



REDESIGN BELONGING

D15.1

Policy roundtables



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Abstract	<p>This deliverable presents the findings of the research conducted under Work Package 15. The research included the execution of several policy roundtables both online and insitu with a diverse range of stakeholders including policy makers (local, regional and national), NGOs, service providers, students, civil society and migrants, including asylum seekers and refugees. The results of these events are presented, along with the policy recommendations formulated in the form of briefs. One brief has been presented per country and each brief has been translated into both national and migrant languages. An inclusive approach was adopted when creating the recommendations to ensure the migrants could engage fully in their co-creation and in the drafting and validation of the briefs. Multiple policies were examined in the area of asylum and immigration, service design, migrant intgegration, and hate crime. Comparisons and future research directions are presented in the conclusions. The results and policy briefs were also disseminated widely on social media. They were also shared with the European commission and also the academic community in the form of a publication submitted to a high ranking journal.</p>
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Document revision history

Version	Date	Description	Contributors
1	10/12/2025	Online workshops included	Dr Karen Latricia Hough
2	15/12/2025	Data from the face to face workshops included	Dr Karen Latricia Hough
4	20/12/2025	Final review of deliverable and submission	Dr Karen Latricia Hough, Magdalena Kosová

Disclaimer

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1. Executive summary

This deliverable presents the findings of the research conducted under Work Package 15. The research included the execution of several policy roundtables both online and insitu with a diverse range of stakeholders including policy makers (local, regional and national), NGOs, service providers, students, civil society and migrants, including asylum seekers and refugees. The results of these events are presented, along with the policy recommendations formulated in the form of briefs. One brief has been presented per country and each brief has been translated into both national and migrant languages. An inclusive approach was adopted when creating the recommendations to ensure the migrants could engage fully in their co-creation and in the drafting and validation of the briefs. Multiple policies were examined in the area of asylum and immigration, service design, migrant intgegration, and hate crime. Comparisons and future research directions are presented in the conclusions. The results and policy briefs were also disseminated widely on social media. They were also shared with the European commission and also the academic community in the form of a publication submitted to a high ranking journal.

2. Introduction

This deliverable outlines the main results from the policy roundtables that were conducted both online and offline by the partners in the consortium. The first part of the deliverable discusses the methodology and recruitment methods. This is followed by the results section for both the online and face to face to face policy roundtable events. In addition, the evidenced-based policy briefs are presented along with their translations. In Spain the brief (originally in English) was translated into Spanish and Arabic, whereas in Finland the brief was translated into Finnish and Swedish and in the Netherlands the brief was translated into Dutch. The briefs address policy gaps and subsequent recommendations on the local, regional and national levels.

After this a final section is included which discusses the cross-comparative results from the three countries under study Finland, Spain and the Netherlands, along with the conclusions and bibliography. The slides and materials from the speaker's presentations for the online policy roundtable are also presented. This is to ensure that all the materials are made available in an open source manner via the deliverable. This ensures the participants,

namely the migrants, asylum seekers, refugees and also the representatives from the NGOs can access everything, thus aligning with the inclusive approach adopted by researchers on the REBEL project.

3. Methodology

The policy roundtables were structured in diverse ways in order to reach as wide an audience as possible including local, regional and national policy makers as well as European Commission members. Several brainstorming events were conducted between the consortium members prior to ensure that all views were represented. A list of potential speakers was also investigated to ensure experts were selected with relevant experience. In addition migrants were invited to speak, and were treated as experts to ensure an empowering methodological approach was taken to include them as coresearchers.

In terms of recruitment, partners adopted a purposive sampling method to ensure all groups of stakeholders, migrants, asylum seekers, refugees, civil society, policy makers, students, educators, activists and NGO representatives were represented in all sessions. A dissemination and communication campaign was designed by WCD for the online event, which was shared by all consortium partners. In addition, FUNDEA promoted the offline event via their social media accounts. A timeline of the events and preparations can be found in the table below. The events took place between September and December 2025.

Time & Place	Description of event	Organisers	Participants
In situ event Granada, Spain, 15/09/2025	Policy roundtable in-situ event Closed roundtable with the minister of migration and inclusion Elma Saiz https://fundeas.org/2025/09/05/	FUNDEA	15 10 females and 5 males

Online session 7/11/2025 15-16.30 EET (14-15.30 CET)	Policy roundtable online webinar (public) “Policy Pathways: Enhancing Migrant Integration and Belonging in the EU” Professional speakers presented for each pilot country.	LAUREA FUNDEA WDCD Visio Facilitators Students from course (Virtual facilitation skills)	46 35 females 10 males and 1 non-binary
Online session 14/11/2025 12.00 CET- 13.00	Policy roundtable - Public Organised by Dr Fabianna Ciccarelli and Dr Karen Latricia Hough University of Pablo de Seville and Euro Arab foundation 21 participants attended	FUNDEA	21 16 females 5 males
Insitu event Granada 15/12/2025 10.00- 13.00	Policy roundtable held with educators, students, CSOs and activists held at the university of Granada	FUNDEA	45 39 females 6 males
Insitu event Granada 18/12/2025 10.00- 13.00	Policy roundtable held with educators, students, CSOs and activists held at the university of Granada	FUNDEA	90 64 females 26 males
			Total 52 males 164 females and 1 non binary 10 countries including

			France, Italy, Poland, Estonia, Spain, the Netherlands, Finland, Sweden, Austria and Malta. Modality - conducted Face to face and Online/hybrid
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4. Results from the hybrid and online policy roundtables

Event 1

The policy roundtable event was organized to last one hour and a half in total. It took place on the 7th November and involved a combination of academic presentations from guest speakers and academics working on the project, as well as interactive breakout sessions with the audience. An outline of the event can be found below.

PART 1 INTRODUCTION

15.00-15.20 EET (14.00-14.20 CET)

Introduction	5 min
Presentation of policy briefs (Spain, Finland, Netherlands)	15 min

Part 2 SPEAKERS - 40 min

15.20-16.00 EET (14.20-15.00 CET)

Speech 1: Martijn de Waal	15 min
Speech 2: Johannes Jauhiainen	15 min

Speech 3: Rowan Raylek	10 min
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Part 3 WORKSHOP - 30 min
 16.00-16.30 EET (15.00-15.30 CET)

Dividing participants into 6 breakout rooms (thematic groups). Students facilitating discussions for 20 min.	25 min
(Reflection in main room 10 min - one student (chosen prior) will give an overview of the main ideas discussed in their breakout room.)	5 min

The first part of the policy roundtable focused on the presentation of the main results of the research conducted in the REBEL project in all three pilot countries, Spain, the Netherlands and Finland. The presentation was given by Dr Karen Patricia Hough from Fundea, but included input from all consortium partners.

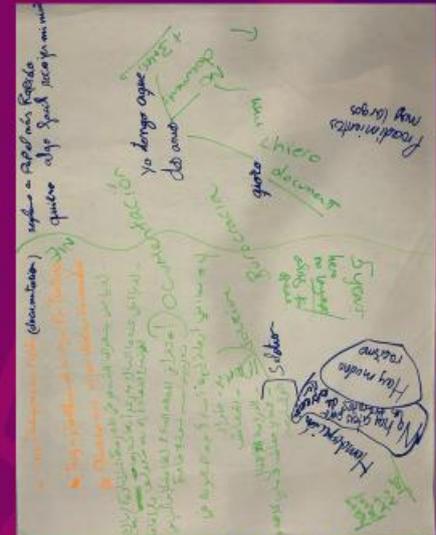
A summary of all of the presentations is provided below.

Presentation 1. Dr Karen Patricia Hough, Rebel project's results



//// REBEL – RESULTS SPAIN

- Over 100 women participated in 12 sessions in Granada, Spain in different parts of the city, including the most deprived areas
- Methodology of co-creation – migrant women including asylum seekers, refugees, policy makers, students, NGO representatives took part in workshops together
- Researchers used the methodology of the world café – as well as art based methods to promote inclusion and empower women as co-researchers
- Multilingual support was provided along with funding for travel and carers
- Researchers identified the gaps – such as fragmented governance and coordination gaps between national, regional, and local governments on migration policy and service delivery as well as CHARTING the resilience strategies of the migrant women



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//// Barriers to integration and participation

Insufficient data and monitoring

Weak mechanisms for tracking discrimination, migrant well-being, and service outcomes.

Underfunded integration programs

Lack of investment in language training, employment support, and housing assistance

Legal and Administrative Barriers

Prolonged asylum processing times, with delays of up to 3 years and Inadequate legal support. Impossibility to get an appointment and social security number

Labor Market Exploitation

Overrepresentation in low-wage, precarious, and informal sectors and reports of abuses

Housing Discrimination and Overcrowding

Systemic discrimination, cost of rent, lack of documents – empadrimiento, NIE, contract

Social Exclusion and Xenophobia

Persistent racial discrimination, especially affecting African and Muslim communities

Limited Access to Services

Barriers to healthcare access due to lack of documentation, Lack of follow up care and mental health support, Inconsistent integration services across autonomous communities (postcode lottery), lack of multilingual support in public institutions

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Policy recommendations



- Speed up and humanize regularization processes.
- Strengthen labor protections.
- Expand access to affordable housing and address homelessness among the migrant community.
- Facilitate the recognition of migrants' professional qualifications from their countries of origin to ensure they can more easily access the labor market.
- Promote inclusive education and anti-racism initiatives (to combat hate crimes).
- Improve access to health services.
- Promote integration at the local level and ensure that the basic needs of migrant women are met.
- Create vocational training programs that go beyond language learning and better prepare women for the labor market.
- Create gender-sensitive guidelines to ensure the inclusion and protection of victims of violence.
- Create educational programs that facilitate the integration of migrant women in Spain.



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REBEL – RESULTS FINLAND



Focus on *co-creation* and *participatory design* – engaging participants as experts of their own experiences

Organized 14x Dialogue Workshops and 3x Design Jam Sessions (autumn 2024) in cooperation with various NGOs in Tampere and Helsinki regions. Over half of the participants had lived in Finland for over 5 years.

- Intensive cooperation with NGO's and their members of staff for gaining access and facilitating trust
- Lowering the threshold for participation: sessions took place in the NGOs premises and often during their regular activities
- Multilingual facilitation
- Implemented safer space principles
- Provided refreshments
- Informed consent required from all participants

Reached 205 participants (ca 200 women) of very diverse backgrounds

Aims: To understand challenge women's challenges integration and sense of belonging in Finland - To facilitate co-creation of solutions to the identified challenges - To foster trust, create networks and strengthening bonding social capital - To present a short introduction into co-creation and service design methodology (Design Jams)



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Barriers to integration and participation

Employment and Labour Market Challenges

- Underemployment and occupational downgrading despite high qualifications
- Lack of employer trust in foreign credentials
- Institutional steering into narrow sectors (e.g. care work)
- Persistent workplace discrimination

Language and Communication Barriers

- Problems with learning Finnish
- Rigid and inefficient Finnish language courses
- Mismatched or (as perceived) low-quality interpreting services

Social Exclusion and Discrimination

- Racism, prejudice, and cultural misunderstandings
- Loneliness, micro-aggressions, and lack of intercultural dialogue

Barriers to integration and participation

Fragmented Access to Information

- Unclear responsibilities, scattered sources, and lack of "everyday" knowledge (e.g. unions, renting, taxation)
- Information is shared at the beginning of the integration process (risk of information overload), does not take into account the migrant's changing and evolving information needs throughout the process of integration

Accessibility Barriers

- Costly travel
- Fear of slipping on ice/inability to venture outside during winter

+ importance of the **Time dimension** (accumulative stress and idleness, decreased motivation and trust connected to long-term feelings of exclusion and idleness) penetrating all these categories

Barriers to integration and participation

Speaking to designers with and about a perspective of integration in the Netherlands we learned people experience the following barriers:

DISCRIMINATION

- Hate crimes, racism and exoticising
- Being treated as a threat by host society
- Structural discrimination (e.g. in educational system) and not being seen as intelligent

ADMINISTRATIVE STRUGGLES

- Difficulty navigating bureaucracy
- No recognition of qualifications/certifications from home country
- Excessive bureaucratic regulations regarding jobs, housing, visas, education

SOCIAL ISOLATION & MARGINALISATION

- Feeling of "not fitting in" due to cultural barriers
- Lack of places to facilitate cross-cultural social interaction
- Lack of affordable & accessible recreational activities

CULTURAL MISUNDERSTANDINGS

- Not knowing the language
- Lack of programs and services providing cultural awareness / understanding
- Feeling unsafe in public places

Policy recommendations

OPPORTUNITIES FOR INTEGRATING DESIGN FOR BELONGING IN POLICY

- Creating spaces that address the specific needs of migrant women & foster cultural dialogue with the host country community
- The use sensory activation, i.e. food, smells, visual stimulation is used by people to increase their sense of belonging
- Encourage self-fulfilment creating a strong sense of self and opportunities to reinvent yourself & discover new things about yourself
- Support local implementation of cultural, design and co-creation e.g. on neighborhood level
- Design projects, start-ups and other initiatives can stimulate job creation

After that the guest speakers presented their research. Researchers invited a mix of experts including one in civic interaction design, another in democratic innovation as well as one with lived experience to ensure an alignment with the main principles of the REBEL project, which include the

empowerment of the migrant women themselves. Thus, having a migrant as a presenter and expert was particularly impactful.

Speaker 1 Martijn de Waal

Amsterdam University of Applied Sciences

CIVIC INTERACTION DESIGN

Civic Interaction Design is an interdisciplinary research group at the Amsterdam University of Applied Sciences. Together with students, designers, technology developers, policymakers, (local) governments, academic researchers, and citizens, we explore how design & technology can contribute to civic life: the numerous and varied interactions through which people in a society come together to strive towards collective well-being.

NEWS

- 29 October: Thingscon salon on maintaining good intentions in the smart city July 11, 2025
- Interview: The Road to Better Social Media – BNR Newsradio Podcast June 26, 2025
- Call for participants – Tutorial: Towards Inclusive XR Research & Development June 26, 2025
- Join us on June 25th for a Sensor Discovery Tour at Leidseplein June 19, 2025
- Human Values experiments part of Amsterdam Innovation Day June 11, 2025

FEATURED OUTPUT

- New Vision of Civic IxD: Design for Living Together Essay
- What is Next for Civic Design? Paper

RESEARCH PROJECTS

- Awe in Immersive Art for Societal Transformation 2024-2025
- Human Values for Smarter Cities 2022-2026

<https://civicinteractiondesign.com/features/new-vision-of-civic-ixd-design-for-living-together/>

(Urban) Curators

Situated intermediary actors who facilitate collective action and mediate between community needs and local institutions.

