant men constructing spaces and cultivating their self in a big Chinese city. <i>Asia Pacific Viewpoint</i> , 61(3), 509-520. https://doi-org.ubu-es.idm.oclc.org/10.1111/apv.12281
Brain drain
2.37 Nazari, S., & Seyedan, F. (2016). A qualitative research of the causes of Iranian female students immigration to developed countries. <i>Asian Social Science</i> , 12(10), 167-173.

Category A: Wave Gap.

The gender wage gap is a universal phenomenon that affects women in their uniqueness and the dynamics of the markets. The literature shows that the professional system has built a balance that rests on the responsibility of women in unpaid tasks, which condition the possibilities of access, permanence and growth of women in companies. The wage gap is not attributable to differences in productivity by gender. Zhang, De Brauw & Rozelle (2004) show that the incorporation of women in the management of farms in rural China and other activities in the primary sector maintains the same productivity rates as when men monopolized their management. This situation is transferred to other frameworks where migration acts as a key to the differences between wages according to origin. In the first place, Shahiri, Cheng & Al-Hadi (2021) show that foreign workers, in this case, earned more than native Malays because of their origin. Besides, Chen, Chen & Yu (2017) show that the wage gap between men and women in China is not attributable to their performance. In both cases, the preference of employers stands out as explanatory keys of interest. This suggests both the need to delve into this circumstance, as well as the dynamization of policies so that this is not replicated. In short, it is an explicit situation of discrimination.

In a European context, Busetta, Campolo & Panarello (2020) show how migrant job seekers (including second-generation ones) are rejected as job applicants under the same conditions as Italian natives. This evidence is substantiated by submitting identical CV to employers. It shows how the origin is decisive in the rejection of job applications. Chen, Chen & Yu (2017) try to outline other factors that affect wage inequality and choose to attribute profiles based on gender. They indicate that the negotiation capacity of men can be more efficient, as well as the use of professional and training opportunities, even in a situation of unemployment. They refer that woman settle for less paid jobs after their academic career. Therefore, age influences the wage gap, a situation that is maximized in potential periods of maternity or marriage, since employers show their uncertainty.

The glass ceiling is evidenced as one of the typified factors of the wage gap. In the positions of greater labor responsibility there is a greater wave gap. In this way, masculinized environments continue to be perpetuated in business power. The articles converge in requesting responsibility from companies for the

equitable development of professional careers based on gender and the promotion (or facilitation) of initial education and training throughout life for the harmonization of professional possibilities.

Category B: Professional and Gender Segregation.

The lack of professional opportunities triggers personal and family situations of need, which means professional performances are assumed in which there was no initial interest. They can also assume degradation or work outside the laws. Chen & Hu (2021) show how Chinese rural migrants are pushed to develop professional careers based on self-employment. The conditions of the migrant are disadvantageous in terms of services, salaries, opportunities and social network, which means that they are not free decisions; rather, subsistence.

For his part, Benya (2017) takes a deep dive into mining work in South Africa. This activity is highly precarious and was restricted to men. It is considered that women have family responsibilities, so they are allowed to work in the mine, but policies are applied to protect them in their obligations. However, these norms cause their displacement of core tasks, which continue to be restricted to men. In other words, these norms suppose symbolic violence for women. In fact, their participation in settlements for mining workers is restricted (coexistence with men is prohibited). In addition, a wage gap of between 30 and 40% is reported due to gender and the overload of care responsibilities. Another field that is usually restricted to women is construction. Hasan, Ghosh, Mahmood & Thaheem (2021) abound in the underrepresentation of women in a field that has little adherence. In other words, women may feel unwelcome. In both sectors seems that a physical display is demanded that outlines an idiosyncrasy of masculine eminence; however, all articles agree that technological sophistication is upgrading jobs and physical demands are being relaxed. Moreover, this process involves the qualification of professionals, which opens up new niches within the sectors. This means that an investment in qualification and the revitalization of equal opportunity policies can have a positive impact on the prosperity of companies and, naturally, of female workers.

Category C: Roles in collectivist society.

Zheng & Lu (2021) and Miège (2020) contrast views on family responsibilities in Chinese migratory flows, where it is common for rural men to move to cities to develop their professional career. In both cases, the starting point is the inexorability of the nuclear family structure as the cornerstone of the social system. Both highlight how the absence of men in rural environments means that women are given responsibility in making daily decisions.

Zheng & Lu (2021) reveal how the provision of mobile devices has empowered women who stay in rural areas, opening up possibilities to expand their social capital. This results in the expansion of personal limits and professional possibilities. Miège (2020), for his part, conducts an immersive study on gay rural men who work in the city. They assume their responsibility to provide economic resources to their families of origin. At the same time, this group generates social bonds among its members for the expression of their individual sexuality, which implies that a double life develops between the public and private spheres. The women in origin assume the management of the resources and the education of the children.

The migration of men demands more responsibilities from women, which they would have to reconcile with the scarce professional possibilities. The new technologies broaden the referents of women, although it is underlined that the relations between male and female marriages continue to be unequal and that the use of mobile phones and computers requires a digital skill that has not been consolidated.

Category D: Brain Drain.

Nazari & Sevendan (2016) focus on the migration of Iranian students to Western countries. The exploration of the motivations to emigrate emphasizes professional opportunities, economic problems and gender discrimination. The Iranian system is explicitly questioned, where women have a marginal role in the professional sphere, restricting their access to public power. The paper denounces that there is an illusory idealization of the possibilities of professional development abroad, since limitations are reported due to their ethnic origin. This is highlighted during the stays at the destination, since new meanings of discrimination emerge, such as precarious working conditions and

professional disqualification, which ends up being consolidated as wasted talent migration: 'brain waste'.

The paper claims that the brain drain also generates imbalances, since there is no return to the countries of origin. Western host countries receive qualified human resources and new perspectives and work ideas, while countries of origin depend on the willingness of migrants to return some of the achievements in destination. Trade and migration in countries such as Iran are quite restricted, which complicates bilateral relations.

Conclusion

The thematic classification of the articles, their heterogeneity and geographical dispersion do not dilute the convergence of common aspects that require our attention. First, the wage gap is not attributable to productivity. Rather, an exercise is carried out by analyzing some aspects that intervene in it. This is of interest for the intervention, since it aims at training women for their self-determination or promoting leadership and negotiation skills.

It seems that a determining and structural factor is the preference of employers, something that triggers situations of explicit discrimination and over which institutional control is urgently needed under common criteria of dignity and equality.

The glass ceiling is a situation spread throughout the world and it is evident that it affects the restricted promotion of women to positions of responsibility, which are usually associated with higher salaries (Albrecht, Björklund & Vroman, 2003; Rica, Dolado & Llorens, 2008). It is emphasized that this is not an exclusive situation in developing countries with restrictive policies towards women.

In this sense, the patriarchal system is sustained from the traditional argument that men have more family decision-making power since they have had advantages in the main resources: education, employment status and income. This transcends to the capitalization of marital roles, where the woman assumes care and unpaid tasks (Rodman, 1972). However, it is highlighted that the global development of the labor market and the sophistication of technologies offer explicit opportunities to break this stereotype. There are professional niches in traditionally masculinized fields and, also, communication technologies that open the spectrum of referents for the self-determination of women. The emerging needs in this regard are clear: training throughout life and digital skills.

