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D5.1

Results of the dialogues workshops in Spain

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Author	Dr Karen Latricia Hough, Dr Jusaima Moaim-Azm Peregrina
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Abstract	This deliverable summarises the results obtained in the research dialogues carried out in Spain. Rresearchers carried out engaging research dialogues with stakeholders from a variety of backgrounds including migrant women, NGOs, and service providers. A human design approach was adopted to enable the participants to discuss their experiences of belonging and the barriers they faced. Pertinent themes were highlighted including hate crime and xenophobia, gender violence, barriers to obtaining housing and employment and training opportunities, as well barriers to obtaining legal documentation. Participants were also given the opportunity to suggest solutions to each of these barriers. Some solutions mentioned included the need to provide adequate housing, digital training, and professional courses as well as new immigration policies regarding the employment of migrants and easier facilitation of legal documentation.

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1. Introduction

The Redesign Belonging project aims to explore and address the challenges faced by immigrant women living in Spain. The dialogue workshops were designed to gain a deeper understanding of the current circumstances, and experiences, of migrant women living in Spain. These rich dialogues enabled researchers to collect rich information, as migrants spoke not only about their own personal experiences, but also about those of their families and other people they knew. Vital insights from the workshops will inform the next phases of the project including in particular the policy roundtables in WP15.

This deliverable sums up the work done in WP5. In this work package researchers carried out two engaging research dialogues with stakeholders from a variety of backgrounds including migrant women, NGOs, service providers, and other experts. A human design approach was adopted to enable the participants to discuss their experiences of belonging and the barriers they faced. Pertinent themes were highlighted including hate crime and xenophobia, gender violence, barriers to obtaining housing and employment and training opportunities, as well as the lack of legal documentation. Participants were also given the opportunity to suggest solutions to these barriers, which included the need to provide adequate housing, digital training and professional courses as well as new immigration policies regarding the employment of migrants and easier facilitation of legal documentation.

The deliverable is divided into several parts. The first section focuses on the recruitment strategy and methodology adopted (section 2). This is then followed by an analysis of the results from the two dialogues (section, 3) and finally section four summarizes the conclusions. A total of 30 participants engaged in the two dialogues (29 women and one man). They came from several countries of origin, including the Ukraine, Africa, South America and Spain. All were resident in Spain from 1-23 years.

2. Recruitment strategy and methodology

Researchers took an intersectional approach when recruiting the participants to ensure that all aspects of identity were considered including age, disability, nationality, socio-economic class, sexuality and gender. In order to ensure that women with disabilities were able to attend, migrant women were on occasions accompanied by their adult children to the workshops.

Since the first workshop took place at Fundea's local offices in the centre of Granada, researchers decided that it would be better to hold the dialogue workshops on the premises of two different NGOs that worked with migrant women in the community. This was to ensure that all participants could attend easily. Researchers used the promotional materials that were prepared by the communication team at FUNDEA, namely a video and leaflet. Researchers provided the managers of the NGOs with a detailed overview of the project in follow up calls and emails. All participants were

provided with informational sheets and consent forms and a short presentation of the project´s objectives were given before the initiation of the workshop.

Hence, two workshops were held in the most deprived parts of the city in order to reach the most marginalized and deprived migrant women populations and understand the barriers that they faced. The migrant women came from numerous countries including the Ukraine, Morocco, South America, and Africa. They had been in the country from one year to 23 years. Alarmingly, women who had been in the country for many years were still using the same frontline centres of assistance as those that had been there for one year, showing severe system failures in Spain regarding integration.

The first dialogue workshop was held in a first reception centre and café[1] which works with homeless people and other groups who are in urgent need of assistance. The centre helps migrant women find accommodation as well as urgent items such as food and toiletries. The women can also come to engage in workshops and get legal assistance from the NGO operators. The NGOs were also invited to take part in the activity and gave essential information about the barriers that the women faced and the solutions that needed to be enacted, in order to overcome these barriers. Overall 12 people took part in this first workshop.

The second workshop was held in a cultural centre based in Almanjayar, which is viewed by some local people as a dangerous part of Granada with a lot of criminality. Overall, 18 people took part in this workshop. Researchers decided to go to both of these places in order to gain a holistic view of the needs of the different populations of migrant women that resided there.

Both of these centres are crucial to the lives of these migrant women, as they provide many services for them. The migrant women can attend free Spanish language courses and get help with legal assistance regarding accessing housing or obtaining their documents and social security numbers.

Researchers adopted a human centric, co-creative participatory methodology, using the world café technique. In fact, both centres were themselves set up as cafes and first reception centres. Researchers thus ensured a bottom-up inclusive methodology to allow the participants to generate ideas and talk about the things that really matter to them in their lives. Participants were seated around small tables in order to create a relaxing environment, in order to better stimulate conversation. The world cafe methodology is built on the premise of ensuring that everyone's contribution counts and that participants take responsibility for listening and exploring insights together.

Participants were able to raise important themes that mattered to their lives. The researchers did not lead the discussions at all, but rather introduced vignettes that were gathered in prior workshops. When conversation stalled the researchers gave

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[1] The name of the locations of the dialogues have been withheld to ensure their privacy.

examples of their own lives, since all of the facilitators were women of migrant origins. Participants were also provided with pens and asked to record their conversations on the mind maps on the tables. The sheets were then changed so that each group were able to write their views on each of the themes and see what the other women in the room had written. This allowed for complete transparency and it also enabled the researchers to verify the results with the different groups of women. The women reported that they were very happy with this methodology as they felt reassured that they were not the only ones facing these barriers. The use of the vignette method meant that the women were also encouraged to speak freely and outline their resilience strategies.

The supporting, empowering environment made it easier for the women to talk, often in an open way about the challenges they faced, without feeling embarrassed or ashamed. The methodology used ensured that collective intelligence and network building were focal points. In fact, the women were invited to share their emails, so that the researchers could create a network of solidarity with all the women from the different workshops. This was also to ensure that the women were kept updated about all of the project´s activities, including the design call and the policy roundtables. Often the women helped each other during the workshops with translations. They also formed friendships, thus the workshop itself formed as an integrative experience.

It is important to note that the research dialogues had an empowering effect on the women. The women and the NGOs alike, thanked the researchers for listening to their voices and giving them the space to create friendships. They also particularly enjoyed hearing the results from the focus group, which reaffirmed what they were feeling and created a sort of solidarity between them, as they realized that also other women were feeling the same issues of marginalization and isolation. It is important to note, that at all times women were made to feel empowered and focus on also their resilience strategies in coping with the barriers. They were continually asked to express the solutions they envisaged to the barriers they were facing.

The researchers that carried out the dialogues were well trained. Each had advanced academic studies, including PhDs and also had several years of working with vulnerable populations. This is important as often the women had been victims of violence and discrimination; thus, the facilitators were trained on how to deal with these topics so as to avoid re-traumatisation and create a safe space at all times.

The results from the dialogues are reported **below** in section 3. It is important to outline that some women faced difficulties understanding Spanish, despite residing in the country for several years. Hence interpreters that spoke Arabic facilitated the dialogue. Another challenge that researchers faced when conducting the dialogues concerned recruitment. Initially it was thought that over 45 women would attend the two sessions, but many women were ill and unable to attend as the dialogues were organized in the winter months when there is a high flu season. As a consequence, the researchers will endeavor to recruit more women in the later phases of the research to ensure a higher number of participants.

3. Results from the dialogues

It is interesting to note that the same themes that were raised in the first focus group and the desk research itself were reported in both of the research dialogues, thus verifying the findings. These included marginalization, xenophobia, gender violence, discrimination, pernicious bureaucracy, and barriers to accessing education and employment. In addition to these themes' extreme poverty and the need for housing were raised as emergencies. The women and NGOs commented that integration was often an afterthought for these women, who had to focus on survival first. Attending language courses or workshops on integration was often not possible for some women who had to look for work, or spend hours in queues at the police station trying to get their residency cards or food and toiletries as they did not have enough basic income to live off etc... This is largely due to the fact that the areas in which the workshops were held were in the most deprived areas of Granada.