Civic (interaction) design:

<<Create opportunities to interact, form alliances, generate shared interest, and care for matters of public concern.>>

Gordon & Mugar 2020

Dramaturgy

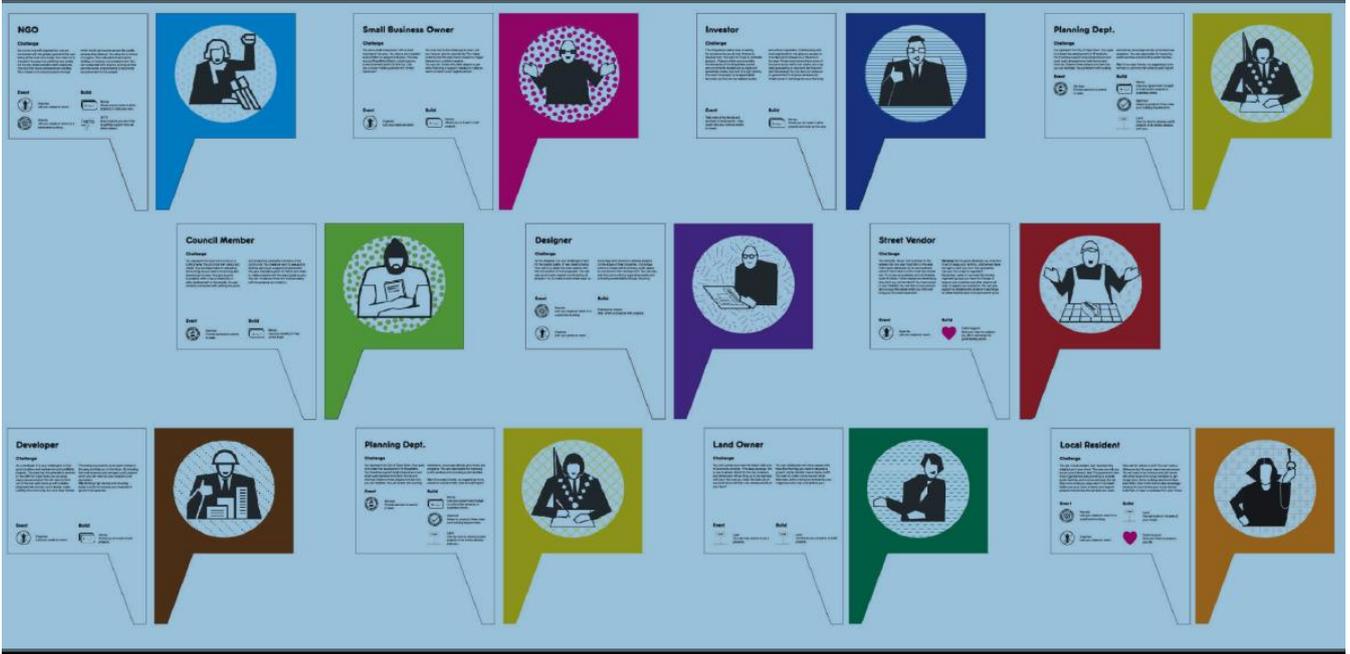
The design of spatial and temporal settings, roles and relations through which interaction between people and/or between citizens and institutions emerges.



The Hackable City
Collaborative Citymaking
in Buiksloterham



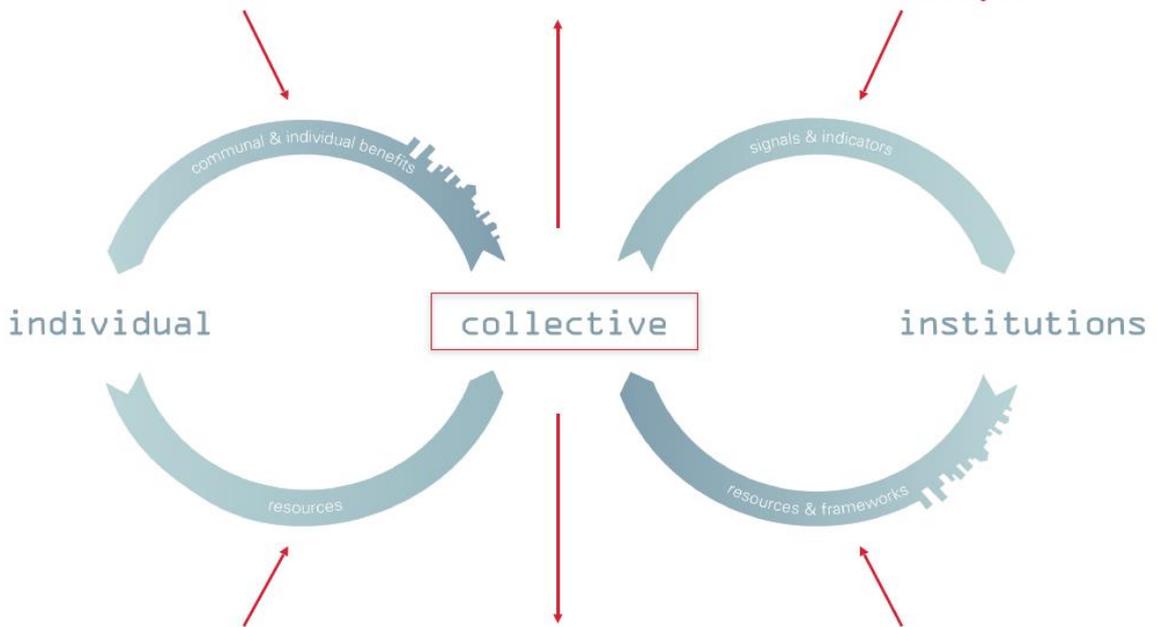
Roles



Role of inventor and integrator, expertise

Dramaturgies
Storytelling /Agenda Building

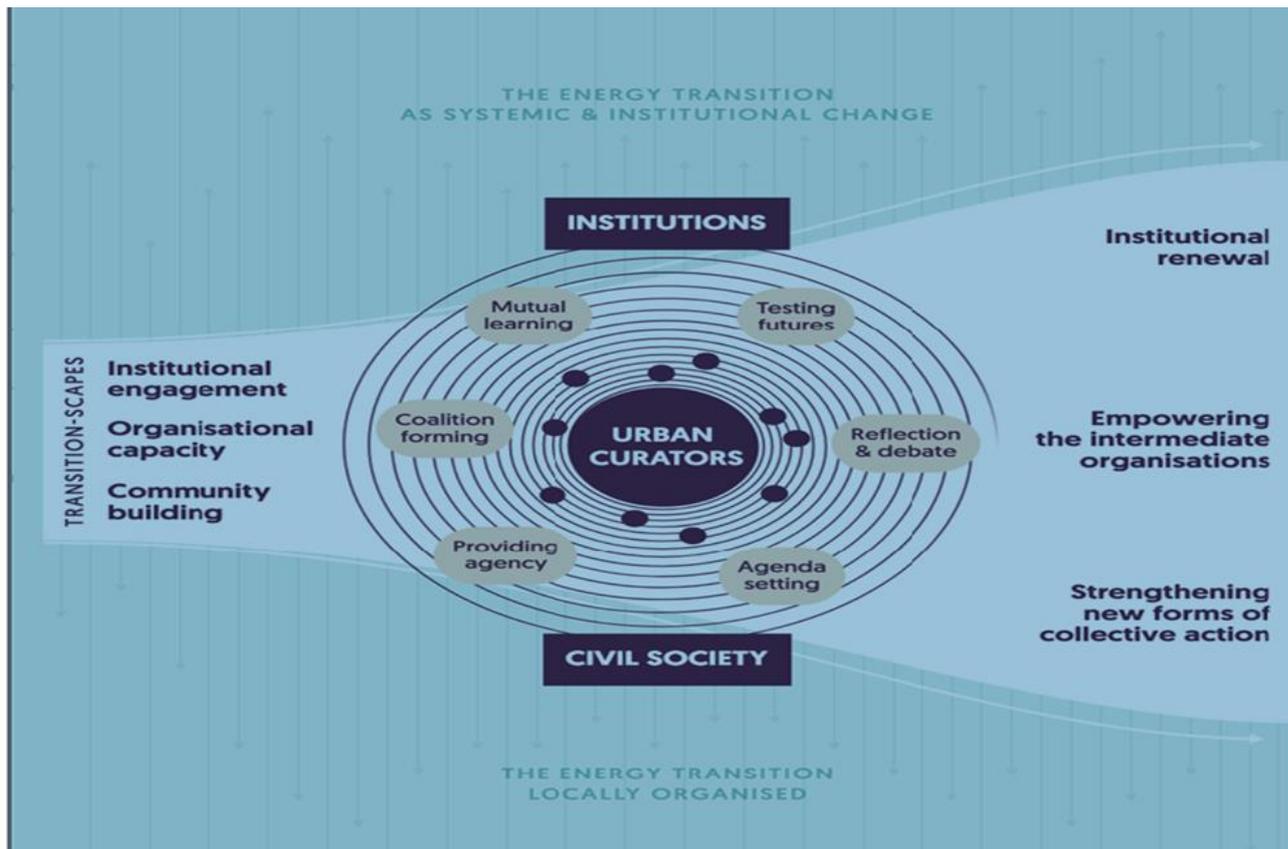
Role of data-analyst, communicator and lobbyist



Role of community organizers

Urban Curators
Institutions

Role of strategic planner & policy



www.playthecity.nl / www.gamesforcities.nl

Speaker 2 Johannes Jauhiainen

DEMOS
HELSINKI

Promoting social justice through democratic innovations and inclusive social contracts

7.11.2025

Johannes Jauhiainen

Demos Helsinki in brief



We are a globally operating, not-for-profit, **independent think tank**. We were founded in 2005 and are headquartered in Helsinki, Finland. Our annual revenue was **5,4 million in 2024**.



Our team consists of a community of about **70+ curious and kind individuals** with a vast international network of partners and contributors.



We create impact through **over 100 projects annually in 30 different countries**. We offer consultancy services, conduct research, and build alliances for transformation.



Our mission is **to lead societal transformation towards a fair, sustainable and joyful next era**.



We are **project funded**. Our partners include progressive governments, international organisations, CSOs, corporations, philanthropies and world-class universities around the globe.



Our impact model focuses on **five levers of change**: governance, economy, infrastructure and technology and agency.



2

OUR COMMON CHALLENGE

DEMOS HELSINKI / 2025

Pillars of democracy



The significance of trust and belonging



Methods

3

Social contracts give the framework for trust and inclusion

Robustness over equilibrium.

A resilient social contract focuses is not static. It recognizes that social contracts must be continually adjusted to stay responsive to changing conditions. **Core values like fairness, inclusiveness, and democracy remain constant, but their application must stay flexible.** According to research by the OECD, this is especially important for women in the context of public services.

Adaptive institutions.

Resilient institutions must be flexible enough to handle new challenges without collapsing. Political and legal systems should allow for gradual, iterative reforms that adapt to shifting realities. The goal is not to preserve institutions unchanged but to guide their evolution while maintaining core principles.

Pluralism.

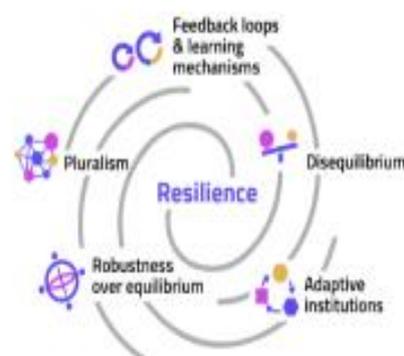
Diversity strengthens resilience. Just as biodiversity protects ecosystems, institutional pluralism helps societies absorb shocks and adapt to disruptions.

Disequilibrium.

Resilience-oriented systems accept instability as part of progress. Instead of rigid rule-following, they view uncertainty and disruption as opportunities for growth and transformation.

Feedback loops and learning mechanisms.

Resilient social contracts rely on constant feedback and learning. Democratic practices—elections, deliberation, and contestation—enable continuous evaluation and adaptation to



Promoting social justice through democratic innovations and inclusive policy making

- **Challenge: How do people from all walks of life get their voices heard?**
- **Democratic innovations** are an umbrella term for new ways of decision-making and policy making that compliments the work of representative bodies.
- Examples of democratic innovations are: Participatory budgeting, citizen's assemblies, **advisory councils** and much more.
- On the local level, they often are often open to **residents** regardless of **citizenship status** and offer a way to discuss and deliberate on how to make local communities better.
- Democratic innovations can be designed specifically to amplify voices of certain groups or shift the power.
- They can generate important input to decision-making that makes the decisions more equitable and sustainable.



Some pitfalls of democratic innovations

- Representation
- Accessibility
- Impact
- Ownership

These must be assessed and evaluated regularly

Participation and inclusion are rights not luxuries

8

Speaker 3 Rowan Raylek, expert with lived experience and migration expert in gender violence.

The speaker Rowan Raylek did not have slides, but she has provided a summary of her presentation which is provided below.

Introduction and personal context

- * Brief presentation of myself as a migrant woman from Egypt and researcher on gender-based violence.
- * Connection between migration, gender, and personal transformation.
- * Migration from Egypt
- * Limited opportunities for women to live outside social norms.
- * The only acceptable path to migrate is often through a student visa, with complex and expensive procedures.
- * Migration as both an educational goal and a search for personal freedom.
- * Family expectations and social pressure
- * Families in Egypt hold high expectations for daughters who migrate success becomes a collective duty.
- * Emotional tension between fulfilling family pride and pursuing individual freedom.
- * Invisible and structural violence
- * Not all gender-based violence is physical; it can also be

structural, symbolic, or institutional.

- * These invisible forms of violence restrict women's autonomy and are difficult to report or prove.

- * In Spain, reporting gender violence for migration purposes often requires physical evidence, which excludes many real cases.

- * Emotional complexity of migration

- * Many migrant women do not wish to abandon their families, even if they are part of patriarchal structures.

- * The challenge is to grow, transform, and find freedom without losing connection to loved ones or cultural identity.

- * Cultural Challenges and double standards

- * Western societies often criticize Middle Eastern patriarchy but overlook their own subtle or liberal forms of machismo.

- * Migrant women are frequently misunderstood expected either to remain traditional or to be completely liberal, without space for personal evolution.