Consequently, reference is made to the phenomenon of brain drain in developing countries. This results in damage to the countries of origin if there is no return and, in addition, it warns of the potential waste of talent, as disqualification at destination is common (Martin, 2003). This situation demands institutional bilateral reciprocity between the countries involved and sensitivity to recognize the professional qualification of migrants, as well as a system of professional-training support throughout life.

INTERVENTION: VIOLENCE, EDUCATION AND HEALTH PROMOTION.

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Despite the efforts made to achieve gender equality, this has not been achieved anywhere on the planet, and not only has it not been achieved, but currently this objective is static and the little progress that has been made in this regard is threatened by the pandemic generated as a result of COVID-19. This is indicated by the UN report revealing that progress in equality has stopped in the last 25 years. Indicators such as unpaid domestic and care work continue to be a burden for women, since they spend up to three times more on it than men.

Although in the educational field the achievements made are relevant since boys and girls participate equally in most countries, in the workplace and in areas such as science, engineering, mathematics, technology and research we find more male presence (less than one third are women in research and scientific development) furthermore, only 47% of women are working, compared to 74% of men and only half of these women can decide to use contraceptives or refuse to have sexual relations.

Another indicator of the consequences of inequality is the violence suffered by women and girls worldwide. One third of women worldwide have suffered physical and/or sexual violence from their partners, it is estimated that 137 women are killed daily by their partner or a family member.

Situations of inequality also generate more poverty; According to UN Women, poverty can increase violence and its scenarios are multiple, from forced marriages (girls are more likely to marry in childhood and suffer gender-based violence), sexual exploitation and human trafficking, and women who experience violence from their partner are less likely to leave the violent relationship behind because they have less income and resources.

In addition, we are not only talking about the feminization of poverty, the feminization of migratory movements is also being verified, half of the European population of migrant workers are women; These women carry out their jobs in situations of job insecurity (low income and domestic and care services. According to the latest world report of 2020 (IOM) there is a trend of

feminization of migratory flows: migrant women comprise 48 % of all international migrant women, ensuring that this figure represents an over-representation of migrant women in situations of vulnerability.

In this context of female migration, it seems necessary to make the needs of migrant women visible in order to provide an adequate response incorporating the gender perspective.

Category of analysis of the papers in the section Intervention.

Gender violence

3.12 Pocock NS, Kiss L, Dash M, Mak J, Zimmerman C (2020) Desafíos de las intervenciones previas a la migración para prevenir la trata de personas: resultados de una evaluación de aprendizaje antes y después de la capacitación para posibles migrantes en Odisha, India . PLoS ONE 15(9): e0238778.

<https://doi.org/10.1371/journal.pone.0238778>

3.11 Kouta C, Pithara C, Zobnina A, Apostolidou Z, Christodoulou J, Papadakaki M, Chliaoutakis J. A systematic review of training interventions addressing sexual violence against marginalized at-risk groups of women. Health Educ Res. 2015 Dec;30(6):971-84.

<https://doi.org/10.1093/her/cyv053>

3.2 Ayuste & Payá (2017) La relación educativa con mujeres en contextos de prostitución: la dimensión pedagógica de la intervención. 17, 1 <https://doi.org/10.5944/educxx1.17.1.10715>

3.16 Navarro & Velasquez (2016) Herramientas para prevenir la violencia de género. Implicaciones de un registro diario de situaciones de desigualdad de género. *Acta Colombiana de Psicología*, ISSN-e 1909-9711, ISSN 0123-9155, Vol. 19, N° 2, 2016, págs. 149-158 <https://doi.org/10.14718/ACP.2016.19.2.7>

3.15 Yolanda A. Rankin, Jakita O. Thomas, and Sheena Erete (202). Black Women Speak: Examining Power, Privilege, and Identity in CS Education. ACM Trans. Comput. Educ. 21, 4, Article 26

<https://doi.org/10.1145/3451344>

Education and health promotion

3.7 Rojas P, Ramírez-Ortiz D, Wang W, Daniel EV, Sánchez M, Cano MA, Ravelo GJ, Braithwaite R, Montano NP, De La Rosa M. Testing the Efficacy of an HIV Prevention Intervention Among Latina Immigrants Living in Farmworker Communities in South Florida. J Immigr Minor Health. 2020 Aug;22(4):661-667. doi: 10.1007/s10903-019-00923-4. PMID: 31493119; PMCID: PMC7058487.

3.8 Kim, Y., Lee, H., Lee, M. K., Lee, H., & Jang, H. (2020). Development of a Living Lab for a Mobile-Based Health Program for Korean-Chinese Working Women in South Korea: Mixed Methods Study. JMIR mHealth and uHealth, 8(1), e15359. <https://doi.org/10.2196/15359>

3.9 Kilanowski, J. F. (2013). Anticipatory guidance preferences of Latina migrant farmworker mothers. Journal of Pediatric Health Care, 27(3), 164-171. <https://doi.org/10.1016/j.pedhc.2011.08.004>

3.10 Fleming K, Simmons VN, Christy SM, Sutton SK, Romo M, Luque JS, Wells KJ, Gwede CK, Meade CD. Educating Hispanic Women about Cervical Cancer Prevention: Feasibility of a Promotora-Led Charla Intervention in a Farmworker Community. Ethn Dis. 2018 Jul 12;28(3):169-176. doi: 10.18865/ed.28.3.169. PMID: 30038478; PMCID: PMC6051510.

3.13 Cullerton, Katherine & Gallegos, Danielle & Ashley, Ella & Do, Hong & Voloschenko, Anna & Fleming, MaryLou & Ramsey, Rebecca & Gould, Trish. (2016). Cancer screening education: Can it change knowledge and attitudes among culturally and linguistically diverse communities in Queensland, Australia?. Health Promotion Journal of Australia. 27 (2) 140-47 <https://doi.org/10.1071/HE15116>

3.14 Riza E, Karakosta A, Tsiampalis T, Lazarou D, Karachaliou A, Ntelis S, Karageorgiou V, Psaltopoulou T. Knowledge, Attitudes and Perceptions about Cervical Cancer Risk, Prevention and Human Papilloma Virus (HPV) in Vulnerable Women in Greece. Int J Environ Res Public Health. 2020 Sep 21;17(18):6892. <https://doi.org/10.3390/ijerph17186892>

3.3 Stevens, A., Gilder, M. E., Moo, P., Hashmi, A., Toe, S. E. T., Doh, B. B., ... & McGready, R. (2018). Folate supplementation to prevent birth abnormalities: evaluating a community-based participatory action plan for refugees and migrant workers on the Thailand-Myanmar border. public health, 161, 83-89. <https://doi.org/10.1016/j.puhe.2018.04.009>

3.4 Zhu, C., Geng, Q., Yang, H., Chen, L., Fu, X., & Jiang, W. (2013). Quality of life in China rural-to-urban female migrant factory workers: a before-and-after study. Health and quality of life outcomes, 11(1), 1-9. <https://doi.org/10.1186/1477-7525-11-123>