The main results from the two dialogues are summarised below in a visual format. It is important to recognize that many of these themes intersect and reinforce one another, creating various layers of barriers that aggravate migrant women's sense of belonging and integration. For example, the lack of legal documentation or proficiency in the local language not only restricts access to education, jobs, and training but also exacerbates other vulnerabilities, such as housing insecurity and exposure to exploitation in informal labour markets.
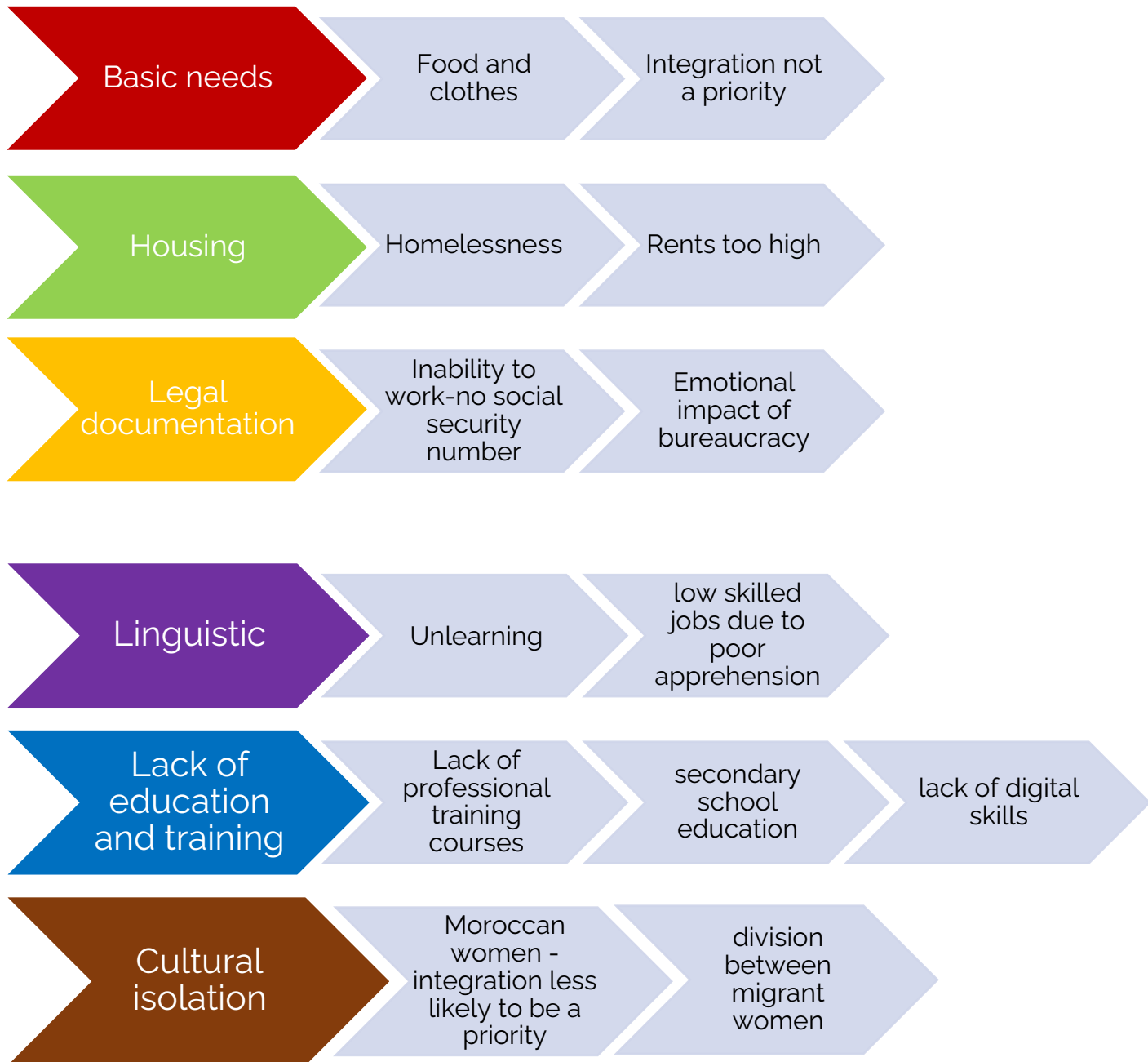
Similarly, housing discrimination intersects with cultural isolation and linguistic barriers. Migrant women who are unable to communicate effectively in the host country's language are more likely to face exploitation from landlords, be denied rental opportunities, or become vulnerable to homelessness. Housing insecurity, in turn, impacts their ability to secure stable employment, creating a cycle of marginalization.

Cultural isolation intersects with security and gender violence, as structural gender inequalities from regions like North Africa and the Middle East often persist within migrant communities. Conflicting expectations—host society encouraging labor participation versus cultural norms discouraging it—further isolate women. Additionally, fear of authorities—often linked to precarious legal status—prevents them from reporting abuse or seeking help.

Discrimination, both open and subtle, cuts across all these themes. Migrant women may internalize feelings of exclusion, affecting their mental health and ability to engage confidently with local communities. Discrimination in the job market, coupled with a lack of education or training, perpetuates economic insecurity, which directly affects access to adequate housing, healthcare, and even food security.

Access to healthcare intersects with linguistic barriers and documentation issues. Women without proper paperwork or fluency in the local language may struggle to access essential health services, including maternal care or mental health support. This neglect can lead to long-term health issues, further impacting their ability to integrate socially and economically.

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As such, ReBel is aware these themes do not exist in isolation but form a complex web of interdependencies. Addressing one barrier without considering its intersection with others risks creating partial or ineffective solutions. An intersectional approach is therefore necessary to pave the way for meaningful integration and an improved sense of belonging for migrant women.

Basic needs	Food and clothes	Integration not a priority	
Housing	Homelessness	Rents too high	
Legal documentation	Inability to work-no social security number	Emotional impact of bureaucracy	
Linguistic	Unlearning	low skilled jobs due to poor apprehension	
Lack of education and training	Lack of professional training courses	secondary school education	lack of digital skills
Cultural isolation	Moroccan women - integration less likely to be a priority	division between migrant women	

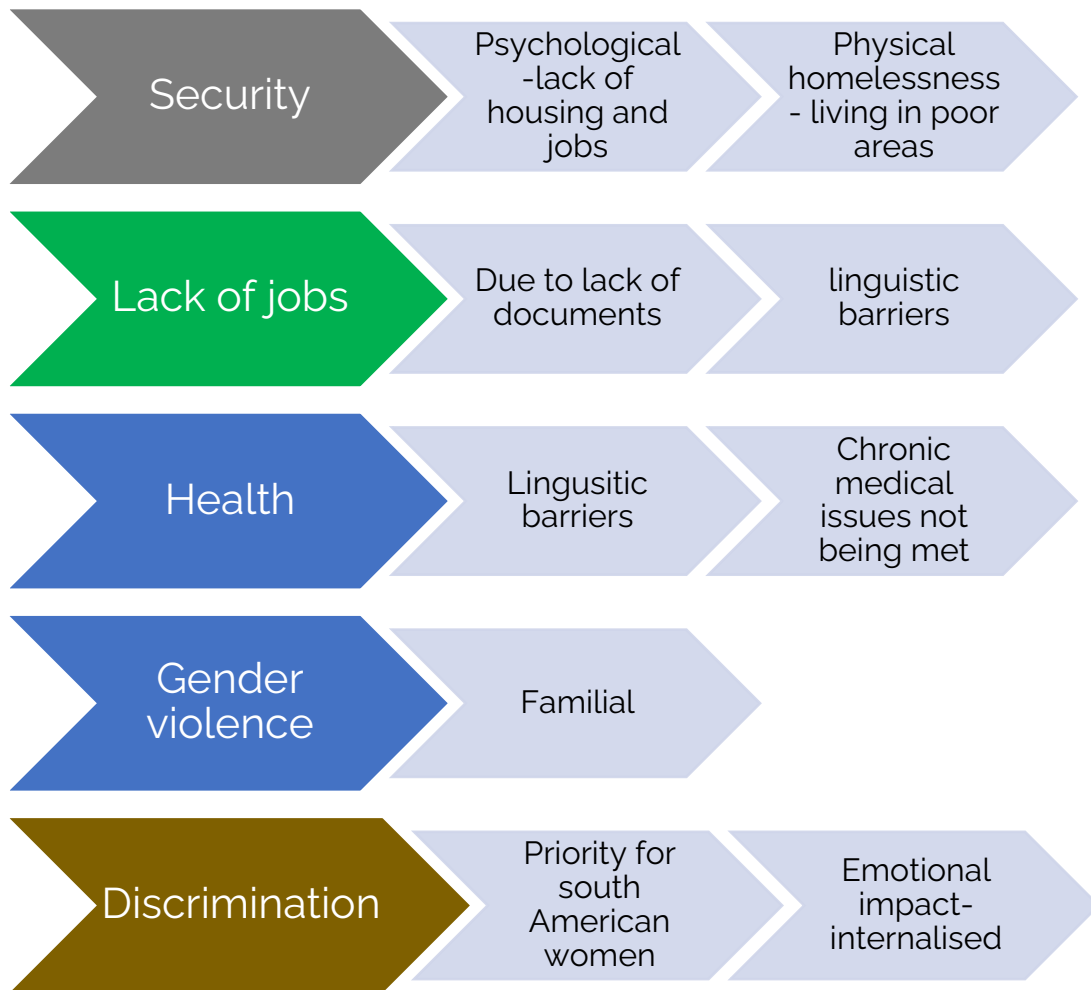| Security	Psychological -lack of housing and jobs	Physical homelessness - living in poor areas
Lack of jobs	Due to lack of documents	linguistic barriers
Health	Lingusitic barriers	Chronic medical issues not being met
Gender violence	Familial	
Discrimination	Priority for south American women	Emotional impact- internalised

Figure 1. Main barries proposed in the dialogues

3.1. Barriers to integration

3.1.1. Basic needs

One of the most alarming findings that arose in the dialogue workshops was the fact that the basic needs of migrant women were not being met. The women who attended the workshops had to rely on food banks for food and toiletries and some had been homeless and did not have access to adequate clothing for themselves and their families. These basic needs also translated to the lack of having a secure basic income, which the participants did not have, which affected their ability to secure housing.

Another subtheme that emerged during these discussions was the diverse interpretations of what constitutes a basic need. While food, shelter, and clothing were universally recognized as fundamental, other needs such as access to hygiene products, internet connectivity, and even culturally appropriate food were highlighted as equally essential for dignity and well-being. For example, some women emphasized the importance of having access to halal food or childcare services.

Another aspect was the emotional and psychological toll of having unmet basic needs. The daily struggle to secure food, clothing, and shelter left many participants feeling

trapped in a constant state of survival, unable to focus on long-term goals such as education, employment, or community integration. This state of insecurity could also exacerbate feelings of isolation and shame, affecting their sense of belonging.

3.1.2. Housing

One of the most pertinent themes discussed in the workshops concerned the barriers towards obtaining housing. Many of the migrant women had experienced periods of both homelessness and periods of living in inappropriate temporary housing. This is due to the fact that Granada has limited free accommodation due to the increased presence of both tourists and students, leading to high rents. Thus, the migrant women in our dialogues lived in multiple occupancy housing in poorer areas which were often far from the centre of the city. This led to many problems for them, impeding their integration and leading to feelings of being unsafe.

On some occasions single women were forced to live in housing with other families, that were not their relatives, thus causing friction and feelings of instability. This issue was impeded by the fact that it took many years to secure residency and a social security number to enable them to access social services and employment. The NGOs declared this issue to be an emergency for them as they had a lack of appropriate apartments for families to live in as it was difficult to find anything that a family on a low wage or benefits could afford. NGOs also reported that the migrant women often lived in poor conditions as they were unable to afford the electricity and gas bills.

Some women complained about the fact that they could not secure mortgages due to their precarious economic conditions and this meant that they lived in a constant state of insecurity. In addition, women from Morocco or Senegal reported being denied rental agreements due to their nationality. Landlords often asked for extra documents that they did not have, which caused increased stress for them. This discrimination extended to other aspects of their lives as the following sections will highlight.