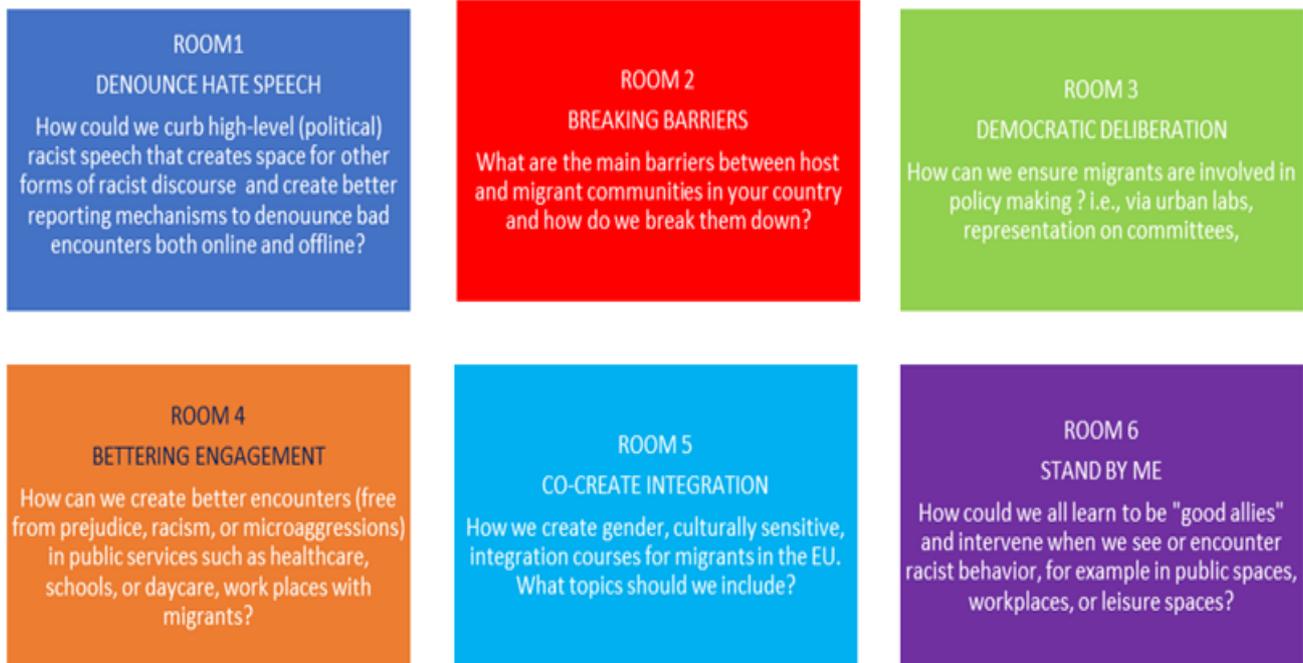
- * Legal and Economic barriers in Spain

- * Student visa restrictions limit access to formal employment.

- * Migrant women often face instability and precarious working conditions.

- * Bureaucracy creates a loop between legal dependency and economic vulnerability.

After this the online policy roundtable changed format, and moved to the dialogue phase. As the event was conducted online, breakout rooms were used. There were four groups and student facilitators steered the conversations. There were several topics elicited for the Breakout rooms, which came from the findings of the research. They are listed below.



However due to time limitations only four were chosen on the day, namely
Room 1 Breaking barriers
Room 2 Bettering engagement
Room 3 Co-create integration
Room 4 Stand by me

Two student facilitators were present in every break out room in order to ensure that the session functioned smoothly. The designated facilitator also took notes and invited the participants to use the miro boards to outline their ideas in a safe space, as sometimes it is difficult to speak in a group about sensitive issues. The miro board opens up a more equitable way of brainstorming ideas, ensuring every participant gets the chance to contribute in their own time. The following main ideas were collected. The results of each breakout room are presented below.

1. Break out room - Co-creating integration

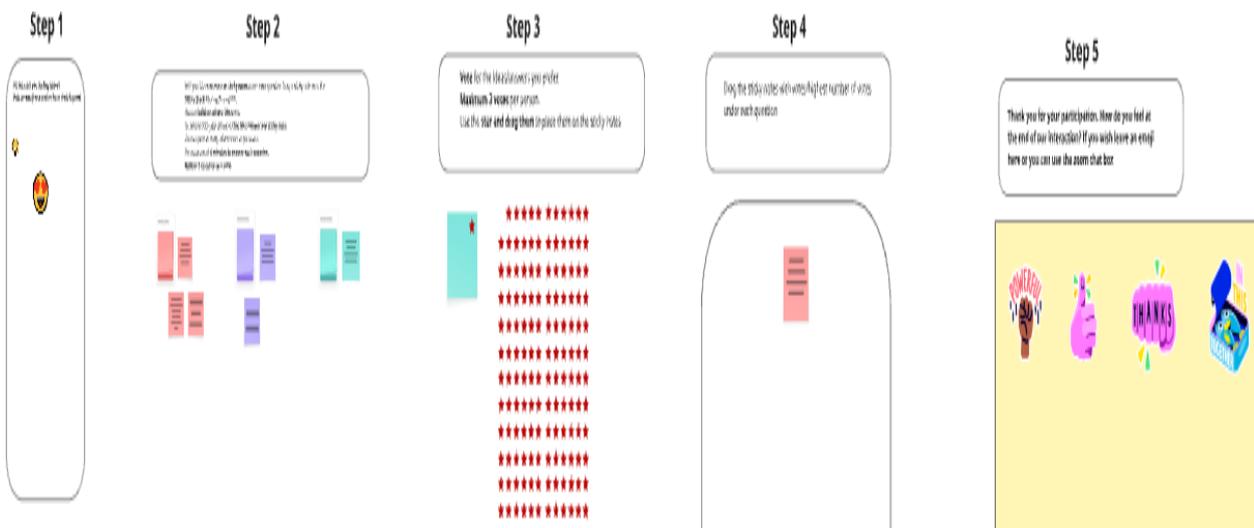
In this session, participants examined both the positive and negative dimensions of integration. Initially, they reflected on experiences of non-

belonging and identified the structural and social barriers that hinder integration. Participants then discussed the potential role of social media in fostering a sense of belonging and facilitating the development of a global community. Within this context, diversity was consistently framed as a positive and enriching factor.

A further key theme was the need to conceptualize integration as a horizontal process. Participants emphasized that integration should not be understood solely as a relationship between host and migrant populations, but also as a dynamic process occurring among migrant communities themselves. Conflicts between different migrant groups were highlighted as an often-overlooked aspect of integration.

Finally, participants underscored the importance of sustained funding from local authorities and governments for initiatives aimed at promoting integration. They noted that the financial costs associated with such initiatives are frequently prohibitive for migrants, resulting in a disproportionate reliance on non-governmental organizations. This reliance often leads to uneven service provision, whereby access to integration support is largely limited to migrants residing in urban areas with a high concentration of NGOs.

Miro board co creating integration

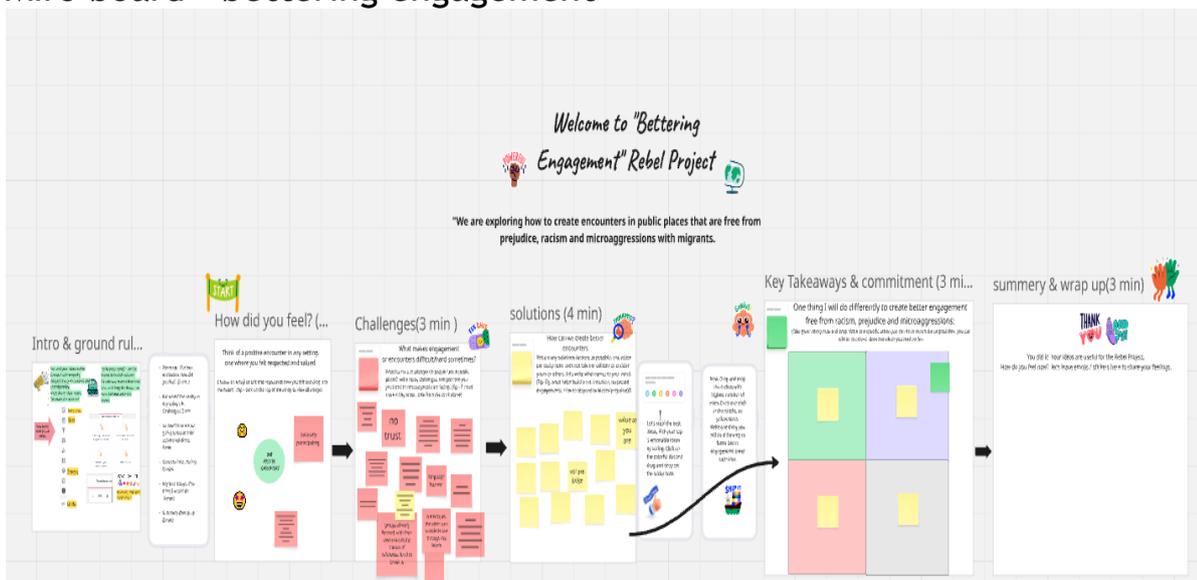


2 Break out room - bettering engagement

The primary themes identified in this discussion related to a lack of trust between communities and the absence of accessible entry points to facilitate integration. Participants reported that many migrants had already formed distinct subcultures and social networks that were difficult for outsiders to access. These group formations were often described as survival strategies, developed in response to experiences of racism and the hostile environments migrants sometimes encounter within host societies.

Additionally, some participants highlighted a lack of familiarity with cultural norms as a barrier to full engagement with the host society. As a result, participants emphasized the need for targeted strategies focused on rebuilding trust, fostering mutual recognition, and enhancing individuals' self-esteem as foundational components of effective integration efforts.

Miro board - bettering engagement

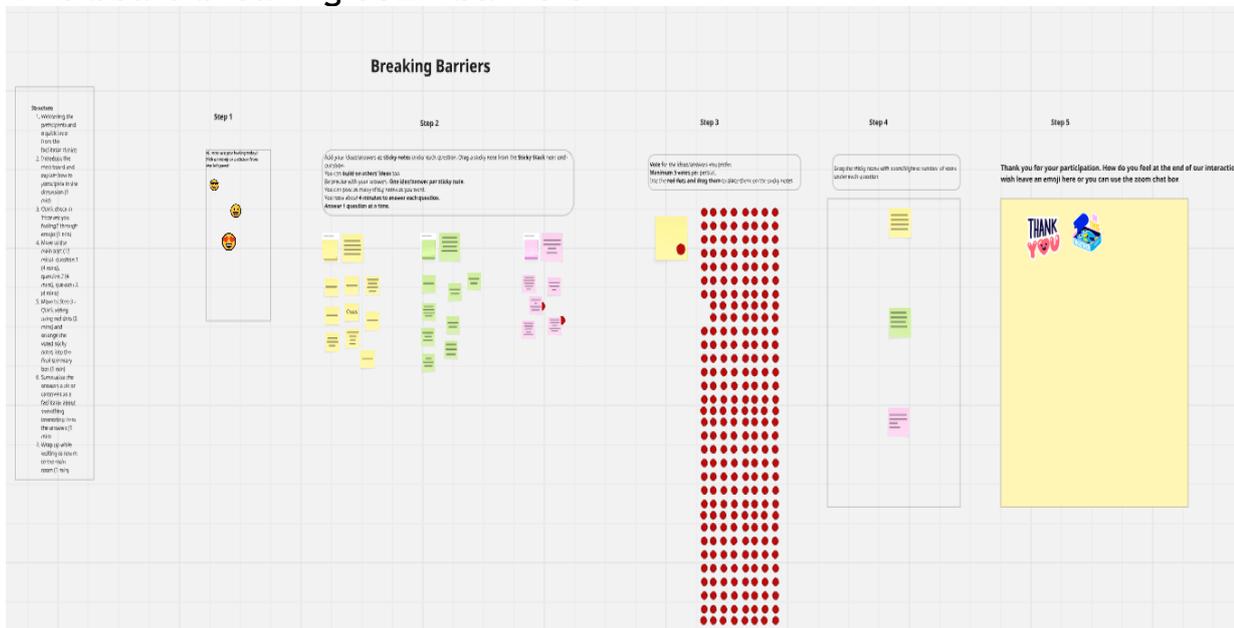


3. Break out room - breaking down barriers

This session emphasized the importance of inclusive activities—such as games, embroidery, and other shared leisure practices—as effective mechanisms for bringing migrants and members of host communities into closer contact. Participants suggested that barriers to integration could be more readily addressed through informal and recreational activities, which provide accessible and low-pressure opportunities for social interaction.

Consequently, the session focused on the creation of safe spaces in which migrants and host community members could interact and spend meaningful time together, thereby supporting the early stages of the integration process. Additionally, participants highlighted the necessity of providing translation services to facilitate effective communication, alongside psychosocial support to address emotional and mental well-being as integral components of successful integration initiatives.

Miro board breaking down barriers



4. Break out room - stand by me

This session underscored the significance of perception bias in the context of racist incidents. Participants reported that individuals who engage in racist behavior are often perceived as potentially dangerous, which discourages victims and bystanders from reporting such incidents in real time. Instead, incidents are more likely to be addressed retrospectively, once individuals feel a greater sense of safety.

Participants also discussed practical strategies that bystanders can adopt to respond to and counter racist incidents. These included offering visible support to victims—for example, by sitting next to them on public transport—and assisting them in reporting incidents to the police or other relevant authorities.

session highlighted the importance of perception bias. It was reported that people who commit racist acts can seem dangerous and so it is unlikely that people report the incident in real time. Rather they prefer to focus on it in another time, when they feel safe. Some strategies that bystanders can adopt to counter such incidents include sitting by a person on a bus who has been a victim of racism, or helping them report it to the police.

Miro board for stand by me



Second online policy roundtable

The second event took place on 14 November 2025 and comprised two presentations. The first was delivered by Dr Karen Latricia Hough, who provided an overview of the research findings from the REBEL project. The second presentation, given by Dr Fabiana Cicarelli, contextualized the REBEL findings in relation to her comparative research conducted in Spain, Italy, and the United Kingdom. The presentation slides used by Dr Hough have been documented previously, as she presented the same material at the event held on 7 November 2025. The slides from Dr Cicarelli's presentation are presented below.

Following the presentations, a substantive discussion took place, focusing on comparisons between the situation in Granada and Seville, as well as with other national contexts, including Poland, Italy, the United Kingdom, and

Ireland. Participants noted that, as the capital of Andalusia, Seville was perceived to offer more comprehensive services for victims of hate crime, alongside greater integration opportunities for migrants more broadly.

Despite these perceived advantages, participants reported that similar barriers to integration persisted across contexts. These included bureaucratic obstacles; legal and residency status barriers; as well as economic, educational, social, and cultural challenges. Consequently, prevention strategies and evidence-informed policymaking were regarded as equally critical, and the policy recommendations emerging from the REBEL project were widely welcomed. This session was particularly valuable in enabling participants to critically assess the effectiveness of local, regional, and national policies.

Participants also expressed strong appreciation for the emphasis on empowerment and co-creation methodologies. Many advocated for the replication of these approaches and highlighted the importance of urban labs and policy roundtables that actively involve policymakers, migrants, asylum seekers, and refugees. Additionally, diversity- and gender-sensitive protocols were identified as essential for effective implementation. The establishment of separate committees was proposed as a best practice to ensure the creation of safe spaces and the application of culturally sensitive procedures.