3.5 El Masri, A., Kolt, G. S., & George, E. S. (2021). Feasibility and acceptability of a culturally tailored physical activity intervention for Arab-Australian women. *BMC Women's Health*, 21(1), 1-14. <https://doi.org/10.1186/s12905-021-01250-3>

3.6 Sanchez, M., Rojas, P., Li, T., Ravelo, G., Cyrus, E., Wang, W., ... & De La Rosa, M. R. (2016). Evaluating a culturally tailored HIV risk reduction intervention among Latina immigrants in the farmworker community. *World medical & health policy*, 8(3), 245-262. <https://doi.org/10.1002/wmh3.193>

Sex education

3.17 Chadalawada, Usha & S, Aruna & Rani, Mutyala. (2017). Effect of health education on adolescent girls regarding knowledge about menstruation. *Journal of Evolution of Medical and Dental Sciences*. 6. 1040-1043. <https://doi.org/10.14260/Jemds/2017/223>

3.1 Razia Hakimi, R.; Kheirkhah, M.; Abolghasemi, J. & Hakimi, M. (2020). "Educación sexual y mujeres adolescentes migrantes afganas". *Revista de medicina familiar y atención primaria* vol. 10,2 (2021): 791-797. <https://doi.org/10.4103/jfmpe.jfmpe.395.20>

Category A: Education and health promotion.

There is evidence of a high prevalence of risk factors in migrant women compared to the rest of the population. The study carried out in Australia, on the influence of education on cancer detection and on changing attitudes towards the disease, in migrant people of different nationalities, concluded that detection programs for different types of cancer (uterus, breast and colon) improve positive attitudes towards the disease when the sessions are culturally adapted to the population to which they are directed because they favor a context of participation in which questions can be asked and doubts that may arise can be clarified and this is essential for the health professionals when providing information in this regard (Cullerton, Gallegos, Ashley, Hong, Voloschenko, Fleming, Ramsey & Gould, 2016).

Similar findings have been found in a study carried out in Greece in which the results indicate that it is necessary to implement health education programs to prevent the disease in the primary care health services attended by migrant women and adapted to their needs. individual differences (social, religious and cultural) facilitating timely information by professionals, since women generally postpone their care in this area of health (Riza, Karakosta, Tsiampalis, Lazarou, Karachaliou, Ntelis, Karageorgiou, & Psaltopoulou, 2020).

Within this thematic area, another study reveals the need to increase more efforts in educational programs in migrant women workers on the border between Thailand and Myanmar to show the benefits of folic acid consumption in the three months after conception to avoid birth defects. the neural tube in the fetus, because the low consumption of this acid is causing a significant rate of malformations in the fetuses of pregnant migrants (Stevens et al., 2018).

In this line of research, another study conducted on Hispanic women concludes that the use of previously trained women to provide information and resources on HPV detection is a useful educational tool. These women provide a suitable setting for the rest of the women to learn and discuss this problem that affects a large number of women. In short, it is about taking into account certain variables such as language barriers, lack of insurance, lack of information, acculturation or income level, which influence disease prevention. The results indicate that the training of Hispanic women on HPV so that they, once trained, are the ones who give talks to other women in the community through their cultural knowledge and reliability, is useful to the rest of the women for the prevention of HPV (Fleming, Simmons, Shannon, Sutton, Romo, Luque, Wells, Gwede & Meade, 2018).

On the other hand, some studies indicate that in the US people who do not speak the language spoken in the country (English) as is the case of migrants, or with little education, or belonging to a low socioeconomic level, do not make decisions accurate about their health by not having comprehensive capacity about basic health information and available resources that they could access; for health promotion programs to meet the objectives for which they are created, they must be adapted to the environment in which they are applied, and thus facilitate their understanding by the public they are targeting (Selden, Zorn, Ratzan and Parker , 2000; Sullivan-Bolyai, Bova & Harper, 2005). It has been found that when these programs are culturally adapted they have a greater impact on both care and adherence and treatment (Hunter, et al., 2004; Larkey, 2006; Ramos, May & Ramos, 2001).

One factor to consider is the use of focus groups, because they provide researchers with information on specific aspects of migrant communities (Morgan, 1998; Ruff, Alexander & McKie, 2005).

Category B: Violence against women.

The violence that is exerted on women finds different scenarios for its manifestation. Factors such as migration can be a breeding ground for the different manifestations of violence in this group of women due to their vulnerability: they travel alone, they barely have resources, they are far from their family of origin, they have Greater language barriers... all this implies a greater risk of violence.

There is a clear need to work with migrant women to prevent situations of violence through programs that address not only violence against women, but also situations of inequality. Training women to detect this type of scenario increases awareness and understanding, reducing sexist beliefs, although these programs must take into account the adaptation to the beliefs of each culture (Navarro & Velásquez, 2016).

Results such as those obtained in their research on sexual violence, carried out by Kouta, Zobna, & Zobn, (2015) indicate that women who work in the area of domestic service are more likely to suffer sexual violence and therefore their training can help them protect themselves from this type of violence.

In this research, a review of the literature on this type of prior training for women in a situation of vulnerability to sexual violence is carried out. According to the findings found, we have an extensive bibliography that analyzes sexual violence and its consequences, and provides information on help resources, however, these studies are focused especially on intimate partner violence or sexual assault on students, but do not include ethnic minorities.

Most EU countries have a significant number of migrant women and many of them have jobs in the field of domestic service and/or care, being the most likely to be victims of abuse and violence by their employers.

No interventions have been found to increase the capacity of this group to deal with this violence. It is necessary to take into account that this group has specific characteristics when designing training programs.

It can be ensured that there is a gap in terms of public health literature, and educational intervention programs on prevention and response to sexual violence against vulnerable women at risk are especially lacking.

On the other hand, the results of the study carried out by Pocock, Kiss, Dash, Mak, & Zimmerman, (2020) indicate that prior preparation can prevent human trafficking, by raising awareness and training migrant women to migrate from safe way; This study indicates that prior information about migration can generate a higher degree of self-confidence in women. Although these results cannot be generalized, they show us the need to continue with this line of research. In this study, the majority of migrant women interviewed were responsible for their decisions about migration, but 3.4% did not have family consent. In addition, the labor sectors belonged to areas of precarious conditions such as domestic work, agriculture or construction, which places

women in situations of vulnerability, hence the importance of having prior information before starting the migration.

The low effectiveness of this program could be due to the difficulty of carrying out this type of studies, such as that they are directed to the appropriate population and that they contain relevant content. Even so, the women's response to participating in the program seems interesting, stating that their self-confidence had increased, and they had acquired new skills.

In this line of research, with education by professionals and entities that are in contact with migrant women as the central axis, it has been proven that education favors autonomy, responsibility and, especially, in contexts of prostitution when increase their self-esteem and confidence (Ayuste and Sánchez, 2014).

It is also necessary to take into account that there are other variables that affect migrant women, and that if we take education as the central nucleus in prevention and awareness, we must ensure that it reaches the entire group of women. A study carried out by Rankin, Jakita & Sheene (2021) concluded that there is constant discrimination and exercise of violence in the professional, academic and personal spheres of black women, in the field of computing, so that this could indicate that there are many scenarios in which violence against women is exercised and we must be alert so that they do not go unnoticed.

Category C: Sexual education.