3.1.3. Legal documentation

Quite understandably one of the main findings highlighted from the two dialogues was the fact that migrant women's first concern was focused on getting legal documentation. This aspect was seen to affect every area of their lives regarding accessing housing, education and being able to get a job. The NGOs that worked in the centres stated that in particular migrant women´s lack of knowledge about the bureaucratic system impeded migrant women´s access, and often they were not even aware of the rights that they had. All of the legal procedures required lengthy bureaucratic procedures. Each time a document was needed the women had to select an appointment online, but since many migrant women had no knowledge of how to do this due to their limited linguistic and or digital skills, they often had to go to the

reception centres to do this. Even if they had mobile devices, often they did not have the money to pay for WIFI.[2]

Since this procedure was lengthy it meant that often women had no energy or motivation to engage in cultural activities focused on integration. It also had a serious effect on their emotional wellbeing. Sometimes it took months for the appointments to be secured and women reported being resident in Spain for up to 5 years without being able to secure the necessary correct legal documentation, which meant they could not work or progress with their lives.

Indeed, without the proper legal documentation, women find themselves in precarious situations where their ability to secure a job, rent a home, or even open a bank account was severely restricted. NGOs working with these women highlighted that a lack of knowledge about the bureaucratic system often prevented them from navigating these processes effectively. In many cases, migrant women were not even aware of the rights they were entitled to, leaving them vulnerable to exploitation and marginalization.

The administrative and legal procedures required to secure documentation have been described as lengthy, costly, and excessively bureaucratic. Women reported needing an overwhelming number of documents for even the simplest of tasks, such as applying for residency permits or opening a bank account. Additionally, the processes for obtaining nationality or validating foreign qualifications (homologación de estudios) were highlighted as particularly complex. Many women explained that these validation processes often required the official translation of multiple documents, which represents a significant financial cost— money they simply did not have.

In addition to being lengthy, another obstacle in the process of getting legal documentation is the difficulty in securing appointments with the immigration administrative offices. Securing an appointment is simply impossible due to their limited availability. In addition, the entire administrative system relies heavily on online appointment bookings, which poses a significant challenge for women with limited digital literacy or insufficient knowledge of the Spanish language.

3.1.4. Linguistic

It is important to note that one of the biggest migrant populations in Spain comes from South America, from countries like Venezuela, Paraguay, and Columbia so they do not face linguistic barriers. However, in these dialogues it became particularly apparent that women from Morocco who had not undertaken much education did in fact face linguistic barriers which affected their integration. In one instance one young girl from

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[2] This issue has been reported in other EU funded projects like the MIICT project – see www.miict.eu and the publication. Babak Akhgar, Karen Latricia Hough, Yara Abdel Samad, Petra Saskia Bayerl, Anastasios Karakostas (2021). Information and Communications Technology in Support of Migration, Spreinger, Cham.

Morocco reported that she had effectively forgotten or "unlearnt" in her words the Spanish language after finishing her secondary school studies, as she retreated to the familial home after her studies and rarely spoke Spanish. This led to a cultural barrier towards her integration into Spanish society.

Additionally, women who had not studied formally or had limited access to education in their home countries faced greater difficulties in learning Spanish upon arrival in Spain. The lack of foundational literacy skills made it harder for them to grasp a new language, leaving them dependent on family members or intermediaries to navigate daily tasks such as administrative appointments or healthcare visits. This dependency further exacerbates their isolation and limits their opportunities for social and professional engagement.

3.1.5. Lack of education and training

Many of the women had come to Spain with only studies from secondary education level and had not continued their education in Spain. This was often reported as being due to the need to work or in some instances the women were older (over 30) when they came, and so it was more difficult for them to go to school and they often remained in the household. One aspect that was reported to be lacking was the lack of digital skills amongst the migrant women that took part in the dialogues. This was a significant point highlighted as many of the bureaucratic procedures concerning applying for residency and getting a house or access to information were online. The NGOs present in the reception centers also reported that the lack of a basic income for many families meant that often they could not put money on their pay as you go mobile phones and thus have access to WIFI, meaning that they were forced to rely on reception centres offering services.

Some women reported the need for professional training courses to help them secure work, whilst other women reported at the same time that they did not have the time to attend training courses, thus stressing the need for the development of more flexible courses at different times to suit the women´s needs, including caring duties.

Another barrier reported by the migrant women concerned the difficulty of verifying their qualifications in Spain. This was a factor that affected also their children. The procedures were very expensive and time consuming and often the Spanish government just did not recognize the qualifications obtained in third countries, meaning that these migrant women had to accept unskilled positions, thus affecting their emotional wellbeing.

3.1.6. Cultural isolation

It became apparent from these workshops that certain migrant communities are more integrated into Spanish society and report having less problems with their lives in Spain in general. For example, the women from South America reported positive images of Spain.

In contrast, migrant women who came from Morocco reported more holding more negative images of Spain. This was also related to the fact that they suffered linguistic

barriers, with many only speaking Arabic and for some families the women stayed in the family home and did not work, thus further impeding their contact with Spanish society and opportunities to speak the language.

However, this is not to say that they were integrated into their own communities. The desk research has outlined several theories of integration like Vertovec's (2022)[3] superdiversity concept, which depicts that often migrants belong on multiple levels and use other concepts rather than ethnicity and social mobility to belong, stressing the need to focus on other factors such as religion. Granada as a city in Spain has a high Arabic influence and thus many of these women also cited that were happy living in the city.

However, often their material needs were not met, thus confirming that the demarcation between emotional and material factors is important to address when studying integration amongst migrant populations. It is also important to understand that for some woman there is no value placed on integrating, in a traditional sense, i.e., speaking the host language and getting a mainstream job, thus outlining the need to move away from Eurocentric conceptions of what integration is and should be to rather look at the reality of how certain migrant communities live.

It is important to note that these topics intersect, thus employment as a basic right is often crucial to some women when integrating. Indeed, one woman who came from the Ukraine also reported that she felt isolated, due to the fact that she had no job. She spoke good Spanish, but was unable to get a skilled job that was of the same level as that which she had in her home country. However, she reported being very grateful as she was safe from violence. The issue of de-skilling and upskilling is a major factor that will be given attention in WP15 in the policy briefs and workshops with policy makers.

3.1.7. Security

Security was reported by the migrant women as relating to the home environment, (gender relations and domestic violence) and outside the home in the wider community, due to living in unsafe areas of the city where there is high criminality, including drug use. Of particular concern was the lack of support for victims of trafficking for the purposes of forced marriage, which is of concern in Spain. One woman from Morocco who attended the workshop reported that she had initially come to Spain as a victim of forced marriage. She had been in Spain for several years and had essentially fallen through the net due to the fact that none of her family were in Spain so she could not rely on them for support. This is why the project ReBel is so important as it clearly shows that there are women who are hidden, and marginalized and in need of assistance. This particular woman had studied in Morocco but had not entered into the Spanish education system and thus did not speak or write Spanish.

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[3] Vertovec, S (2022) Superdiversity and its implications. Routledge.

Other women reported feeling insecure in the city due to the drug problem in the area that they lived. However, overall Granada was deemed to be a safe city.

3.1.8. Lack of jobs

Both the migrant women and the NGOs reported that employment barriers were due to the fact that the women were unable to get National insurance numbers to enable them to work. This was due to the fact that the Spanish government did not allow migrant workers to work without this number. Other employment barriers were due to linguistic problems. In fact, several women were unable to write well in Spanish and others could not speak the language, even after several years in the country and needed assistance with interpretation.

Other barriers concerned cultural barriers as some of the Moroccan women were not employed and remained in the home with their families. The NGOs present said that the main problems concerned the young women who found it difficult to integrate into the labour market. Often the older women would remain at home and take care of the home, however now with the increasing lack of employment amongst this younger population, more women in general were marginalized from the domain of mainstream employment in Spanish society.

Women also reported that they felt stressed at the fact that their children could not find work. This led to emotional upset as often they had come to Spain to give their families a better life and had invested a lot of their emotional energy into achieving migration success.

In addition to this emotional burden, women also highlighted the challenges of balancing work and family responsibilities, particularly in contexts where support systems for childcare were either inaccessible or expensive. Even when women managed to secure jobs—whether temporary, fixed-term, or informal—many faced difficulties in finding adequate childcare options. The absence of affordable childcare services often forced them to make difficult choices, such as declining work opportunities altogether.

This struggle with work-life balance was particularly pronounced among single mothers or women with partners working long hours in low-paying jobs. The lack of support networks and precarious work conditions exacerbated their vulnerability and limited their ability to advance professionally. Furthermore, societal expectations within their cultural communities often placed the primary responsibility for childcare and household duties on women. In addition, many women reported incidents of actual racism and discrimination in the workplace, thus outlining the need to see the intersection of all of these categories. Some women reported that they were denied jobs for wearing the hijab and others reported actual cases of racism in the workplace.

Beyond employment, several women also shared experiences of facing "bad gestures" and "bad words" directed at them in public spaces, especially when they externalized aspects of their cultural or religious identity, such as wearing the hijab. These visible markers of identity often made them easier targets for prejudice and exclusion. Women

described being stared at aggressively or spoken to in a demeaning tone simply because of their appearance or attire.

Such experiences were not limited to isolated incidents but formed patterns of exclusion and marginalization that affected their sense of safety and belonging in public and professional spaces. Some participants explained how these interactions lead to emotional exhaustion, self-censorship, and avoidance of situations where they might face further hostility.

3.1.9. Health

Some women reported that they had arrived in Spain with their families in order to get medical assistance. However, these needs were often not met and migrant women with chronic issues reported not getting the help that they needed. In fact, one woman stated that she could not be integrated until she had access at health centres. This access was impeded by the lack of legal documentation.

Other women reported experiencing linguistic barriers when attending medical appointments. This meant that they had to be accompanied by other members of the community, which as a consequence meant that her personal issues were often public knowledge. Thus, some women may be afraid to talk about specific health problems for fear of them being made public.

Additionally, many women emphasized the importance of feeling respected and valued in healthcare settings. Some participants recounted experiences where they felt dismissed, spoken down to, or treated with impatience by medical staff. These interactions left them feeling dehumanized. Respect is not just about communication but also about cultural sensitivity, which was sometimes lacking in their healthcare experiences.