The policy roundtable further facilitated transnational policy debates. A participant from Poland emphasized the challenges associated with integrating a large number of female refugees from Ukraine, noting that the emergency context placed considerable strain on economic resources and housing availability, although racism and hate crime were perceived as less prevalent. In Italy, similarly, hate crime was viewed as a less pressing concern than economic barriers faced by migrant women.

Overall, the discussions were highly productive. Given that many participants were migrants themselves, they were able to draw on their lived experiences to inform reflections on policy development aimed at improving migrant integration not only in Spain but across the European Union. Furthermore, many participants were engaged in advocacy work, enabling them to disseminate the findings and policy recommendations from the REBEL project to a wide range of stakeholders.

Presentation from Dr Ciccarella.



Strengthening Migrant Integration and Protection in Spain: Addressing Structural Challenges and Advancing Inclusive Policies

Author: Dr Karen Latricia Hough, FUNDEA

Co-organiser, REBEL Event: Fabiana Ciccarella, Ph.D candidate in Gender Studies, UniBa, UniMoRe, Universidad Pablo de Olavide

1. Structural Nature of Hate

- Hate speech and hate crime are structural
- Reflect power dynamics and inequalities
- Intersectional discrimination shapes experiences
- Offline hostility frames migrant women's lives

4. Connecting to REBEL Findings

- REBEL shows resilience but also structural barriers
- Bureaucratic, cultural, gender-based obstacles
- Digital hostility deepens exclusion
- Belonging = structural + political transformation

3. Legal Framework (EU & UK)

- Platform liability: from e-Commerce Directive to DSA
- DSA requires risk assessment + harm mitigation
- Focus on systemic discrimination and transparency
- Relevant for protecting migrant women online

5. Discussion Questions

- How does online hate shape daily lives?
- Role of platforms in preventing harm?
- Underestimated forms of digital hostility?
- Community and institutional interventions?



2. Online Hostility as Amplifier

- Online spaces mirror offline hostility
- Anonymity and algorithms amplify harm
- Gendered + racialised narratives intersect
- Online hate often precedes offline violence

5. Results from the in-situ policy roundtables

5.1. Event 1.

A high-level meeting took place at the offices of FUNDEA which included a policy roundtable with the minister of migration and inclusion Elma Saiz <https://fundeas.org/2025/09/05/>. In this meeting the main results of the REBEL project were discussed along with some of the gaps in policy and the recommendations elicited from the results.

Here is a refined **academic and report-style version**, with clearer structure, consistent tone, and improved coherence:

The following key areas were highlighted during the roundtable discussion.

Cultural Marginalization and Perceptions of Exclusion

Participants raised concerns regarding the cultural marginalization experienced by certain migrant communities in Spain. It was reported that many individuals—particularly those from the Moroccan community—perceived themselves as not being fully accepted within Spanish society. These perceptions were frequently linked to systemic discrimination in access to essential services, most notably in securing employment and housing contracts. Such exclusionary practices were understood to reinforce social marginalization and constrain migrants' opportunities for socio-economic advancement.

Legal and Systemic Obstacles

Participants also drew attention to structural challenges within Spain's immigration and asylum systems. The minister was informed that regularization procedures were often described as overly complex, protracted, and inconsistently implemented. Significant delays in the granting of legal residency or asylum status were reported to be common, leaving many migrants in prolonged states of legal, social, and economic uncertainty. It was further noted that these conditions frequently compel migrants to accept informal or precarious employment arrangements lacking basic labour protections, thereby increasing their exposure to exploitative practices, including wage theft and unsafe working conditions.

Social Exclusion, Discrimination, and the Underreporting of Hate Crimes

Issues related to social integration were discussed extensively. Participants emphasized that migrants often encounter persistent barriers, including limited access to language training, insufficient cultural orientation programmes, and inadequate institutional support for civic participation. Discrimination and xenophobia were identified as pervasive concerns, with several participants noting that hate crimes and racially motivated incidents are frequently underreported. The minister was urged to strengthen anti-discrimination frameworks, enhance data collection and reporting mechanisms, and support public education initiatives aimed at countering xenophobic narratives.

The case of Torre Pacheco, a municipality in the region of Murcia, was cited as a recent example of rising anti-migrant sentiment in Spain. Participants referred to a series of demonstrations as indicative of broader societal tensions surrounding migration. In response, the minister acknowledged the importance of promoting inclusive narratives and highlighted the role of public discourse in shaping public attitudes. She reaffirmed the government's commitment to fostering positive representations of migrants as integral contributors to Spain's social and economic life.

5.2. Event 2.

On the 15th December, 2025 a policy roundtable was held with educators, students, CSOs and activists held at the university of Granada. There were 45 attendees in total. The event was a great success as also migrants were able to attend and give their feedback on the failures of current policies regarding the integration of migrants in Spain. The event began with a short presentation of the main results of the Rebel project. This was then followed by an open policy roundtable.

Barriers to integration and participation



- Insufficient data and monitoring.
- Weak mechanisms for monitoring discrimination, migrant well-being, and service outcomes.
- Underfunded integration programs.
- Lack of investment in language training, employment support, and housing assistance.
- Legal and administrative barriers.
- Prolonged asylum processing times, with delays of up to 3 years and inadequate legal assistance.
- Inability to obtain an appointment and a social security number.
- Exploitation in the labor market.
- Overrepresentation in precarious, informal, and low-wage sectors, and reports of abuse.
- Discrimination in housing and overcrowding.
- Systemic discrimination, cost of rent, lack of documents (registration, NIE, contract).
- Social exclusion and xenophobia
- Persistent racial discrimination, particularly affecting African and Muslim communities.
- Limited access to services
- Barriers to accessing healthcare due to lack of documentation, lack of mental health monitoring and support, inconsistent integration services between autonomous communities (postcode lottery), lack of multilingual support in public institutions.

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There were many themes that were raised in the roundtable. A summary of the main ones is listed below.

Key Themes and Recommendations

1. The session highlighted the need to ensure the provision of technological solutions, including digital platforms and mobile applications, to support migrant integration. Participants noted that many migrants experience a digital divide that limits access to essential services such as legal assistance, healthcare, education, and labour market opportunities. It was emphasized that technological interventions should be accompanied by structured digital literacy and training programmes to enable effective and equitable use. Additionally, the establishment of libraries and community hubs equipped with digital devices and free Wi-Fi was identified as essential, particularly for migrant women, some of whom face restrictions on technology use within male-headed households.
2. The session emphasized the importance of developing culturally appropriate and gender-sensitive education and integration programmes aimed at addressing racism and hate crime, while fostering mutual understanding between host communities and migrant populations, as well as among migrant communities themselves.
3. Participants identified the need for increased training and the recruitment of additional administrative staff to address bureaucratic

barriers within the Spanish administrative system. Particular attention was given to challenges related to the recognition of foreign qualifications and registration with local councils. Addressing these issues was seen as critical for improving the utilization of migrants' skills, as many participants reported being employed in positions below their qualification levels, thereby contributing to further marginalization. Streamlined administrative processes were also considered essential for enhancing access to housing in the private rental market, where delays in local council registration were identified as a significant barrier.

4. The use of art-based and technological approaches in research and engagement was proposed as a means of enabling migrants to participate more actively in urban and living labs. Participants suggested that such participatory methodologies could facilitate inclusive dialogue on sensitive topics, including immigration, asylum policy, and integration.
5. Finally, the session underscored the need for enhanced economic support for migrants to enable participation in education, retraining, and skills-development programmes, thereby supporting long-term social and economic integration.

5.3. Event 3

On 18 December 2025, a second policy roundtable was held at the University of Granada, bringing together educators, students, civil society organizations, and activists. This event was organized in response to limited attendance at the previous roundtable on 15 December, which was affected by seasonal illness during a period of high influenza prevalence, as well as severe weather alerts for flooding in areas surrounding the city. Despite these circumstances, many individuals who were unable to attend expressed strong interest in participating. Consequently, a follow-up event was scheduled to ensure broader engagement and inclusivity. A total of 90 people attended.

Key Themes and Recommendations

1. The session highlighted the need to tackle hate crime and discrimination via the creation of more stringent laws and educational programmes
2. The session emphasized the importance of developing cultural awareness campaigns

3. Participants identified the need for increased linguistic training, stating that formal language classes should be provided for all migrants and that sensitive terminologies should also be included.
4. Finally, digital training programmes are needed to ensure that migrants are able to apply for the necessary documents online. All sites should also be translated online into multiple migrant languages. These courses should be offered free to all migrants residing in Spain.

6. Policy Briefs

This section presents the three policy briefs produced by the researchers working in Spain, the Netherlands and also Finland. The briefs were produced using evidenced-based insights from the numerous workshops conducted through the life cycle of the project as well as the discussions that ensued in the online and offline events for WP15.

6.1. Policy Brief Spain

Title: Strengthening Migrant Integration and Protection in Spain: Addressing Structural Challenges and Advancing Inclusive Policies

Author: Dr Karen Latricia Hough, FUNDEA

Executive Summary

Spain remains one of Europe's primary destinations for migrants and asylum seekers due to its strategic location and historical ties with Latin America and North Africa. Despite legal frameworks and integration efforts, migrants in Spain continue to face significant challenges, including legal precarity, labor exploitation, housing discrimination, and social exclusion. This policy brief identifies the key issues affecting migrant populations in Spain and proposes actionable recommendations aimed at fostering a more inclusive and rights-based migration policy. Researchers use insights from the EU funded CERV REBEL project to form these evidence-based policy recommendations.

Context and Background

Over the past two decades, Spain has seen a sustained increase in immigration, particularly from Latin America, North Africa, sub-Saharan Africa, and Eastern Europe. As of 2025, foreign-born residents make up approximately 15% of Spain's population. Migrants contribute significantly to the economy, especially in sectors like agriculture, domestic work, and hospitality. However, systemic barriers continue to hinder their social and economic inclusion.

Legal frameworks such as the **Ley de Extranjería (Immigration Law)** and EU asylum directives form the basis of Spain's migration policy, yet implementation remains uneven, and gaps persist in addressing irregular migration, asylum backlogs, and social integration.

The research from the REBEL project evidences that there is a gender dimension to this, and that women migrants suffer more problems than men, including economic precarity and also gender violence. This suggests the need to target specific policies to protect women migrants in Spain.

Challenges Faced by Migrants in Spain: A Critical Overview

Spain has experienced a significant transformation over recent decades, evolving from a country of emigration to one of immigration. This demographic shift has brought about cultural diversity and economic contributions but has also highlighted a range of structural challenges that migrants encounter. Even if Spain is thriving economically, few of these benefits are passed onto the migrants. The challenges that migrants face is multifaceted, encompassing legal, economic, social, and institutional dimensions.

1. Legal and Administrative Insecurity

A primary concern for migrants in Spain is the complexity and precariousness of legal status. Many migrants arrive without proper documentation or overstay visas, leading to a precarious legal situation that limits their rights and makes it harder to find formal employment. The process of regularization is often slow and inconsistent, with significant delays in granting asylum or residency status. For instance, the time taken to grant asylum can vary between 3 months and 3 years, with delays of up to 7 months before the first interview and assessment phases exceeding the 6 months envisaged in law.

2. Employment Insecurity and Discrimination

Migrants in Spain frequently face labor market segmentation and occupational downgrading. Despite possessing qualifications, many are employed in low-paid, temporary, or informal jobs, particularly in sectors like agriculture, domestic work, and hospitality. These positions often lack labor protections, exposing workers to poor conditions and wage theft. According

to the Government of Spain's 2025 report, the employment rate of non-EU foreign workers is almost 10% lower than that of Spaniards, with a wage gap exceeding €10,000 per year.

Additionally, migrants often encounter discrimination in the labor market and in the REBEL project migrant women revealed instances of racism, mistreatment, and precarious working conditions compared to the Spanish-born population. Participants reported limitations in accessible occupations, primarily in construction, hospitality, domestic service, and agriculture, and described major difficulties accessing other types of work, such as in public administration.

Some of the migrants in the REBEL research project reported being fearful of denouncing any exploitation by their employers for fear of being sacked. Thus, they put up with all sorts of infractions, like low wages, being victims of verbal and sexual aggression and being made to work longer hours for free. Some migrants worked in the fast food industry as *riders*, which meant that they could not prove they have a fixed contract and could pay the rent, and so once more this led to insecurity. Some young women said they could not have families due to this reason.

3. Housing Discrimination and Inequality

Housing insecurity is another significant issue confronting migrant populations. Discrimination in the rental market is prevalent, with many migrants facing barriers such as higher financial requirements and outright rejection based on origin. In Granada the research showed that for example, some migrants are turned away for not having 'essential' jobs in the local economy or for racist reasons, despite meeting all other requirements.

The Government of Spain's 2025 report highlights that homelessness affects foreigners 7.5 times more than Spanish nationals, and overcrowding affects non-EU foreign households 18% more than Spanish households. Migrants also report increased environmental and social problems in their neighborhoods, such as noise, lack of green spaces, and poor water quality. They also reported in the research in Granada that they had to live in the most dangerous parts of the city, where there was high criminality and lots of drug dealing and taking, leaving them feeling unsafe. These conditions were deemed to be particularly harsh for migrant women, who reported in the research feeling both unsafe and also unlisted to by the police when aggressions occurred.

In the research some of the NGOs reported that migrants were often left homeless as the demand for accommodation in Granada was high as there were many international students and so they could be asked to vacate at

any minute. Also, being a famous tourist destination, accommodation was hard to find due to the fact that many apartments have been converted into Airbnb's.

The costs of renting were also high, which meant that migrants were forced sometimes to live in multiple occupancy houses with other families they were not related to, thus living in cramped conditions with often internal conflicts between not only the occupants of the house, but also the residents in the apartments blocks who would often report such occupancies due to minimal space rules.

In addition, the NGOs and the migrant women themselves reported that the conditions in the apartments were often dire, and some had mold and due to the high price's migrants were not able to cover the bills. This could cause many illnesses for the elderly women and the children in particular and led to increased stress.

Another issue that was reported in the research was internal migration. Migrants reported having to move south to Andalusia, despite having no connections, due to the high costs of living in Barcelona, Madrid and other cities in the north. This led to social isolation, fragmentation of communities and also created further barriers for migrants in accessing the job market as the situation in the south was worse than that in the north, so the migrants found themselves in a no-win situation.

4. Social Exclusion and Discrimination

Social integration remains a complex and uneven process for migrants in Spain. Language barriers, limited cultural orientation programs, and insufficient institutional support inhibit effective participation in social, civic, and political life. Discrimination and xenophobia are persistent problems, with migrants often being stigmatized in public discourse, media representations, and even within official institutions.

The Government of Spain's 2025 report notes that structural discrimination continues to affect foreign women, young people, and North Africans in particular. The report also highlights that discrimination is not only an ethical and social problem but also an economic one, with the Observatory against Racism and Xenophobia estimating the loss derived from employment and education discrimination against foreigners at €17 billion a year.