Within the framework of the field of health, we can include sexual health since from prevention and education we can provide women with adequate tools to reduce partner problems, and other added problems. Increasing sexual awareness will help decrease related problems. Education again becomes the key element to achieve this.

Participation in educational programs on sexual health improves sexuality. We know that there are many taboos regarding sexuality in certain Islamic countries due to their cultural, religious, social and political beliefs and therefore it is necessary to prepare adequate materials. The study carried out in this regard by Hakimi, Kheirkhah, Abolghasemi & Hakimi (2020) in a sexual education program in which tools such as "face to face" and multimedia applications were used, concluded that it reduces the costs of face-to-face education and satisfies sexual information needs of couples. In addition, this study also concludes, prevention is an essential element in primary care health services in which health

professionals can provide information to their patients through multimedia educational materials, which means the possibility of reducing taboos in this regard.

On the other hand, the importance of sexual education has been reflected in other studies such as those carried out on Indian adolescents by Chadalawadam, Aruna & Dandhya (2017), which found that poor information about menstruation and factors associated with it must be taken into account and incorporated into the educational field (both at school and at the University) with content on family norms, gender discrimination, domestic violence, nutrition, pubertal changes, menstrual hygiene, pregnancy, abortion, contraception, insecurity, sex, HIV/AIDS, etc.

Conclusion

As a final conclusion, it can be said that the population of migrant women needs an adequate response to the needs they present, since they are a vulnerable group directly affected by inequality in all areas of their lives: especially in the field of health and of the labor market.

Health professionals are in a privileged position to provide information to migrant women and avoid not only health problems but all the associated problems that may be found related to their change of life. Migration is associated with many problems for them and especially physical, psychological and sexual violence. Providing them with the necessary tools to address this serious problem from education would mean a reduction in the suffering to which they will probably be subjected in the different scenarios in which they may be victims of any manifestation of violence.

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Appendix 1. Articles of phase 1

WEB OF SCIENCE

	Notes	Id.
Tantet, C., & Cordel, H. (2019). Elles ne cessent pas à l'arrivée en France. <i>La Revue du praticien</i> , 69(6) 676-678.		1.1
Coovadia, H., Jewkes, R., Barron, P., Sanders, D., & McIntyre, D. (2009). The health and health system of South Africa: historical roots of current public health challenges. <i>The lancet</i> , 374(9692), 817-834. https://doi.org/10.1016/S0140-6736(09)60951-X		1.2
이수연. (2017). 외국인여성근로자의 노동과 보편적 권리 보장-우리 법제에 대한 비판적 접근. <i>사회법연구</i> , 33, 93-140.	Language	-
Añón, M. J. (2010). El acceso de las mujeres inmigrantes a los derechos humanos: la igualdad inacabada. <i>Frónesis</i> , 17(2).		1.3
Rocca, M.D., & Zinn, D.L. (2019). Othering Honor-Based Violence: The Perspective of Antiviolence Operators in Northern Italy. <i>Human Organization</i> , 78(4), 325-334. https://doi.org/10.17730/0018-7259.78.4.325		1.6

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	Notes	Id.
Gangoli G., Bates, L., & Hester, M. (2020). What does justice mean to black and minority ethnic (BME) victims/survivors of gender-based violence?, <i>Journal of Ethnic and Migration Studies</i> , 46(15) 3119-3135, https://doi.org/10.1080/1369183X.2019.1650010		1.4
Izugbara, C., Muthuri, S., Muuo, S., Egesa, C., Franchi, G., Mcalpine, A., ... & Hossain, M. (2020). 'They Say Our Work Is Not Halal': Experiences and challenges of refugee community workers involved in gender-based violence prevention and care in Dadaab, Kenya. <i>Journal of refugee studies</i> , 33(3), 521-536. https://doi.org/10.1093/jrs/fev055		1.5
Tantet, C., Delaporte, C., & Cordel, H. (2019). Violence against migrant and refugee women: how to identify them. <i>La Revue du Praticien</i> , 69(6), 676-678.	Not available	-
Rocca, M. D., & Zinn, D. L. (2019). Othering Honor-Based Violence: The Perspective of Antiviolence Operators in Northern Italy. <i>Human Organization</i> , 78(4), 325-334. https://doi.org/10.17730/0018-7259.78.4.325	Repeated	-
Zerm, C. (2018). Female Genital Mutilation: Was müssen Kinder- und Jugendärzte über die genitale Beschneidung von Mädchen wissen? - Update 2018. <i>Padiatrische Praxis</i> 89(4), 619-630.	Not available	-
Coovadia, H., Jewkes, R., Barron, P., Sanders, D., & McIntyre, D. (2009). The health and health system of South Africa: historical roots of current public health challenges. <i>The lancet</i> , 374(9692), 817-834. https://doi.org/10.1016/S0140-6736(09)60951-X	Repeated	-

Appendix 2. Articles of phase 2

WEB OF SCIENCE

	Notes	Id.
Chen, Y. (2021). Gender discrimination in societal and familial realms: Understanding agency among Chinese marriage migrant women in Switzerland. <i>Asian and Pacific Migration Journal</i> , 30(1), 18-38. https://doi.org/10.1177/0117196820981594		2.1
Antman, F. M. (2015). Gender discrimination in the allocation of migrant household resources. <i>Journal of population economics</i> , 28(3), 565-592. https://doi.org/10.1007/s00148-015-0548-x		2.2
Gabriel, C., & Macdonald, L. (2019). Contesting Gender Discrimination in the Canadian Seasonal Agricultural Worker Program. <i>Canadian Ethnic Studies</i> , 51(3), 17-34. https://doi.org/10.1353/ces.2019.0018	Not available	-
Bhatt, W. (2013). The little brown woman: Gender discrimination in American medicine. <i>Gender & Society</i> , 27(5), 659-680. https://doi.org/10.1177/0891243213491140		2.3
Petrozziello, A. J. (2019). (Re) producing Statelessness via Indirect Gender Discrimination: Descendants of Haitian Migrants in the Dominican Republic. <i>International Migration</i> , 57(1), 213-228. https://doi.org/10.1111/imig.12527		2.4
Wang, Z. (2012). Empirical Study of Gender Occupational Segregation of Rural-Urban Migrant Workers in China. In <i>Social Production and Reproduction at the Interface of Public and Private Spheres</i> . Emerald Group Publishing Limited. https://doi.org/10.1108/S1529-2126(2012)0000016012	Book chapter. Not available	-
Zhang, J., & Gao, G. (2018). Research of the Current Situation and Strategies of the New Generation of Female Migrant Workers City Integration-Taking the H community of Jinan as an example. In <i>2018 International Seminar on Education Research and Social Science (ISERSS 2018)</i> (pp. 215-218). Atlantis Press. https://doi.org/10.2991/iserss-18.2018.55		2.5
Chen, J., & Hu, M. (2021). City-level hukou-based labor market discrimination and migrant entrepreneurship in China. <i>Technological and Economic Development of Economy</i> , 27(5), 1095-1118. https://doi.org/10.3846/tede.2021.15006		2.6
Andreff, W. (2019). Economic Distortions: Infringing Human Rights in Sport. In <i>An Economic Roadmap to the Dark Side of Sport</i> (pp. 109-138). Palgrave Pivot, Cham. https://doi.org/10.1007/978-3-030-28456-5_4	Book chapter. Not available	--
Chen, H., Chen, J., & Yu, W. (2017). Influence factors on gender wage gap: Evidences from chinese household income project survey. In <i>Forum for Social Economics</i> , 46(4), 371-395. https://doi.org/10.1080/07360932.2017.1356346		2.7
유성준. (2009). A Study of a Multi-cultural Ministry for Churches in Korea. <i>대학과 선교</i> , (17), 229-254.	In korean	-
Rocca, M. D., & Zinn, D. L. (2019). Othering Honor-Based Violence: The Perspective of Antiviolence Operators in Northern Italy. <i>Human Organization</i> , 78(4), 325-334. https://doi.org/10.17730/0018-7259.78.4.325	Repeated	
Young, J.J. (2014). Isolation and Difficulties of Korean Women Married to Non-Korean Asian Men, <i>Asian Journal of Women's Studies</i> , 20(2), 185-200. https://doi.org/10.1080/12259276.2014.11666186		2.8
Coovadia, H., Jewkes, R., Barron, P., Sanders, D., & McIntyre, D. (2009). The health and health system of South Africa: historical roots of current public health	Repeated	-