3.1.10. Discrimination

Discrimination was reported by many of the migrant women. However, the women reported its manifestation in different ways. For example, for the women from Morocco the discrimination was internalized. As one NGO commented "they never feel like they are enough". This created a psychological barrier, which meant that often women would not apply for jobs or stay on at school etc.. In addition, women from South America, also reported receiving actual physical discrimination from the community at large which looked down them. Even if they spoke Spanish, they were often discriminated for their accents, and use of different vocabulary, and relegated to the certain professions of cleaners and caregivers. There was also a gender element to this discrimination.

Beyond these experiences, many women shared stories of being directly told to "go home" ("Vete a tu país") by strangers in public spaces or even by employers. These hostile comments not only reinforced feelings of exclusion but is also a constant reminder that they are perceived as outsiders, regardless of how long they have lived in Spain or how they have contributed to their communities.

A recurring theme was the intersection of gender expectations and cultural norms, particularly for women from regions where gender inequality is deeply embedded in societal structures, such as parts of North Africa and the Middle East. Many of these women carried the weight of cultural-structural gender inequality into their host countries, and these harmful social norms were replicated within local migrant communities where national and cultural ties remained strong.

Women tend to form support networks within their own cultural or national communities, and while these networks can offer solidarity, they also reinforce traditional gender expectations. For example, in Spain, societal norms generally encourage women's participation in the labor market and public life. However, within certain migrant communities, such as the Moroccan community, opposing cultural expectations may persist, where women are not expected—or even actively discouraged—from pursuing employment or higher education. These conflicting expectations create internalized tensions, preventing women from fully engaging with integration opportunities and contributing to a fractured sense of belonging.

Additionally, gender-based violence remains an underreported issue due to fear and mistrust of authorities. This fear often stems from precarious legal statuses, previous negative encounters with law enforcement, or cultural stigma associated with speaking out about violence.

3.1.11. Maps of connections among main themes reported

The following visual representation (Figure 2 & Figure 3) offers a comprehensive overview of the key themes and subthemes identified in ReBel research dialogues with migrant women in Spain. Each main theme is presented in a distinct box, with its primary connections to other themes clearly highlighted. This map illustrates how barriers such as legal documentation, housing, linguistic barriers, and healthcare access are deeply interconnected, reinforcing one another. This provides a clearer understanding of the multidimensional nature of integration barriers faced by women.
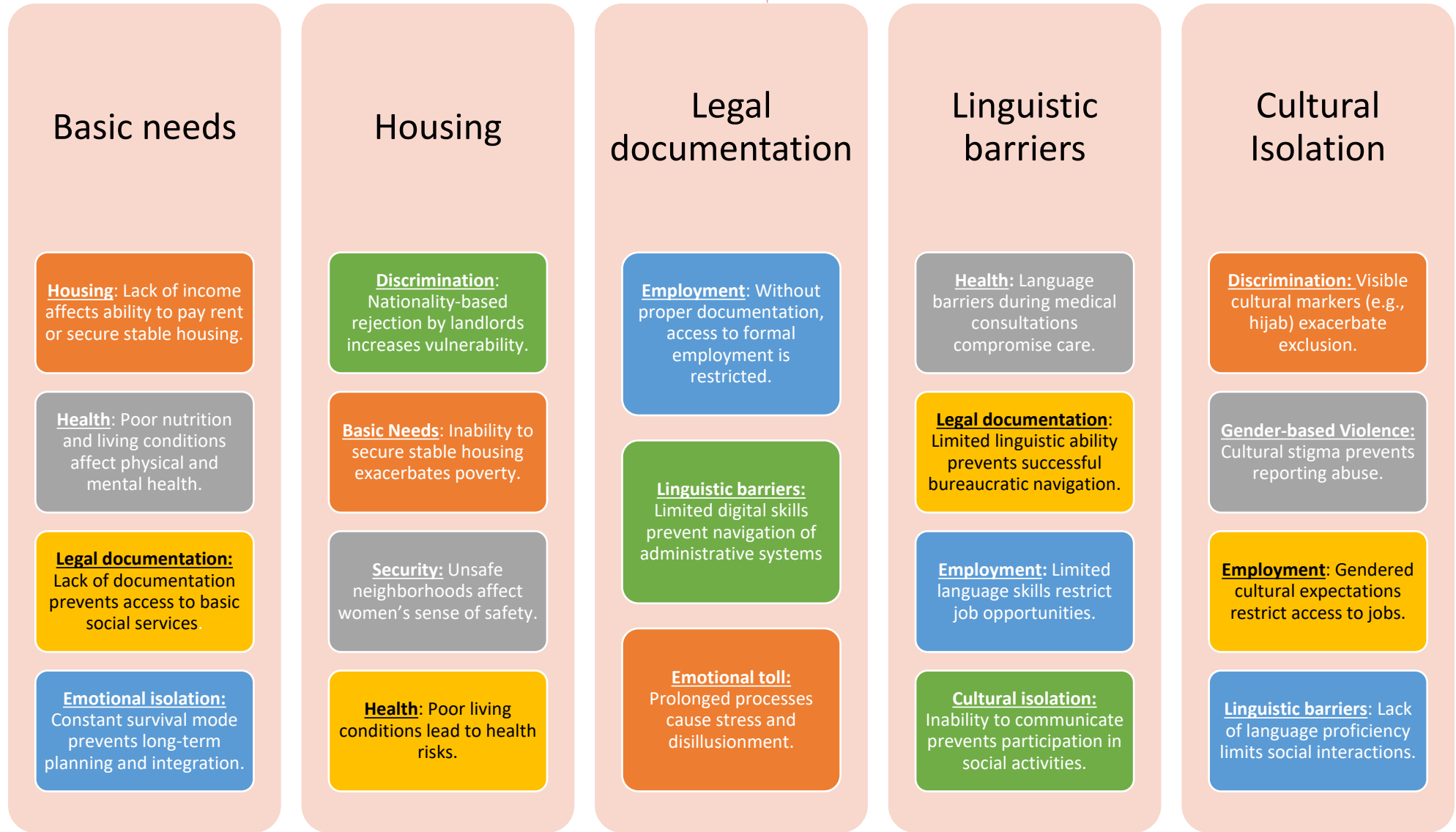
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Basic needs

Housing: Lack of income affects ability to pay rent or secure stable housing.

Health: Poor nutrition and living conditions affect physical and mental health.

Legal documentation: Lack of documentation prevents access to basic social services.

Emotional isolation: Constant survival mode prevents long-term planning and integration.

Housing

Discrimination: Nationality-based rejection by landlords increases vulnerability.

Basic Needs: Inability to secure stable housing exacerbates poverty.

Security: Unsafe neighborhoods affect women's sense of safety.

Health: Poor living conditions lead to health risks.

Legal documentation

Employment: Without proper documentation, access to formal employment is restricted.

Linguistic barriers: Limited digital skills prevent navigation of administrative systems

Emotional toll: Prolonged processes cause stress and disillusionment.

Linguistic barriers

Health: Language barriers during medical consultations compromise care.

Legal documentation: Limited linguistic ability prevents successful bureaucratic navigation.

Employment: Limited language skills restrict job opportunities.

Cultural isolation: Inability to communicate prevents participation in social activities.

Cultural Isolation

Discrimination: Visible cultural markers (e.g., hijab) exacerbate exclusion.

Gender-based Violence: Cultural stigma prevents reporting abuse.

Employment: Gendered cultural expectations restrict access to jobs.

Linguistic barriers: Lack of language proficiency limits social interactions.

Figure 2. Maps of connections among main themes reported

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Lack of Education and Training

Employment: Lack of skills prevents access to higher-paying jobs.

Linguistic barriers: Limited education impacts language acquisition..

Legal documentation: Lack of documentation prevents access to basic social services.

Family responsibilities: Caring duties prevent women from attending training programs.

Security

Housing: Poor housing conditions often lead to unsafe neighborhoods..

Gender violence: Structural cultural violence persists post-migration..

Legal documentation: Precarious legal status prevents seeking legal help.

Health: Insecurity impacts emotional and mental well-being.

Lack of jobs

Legal Documentation: Without proper permits, formal employment is impossible.

Cultural Isolation: Gender norms prevent women from working

Discrimination: Workplace racism and prejudice limit job opportunities

Health

Linguistic barriers: Limited Spanish restricts medical communication.

Discrimination: Stigmatization and lack of respect from healthcare providers.

Discrimination

Emotional well-being: Discrimination creates psychological distress.

Security: Fear of authorities prevents reporting abuse.

Cultural isolation: Cultural markers heighten social exclusion

Figure 3. Maps of connections among main themes reported (continuation)

3.2. Solutions

In addition to the elicitation of barriers much attention was focused on addressing the solutions to the problems that these migrant women faced. Both the women and operators were asked what solutions they enacted to deal with the barriers they faced. In addition, researchers also posed the question of what the government should do to improve the integration of migrant women in Spain. Several solutions are reported below.

In summary, the migrant women cited the need to have better housing, a better job and also a basic income. However, whilst the researchers focused on resilience strategies and solutions, it is important to note that most of the dialogues centred on problems rather than solutions. This is a finding in itself and was due to the fact that the women had faced these problems and barriers for many years without seeing any solutions. Operators reported a feeling of disenchantment amongst the migrant women who often did not want to take part in workshops, but rather came to the centre to get food and basic necessities. The solutions can be summarized under two headings that relate to education and training and policy changes.