5. Unequal Access to Public Services

While Spain provides a public health and education system that is, in principle, open to all residents, including undocumented migrants, the reality on the ground is more fragmented. Access to healthcare is often contingent upon residence registration (empadronamiento), which can be difficult to

obtain without stable housing. Even when legally entitled, many migrants face linguistic, cultural, and bureaucratic barriers when navigating the healthcare system.

Similarly, migrant children may face challenges enrolling in school or receiving adequate language and integration support. The Government of Spain's 2025 report highlights that early school leaving is 20% higher among foreign youth (31%) than among Spaniards (11%), and that foreign students have lower enrolment rates in intermediate and higher vocational training and university.

Key Challenges

1. Legal and Administrative Barriers

- Prolonged asylum processing times, with delays of up to 3 years.
- High thresholds for regularization, leaving many in a state of legal limbo.
- Inadequate legal support for undocumented migrants and asylum seekers.

2. Labor Market Exploitation

- Overrepresentation in low-wage, precarious, and informal sectors.
- Disproportionate job insecurity and lack of upward mobility.
- Reports of widespread labor abuses, especially in agriculture and domestic work.

3. Housing Discrimination and Overcrowding

- Migrants 7.5 times more likely to face homelessness than Spanish nationals.
- Overcrowding affects foreign households at rates 18% higher than native-born families.
- Systemic discrimination in the rental housing market.

4. Social Exclusion and Xenophobia

- Higher levels of school dropout among foreign youth (31% vs 11% among nationals).
- Persistent racial discrimination, especially affecting African and Muslim communities.

- Lack of intercultural education and anti-discrimination initiatives in public institutions.

5. Limited Access to Services

- Barriers to healthcare access due to documentation or empadronamiento issues.
- Lack of mental health support for migrants who can suffer from post-traumatic stress disorders
- Inconsistent integration services across autonomous communities.
- Lack of multilingual support in public institutions.

Policy Gaps

- **Fragmented governance:** Coordination gaps between national, regional, and local governments on migration policy and service delivery.
- **Insufficient data and monitoring:** Weak mechanisms for tracking discrimination, migrant well-being, and service outcomes.
- **Underfunded integration programs:** Lack of investment in language training, employment support, and housing assistance.
- **Weak enforcement of labor protections:** Limited inspections and accountability in sectors employing large numbers of migrants.

Recommendations

1. **Accelerate and Humanize Regularization Processes**
 - Streamline asylum and residency procedures.
 - Introduce more flexible pathways for regularization based on humanitarian, social, or labor integration criteria.
2. **Strengthen Labor Protections**
 - Increase inspections and enforcement in high-risk sectors.
 - Promote legal pathways for seasonal and care work with labor protections.
3. **Expand Access to Affordable Housing**
 - Invest in public and subsidized housing accessible to migrant populations.
 - Enforce anti-discrimination laws in the housing market.
 - Make small units adaptable for single migrant women who often have no one to support them and can end up on the streets and at risk of exploitation

4. Promote Inclusive Education and Anti-Racism Initiatives

- Introduce intercultural education and anti-discrimination training in schools.
- Fund mentorship and scholarship programs for migrant youth.

5. Enhance Access to Services

- Simplify empadronamiento procedures to ensure access to healthcare and education
- provide specialized mental health resources for migrant women
- Develop multilingual support services in healthcare, legal aid, and social programs.

6. Foster Local-Level Integration

- Support municipalities in designing localized integration strategies with community involvement.
- Encourage public-private partnerships for social inclusion and employment programs.
- Peer to peer led observatories that monitor hate crime led by migrants for migrants
- Observatories for police to ensure hate crimes reported and acted upon

7. Create gender sensitive guidelines to ensure inclusivity and protection for victims of violence

- Create specialist police units equipped to deal with the reporting of violence and exploitation against migrants (all genders) in Spain
- Create national, regional and local observatories with migrants as committee members in order to monitor current efforts to promote inclusion

8. Create educational programmes that facilitate the integration of migrant women in Spain

- Facilitate the verification of academic qualification procedures and introduce fines for regions that do not finalise procedure within 12-18 months
- Create educational programmes to fit around working practices that focus not only on language learning but also on professional training and digital skills training. These should focus on all ages to encourage women who have been in the country for longer than 5 years to come back to education.

Conclusion

The research conducted for the Rebel project demonstrates quite clearly that migrants, and especially migrant women in Spain face deeply entrenched structural challenges that undermine their rights, dignity, and potential to contribute fully to society. Addressing these issues requires more than legal reform—it necessitates a coordinated, well-funded, and inclusive national integration strategy rooted in human rights and social cohesion. A proactive and empathetic policy approach can transform migration from a political challenge into a shared opportunity for sustainable development and democratic renewal.

The experience of migrant women in particular in Spain is shaped by a constellation of structural barriers that intersect to create enduring patterns of inequality. Legal precarity, economic exploitation, inadequate housing, social discrimination, and limited access to services are interconnected phenomena that demand a comprehensive policy response. Addressing these challenges requires not only legal reform and improved service provision but also a cultural shift toward a more inclusive and rights-based understanding of migration and diversity in Spanish society.

6.1.1. Policy Brief Spain: Spanish Translation

Resumen Ejecutivo

España sigue siendo uno de los principales destinos europeos para migrantes y solicitantes de asilo debido a su ubicación estratégica y a sus lazos históricos con América Latina y el Norte de África. A pesar de los marcos jurídicos y los esfuerzos de integración, los migrantes en España siguen enfrentándose a importantes retos, como la precariedad jurídica, la explotación laboral, la discriminación en materia de vivienda y la exclusión social. Este informe identifica los principales problemas que afectan a las poblaciones migrantes en España y propone recomendaciones prácticas para fomentar una política migratoria más inclusiva y basada en los derechos. Los investigadores utilizan los resultados del proyecto CERV REBEL, financiado por la UE, para formular estas recomendaciones políticas basadas en datos empíricos.

Contexto y antecedentes

En las dos últimas décadas, España ha experimentado un aumento sostenido de la inmigración, sobre todo procedente de América Latina, el norte de África, el África subsahariana y Europa del Este. En 2025, los residentes nacidos en el extranjero representarán aproximadamente el 15% de la población española. Los inmigrantes contribuyen significativamente a la

economía, especialmente en sectores como la agricultura, el trabajo doméstico y la hostelería. Sin embargo, las barreras sistémicas siguen dificultando su inclusión social y económica.

Marcos jurídicos como la Ley de Extranjería y las directivas de la UE en materia de asilo constituyen la base de la política migratoria española, pero su aplicación sigue siendo desigual y persisten las lagunas a la hora de abordar la migración irregular, los retrasos en el asilo y la integración social.

La investigación del proyecto REBEL pone de manifiesto que existe una dimensión de género y que las mujeres migrantes sufren más problemas que los hombres, incluida la precariedad económica y también la violencia de género. Esto sugiere la necesidad de dirigir políticas específicas para proteger a las mujeres migrantes en España.

Retos a los que se enfrentan los inmigrantes en España: Una visión crítica

España ha experimentado una importante transformación en las últimas décadas, pasando de ser un país de emigración a uno de inmigración. Este cambio demográfico ha traído consigo diversidad cultural y aportaciones económicas, pero también ha puesto de relieve una serie de retos estructurales a los que se enfrentan los inmigrantes. Aunque España prospere económicamente, pocos de estos beneficios se trasladan a los inmigrantes, enfrentándose a retos polifacéticos y abarcando dimensiones jurídicas, económicas, sociales e institucionales.

1. Inseguridad jurídica y administrativa

Una de las principales preocupaciones de los inmigrantes en España es la complejidad y precariedad de su situación jurídica. Muchos inmigrantes llegan sin la documentación adecuada o rebasan el plazo de validez de sus visados, lo que conduce a una situación jurídica precaria que limita sus derechos y dificulta la búsqueda de un empleo formal. El proceso de regularización suele ser lento e incoherente, con importantes retrasos en la concesión de asilo o residencia. Por ejemplo, el tiempo que se tarda en conceder el asilo puede variar entre 3 meses y 3 años, con retrasos de hasta 7 meses antes de la primera entrevista y fases de evaluación que superan los 6 meses previstos en la ley.

2. Inseguridad laboral y discriminación

Los inmigrantes en España se enfrentan con frecuencia a la segmentación del mercado laboral y al descenso de categoría profesional. A pesar de poseer cualificaciones, muchos están empleados en trabajos mal pagados, temporales o informales, sobre todo en sectores como la agricultura, el

trabajo doméstico y la hostelería. Estos puestos suelen carecer de protección laboral, lo que expone a los trabajadores a malas condiciones y al robo de salarios. Según el informe 2025 del Gobierno de España, la tasa de empleo de los trabajadores extranjeros no comunitarios es casi un 10% inferior a la de los españoles, con una diferencia salarial que supera los 10.000 euros anuales.

Además, los inmigrantes suelen sufrir discriminación en el mercado laboral y en el proyecto REBEL las mujeres inmigrantes revelaron casos de racismo, maltrato y condiciones laborales precarias en comparación con la población nacida en España. Las participantes informaron de limitaciones en ocupaciones accesibles, principalmente en la construcción, la hostelería, el servicio doméstico y la agricultura, y describieron grandes dificultades para acceder a otros tipos de trabajo, como en la administración pública.

Algunos de los inmigrantes del proyecto de investigación REBEL afirmaron tener miedo a denunciar cualquier tipo de explotación por parte de sus empleadores por temor a ser despedidos. Así, soportan todo tipo de infracciones, como salarios bajos, ser víctimas de agresiones verbales y sexuales y que les hagan trabajar más horas de forma gratuita. Algunos inmigrantes trabajaban en la industria de la comida rápida como jinetes, lo que significaba que no podían demostrar que tenían un contrato fijo y que podían pagar el alquiler, por lo que, una vez más, esto les generaba inseguridad. Algunas jóvenes dijeron que no podían tener familia por este motivo.

3. Discriminación y desigualdad en materia de vivienda

La inseguridad en materia de vivienda es otro problema importante al que se enfrentan las poblaciones migrantes. La discriminación en el mercado del alquiler es frecuente, y muchos inmigrantes se enfrentan a barreras como requisitos financieros más elevados y el rechazo directo por motivos de origen. En Granada, la investigación demostró que, por ejemplo, algunos inmigrantes son rechazados por no tener trabajos «esenciales» en la economía local o por motivos racistas, a pesar de cumplir todos los demás requisitos.

El informe 2025 del Gobierno de España destaca que la falta de vivienda afecta 7,5 veces más a los extranjeros que a los españoles, y el hacinamiento afecta un 18% más a los hogares extranjeros no comunitarios que a los españoles. Los inmigrantes también denuncian un aumento de los problemas medioambientales y sociales en sus barrios, como el ruido, la falta de zonas verdes y la mala calidad del agua. En la investigación realizada en Granada también informaron de que tenían que vivir en las zonas más peligrosas de la

ciudad, donde había una alta criminalidad y mucho tráfico y consumo de drogas, lo que les hacía sentirse inseguros. Estas condiciones se consideraron especialmente duras para las mujeres inmigrantes, que en la investigación declararon sentirse inseguras y también no ser atendidas por la policía cuando se producían agresiones.

En la investigación, algunas de las ONG informaron de que los inmigrantes a menudo se quedaban sin hogar, ya que la demanda de alojamiento en Granada era alta al haber muchos estudiantes internacionales, por lo que se les podía pedir que se marcharan en cualquier momento. Además, al ser un destino turístico famoso, era difícil encontrar alojamiento debido a que muchos apartamentos se habían convertido en Airbnb.

Los precios de los alquileres también eran elevados, lo que obligaba a los inmigrantes a vivir a veces en casas de ocupación múltiple con otras familias con las que no tenían parentesco, por lo que vivían hacinados y a menudo con conflictos internos no sólo entre los ocupantes de la casa, sino también con los residentes de los bloques de apartamentos, que a menudo denunciaban tales ocupaciones debido a las normas de espacio mínimo.

Además, las ONG y las propias mujeres migrantes informaron de que las condiciones de los apartamentos eran a menudo pésimas, y algunos tenían moho y, debido a los elevados precios, los migrantes no podían pagar las facturas. Esto podía causar muchas enfermedades a las mujeres mayores y a los niños en particular y provocaba un aumento del estrés.

Otro problema que se mencionó en la investigación fue la migración interna. Los emigrantes informaron de que habían tenido que trasladarse al sur, a Andalucía, a pesar de no tener conexiones, debido al elevado coste de la vida en Barcelona, Madrid y otras ciudades del norte. Esto condujo al aislamiento social, a la fragmentación de las comunidades y también creó más barreras para los emigrantes a la hora de acceder al mercado laboral, ya que la situación en el sur era peor que en el norte, por lo que los emigrantes se encontraron en una situación sin salida.

4. Exclusión social y discriminación

La integración social sigue siendo un proceso complejo y desigual para los inmigrantes en España. Las barreras lingüísticas, los limitados programas de orientación cultural y el insuficiente apoyo institucional inhiben la participación efectiva en la vida social, cívica y política. La discriminación y la xenofobia son problemas persistentes, ya que a menudo se estigmatiza a

los inmigrantes en el discurso público, en las representaciones de los medios de comunicación e incluso dentro de las instituciones oficiales.

El informe 2025 del Gobierno de España señala que la discriminación estructural sigue afectando especialmente a las mujeres extranjeras, los jóvenes y los magrebíes. El informe también destaca que la discriminación no es sólo un problema ético y social, sino también económico, ya que el Observatorio contra el Racismo y la Xenofobia estima en 17.000 millones de euros anuales las pérdidas derivadas de la discriminación laboral y educativa de los extranjeros.

5. Acceso desigual a los servicios públicos

Aunque España ofrece un sistema sanitario y educativo público que, en principio, está abierto a todos los residentes, incluidos los inmigrantes en situación irregular, la realidad sobre el terreno es más fragmentada. El acceso a la asistencia sanitaria depende a menudo del empadronamiento, que puede ser difícil de obtener sin una vivienda estable. Incluso cuando tienen derecho a ello, muchos inmigrantes se enfrentan a barreras lingüísticas, culturales y burocráticas para acceder al sistema sanitario.

Del mismo modo, los niños inmigrantes pueden tener dificultades para matricularse en la escuela o para recibir un apoyo lingüístico y de integración adecuado. El informe 2025 del Gobierno de España destaca que el abandono escolar prematuro es un 20% más alto entre los jóvenes extranjeros (31%) que entre los españoles (11%), y que los estudiantes extranjeros tienen tasas de matriculación más bajas en la formación profesional de grado medio y superior y en la universidad.

Retos clave

1. Barreras legales y administrativas

- Prolongados plazos de tramitación del asilo, con retrasos de hasta 3 años.
- Umbrales elevados para la regularización, que dejan a muchos en un limbo jurídico.
- Apoyo jurídico inadecuado para los inmigrantes indocumentados y los solicitantes de asilo.