challenges. <i>The lancet</i> , 374(9692), 817-834. https://doi.org/10.1016/S0140-6736(09)60951-X		
Sufiyarova, R. H., & Mansurov, T. Z. (2018). Specificity and techniques for resolution of gender conflicts in migrants and host community in public catering organizations of the Republic of Tatarstan. <i>Amazonia Investiga</i> , 7(15), 202-207. https://doi.org/10.1108/EDI-01-2015-0007		2.9
Mulinari, P. (2015). Exploring the experiences of women and migrant medical professionals in Swedish hospitals: visible and hidden forms of resistance. <i>Equality, Diversity and Inclusion: An International Journal</i> , 34(8), 666-677. https://doi.org/10.1108/EDI-01-2015-0007		2.10
Smith-Estelle, A., & Gruskin, S. (2003). Vulnerability to HIV/STIs among rural women from migrant communities in Nepal: A health and human rights framework. <i>Reproductive health matters</i> , 11(22), 142-151. https://doi.org/10.1016/S0968-8080(03)02292-4		2.11
Nájera, J. R. (2019). Remembering Migrant Life: Family Collective Memory and Critical Consciousness in the Midcentury Migrant Stream. <i>The Oral History Review</i> , 211-231. https://doi.org/10.1093/ohr/ohy037		2.12
Hasan, A., Ghosh, A., Mahmood, M. N., & Thaheem, M. J. (2021). Scientometric review of the twenty-first century research on women in construction. <i>Journal of management in engineering</i> , 37(3), https://doi.org/10.1061/(ASCE)ME.1943-5479.0000887		2.13
Dodson, B., & Crush, J. (2004). A report on gender discrimination in South Africa's 2002 Immigration Act: masculinizing the migrant. <i>Feminist Review</i> , 77(1), 96-119. https://doi.org/10.1057/palgrave.fr.9400158		2.14
Qin, M., Brown, J. J., Padmadas, S. S., Li, B., Qi, J., & Falkingham, J. (2016). Gender inequalities in employment and wage-earning among internal labour migrants in Chinese cities. <i>Demographic Research</i> , 34, 175-202.		2.15
Tantet, C., Delaporte, C., & Cordel, H. (2019). Violence against migrant and refugee women: how to identify them. <i>La Revue du Praticien</i> , 69(6), 676-678.	Repeated	-
Wang, Z., Lou, Y., & Zhou, Y. (2020). Bargaining power or specialization? Determinants of household decision making in Chinese rural migrant families. <i>SAGE Open</i> , 10(4), https://doi.org/10.1177/2158244020980446		2.16
Benya, A. (2018). Women of the mines: apartheid and post-apartheid lived realities of South African women. <i>Storia Delle Donne</i> , 13(1), 79-101. https://doi.org/10.13128/SDD-23957		2.17
Morokvašić, M. (1984). Birds of passage are also women.... <i>International migration review</i> , 18(4), 886-907. https://doi.org/10.1177/019791838401800402		2.18
Añón, M. J. (2010). El acceso de las mujeres inmigrantes a los derechos humanos: la igualdad inacabada. <i>Frónesis</i> , 17(2).	Repeated	-
Lowthers, M. (2018). On institutionalized sexual economies: Employment sex, transactional sex, and sex work in Kenya's cut flower industry. <i>Signs: Journal of Women in Culture and Society</i> , 43(2), 449-472. https://doi.org/10.1086/693767	Not available	-
Modugu, H. R., Khanna, R., Dash, A., Manikam, L., Parikh, P., Benton, L., ... & Lakhanpaul, M. (2022). Influence of gender and parental migration on IYCF practices in 6–23-month-old tribal children in Banswara district, India: findings from the cross-sectional PANChSHEEEL study. <i>BMC Nutrition</i> , 8(1), 1-16. https://doi.org/10.1186/s40795-021-00491-7		2.19
Ziersch, A., Walsh, M., Baak, M., Rowley, G., Oudih, E., & Mwanri, L. (2021). "It is not an acceptable disease": A qualitative study of HIV-related stigma and discrimination and impacts on health and wellbeing for people from ethnically diverse backgrounds in Australia. <i>BMC public health</i> , 21(1), 1-15. https://doi.org/10.1186/s12889-021-10679-y		2.20

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	Notes	
Modugu, H. R., Khanna, R., Dash, A., Manikam, L., Parikh, P., Benton, L., ... & Lakhanpaul, M. (2022). Influence of gender and parental migration on IYCF	Repeated	-