Education and Training

Digital, language learning and professional training courses focused on insertion into the labour marker

Policy

Housing, employment and immigration papers

social security number, abd increased governmental funding for reception centres
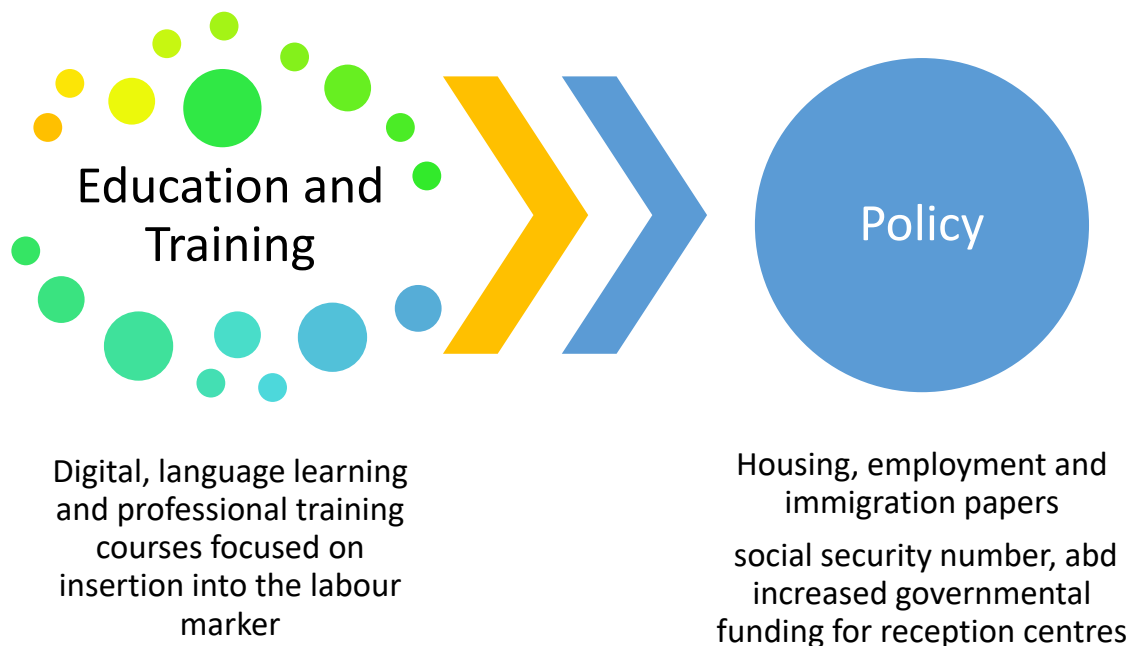
Figure 4. Main solutions proposed in the dialogues

These issues will be given more attention in WP15 in the policy briefs and workshops with policy makers.

3.2.1. Education and training

3.2.1.1. Continual courses for language learning

Spanish language courses were already being given in one of the centres, but operators suggested that their reach was limited. They stated that the free courses were limited to just one or two hours a week which was not enough. Hence, they

suggested that more flexible courses needed to be given at different times to enable women with caring duties and/or employment responsibilities to attend.

3.2.1.2. Digital training courses

Other solutions concerned the need to create digital skills training courses and also provide the women with free WIFI since they were unable to pay the rising costs. These courses were deemed particularly pertinent due to the fact that many of the procedures (for obtaining housing and legal documentation) were now online

3.2.1.3. Professional training courses

Some of the NGOs suggested that the current courses available did not meet the needs of the migrant women as they did not prepare them for the world of work. Thus, while cooking courses and language courses were useful, the NGOs suggested that more structured academic and professional courses tailored to the specific needs of the women needed to be set up.

NGOs also stated that most of the free courses were of a low level and the certificates did not have a high valued for many of the employers, who valued the traditional qualifications obtained in the Spanish educational system. However, for many migrant women who came to Spain as adults, it was not possible to enter the schooling system at such a late age of 45 + and so they remained marginalized and economically dependent on their family, community or sometimes the state, thus impeding social mobility. Hence these courses could prove a lifeline for them.

3.2.2. Policy

3.2.2.1. New laws work and housing

One of the suggestions given by one of the experienced operators who took part in the research was the need to enable migrants in general to be able to work during the two years that they are waiting for their NIE to be issued. At present migrants cannot work unless they have a NIE (national insurance number) which is very difficult to obtain. This means that they cannot work for up to two years, thus causing immense financial burdens affecting all areas of their lives, including their possibility to access housing. The NGO operators suggested changing these permissions to enable migrant women to be able to work using their passports, which they all had.

In addition, other policy solutions were suggested which including tackling the housing crisis by creating government funded *micro apartments* which cost less. Granada is a city full of tourists and students and this causes many problems for migrant women, who often come with their families, and thus are unable to find appropriate housing due to rising costs. The NGOs suggested that these micro housing units could solve the problem and prevent migrant women from becoming homeless.

3.2.2.2. Funding to cover material needs

NGOs stated that more funding was needed to meet the material needs of migrants. Operators suggested that the government was needed, because at present most of the migrants relied on charities meaning that they support they needed was not always guaranteed. NGOs reported systematic failures which meant that there was never

enough to go around and the migrants had to queue up for hours to get help. Also, the centres are situated in the suburbs of the city, which are not always accessible to migrants who have little funds for bus fares etc.

NGOs suggested that more frontline centres were needed since many migrants were experiencing extreme poverty and the lack of material things include toiletries, clothes, money and food were reported.

3.3. Mind maps produced in Dialogue 1 and Dialogue 2

A visual representation of the data collected can be found in the mind maps below.