2. Explotación del mercado laboral

- Representación excesiva en sectores con salarios bajos, precarios e informales.

- Inseguridad laboral desproporcionada y falta de movilidad ascendente.
- Informes de abusos laborales generalizados, especialmente en la agricultura y el trabajo doméstico.

3. Discriminación en materia de vivienda y hacinamiento

- Los inmigrantes tienen 7,5 veces más probabilidades de quedarse sin hogar que los españoles.
- El hacinamiento afecta a los hogares extranjeros en un 18% más que a las familias nativas.
- Discriminación sistémica en el mercado de alquiler de vivienda.

4. Exclusión social y xenofobia

- Mayores niveles de abandono escolar entre los jóvenes extranjeros (31% frente al 11% entre los nacionales).
- Discriminación racial persistente, que afecta especialmente a las comunidades africana y musulmana.
- Falta de educación intercultural y de iniciativas contra la discriminación en las instituciones públicas.

5. Acceso limitado a los servicios

- Barreras de acceso a la asistencia sanitaria por problemas de documentación o empadronamiento.
- Falta de apoyo a la salud mental de los inmigrantes, que pueden sufrir trastornos de estrés postraumático.
- Servicios de integración incoherentes entre comunidades autónomas.
- Falta de apoyo multilingüe en las instituciones públicas.

Lagunas políticas

- Gobernanza fragmentada: Lagunas de coordinación entre los gobiernos nacional, regional y local en materia de política migratoria y prestación de servicios.
- Datos y seguimiento insuficientes: Mecanismos deficientes de seguimiento de la discriminación, el bienestar de los inmigrantes y los resultados de los servicios.

- Programas de integración infradotados: Falta de inversión en formación lingüística, apoyo al empleo y ayuda a la vivienda.
- Escasa aplicación de las protecciones laborales: Inspecciones y rendición de cuentas limitadas en los sectores que emplean a un gran número de inmigrantes.

Recomendaciones

1. Acelerar y humanizar los procesos de regularización

o Agilizar los procedimientos de asilo y residencia.

o Introducir vías de regularización más flexibles basadas en criterios humanitarios, sociales o de integración laboral.

2. Reforzar las protecciones laborales

o Aumentar las inspecciones y la aplicación de la ley en los sectores de alto riesgo.

o Promover vías legales para el trabajo estacional y de cuidados con protecciones laborales.

3. Ampliar el acceso a una vivienda asequible

o Invertir en viviendas públicas y subvencionadas accesibles para las poblaciones migrantes.

o Hacer cumplir las leyes contra la discriminación en el mercado de la vivienda.

o Hacer que las viviendas pequeñas sean adaptables para las mujeres migrantes solas, que a menudo no tienen a nadie que las mantenga y pueden acabar en la calle y en riesgo de explotación

4. Promover la educación inclusiva y las iniciativas contra el racismo o Introducir la educación intercultural y la formación contra la discriminación en las escuelas. o Financiar programas de mentores y becas para los jóvenes migrantes. Promover la educación inclusiva y las iniciativas contra el racismo

o Introducir la educación intercultural y la formación contra la discriminación en las escuelas.

o Financiar programas de tutoría y becas para jóvenes inmigrantes.

5. Mejorar el acceso a los servicios

o Simplificar los procedimientos de empadronamiento para garantizar el acceso a la sanidad y la educación

o proporcionar recursos especializados en salud mental a las mujeres inmigrantes

o Desarrollar servicios de apoyo multilingües en sanidad, asistencia jurídica y programas sociales.

6. Fomentar la integración a nivel local

o Apoyar a los municipios en el diseño de estrategias de integración localizadas con la participación de la comunidad.

o Fomentar las asociaciones público-privadas para la inclusión social y los programas de empleo.

o Observatorios dirigidos por pares que supervisen los delitos de odio dirigidos por migrantes para migrantes

o Observatorios para la policía que garanticen que se denuncian los delitos de odio y se actúa en consecuencia

7. Crear directrices sensibles al género para garantizar la inclusión y la igualdad de género. Crear directrices sensibles al género para garantizar la inclusión y la protección de las víctimas de la violencia

o Crear unidades policiales especializadas equipadas para ocuparse de la denuncia de la violencia y la explotación contra los migrantes (de todos los géneros) en España

o Crear observatorios nacionales, regionales y locales con migrantes como miembros del comité con el fin de supervisar los esfuerzos actuales para promover la inclusión.

8. Crear programas educativos que faciliten la integración de las mujeres inmigrantes en España

o Facilitar la verificación de los procedimientos de titulación académica e introducir multas para las regiones que no finalicen el procedimiento en un plazo de 12-18 meses

o Crear programas educativos que se adapten a las prácticas laborales y que se centren no sólo en el aprendizaje del idioma, sino también en la formación profesional y la formación en competencias digitales. Deberían centrarse en

todas las edades para animar a las mujeres que llevan en el país más de 5 años a volver a la educación.

Conclusión

La investigación realizada para el proyecto Rebel demuestra con bastante claridad que los inmigrantes, y especialmente las mujeres inmigrantes en España, se enfrentan a retos estructurales profundamente arraigados que socavan sus derechos, su dignidad y su potencial para contribuir plenamente a la sociedad. Para abordar estos problemas hace falta algo más que una reforma legal: hace falta una estrategia nacional de integración coordinada, bien financiada e integradora, basada en los derechos humanos y la cohesión social. Un enfoque político proactivo y empático puede transformar la migración de un reto político en una oportunidad compartida para el desarrollo sostenible y la renovación democrática.

La experiencia de las mujeres inmigrantes en España, en particular, está marcada por una constelación de barreras estructurales que se entrecruzan para crear pautas de desigualdad duraderas. La precariedad jurídica, la explotación económica, la vivienda inadecuada, la discriminación social y el acceso limitado a los servicios son fenómenos interconectados que exigen una respuesta política integral. Abordar estos retos requiere no sólo una reforma legal y una mejor prestación de servicios, sino también un cambio cultural hacia una comprensión más inclusiva y basada en los derechos de la migración y la diversidad en la sociedad española.

6.1.2. Policy brief Spain: Arabic Translation

ورقة السياسات

العنوان: تعزيز إدماج المهاجرين وحمايتهم في إسبانيا: معالجة التحديات الهيكلية والنهوض بالسياسات الشاملة

المؤلف: د. كارين لاتريسيا هوغ، مؤسسة فونديا

ملخص تنفيذي

تظل إسبانيا إحدى الوجهات الرئيسية للمهاجرين وطالبي اللجوء في أوروبا بسبب موقعها الاستراتيجي وعلاقتها التاريخية مع أمريكا اللاتينية وشمال أفريقيا. وعلى الرغم من الأطر القانونية وجهود الاندماج، لا يزال المهاجرون في إسبانيا يواجهون تحديات كبيرة، بما في ذلك الهشاشة القانونية والاستغلال في العمل والتمييز في السكن والإقصاء الاجتماعي. يحدد موجز السياسات هذا القضايا الرئيسية التي تؤثر على السكان المهاجرين في إسبانيا ويقترح توصيات قابلة للتنفيذ تهدف إلى تعزيز سياسة هجرة أكثر شمولاً وقائمة على الحقوق الممول من الاتحاد الأوروبي لصياغة هذه التوصيات CERV REBEL ويستخدم الباحثون رؤى من مشروع السياسية

السياق والخلفية

على مدى العقدين الماضيين، شهدت إسبانيا زيادة مستمرة في الهجرة، لا سيما من أمريكا اللاتينية وشمال أفريقيا وأفريقيا جنوب الصحراء الكبرى وأوروبا الشرقية. اعتباراً من عام 2025، يشكل المقيمون المولودون في الخارج حوالي 15% من سكان إسبانيا. يساهم المهاجرون بشكل كبير في الاقتصاد، خاصة في قطاعات مثل الزراعة والعمل المنزلي والضيافة. ومع ذلك، لا تزال الحواجز النظامية تعوق اندماجهم الاجتماعي والاقتصادي.

وتشكل الأطر القانونية مثل قانون الهجرة وتوجيهات اللجوء الصادرة عن الاتحاد الأوروبي أساس سياسة الهجرة في إسبانيا، ومع ذلك لا يزال التنفيذ متفاوتاً، ولا تزال هناك ثغرات في معالجة الهجرة غير النظامية وتراكمات اللجوء والاندماج الاجتماعي.

أن هناك بُعداً جنسانياً في هذا الشأن، وأن المهاجرات يعانين من REBEL ويثبت البحث الذي أجراه مشروع مشاكل أكثر من الرجال، بما في ذلك الهشاشة الاقتصادية والعنف الجنساني. وهذا يشير إلى ضرورة استهداف سياسات محددة لحماية المهاجرات في إسبانيا.

التحديات التي تواجهها المهاجرات في إسبانيا: نظرة عامة نقدية

شهدت إسبانيا تحولاً كبيراً على مدى العقود الأخيرة، حيث تطورت من بلد هجرة إلى بلد هجرة. وقد أدى هذا التحول الديموغرافي إلى تنوع ثقافي ومساهمات اقتصادية، ولكنه سلط الضوء أيضاً على مجموعة من التحديات الهيكلية التي يواجهها المهاجرون.

وحتى إذا كانت إسبانيا مزدهرة اقتصادياً، فإن القليل من هذه المزايا تنتقل إلى المهاجرين. إن التحديات التي يواجهها المهاجرون متعددة الأوجه، وتشمل الأبعاد القانونية والاقتصادية والاجتماعية والمؤسسية.

1. انعدام الأمن القانوني والإداري

من الشواغل الرئيسية للمهاجرين في إسبانيا تعقيد الوضع القانوني وعدم استقراره. فالكثير من المهاجرين يصلون دون وثائق سليمة أو يتجاوزون مدة تأشيراتهم، مما يؤدي إلى وضع قانوني غير مستقر يحد من حقوقهم ويجعل من الصعب عليهم العثور على عمل رسمي. وغالباً ما تكون عملية تسوية الأوضاع القانونية بطيئة وغير متسقة، مع وجود تأخيرات كبيرة في منح اللجوء أو الإقامة. على سبيل المثال، يمكن أن يتراوح الوقت المستغرق لمنح اللجوء بين 3 أشهر و3 سنوات، مع تأخيرات تصل إلى 7 أشهر قبل المقابلة الأولى. ومرحلة التقييم التي تتجاوز 6 أشهر المنصوص عليها في القانون.

2. انعدام الأمن الوظيفي والتمييز

كثيراً ما يواجه المهاجرون في إسبانيا تجزئة سوق العمل وتدني المستوى المهني. وعلى الرغم من امتلاكهم مؤهلات، يعمل الكثير منهم في وظائف منخفضة الأجر أو مؤقتة أو غير رسمية، لا سيما في قطاعات مثل الزراعة والعمل المنزلي والضيافة. وغالباً ما تفتقر هذه الوظائف إلى الحماية العمالية، مما يعرض العمال

لظروف عمل سيئة وسرقة الأجور. ووفقًا لتقرير حكومة إسبانيا لعام 2025، فإن معدل توظيف العمال الأجانب من خارج الاتحاد الأوروبي أقل بنسبة 10% تقريبًا من معدل توظيف الإسبان، مع وجود فجوة في الأجور تتجاوز 10,000 يورو سنويًا.

كشفت REBEL بالإضافة إلى ذلك، غالبًا ما يواجه المهاجرون تمييزًا في سوق العمل، وفي مشروع المهاجرات عن حالات من العنصرية وسوء المعاملة وظروف العمل غير المستقرة مقارنة بالسكان المولودين في إسبانيا. وأبلغت المشاركات عن وجود قيود في المهن التي يمكن الوصول إليها، ولا سيما في مجالات البناء والضيافة والخدمة المنزلية والزراعة، ووصفن صعوبات كبيرة في الوصول إلى أنواع أخرى من العمل، مثل الإدارة العامة.

وأفاد بعض المهاجرين في مشروع البحث "ريبييل" عن خوفهم من التنديد بأي استغلال من قبل أصحاب العمل خوفًا من التعرض للفصل من العمل. وبالتالي، فقد تحملوا جميع أنواع المخالفات، مثل تدني الأجور ووقوعهم ضحايا للاعتداء اللفظي والجنسي، وإجبارهم على العمل لساعات أطول مجانًا.

عملت بعض المهاجرات في صناعة الوجبات السريعة كراكبات، مما يعني أنهن لم يستطعن إثبات أن لديهن عقدًا ثابتًا وأنهن قادرات على دفع الإيجار، وبالتالي أدى ذلك مرة أخرى إلى انعدام الأمن. وقالت بعض الشابات إنهن لم يستطعن تكوين أسر لهذا السبب.

3. التمييز في السكن وعدم المساواة في السكن

ويعد انعدام الأمن السكني مشكلة أخرى مهمة تواجه السكان المهاجرين. فالتمييز في سوق الإيجار منتشر، حيث يواجه العديد من المهاجرين عوائق مثل المتطلبات المالية المرتفعة والرفض الصريح على أساس الأصل. أظهر البحث في غرناطة أن بعض المهاجرين في غرناطة، على سبيل المثال، يتم رفض بعض المهاجرين لعدم حصولهم على وظائف "أساسية" في الاقتصاد المحلي أو لأسباب عنصرية، على الرغم من استيفائهم جميع المتطلبات الأخرى.

يسلط تقرير حكومة إسبانيا لعام 2025 الضوء على أن التشرذم يؤثر على الأجانب بنسبة 7.5 مرة أكثر من المواطنين الإسبان، ويؤثر الاكتظاظ على الأسر الأجنبية من خارج الاتحاد الأوروبي بنسبة 18% أكثر من الأسر الإسبانية. كما أبلغ المهاجرون أيضًا عن زيادة المشاكل البيئية والاجتماعية في أحيائهم، مثل الضوضاء ونقص المساحات الخضراء وسوء نوعية المياه. كما أفادوا في البحث الذي أجري في غرناطة أنهم اضطروا للعيش في أخطر أجزاء المدينة، حيث ترتفع نسبة الإجرام ويكثر ترويج المخدرات وتعاطيها، مما يجعلهم يشعرون بعدم الأمان. واعتُبرت هذه الظروف قاسية بشكل خاص على النساء المهاجرات اللاتي ذُكرن في البحث أنهن يشعرن بعدم الأمان وكذلك بعدم اهتمام الشرطة بهن عند وقوع اعتداءات.

في البحث، ذكرت بعض المنظمات غير الحكومية أن المهاجرات غالبًا ما تُركن بلا مأوى لأن الطلب على السكن في غرناطة كان مرتفعًا نظرًا لوجود العديد من الطلاب الأجانب، وبالتالي يمكن أن يُطلب منهن إخلاء المكان في أي لحظة. كما أنه نظرًا لكونها وجهة سياحية شهيرة، كان من الصعب العثور على سكن بسبب. "تحويل العديد من الشقق إلى شقق" إير بي إن بي.