practices in 6–23-month-old tribal children in Banswara district, India: findings from the cross-sectional PANChSHEEEL study. <i>BMC Nutrition</i> , 8(1), 1-16. https://doi.org/10.1186/s40795-021-00491-7		
Tang, S., Zhou, J., Lin, S., & Li, X. (2022). Where is my home? Sense of home among rural migrant women in contemporary China. <i>Geoforum</i> , 129, 131-140. https://doi.org/10.1016/j.geoforum.2022.01.014		2.21
Michiels, S., Nordman, C. J., & Seetahul, S. (2021). Many Rivers to Cross: Social Identity, Cognition, and Labor Mobility in Rural India. <i>The ANNALS of the American Academy of Political and Social Science</i> , 697(1), 66-80. https://doi-org.ubn-es.idm.oclc.org/10.1177/00027162211055990		2.22
De Rose, C., Spinola, O., & Buonsenso, D. (2021). Time for inclusion of racial and gender discrimination in routine clinical assessment. <i>Journal of racial and ethnic health disparities</i> , 8(4), 803-808. https://doi-org.ubn-es.idm.oclc.org/10.1007/s40615-021-01061-0		2.23
Hasan, A., Ghosh, A., Mahmood, M. N., & Thaheem, M. J. (2021). Scientometric review of the twenty-first century research on women in construction. <i>Journal of management in engineering</i> , 37(3), https://doi.org/10.1061/(ASCE)ME.1943-5479.0000887	Repeated	-
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Shahiri, H., Cheng, Z., & Al-Hadi, A. A. (2021). Why do low-skilled foreign workers have a wage advantage? Evidence from the palm oil plantation sector in Malaysia. <i>Population, Space and Place</i> , 27(3), e2404. https://doi-org.ubn-es.idm.oclc.org/10.1002/psp.2404		2.25
Chen, Y. (2021). Gender discrimination in societal and familial realms: Understanding agency among Chinese marriage migrant women in Switzerland. <i>Asian and Pacific Migration Journal</i> , 30(1), 18-38. https://doi.org/10.1177/0117196820981594	Repeated	-
Chauvin, S., Salcedo Robledo, M., Koren, T., & Illidge, J. (2021). Class, mobility and inequality in the lives of same-sex couples with mixed legal statuses. <i>Journal of Ethnic and Migration Studies</i> , 47(2), 430-446. https://doi-org.ubn-es.idm.oclc.org/10.1080/1369183X.2019.1625137		2.26
Zou, P., Shao, J., Luo, Y., Huang, Y., Zhang, H., & Sidani, S. (2020). Menopausal transition experiences and management strategies of Chinese immigrant women: a scoping review. <i>Menopause</i> , 27(12), 1434-1443. https://doi.org/10.1097/GME.0000000000001623	Not available	-
Lodigiani, E., & Salomone, S. (2015). Migration-induced transfers of norms. The case of female political empowerment. <i>University Ca'Foscari of Venice, Dept. of Economics Research Paper Series</i> , 19. https://doi.org/10.1017/dem.2020.7	Not available	-
Miège, P. (2020). Migration, urbanisation and emergence of the individual: Same-sex desiring migrant men constructing spaces and cultivating their self in a big Chinese city. <i>Asia Pacific Viewpoint</i> , 61(3), 509-520. https://doi-org.ubn-es.idm.oclc.org/10.1111/apv.12281		2.27
Gangoli G., Bates, L., & Hester, M. (2020). What does justice mean to black and minority ethnic (BME) victims/survivors of gender-based violence?, <i>Journal of</i>	Repeated	

<i>Ethnic and Migration Studies</i> , 46(15) 3119-3135, https://doi.org/10.1080/1369183X.2019.1650010		
Busetta, G., Campolo, M. G., & Panarello, D. (2020). The discrimination decomposition index: a new instrument to separate statistical and taste-based discrimination using first-and second-generation immigrants. <i>International Journal of Social Economics</i> . 47(12), 1577-1597. https://doi-org.ubues.idm.oclc.org/10.1108/IJSE-02-2020-0055	2.28	
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Tahir, M. W. (2020). Combating discrimination at workplaces through mainstreaming 'gender' and 'integration' needs in legislation: Testing a new analytical framework in Germany and Sweden. In <i>Women's Studies International Forum</i> (Vol. 81, p. 102380). Pergamon. https://doi.org/10.1016/j.wsif.2020.102380	2.30	
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Gusciute, E., Mühlau, P., & Layte, R. (2020). Discrimination in the rental housing market: a field experiment in Ireland. <i>Journal of Ethnic and Migration Studies</i> , 1-22. https://doi.org/10.1080/1369183X.2020.1813017	2.33	
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Rocca, M. D., & Zinn, D. L. (2019). Othering Honor-Based Violence: The Perspective of Antiviolence Operators in Northern Italy. <i>Human Organization</i> , 78(4), 325-334. https://doi.org/10.17730/0018-7259.78.4.325	Repeated	-

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Mullally, S. (2014). Migration, Gender, and the Limits of Rights. In R. Rubio-Marín (Ed), <i>Human Rights and Immigration</i> , (pp. 145-176). Oxford University Press.		2.35
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Nazari, S., & Seyedan, F. (2016). A qualitative research of the causes of Iranian female students immigration to developed countries. <i>Asian Social Science</i> , 12(10), 167-173.		2.37
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Antman, F. M. (2015). Gender discrimination in the allocation of migrant household resources. <i>Journal of population economics</i> , 28(3), 565-592. https://doi.org/10.1007/s00148-015-0548-x	Repeated	
Young, J.J. (2014). Isolation and Difficulties of Korean Women Married to Non-Korean Asian Men, <i>Asian Journal of Women's Studies</i> , 20(2), 185-200. https://doi.org/10.1080/12259276.2014.11666186	Repeated	
Bhatt, W. (2013). The little brown woman: Gender discrimination in American medicine. <i>Gender & Society</i> , 27(5), 659-680. https://doi.org/10.1177/0891243213491140	Repeated	
Chatterjee, S. (Ed.). (2013). <i>Ending Asian Deprivations: Compulsions for a Fair, Prosperous and Equitable Asia</i> . Routledge.	Book, out of context.	
Wang, Z. (2012). Empirical Study of Gender Occupational Segregation of Rural-Urban Migrant Workers in China. In <i>Social Production and Reproduction at the Interface of Public and Private Spheres</i> . Emerald Group Publishing Limited. https://doi.org/10.1108/S1529-2126(2012)0000016012	Repeated	
Antman, F. M. (2011). International migration and gender discrimination among children left behind. <i>American Economic Review</i> , 101(3), 645-49. https://doi.org/10.1257/aer.101.3.645		2.39
Coovadia, H., Jewkes, R., Barron, P., Sanders, D., & McIntyre, D. (2009). The health and health system of South Africa: historical roots of current public health challenges. <i>The lancet</i> , 374(9692), 817-834. https://doi.org/10.1016/S0140-6736(09)60951-X	Repeated	

Brandi, M. C. (2008). Gli immigrati ad alta qualificazione secondo il Censimento italiano del 2001: occupazione e sottoccupazione. <i>Studi Emigrazione</i> , (172), 893-926.	Not available	
Dodson, B., & Crush, J. (2004). A report on gender discrimination in South Africa's 2002 Immigration Act: masculinizing the migrant. <i>Feminist Review</i> , 77(1), 96-119. https://doi.org/10.1057/palgrave.fr.9400158	Repeated	
Zhang, L., De Brauw, A., & Rozelle, S. (2004). China's rural labor market development and its gender implications. <i>China Economic Review</i> , 15(2), 230-247. https://doi.org/10.1016/j.chieco.2004.03.003		2.40
Smith-Estelle, A., & Gruskin, S. (2003). Vulnerability to HIV/STIs among rural women from migrant communities in Nepal: A health and human rights framework. <i>Reproductive health matters</i> , 11(22), 142-151. https://doi.org/10.1016/S0968-8080(03)02292-4	Repeated	
Lim, L. L., & Oishi, N. (1996). International labor migration of Asian women: distinctive characteristics and policy concerns. <i>Asian and pacific migration journal</i> , 5(1), 85-116. https://doi.org/10.1177/011719689600500105	Not available	-
Ilcan, S. M. (1994). Peasant struggles and social change: migration, households and gender in a rural Turkish society. <i>International Migration Review</i> , 28(3), 554-579. https://doi.org/10.1177/019791839402800307	Not available	-