Figure 5. Mind map 1
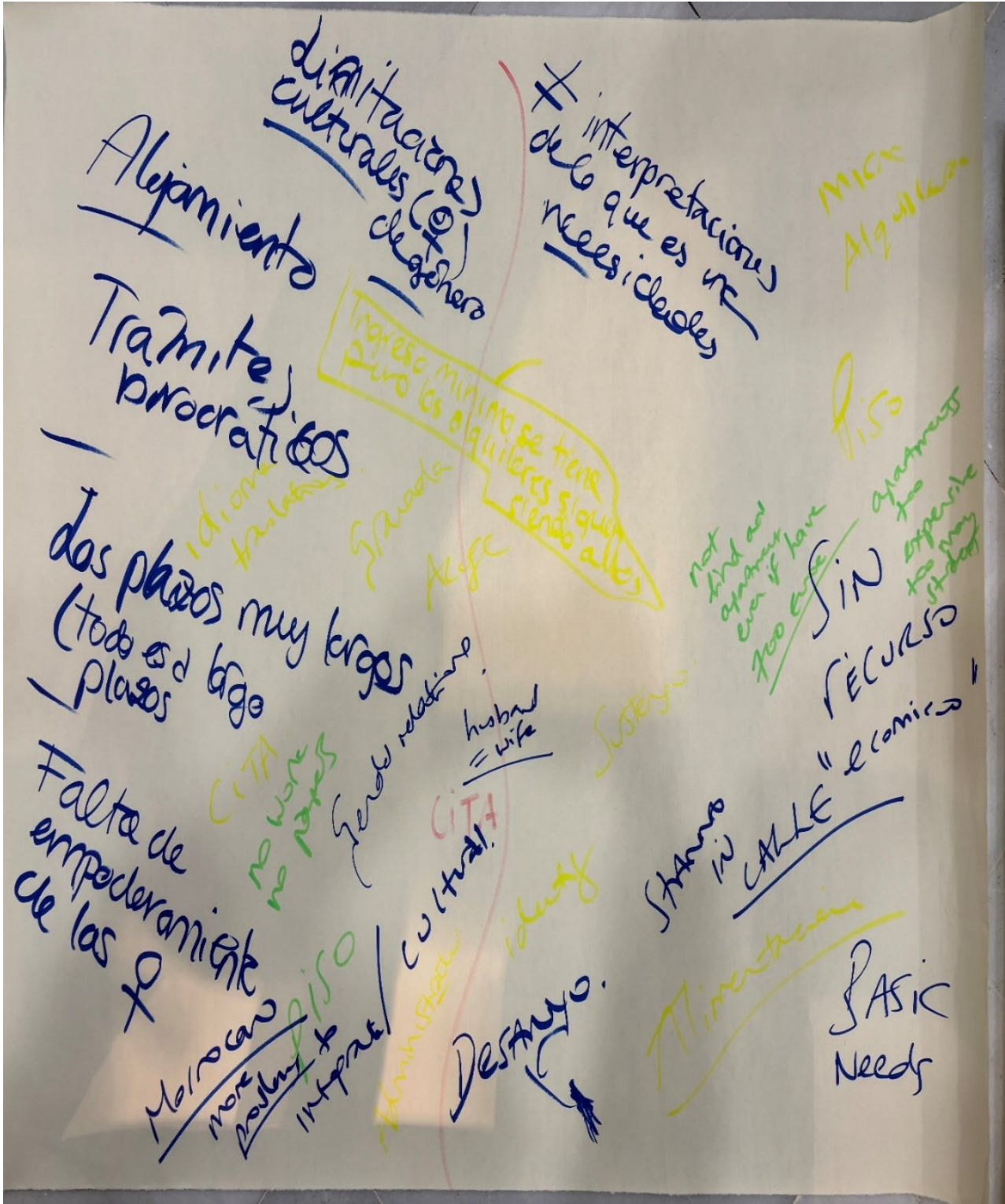
Figure 6. Mind map 2
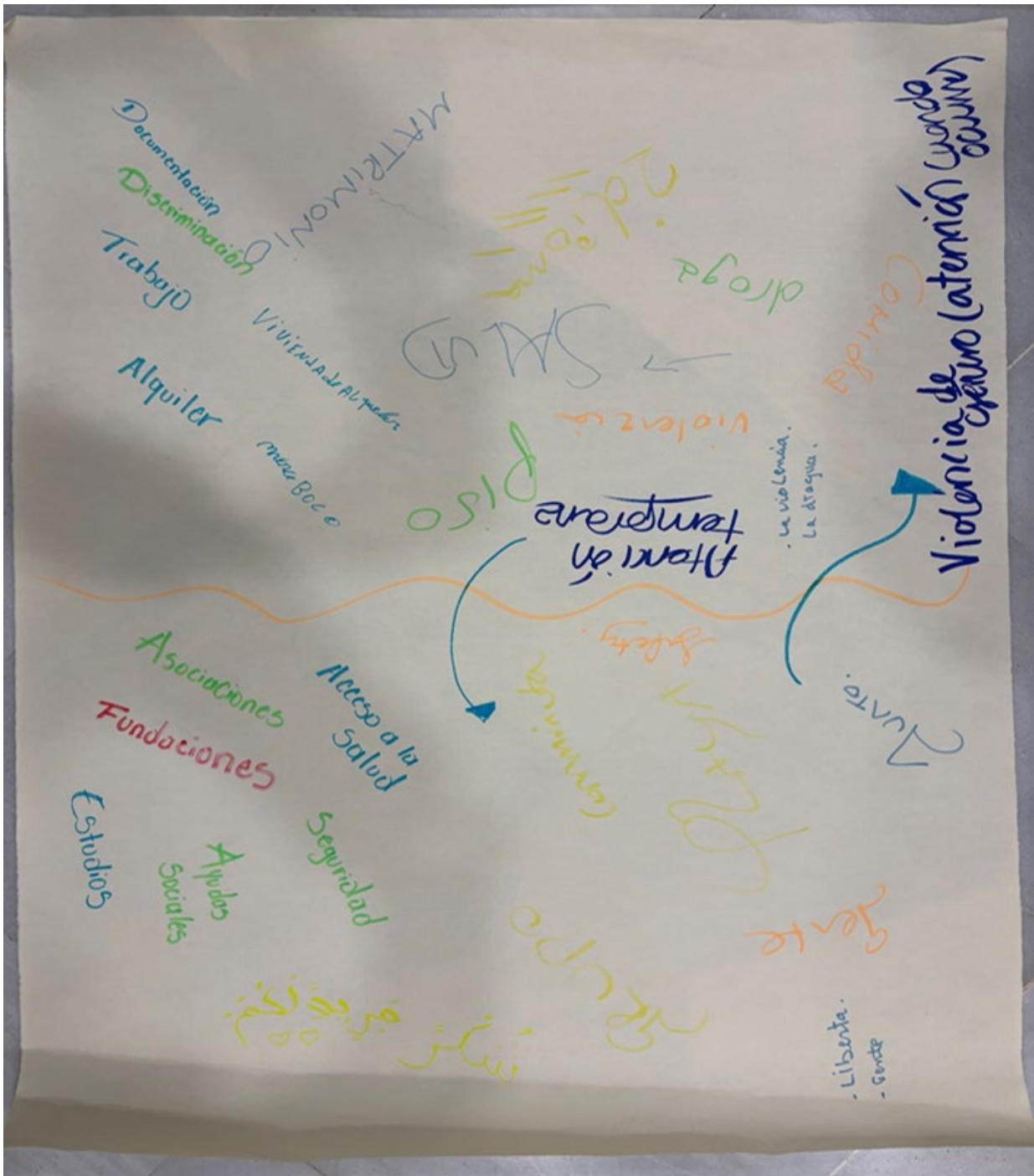
Figure 7.Mind map 3
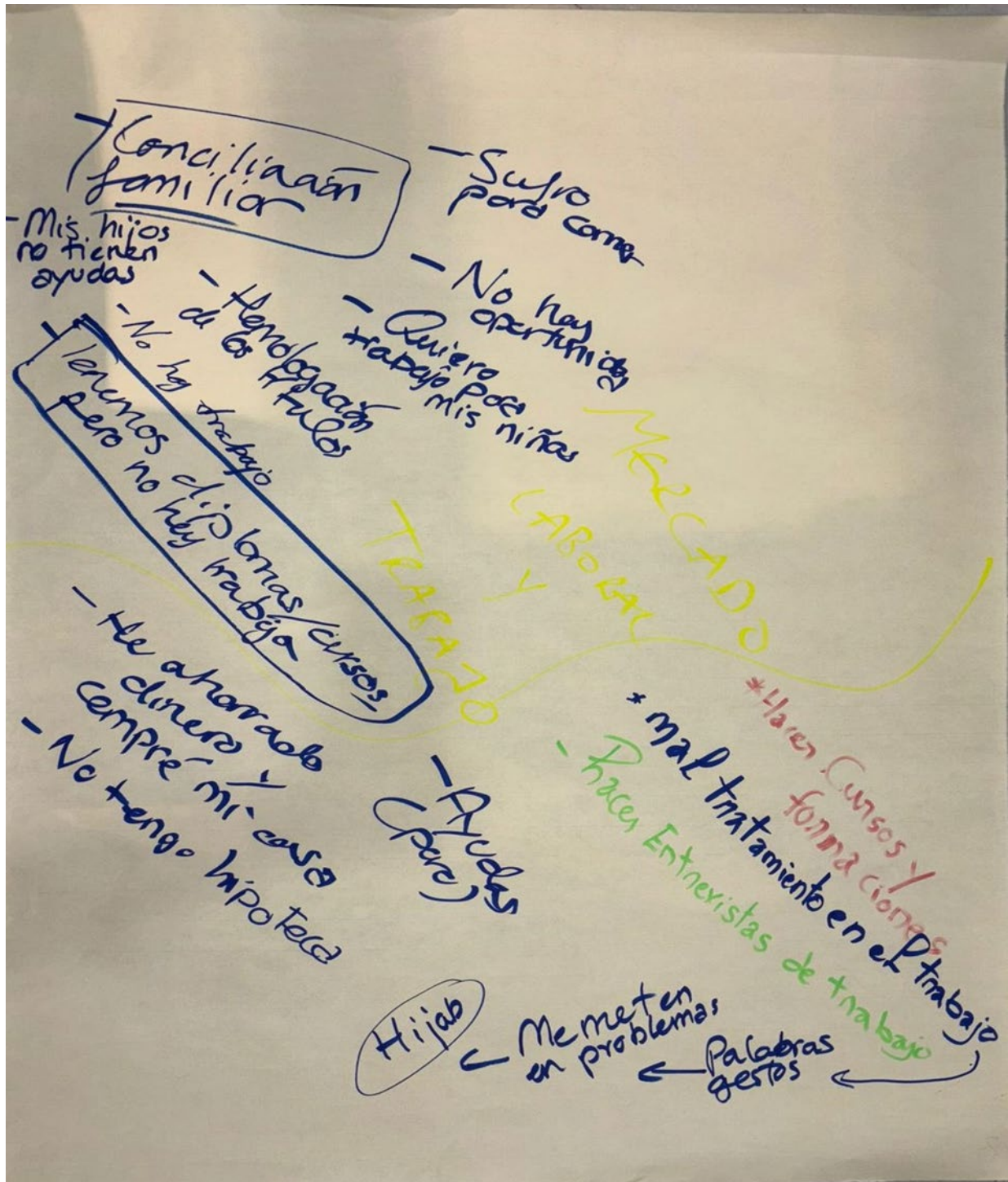
Figure 8. Mind map 4