كما كانت تكاليف الإيجار مرتفعة أيضاً، مما يعني أن المهاجرات اضطررن في بعض الأحيان إلى العيش في منازل متعددة الإشغال مع عائلات أخرى لا تربطهن بها صلة قرابة، وبالتالي العيش في ظروف ضيقة مع وجود صراعات داخلية في كثير من الأحيان ليس فقط بين شاغلي المنزل، بل أيضاً بين المقيمين في مجمعات الشقق الذين غالباً ما يبلغون عن مثل هذه الإشغالات بسبب قواعد المساحة الضيقة.

بالإضافة إلى ذلك، ذكرت المنظمات غير الحكومية والمهاجرات أنفسهن أن الظروف في الشقق غالباً ما تكون مزرية، وبعضها كان يعاني من العفن، وبسبب ارتفاع أسعارها لم يكن المهاجرون قادرين على تغطية الفواتير وقد يسبب هذا الأمر العديد من الأمراض للنساء المسنات والأطفال على وجه الخصوص ويؤدي إلى زيادة التوتر.

هناك مشكلة أخرى تم الإبلاغ عنها في البحث وهي الهجرة الداخلية. فقد ذكر المهاجرون أنهم اضطروا إلى الانتقال جنوباً إلى الأندلس، على الرغم من عدم وجود روابط، بسبب ارتفاع تكاليف المعيشة في برشلونة ومدريد ومدن أخرى في الشمال. وقد أدى ذلك إلى العزلة الاجتماعية وتفتت المجتمعات المحلية وخلق المزيد من العوائق أمام المهاجرين في الوصول إلى سوق العمل لأن الوضع في الجنوب كان أسوأ من الوضع في الشمال، لذلك وجد المهاجرون أنفسهم في وضع لا يمكن أن يربحوا فيه.

4. الاستبعاد الاجتماعي والتمييز

يظل الاندماج الاجتماعي عملية معقدة ومتفاوتة بالنسبة للمهاجرين في إسبانيا. فالحوجز اللغوية، ومحدودية برامج التوجيه الثقافي، وعدم كفاية الدعم المؤسسي تحول دون المشاركة الفعالة في الحياة الاجتماعية والمدنية والسياسية. ويشكل التمييز وكراهية الأجانب مشكلتين مستمرتين، حيث يتم وصم المهاجرين في كثير من الأحيان في الخطاب العام وفي وسائل الإعلام وحتى داخل المؤسسات الرسمية.

ويشير تقرير حكومة إسبانيا لعام 2025 إلى أن التمييز الهيكلي لا يزال يؤثر على النساء الأجنيات والشباب والأجانب من شمال أفريقيا على وجه الخصوص. يسلط التقرير الضوء أيضاً على أن التمييز ليس مشكلة أخلاقية واجتماعية فحسب، بل مشكلة اقتصادية أيضاً، حيث يقدر مرصد مناهضة العنصرية وكراهية الأجانب الخسائر الناجمة عن التمييز في التوظيف والتعليم ضد الأجانب بـ 17 مليار يورو سنوياً.

5. عدم المساواة في الحصول على الخدمات العامة

في حين أن إسبانيا توفر نظاماً عاماً للصحة والتعليم مفتوح، من حيث المبدأ، لجميع المقيمين، بمن فيهم المهاجرون غير الحاملين لوثائق، فإن الواقع على الأرض أكثر تجزئة. فغالباً ما يتوقف الحصول على الرعاية والذي قد يكون من الصعب الحصول عليه دون (empadronamiento) الصحية على تسجيل الإقامة الحصول على سكن مستقر. وحتى عندما يحق لهم الحصول على الرعاية الصحية بشكل قانوني، يواجه العديد من المهاجرين عوائق لغوية وثقافية وبيروقراطية عند التعامل مع نظام الرعاية الصحية.

وبالمثل، قد يواجه الأطفال المهاجرون تحديات في الالتحاق بالمدرسة أو تلقي الدعم اللغوي والاندماج الكافي. يسلط تقرير حكومة إسبانيا لعام 2025 الضوء على أن معدل ترك المدرسة المبكر أعلى بنسبة 20% بين الشباب الأجانب (31%) مقارنة بالإسبان (11%)، وأن معدلات التحاق الطلاب الأجانب بالتدريب المهني المتوسط والعالي والجامعة أقل.

التحديات الرئيسية

1. العوائق القانونية والإدارية

- طول فترة معالجة طلبات اللجوء، مع تأخيرات تصل إلى 3 سنوات -
- عتبات عالية لتسوية الأوضاع القانونية، مما يترك الكثيرين في حالة من عدم اليقين القانوني -
- عدم كفاية الدعم القانوني للمهاجرين غير الموثقين وطالبي اللجوء -

2. استغلال سوق العمل

- التمثيل المفرط في القطاعات منخفضة الأجور وغير المستقرة وغير الرسمية -
- انعدام الأمن الوظيفي بشكل غير متناسب وانعدام الترقى الوظيفي -
- تقارير عن انتهاكات عمالية واسعة النطاق، خاصة في الزراعة والعمل المنزلي -

- المهاجرون أكثر عرضة للتشرد 7.5 مرات أكثر من المواطنين الإسبان -
- يؤثر الاكتظاظ على الأسر الأجنبية بمعدلات أعلى بنسبة 18% من الأسر المولودة في إسبانيا -
- التمييز المنهجي في سوق الإسكان الإيجاري -

4. الإقصاء الاجتماعي وكرهية الأجانب

- ارتفاع مستويات التسرب المدرسي بين الشباب الأجانب (31% مقابل 11% بين المواطنين) -
- استمرار التمييز العنصري الذي يؤثر بشكل خاص على الجاليات الأفريقية والمسلمة -
- نقص التعليم متعدد الثقافات ومبادرات مكافحة التمييز في المؤسسات العامة -

5. محدودية الوصول إلى الخدمات

- العوائق التي تحول دون الحصول على الرعاية الصحية بسبب مشاكل في التوثيق أو الإمبراطورية -
- نقص دعم الصحة النفسية للمهاجرين الذين قد يعانون من اضطرابات ما بعد الصدمة النفسية -
- عدم اتساق خدمات الاندماج عبر مجتمعات الحكم الذاتي -
- نقص الدعم متعدد اللغات في المؤسسات العامة -

غرات السياسة العامة

- الحوكمة المجزأة: ثغرات التنسيق بين الحكومات الوطنية والإقليمية والمحلية بشأن سياسة الهجرة وتقديم الخدمات -
- عدم كفاية البيانات والرصد: ضعف آليات تتبع التمييز ورفاهية المهاجرين ونتائج الخدمات -
- نقص تمويل برامج الاندماج: نقص الاستثمار في التدريب اللغوي ودعم التوظيف والمساعدة في السكن -

ضعف إنفاذ تدابير حماية العمال: محدودية عمليات التفتيش والمساءلة في القطاعات التي توظف -

التوصيات

1. تسريع وإضفاء الطابع الإنساني على عمليات تسوية الأوضاع
 - تبسيط إجراءات اللجوء والإقامة
 - استحداث مسارات أكثر مرونة لتسوية الأوضاع بناءً على معايير إنسانية أو اجتماعية أو معايير الاندماج في العمل.
2. تعزيز حماية العمل
 - زيادة عمليات التفتيش والإنفاذ في القطاعات عالية الخطورة
 - تعزيز المسارات القانونية للعمل الموسمي والرعاية مع حماية العمل
3. توسيع نطاق الوصول إلى المساكن الميسورة التكلفة
 - الاستثمار في المساكن العامة والمدعومة التي يمكن للمهاجرين الوصول إليها
 - إنفاذ قوانين مكافحة التمييز في سوق الإسكان
 - جعل الوحدات الصغيرة قابلة للتكيف مع النساء المهاجرات العازبات اللاتي لا يوجد لديهن في الغالب من يعيلهن وقد ينتهي بهن المطاف في الشوارع ويتعرضن لخطر الاستغلال
4. تعزيز مبادرات التعليم الشامل ومناهضة العنصرية
 - إدخال التعليم متعدد الثقافات والتدريب على مناهضة التمييز في المدارس
 - تمويل برامج الإرشاد والمنح الدراسية للشباب المهاجرين
5. تعزيز الوصول إلى الخدمات
 - تبسيط إجراءات التمكين لضمان الوصول إلى الرعاية الصحية والتعليم
 - توفير موارد الصحة النفسية المتخصصة للنساء المهاجرات
 - تطوير خدمات دعم متعددة اللغات في مجال الرعاية الصحية والمساعدة القانونية والبرامج الاجتماعية
6. تعزيز الاندماج على المستوى المحلي
 - دعم البلديات في تصميم استراتيجيات إدماج محلية بمشاركة المجتمع المحلي
 - تشجيع الشراكات بين القطاعين العام والخاص لبرامج الإدماج الاجتماعي والتوظيف
 - مرصد يقودها الأقران لرصد جرائم الكراهية التي يقودها المهاجرون للمهاجرين
 - مرصد للشرطة لضمان الإبلاغ عن جرائم الكراهية والتصرف بشأنها

7. إنشاء مبادئ توجيهية تراعي الفوارق بين الجنسين لضمان الشمولية والحماية لضحايا العنف

إنشاء وحدات شرطة متخصصة مجهزة للتعامل مع الإبلاغ عن العنف والاستغلال ضد المهاجرين (من الجنسين) في إسبانيا

إنشاء مرصد وطنية وإقليمية ومحلية تضم المهاجرين كأعضاء في اللجنة من أجل رصد الجهود الحالية لتعزيز الإدماج

9. إسبانيا في المهاجرات إدماج تسهل تعليمية برامج إنشاء

تتهي لا التي المناطق على غرامات وفرض الأكاديمي التأهيل إجراءات من التحقق إجراءات تسهيل شهراً 12-18 غضون في الإجراءات

على أيضاً ولكن اللغة تعلم على فقط تركز لا التي العمل ممارسات مع تناسب تعليمية برامج إنشاء الأعمار جميع على البرامج هذه تركز أن وينبغي. الرقمية المهارات على والتدريب المهني التدريب التعليم إلى العودة على البلاد في سنوات 5 من أكثر أمضين اللاتي النساء لتشجيع

خاتمة

المهاجرات النساء وخاصة، المهاجرين أن تام بوضوح "ريبييل" لمشروع أجري الذي البحث يوضح المساهمة على وقدرتهم وكرامتهم حقوقهم تقوض راسخة هيكلية تحديات يواجهون، إسبانيا في استراتيجية تتطلب بل، قانوني إصلاح مجرد من أكثر القضايا هذه معالجة وتتطلب. المجتمع في الكاملة. الاجتماعي والتماسك الإنسان حقوق في متجذرة وشاملة جيداً تمويلًا وممولة منسقة وطنية إدماج مشتركة فرصة إلى سياسي تحدٍ من الهجرة يحول أن يمكن ومتعاطف استباقي سياسي نهج اتباع إن الديمقراطية والتجديد المستدامة للتنمية.

الحواز من مجموعة خلال من إسبانيا في الخصوص وجه على المهاجرات النساء تجربة تتشكل والاستغلال، القانونية الهشاشة إن. المساواة عدم من دائمة أنماط لخلق تتقاطع التي الهيكلية ظواهر هي، الخدمات إلى الوصول ومحدودية، الاجتماعي والتمييز، اللائق غير والسكن، الاقتصادي وتحسين قانونياً إصلاحاً التحديات لهذه التصدي يتطلب ولا. شاملة سياسية استجابة تتطلب مترابطة للهجرة الحقوق على وقائماً شمولاً أكثر فهم نحو ثقافياً تحولاً أيضاً يتطلب بل، فحسب الخدمات تقديم. الإسباني المجتمع في والتنوع

6.2. Policy Brief Finland

Prepared by: Magdalena Kosová, Opintokeskus Visio, using Inputs from Suvi Valsta, Salla Kuuluvainen, and Katja Alvoittu.

Executive Summary

This policy brief outlines the key integration challenges faced by migrant women in Finland, based on insights from over 200 participants in the ReBel project's co-creation workshops organized in autumn 2024. Despite Finland's

established integration framework, gender-specific barriers persist, including limited access to stable employment, difficulties in language learning, experiences of discrimination and isolation, fragmented access to information, and physical or financial barriers to participation. The brief recommends targeted, gender-responsive measures addressing these gaps in order to strengthen migrant women's participation, sense of belonging, and equality.

Context and Background

Until the 1980s, Finland was primarily a country of emigration, with relatively low levels of immigration (Heino & Jauhiainen, 2020). This changed rapidly over the past three decades: in the 1990s Finland began receiving quota refugees, in the 2000s it attracted labour migrants, and today it experiences diverse forms of immigration, including labour migrants, EU citizens, international students, so-called "love migrants," asylum seekers, and return migrants. In 2024 alone, 63,965 people immigrated to Finland (Statistics Finland, 2024). That same year, residents with a foreign background accounted for around 10% of the total population, including nearly 300,000 women with a migrant background (hereafter referred to as migrant women) (OECD, 2023).

The purpose of this policy brief is to draw attention to the gender dimension of immigrant integration in Finland and to highlight blind spots in mainstream integration policy and its measures faced by migrant women. The need for varied integration measures targeting women has been identified in academic research (Saukkonen, 2020), yet women continue to be at risk of being excluded from integration measures.

The arguments behind calling for women-specific measures are manifold. Many women arrive from cultural contexts where men are the primary earners and women shoulder caregiving responsibilities. Studies show that women outside the labour market are less likely to access municipal integration services and may experience prolonged social isolation (THL, 2024). Moreover, due to cultural and other reasons such as feelings of safety and security, migrant women prefer women-only spaces. A large share of women also arrive for family reasons (e.g., as spouses), for whom the mainstream integration measures (targeting humanitarian migrants outside of the labour market) may not be suitable. Furthermore, during the integration process, many migrant women face challenges, prejudices, and cultural restrictions related to gender roles that affect their participation in

language courses and working life (Ministry of Economic Affairs and Employment, 2024). These factors combined may hinder migrant women's ability to build confidence, connections, and belonging in Finnish society.

Under the current government inaugurated in 2023, Finland's integration policy has undergone a marked shift toward austerity (materializing in cuts in the integration budget) and increased individual responsibility. The 2024 reform to the Integration Act shortens the state compensation period for newcomers—reducing the reimbursement period for quota refugees from four to three years, and for other refugees from three to two years (Council of State, 2024)—adding another layer of challenges for migrant women. There is therefore an evident need for developing more targeted and flexible integration measures for specific groups of migrant women.

The aim of the ReBel project was to explore the lived experiences and integration needs of migrant women in Finland and to actively include them in the co-creation process of integration-specific measures in order to better suit their needs and life situations.