Appendix 3. Articles of phase 3

WEB OF SCIENCE

	Notes	Id
Roberts, L., Tamene, M., & Orta, O. R. (2018). The intersectionality of racial and gender discrimination among teens exposed to dating violence. <i>Ethnicity & Disease, 28</i> (1), 253.	No use for intervention	
Hakimi, R., Kheirkhah, M., Abolghasemi, J., & Hakimi, M. (2021). Sex education and Afghan migrant adolescent women. <i>Journal of Family Medicine and Primary Care, 10</i> (2), 791. https://doi.org/10.4103/jfmpe.jfmpe_395_20		3.1
Ayuste, A., & Payá, M. (2014). La relación educativa con mujeres en contextos de prostitución: la dimensión pedagógica de la intervención. <i>Educación XXI, 17</i> (1), 291-308. https://doi.org/10.5944/educxx1.17.1.10715 .		3.2
Stevens, A., Gilder, M. E., Moo, P., Hashmi, A., Toe, S. E. T., Doh, B. B., ... & McGready, R. (2018). Folate supplementation to prevent birth abnormalities: evaluating a community-based participatory action plan for refugees and migrant workers on the Thailand-Myanmar border. <i>public health, 161</i> , 83-89. https://doi.org/10.1016/j.puhe.2018.04.009		3.3
Zhu, C., Geng, Q., Yang, H., Chen, L., Fu, X., & Jiang, W. (2013). Quality of life in China rural-to-urban female migrant factory workers: a before-and-after study. <i>Health and quality of life outcomes, 11</i> (1), 1-9. https://doi.org/10.1186/1477-7525-11-123		3.4
El Masri, A., Kolt, G. S., & George, E. S. (2021). Feasibility and acceptability of a culturally tailored physical activity intervention for Arab-Australian women. <i>BMC Women's Health, 21</i> (1), 1-14. https://doi.org/10.1186/s12905-021-01250-3		3.5
Nakamura, A., Lesueur, F. E. K., Sutter-Dallay, A. L., Franck, J. È., Thierry, X., Melchior, M., & van der Waerden, J. (2020). The role of prenatal social support in social inequalities with regard to maternal postpartum depression according to migrant status. <i>Journal of Affective Disorders, 272</i> , 465-473. https://doi.org/10.1016/j.jad.2020.04.024	No use for intervention	-
Sanchez, M., Rojas, P., Li, T., Ravelo, G., Cyrus, E., Wang, W., ... & De La Rosa, M. R. (2016). Evaluating a culturally tailored HIV risk reduction intervention among Latina immigrants in the farmworker community. <i>World medical & health policy, 8</i> (3), 245-262. https://doi.org/10.1002/wmh3.193		3.6
Chen, L., Yu, Z., Luo, X., & Huang, Z. (2016). Intimate partner violence against married rural-to-urban migrant workers in eastern China: Prevalence, patterns, and associated factors. <i>BMC public health, 16</i> (1), 1-15.	Evaluation	-
Pariser, A., Hirko, K. A., Muñoz, G. M., Pico-Gleason, G., Robinson, C., & Kerver, J. M. (2022). Barriers to Access for Cervical and Breast Cancer Screenings Among Female Latinx Migrant Farmworkers in the US: A Scoping Literature Review. <i>Journal of Primary Care & Community Health, 13</i> , 21501319211073252.	System evaluation	-
Rojas, P., Ramírez-Ortiz, D., Wang, W., Daniel, E. V., Sánchez, M., Cano, M. Á., ... & De La Rosa, M. (2020). Testing the efficacy of an HIV prevention intervention among Latina immigrants living in farmworker communities in South Florida. <i>Journal of Immigrant and Minority Health, 22</i> (4), 661-667.		3.7
Radde, K., Gottschalk, A., Bussas, U., Schüle, S., Schriefer, D., Seifert, U., ... & Klug, S. J. (2016). Invitation to cervical cancer screening does increase participation in Germany: Results from the MARZY study. <i>International journal of cancer, 139</i> (5), 1018-1030.	No use to intervention	-

Arthur, M., Earle, A., Raub, A., Vincent, I., Atabay, E., Latz, I., ... & Heymann, J. (2018). Child marriage laws around the world: Minimum marriage age, legal exceptions, and gender disparities. <i>Journal of women, politics & policy</i> , 39(1), 51-74. https://doi.org/10.1080/1554477X.2017.1375786	Theoretical review, without intervention.	-
Kim, Y., Lee, H., Lee, M. K., Lee, H., & Jang, H. (2020). Development of a living lab for a mobile-based health program for Korean-Chinese working women in South Korea: mixed methods study. <i>JMIR mHealth and uHealth</i> , 8(1), e15359. https://doi.org/10.2196/15359		3.8
Kilanowski, J. F. (2013). Anticipatory guidance preferences of Latina migrant farmworker mothers. <i>Journal of Pediatric Health Care</i> , 27(3), 164-171. https://doi.org/10.1016/j.pedhc.2011.08.004		3.9
Fleming, K., Simmons, V. N., Christy, S. M., Sutton, S. K., Romo, M., Luque, J. S., ... & Meade, C. D. (2018). Educating Hispanic women about cervical cancer prevention: feasibility of a promotora-led charla intervention in a farmworker community. <i>Ethnicity & Disease</i> , 28(3), 169.		3.10
Weitzman, A. (2020). The sex of firstborn children and intimate partner violence in India. <i>Violence against women</i> , 26(6-7), 590-613.	Not available	-
Logie, C. H., Williams, C. C., Wang, Y., Marcus, N., Kazemi, M., Cioppa, L., ... & Loutfy, M. (2019). Adapting stigma mechanism frameworks to explore complex pathways between intersectional stigma and HIV-related health outcomes among women living with HIV in Canada. <i>Soc Sci Med</i> , 232, 129-38.	Not available	-
Stockdale, L. A., Morrison, R. G., Kmiecik, M. J., Garbarino, J., & Siltan, R. L. (2015). Emotionally anesthetized: media violence induces neural changes during emotional face processing. <i>Social Cognitive and Affective Neuroscience</i> , 10(10), 1373-1382.	No use for intervention	-
Klaver, R., & Coe, J. R. (2018). Barriers to healthcare for female patients in Papua New Guinea. <i>Case Reports</i> , 2018, bcr-2017.	Healthcare system in a non-EU context	-
Logie, C. H., Marcus, N., Wang, Y., Kaida, A., O'Campo, P., Ahmed, U., ... & Ogunnaiké-Cooke, S. (2019). A longitudinal study of associations between HIV-related stigma, recent violence and depression among women living with HIV in a Canadian cohort study. <i>Journal of the international AIDS society</i> , 22(7), e25341.	Not available	-
Nihel, H., Latifa, M., Anissa, A., Raja, G., Souheil, M., Wael, M., ... & Dhiab, M. B. (2021). Characteristics of violence against women in Kairouan, Tunisia, in 2017. <i>Libyan journal of medicine</i> , 16(1).	Descriptive study	-
Menéndez Santurio, J. I., & Fernández Río, F. J. (2018). Actitudes hacia la violencia y papel importante del alumnado en el aula de educación física. <i>Revista complutense de educación</i> .	Descriptive study	-
SteelFisher, G. K., Findling, M. G., Bleich, S. N., Casey, L. S., Blendon, R. J., Benson, J. M., ... & Miller, C. (2019). Gender discrimination in the United States: Experiences of women. <i>Health services research</i> , 54, 1442-1453.	Descriptive study	-
Bronitt, S., & Kukulies-Smith, W. (2013). Crime, punishment, family violence, and the cloak of legal invisibility. <i>Journal of Australian Studies</i> , 37(3), 390-401.	Descriptive study	-
Kouta, C., Pithara, C., Zobnina, A., Apostolidou, Z., Christodoulou, J., Papadakaki, M., & Chliaoutakis, J. (2015). A systematic review of training interventions addressing sexual violence against marginalized at-risk groups of women. <i>Health education research</i> , 30(6), 971-984. https://doi.org/10.1093/her/cyv053		3.11
Wu, H., Jackson, C. A., Wild, S. H., Jian, W., Dong, J., & Gasevic, D. (2018). Socioeconomic status and self-reported, screen-detected and total diabetes prevalence in Chinese men and women in 2011-2012: a nationwide cross-sectional study. <i>Journal of global health</i> , 8(2).	Descriptive study	-
Febres-Cordero, B., Brouwer, K. C., Rocha-Jimenez, T., Fernandez-Casanueva, C., Morales-Miranda, S., & Goldenberg, S. M. (2018). Influence of peer support	Not use for intervention	-