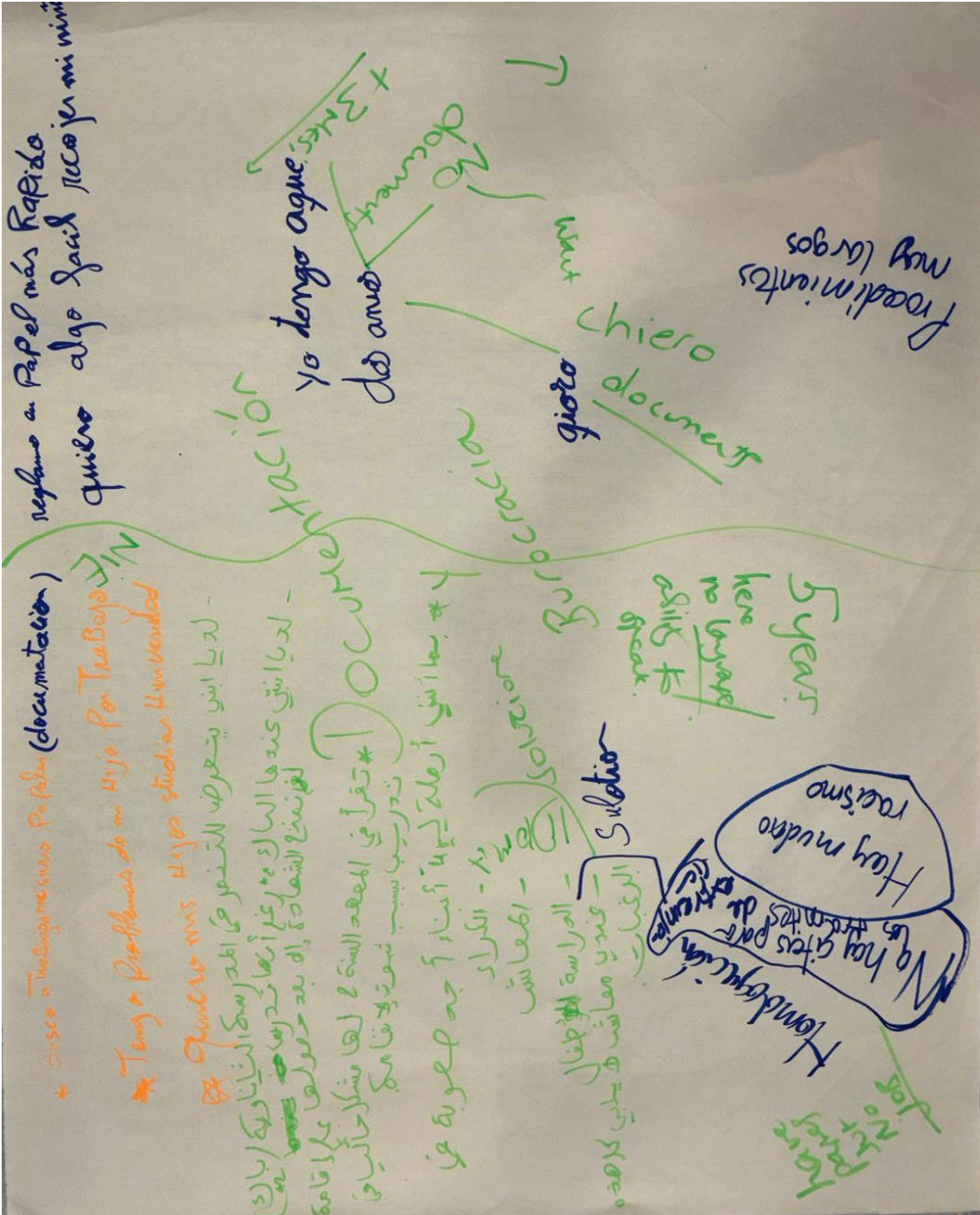
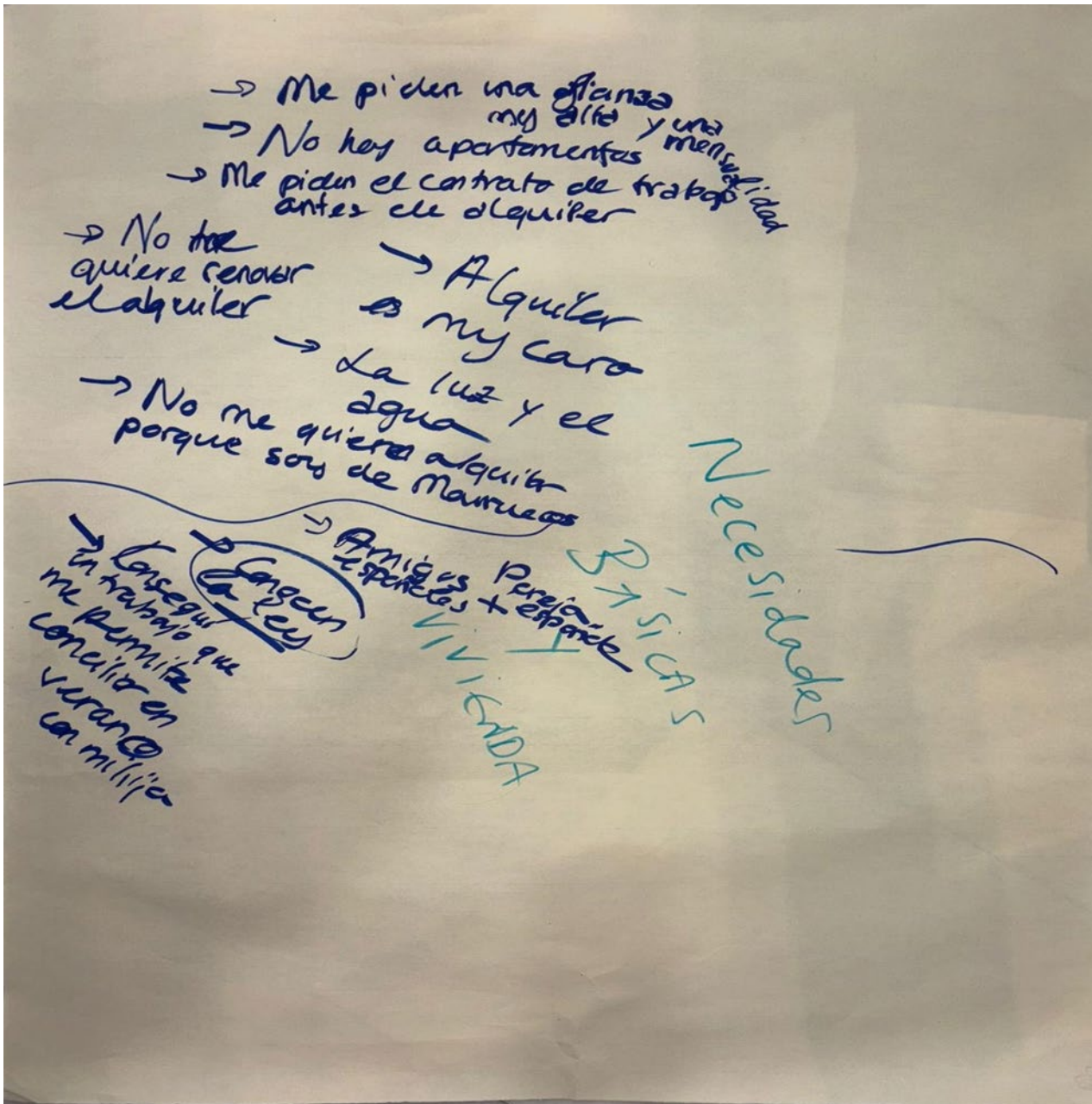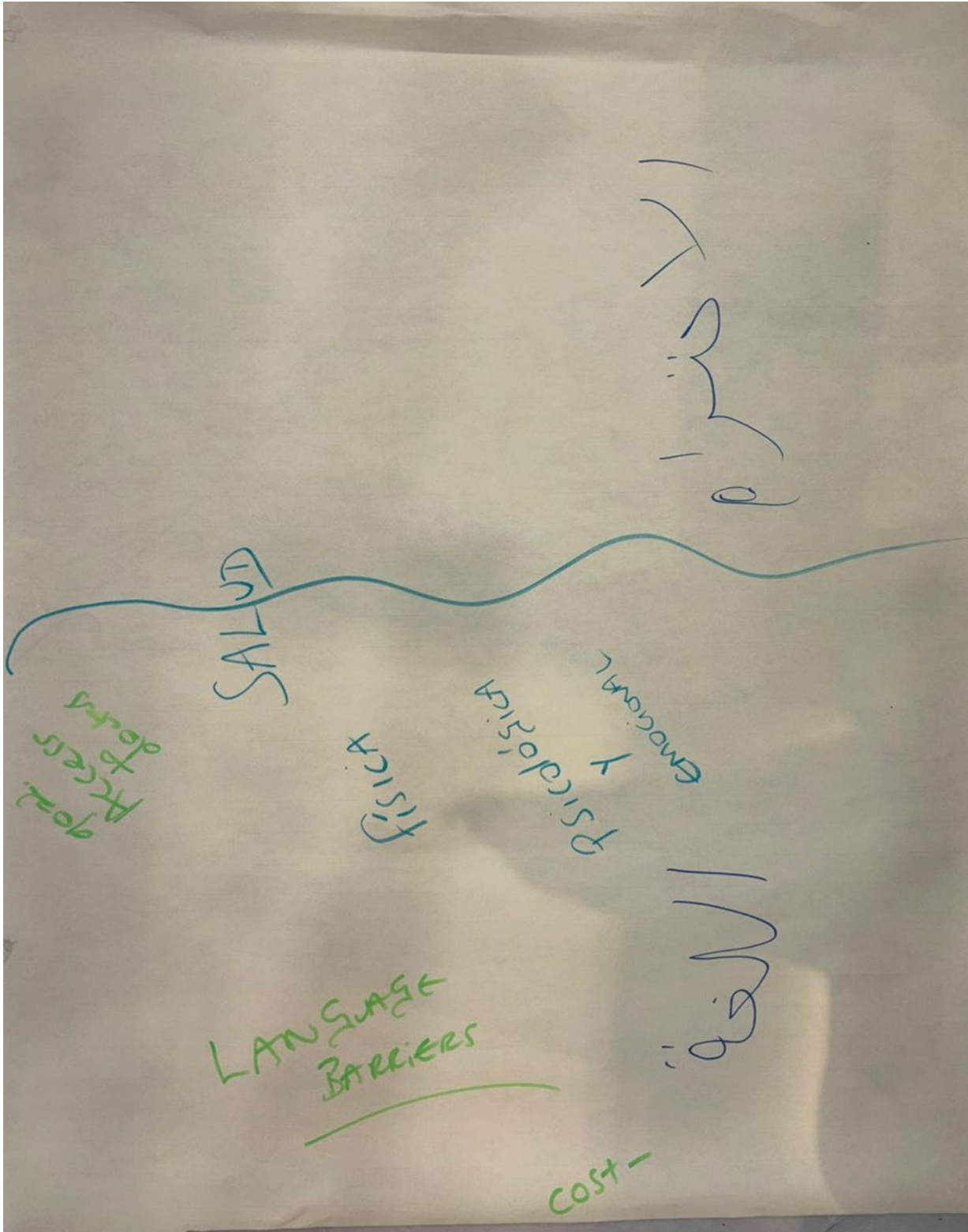*Figure 9. Mind map 5*
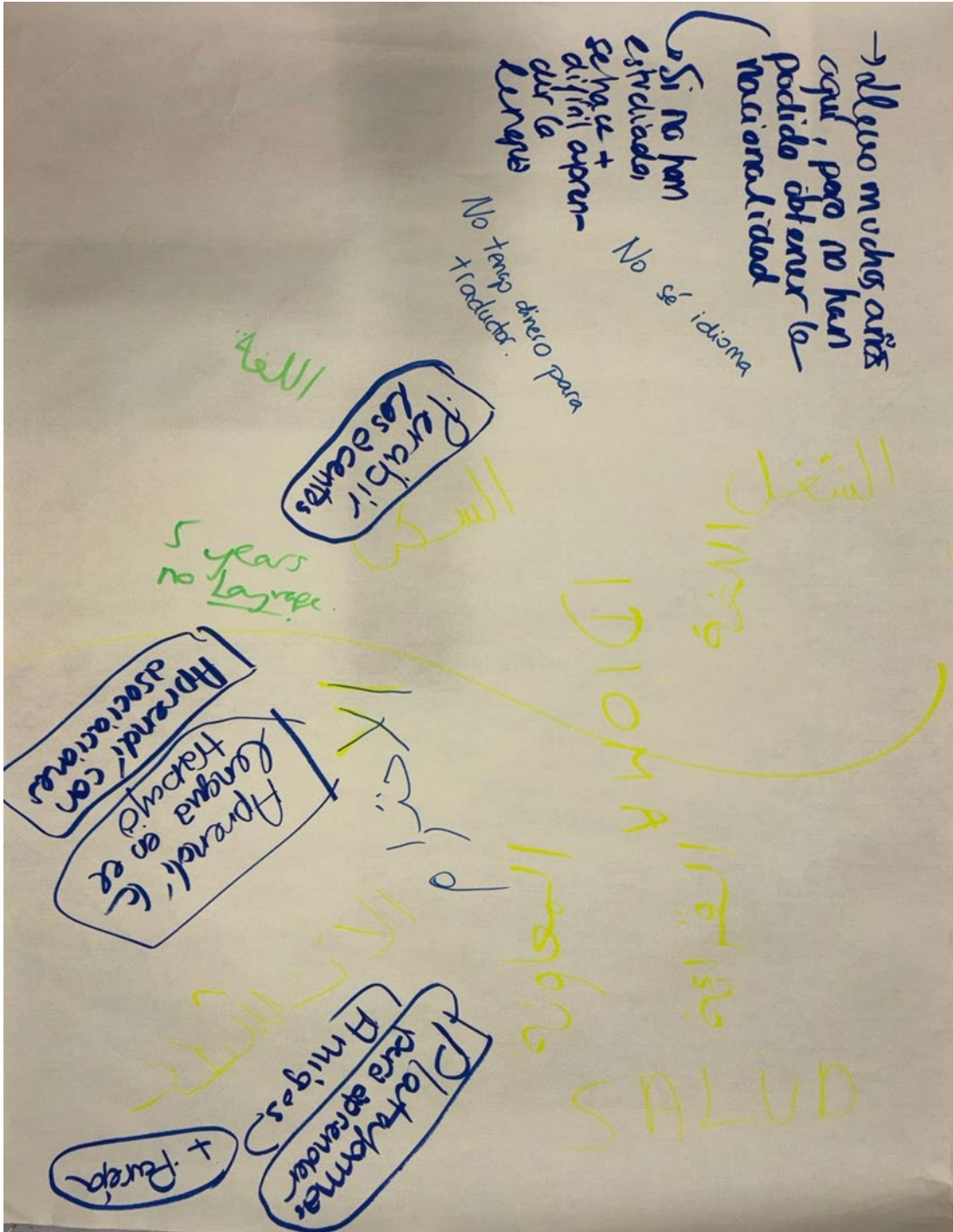
Figure 10. Mind map 6