on HIV/STI prevention and safety amongst international migrant sex workers: A qualitative study at the Mexico-Guatemala border. <i>PLoS One</i> , 13(1), e0190787.		
Pocock, N. S., Kiss, L., Dash, M., Mak, J., & Zimmerman, C. (2020). Challenges to pre-migration interventions to prevent human trafficking: Results from a before-and-after learning assessment of training for prospective female migrants in Odisha, India. <i>PLoS one</i> , 15(9), e0238778. https://doi.org/10.1371/journal.pone.0238778	3.12	
von Humboldt, S., Ribeiro-Gonçalves, J. A., & Leal, I. (2020). Bullying in old age: A qualitative study on older adults' perceptions about being bullied. <i>Journal of interpersonal violence</i> , 0886260520943709.	Descriptive study	-
van der Giessen, J. A., van Dulmen, S., Velthuis, M. E., van den Muijsenbergh, M. E., van Engelen, K., Collée, M., ... & Ausems, M. G. (2021). Effect of a health literacy training program for surgical oncologists and specialized nurses on disparities in referral to breast cancer genetic testing. <i>The Breast</i> , 58, 80-87.	Not use for intervention	-
Khosla, R., Banerjee, J., Chou, D., Say, L., & Fried, S. T. (2017). Gender equality and human rights approaches to female genital mutilation: a review of international human rights norms and standards. <i>Reproductive health</i> , 14(1), 1-9.	Not use for intervention	-
Davies, S. E., & True, J. (2017). The politics of counting and reporting conflict-related sexual and gender-based violence: The case of Myanmar. <i>International Feminist Journal of Politics</i> , 19(1), 4-21.	Not use for intervention	-
He, Y., Zhang, N., Wang, J., He, N., Du, Y., Ding, J. X., ... & Hua, K. Q. (2017). Evaluation of two intervention models on contraceptive attitudes and behaviors among nulliparous women in Shanghai, China: a clustered randomized controlled trial. <i>Reproductive Health</i> , 14(1), 1-11.	General population	-
Çalıkoglu, E. O., Aras, A., Hamza, M., Aydın, A., Nacakgedigi, O., & Koga, P. M. (2018). Sexism, attitudes, and behaviors towards violence against women in medical emergency services workers in Erzurum, Turkey. <i>Global health action</i> , 11(1), 1524541.	Descriptive study	-
Oduenyi, C., Banerjee, J., Adetiloye, O., Rawlins, B., Okoli, U., Orji, B., ... & Betron, M. (2021). Gender discrimination as a barrier to high-quality maternal and newborn health care in Nigeria: findings from a cross-sectional quality of care assessment. <i>BMC Health Services Research</i> , 21(1), 1-15.	Descriptive study	-
Hui, C., Dunn, J., Morton, R., Staub, L. P., Tran, A., Hargreaves, S., ... & Pottie, K. (2018). Interventions to improve vaccination uptake and cost effectiveness of vaccination strategies in newly arrived migrants in the EU/EEA: a systematic review. <i>International journal of environmental research and public health</i> , 15(10), 2065.	Systematic analysis of vaccinations	-
Newman, C., Chama, P. K., Mugisha, M., Matsiko, C. W., & Oketcho, V. (2017). Reasons behind current gender imbalances in senior global health roles and the practice and policy changes that can catalyze organizational change. <i>Global health, epidemiology and genomics</i> , 2.	Descriptive study	-
Escudero, D. J., Kerr, T., Operario, D., Socías, M. E., Sued, O., & Marshall, B. D. (2015). Inclusion of trans women in pre-exposure prophylaxis trials: a review. <i>AIDS care</i> , 27(5), 637-641.	Review without intervention	-
Santiago, R. V., Monreal, L. A., Carmona, A. R., & Domínguez, M. S. (2018). "If we're here, it's only because we have no money..." discrimination and violence in Mexican maternity wards. <i>BMC pregnancy and childbirth</i> , 18(1), 1-10.	Not use for intervention	-
Zhou, Y., Wang, T., Fu, J., Chen, M., Meng, Y., & Luo, Y. (2019). Access to reproductive health services among the female floating population of childbearing age: a cross-sectional study in Changsha, China. <i>BMC health services research</i> , 19(1), 1-10.	Descriptive study	-

Persson, G., Mahmud, A. J., Hansson, E. E., & Strandberg, E. L. (2014). Somali women's view of physical activity—a focus group study. <i>BMC Women's Health, 14</i> (1), 1-11.	Descriptive study	-
Lamartine, C., & Franco Henrique, C. (2021). Ladies in Red. <i>ExAequo: Revista da Associação Portuguesa de Estudos sobre Mulheres, (44)</i> , 93-109.	Analysis of the legal system	-
Cullerton, K., Gallegos, D., Ashley, E., Do, H., Voloschenko, A., Fleming, M., ... & Gould, T. (2016). Cancer screening education: can it change knowledge and attitudes among culturally and linguistically diverse communities in Queensland, Australia?. <i>Health Promotion Journal of Australia, 27</i> (2), 140-147. https://doi.org/10.1071/HE15116		3.13
Bitsch, A., & Klemetsen, M. E. (2017). The legal grading of sexual citizenship: Sentencing practices in Norwegian rape cases. <i>Gender, Place & Culture, 24</i> (2), 174-188.	Descriptive study	-
Matos, C. (2017). New Brazilian feminism and online networks: cyberfeminism, protest and the female "Arab Spring". <i>International Sociology, 32</i> (3), pp. 417-434. doi: 10.1177/0268580917694971	Descriptive study	-
Riza, E., Karakosta, A., Tsiampalis, T., Lazarou, D., Karachaliou, A., Ntelis, S., ... & Psaltopoulou, T. (2020). Knowledge, Attitudes and Perceptions about Cervical Cancer Risk, Prevention and Human Papilloma Virus (HPV) in Vulnerable Women in Greece. <i>International Journal of Environmental Research and Public Health, 17</i> (18), 6892.	General population	-
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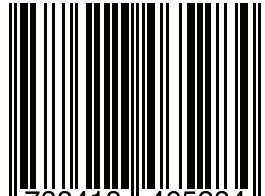


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