Figure 11. Mind map 7

Figure 12. Mind map 8
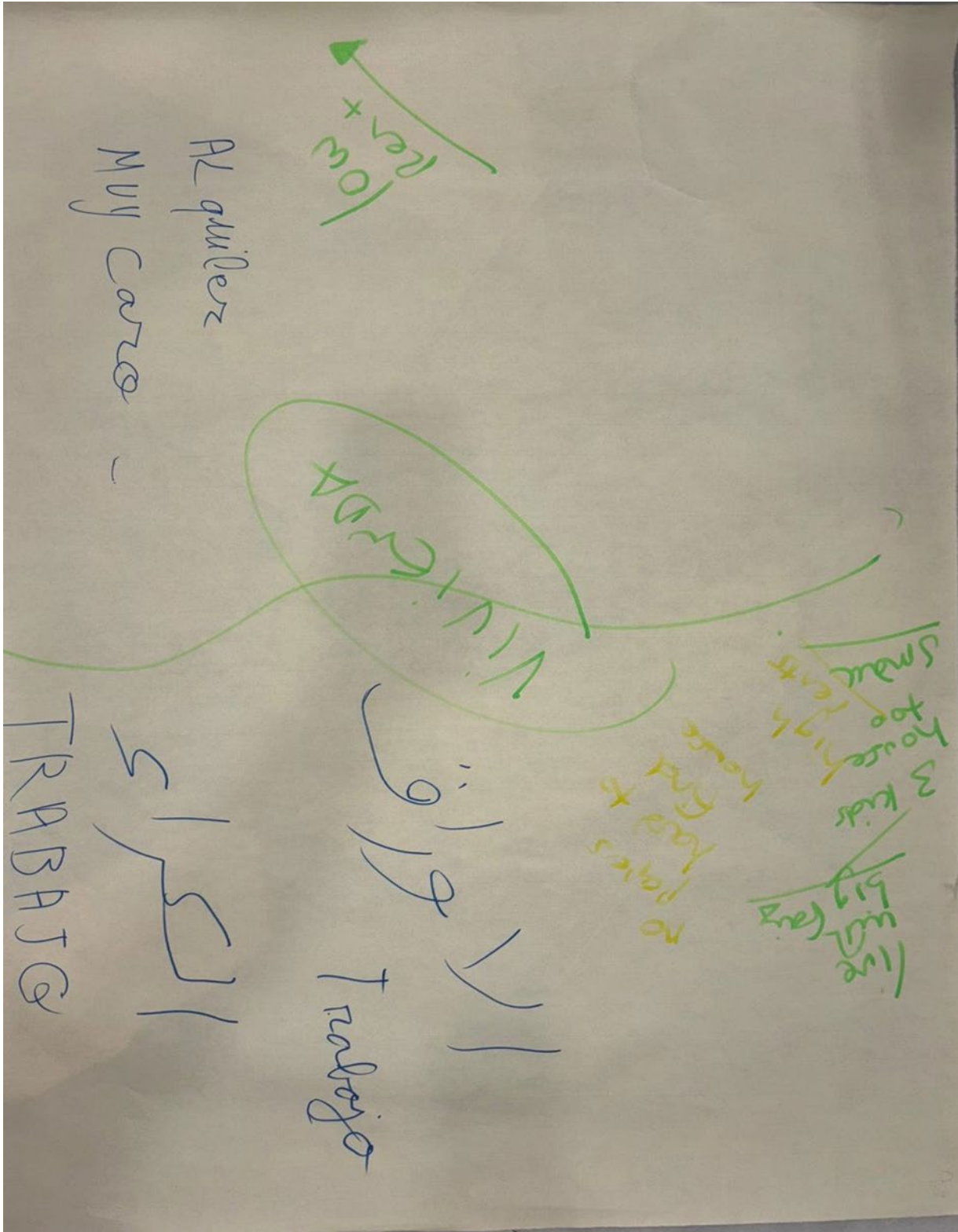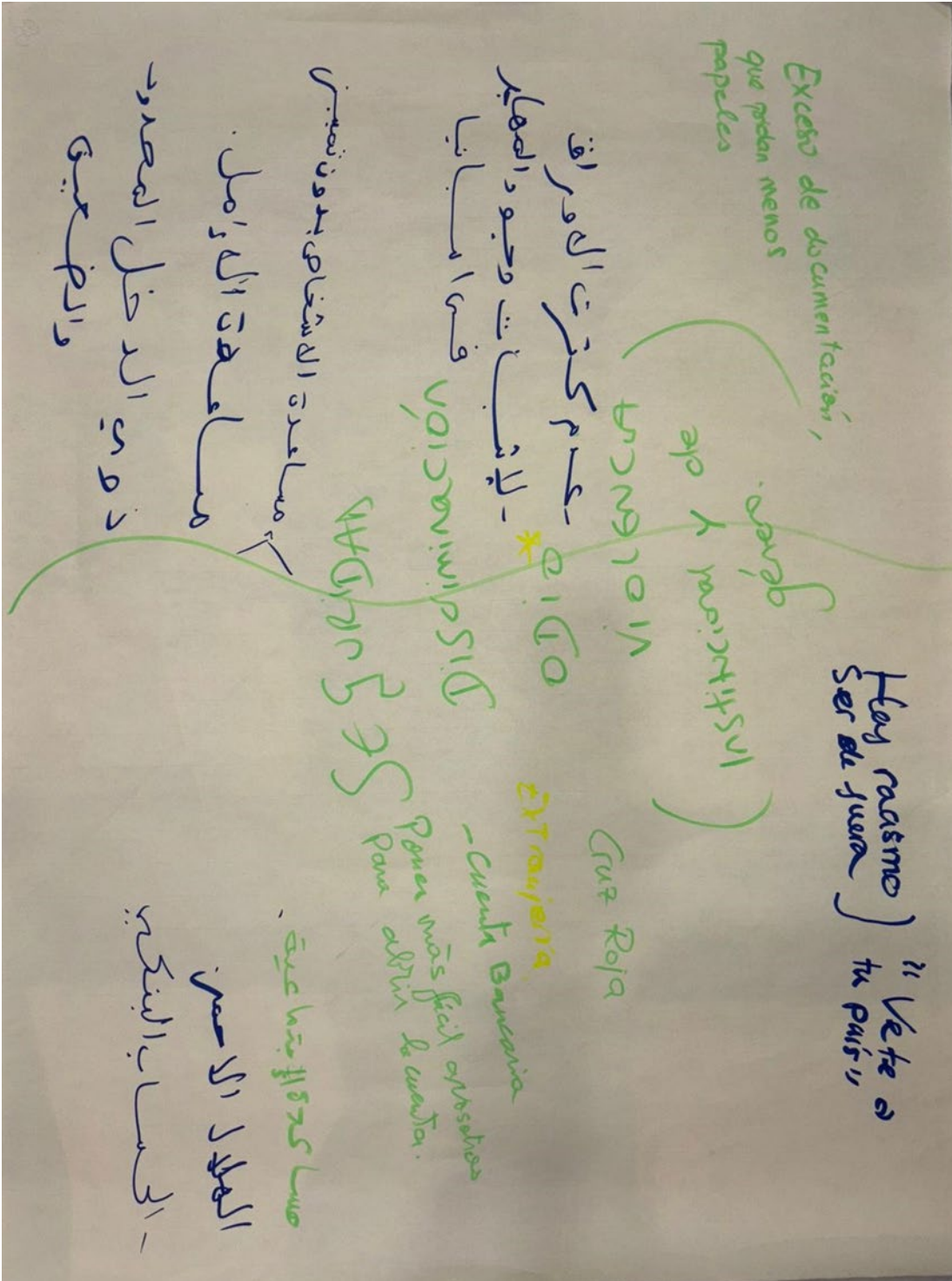
Figure 13. Mind map 9

Figure 14. Mind map 10

Figure 15. Mind map 11

4. Conclusions

In conclusion, we can see that these dialogues elicited some different results, due to their location, which was in deprived areas of the city. Researchers found a "*papers first*" approach with both migrant women and operators, stressing for the need to secure legal documentation, before integration as a priority. Integration was almost an afterthought, that was to be achieved later. In fact, the operators reported that women did not want to engage in workshops and cultural activities as they had too many problems and did not have the basic necessities to survive like food and housing and a stable income. This meant they were not motivated to mix and in fact divisions between the women were reported, as each woman had to think about their own situation and their own families and did not find common ground in their lives.

These workshops were particularly enlightening and depict how it is important in these CERV projects to carry out research in all areas of the city, including the most deprived to understand the reality of what integration means for all populations of migrant women.

The migrant women were particularly appreciative of getting their voices heard and being invited to take part in other activities in the project. It is not often that the participants are treated as co-researchers, being able to participate fully in roundtables with policy makers as well as hear about the final conclusions of the project. In particular they were able to create friendships during the workshops, and also hear about the results collected in prior workshops. This created feelings of solidarity for them as they felt that other women outside those participating in that particular workshop were experiencing the same barriers as them. Above all the migrant women were given agency in the workshops. They were made to feel that they already had resilience strategies that they were adapting and that they were also in a position to suggest solutions (policy) or otherwise to the barriers that they and other migrant women like them, were facing.