This policy brief was compiled using inputs from fourteen Dialogue Workshops and three Design Jam sessions (hereafter referred to as co-creation sessions) organized during autumn 2024. The sessions engaged over 200 migrant women, of whom over 58% have lived in Finland for more than five years. The [report](#) from the co-creation sessions has been published as a separate deliverable of ReBel; please refer to the report for more detailed information about the co-creation sessions and their outcomes.

Please note that this policy brief only contains challenges and solutions identified by participants in the co-creation sessions. The challenges are identified by the participants, in some cases reframed and elaborated by the facilitators and project members. The proposed solutions are the participants' own. We acknowledge that some of the suggestions may therefore include measures that already exist, have been assessed, planned, or tested. The project team has not interfered with the results or assessed their feasibility and suitability in any way.

Challenges Faced by Migrants in Finland and Proposed Recommendations

Despite Finland's increasing ethnic and linguistic diversity, and the integration policies and efforts in place, many migrant women continue to face significant challenges in their everyday lives. Findings from the co-

creation sessions show that these challenges are particularly evident in three key areas:

Economic barriers, often linked to limited employment opportunities (including prolonged periods of unemployment and low income), lack of career advancement, and the non-recognition of qualifications obtained abroad.

Social barriers, such as difficulties in learning the Finnish language (perceived as key for being and feeling included in Finnish institutions), understanding cultural norms, and building a sense of belonging.

Systemic barriers, including structural obstacles within institutions and services that slow down or prevent effective inclusion.

In addition, many migrant women reported experiencing **racism and discrimination** in different forms and at multiple levels of society, adding another layer of challenge to these barriers and further undermining women's opportunities for equal participation in society. **Time** (long waiting times to language courses, prolonged periods of unemployment, lack of continuity between integration measures etc.) is an important co-factor increasing the overall stress burden of integration and leading to feelings of hopelessness and alienation.

In the following sections, we present the key challenges identified by migrant women in the co-creation sessions, as well as recommendations to address them.

1. Labour Market and Employment Insecurity

Labour market segmentation and underemployment: Many qualified migrant women work in low-paid, temporary, or informal jobs that do not match their education or skills.

Restrictive job-seeker policies and weak economic climate: Tightened eligibility rules and a lack of flexible pathways limit opportunities for stable employment, especially for women balancing care duties or language learning.

Lack of employer trust in foreign qualifications: Employers often hesitate to hire due to mistrust towards foreign credentials, creating structural distrust and blocking access to qualified positions.

Institutional steering into specific sectors: Migrants and their offspring are frequently channelled into industries with labour shortages (e.g. practical nursing), while their career aspirations, skills or previous qualifications are overlooked.

Discrimination and prejudice in hiring and workplaces: Many migrant women report bias based on name, accent, or cultural background, undermining their volatile sense of belonging and equality in the labour market.

Gaps in integration and inclusion measures: Labour migrants, those outside the labour market, and individuals past their integration period often lack access to guidance, counselling, and professional development services.

Recommendations:

Facilitate access to employment and job retention: Strengthen individualised employment support, including job-matching services and career counselling for women re-entering or transitioning within the Finnish labour market.

Promote attitude change among employers and recruiters: Introduce targeted training and awareness campaigns to challenge biases, improve understanding of cultural diversity, and highlight the benefits of recruiting internationally educated professionals.

Enable safe and easy reporting of workplace discrimination: Develop a clear and accessible mechanism for reporting discrimination and unfair treatment in recruitment and employment.

Increase availability of low-threshold employment opportunities: Expand access to short-term or hourly paid jobs—such as in manufacturing, textiles, and care work—that allow migrants to gain Finnish work experience while pursuing longer-term career goals.

Introduce “re-entry jobs” for skilled migrants: Create structured job schemes enabling professionals with foreign qualifications to work in their own fields while acquiring sector-specific Finnish experience and credentials.

Strengthen employer-NGO-municipality cooperation: Support partnerships that connect migrant women with employers through mentoring, internships, and networking events at the local level.

Expand integration measures to support long-term employability: Continue offering career guidance, mentoring, and language-learning opportunities even beyond the official integration period to prevent skills erosion and disengagement.

2. Overcoming Language Barrier

Limited access to effective language learning: Many migrant women highlighted the difficulty of mastering the Finnish language. Reaching the required B1 level often takes a long time, and available courses are frequently unsuitable due to long waiting lists, interruptions between course levels, or schedules that clash with family and work responsibilities. Moreover, the focus on grammar and written Finnish rather than spoken and situational language limits practical learning outcomes.

Problems with interpreting services: Several participants reported negative experiences with interpreters, which eroded trust in the system. Common issues included mismatched dialects, lack of cultural understanding, or interpreters who failed to convey meaning accurately. Such shortcomings often became apparent only during sensitive appointments, for instance in healthcare or social services.

Recommendations:

Develop language courses tailored to specific industries: Expand the availability of Finnish-language training linked to concrete professional fields (e.g. healthcare, ICT, hospitality).

Prioritise spoken and functional Finnish: Shift the emphasis in language education from grammar-heavy instruction and formal Finnish toward conversational and situational Finnish that supports real-life communication and belonging.

Ensure literacy training for all newcomers: Provide basic literacy and language orientation for everyone moving to Finland, regardless of residence status or inclusion in an official integration plan.

Diversify language-learning formats and make language learning more flexible: Promote informal learning through community activities and media such as TV channels or podcasts dedicated to language learning.

Improve quality control of interpreting services: Strengthen oversight for public-sector interpreters. Expand the classification of language variants and dialects to ensure cultural and linguistic accuracy in interpretation.

3. Social Exclusion and Discrimination

Language barriers reinforcing isolation: Limited Finnish proficiency continues to be one of the strongest predictors of social exclusion and hinders to belonging. Many migrant women reported feeling alienated because they could not engage in casual interactions or navigate institutions independently. Over time, these barriers erode self-confidence and create distance from Finnish communities.

Racial and cultural discrimination: Participants—particularly from African and Muslim backgrounds—described repeated experiences of prejudice and stereotyping. Everyday situations such as criticism for wearing a headscarf, eating with hands, or speaking accented Finnish were cited as examples of cultural misunderstanding. Some also faced overt racism or microaggressions in public spaces, workplaces, and schools.

Accumulated stress and chronic loneliness: The workshops revealed how the accumulated effects of discrimination, alienation, and often also prolonged social isolation lead to long-term mental strain. Participants spoke of “feeling different” and “never fully belonging,” a sentiment often linked to the lack of intercultural awareness in public life and limited opportunities to form authentic connections with Finns.

Institutional gaps and attitudinal barriers: Many women criticised Finnish institutions and workplaces for their limited intercultural competence, use of anti-discrimination measures and reluctance to adapt.

Negative and one-sided media representation: Participants widely perceived that Finnish media tends to highlight the problems rather than the contributions of immigrants. This imbalance reinforces stereotypes and reduces empathy and understanding between groups.

Everyday micro-exclusions: Seemingly minor interactions—such as neighbours not greeting, colleagues avoiding conversation, or being treated as an outsider in community settings—were frequently mentioned. While individually small, these experiences accumulate and deepen feelings of exclusion over time.

Recommendations:

Intensify intercultural and anti-discrimination training: Introduce mandatory, continuous training for professionals in public institutions.

Foster two-way integration and community interaction: Support and mainstream initiatives that bring migrants and Finns together around shared projects—such as *talkoot* (voluntary communal work).

Create inclusive meeting spaces: Establish publicly supported meeting spaces where Finns and migrants can engage in open discussion, cultural exchange, and joint problem-solving.

Promote balanced media representation: Encourage highlighting positive examples of integration, migrant entrepreneurship, and civic participation.

4. Access to Information

Fragmented and inconsistent information delivery: Participants repeatedly noted the need for dividing responsibilities among organizations and institutions as to *who* provides key information, *when* (at what integration stage) and *in what form or language*. Guidance often depends on casual or serendipitous sources, leading to uneven access to and quality of information.

Timing and relevance gaps: Most information shared at the beginning of the integration process (which can lead to information overload), even though migrants' needs evolve over time, e.g. when starting work, renting housing, or accessing childcare. Many felt “left on their own” after the initial integration period.

Information that Finns consider self-evident: Everyday knowledge—such as how to join a labour union or unemployment fund, rent a flat, or navigate taxation—is rarely explained to newcomers. The need for the assumed “common language” then goes unnoticed, although it has significant consequences for inclusion and economic security.

Lack of coherent structure or visualisation: Information is typically scattered across various websites and offices, forcing migrants to piece together and check details through trial and error.

Recommendations:

Create individualised digital or printed “integration roadmaps” summarising essential steps, rights, and responsibilities in accessible language and including everyday practical knowledge.

Offer information in multiple languages and formats.

5. Accessibility

Physical barriers to participation: Many women reported reduced participation in winter due to fear of slipping on ice, which limited access to classes, hobbies, and integration activities.

Financial barriers to mobility: High public-transport costs were frequently cited as obstacles to attending courses, social gatherings, or volunteer work. Several participants were unaware of reimbursement options for travel, reflecting broader gaps in communication about entitlements.

Need for local, safe, and welcoming spaces: Easily reachable community centres and women-only meeting spaces were viewed as essential for building confidence, social networks, and belonging—especially for those with caregiving responsibilities or limited mobility.

Recommendations:

Provide clear information on existing travel-cost reimbursement schemes and eligibility criteria.

Establish safe, nearby meeting spaces—including winter-friendly indoor venues—where women can gather, learn, and connect.

Incorporate accessibility considerations (distance, mobility, seasonal safety) into all integration-related service planning.

Conclusion

The experiences collected through the ReBel co-creation sessions demonstrate that migrant women's integration needs are diverse and cannot be classified solely as a question of employment or language proficiency, but of participation, inclusion, and belonging. Structural and cultural barriers continue to undermine women's equal opportunities and confidence in Finnish society.

Addressing these challenges requires a shift towards including long-term integration perspective and shifting needs of the migrant women in integration policies. Investing in measures supporting dimensions such as trust, belonging and acceptance would only enhance migrant women's well-being but also strengthen Finland's social coherence and economy.

6.2.1. Policy brief Finland: Finnish translation

Laatinut: Magdalena Kosová, Opintokeskus Visio, yhteistyössä Suvi Valstan, Salla Kuuluvaisen ja Katja Alvoitun kanssa.

Tiivistelmä

Tässä policy briefissä kuvataan maahanmuuttajanaisten keskeisiä kotoutumishaasteita Suomessa, perustuen yli 200 osallistujan näkemyksiin ReBel-hankkeen yhteiskehittämistyöpajoista syksyllä 2024. Vaikka Suomen kotouttamisjärjestelmä on vakiintunut, sukupuolittuneet esteet ovat edelleen merkittäviä. Näihin kuuluvat rajoitettu pääsy vakituiseen työhön, kielelliset haasteet, syrjintä ja eristäytyneisyys, hajanaiset tiedonsaantikanavat sekä fyysiset ja taloudelliset osallistumisen esteet. Policy brief suosittaa kohdennettuja ja sukupuolisensitiivisiä toimenpiteitä, joilla voidaan vahvistaa maahanmuuttajanaisten osallisuutta, yhteenkuuluvuuden tunnetta ja tasa-arvoa suomalaisessa yhteiskunnassa.

Tausta

1980-luvulle asti Suomi oli ensisijaisesti siirtolaismaa, jossa maahanmuutto oli vähäistä (Heino & Jauhiainen, 2020). Tilanne muuttui nopeasti viimeisten kolmen vuosikymmenen aikana: 1990-luvulla Suomi alkoi vastaanottaa kiintiöpakolaisia, 2000-luvulla maahan saapui työperäisiä muuttajia, ja nykyään maahanmuutto on monimuotoista - siihen kuuluu työperäistä maahanmuuttoa, EU-kansalaisia, kansainvälisiä opiskelijoita, niin sanottuja "rakkausmuuttajia", turvapaikanhakijoita ja paluumuuttajia. Vuonna 2024 Suomeen muutti 63 965 henkilöä (Tilastokeskus, 2024). Samana vuonna ulkomaalaistaustaisia asukkaita oli noin 10 % väestöstä, joista lähes 300 000 oli maahanmuuttajanaisia (OECD, 2023).

Tämän policy briefin tarkoituksena on tuoda esiin maahanmuuttajien kotoutumisen sukupuulinssi Suomessa ja tunnistaa kotouttamispolitiikan sokeita pisteitä, jotka erityisesti koskettavat maahanmuuttajanaisia. Tarve naisiin kohdennetuille kotouttamistoimille on tunnistettu tutkimuksessa (Saukkonen, 2020), mutta naiset ovat edelleen vaarassa jäädä kotouttamistoimenpiteiden ulkopuolelle.

Tarve sukupuolispesifisille toimenpiteille perustuu useisiin tekijöihin. Monet naiset tulevat kulttuureista, joissa miehet ovat perheen pääasialliset elättäjät ja naiset vastaavat hoivavastuista. Tutkimusten mukaan työelämän ulkopuolella olevat naiset käyttävät harvemmin kunnallisia kotouttamispalveluja ja voivat kokea pitkäaikaista sosiaalista eristäytymistä (THL, 2024). Lisäksi kulttuuristen ja turvallisuuteen liittyvien syiden vuoksi monet maahanmuuttajanaiset suosivat naisten omia tiloja. Suuri osa naisista muuttaa perhesyistä (esim. puolison mukana), jolloin yleiset

kotouttamistoimet - jotka on suunnattu pääasiassa työmarkkinoiden ulkopuolisille humanitaarisille maahanmuuttajille - eivät välttämättä vastaa heidän tarpeitaan.

Kotoutumisprosessin aikana monet maahanmuuttajanaiset kohtaavat sukupuolirooleihin liittyviä ennakkoluuloja, kulttuurisia rajoituksia ja haasteita, jotka vaikeuttavat kielenopiskelua ja työelämään osallistumista (Työ- ja elinkeinoministeriö, 2024). Nämä tekijät yhdessä heikentävät naisten mahdollisuuksia vahvistaa itseluottamustaan, sosiaalisia verkostojaan ja kuuluvuuden tunnetta suomalaiseen yhteiskuntaan.

Vuonna 2023 aloittaneen hallituksen aikana Suomen kotouttamispolitiikka on siirtynyt säästölinjalle (mm. kotouttamisbudjetin leikkaukset) ja lisännyt yksilön omaa vastuuta. Vuoden 2024 kotoutumislain uudistuksessa valtion korvausaikaa lyhennettiin - kiintiöpakolaisten osalta neljästä kolmeen vuoteen ja muiden pakolaisten osalta kolmesta kahteen vuoteen (Valtioneuvosto, 2024) - mikä lisää maahanmuuttajanaisten kohtaamia haasteita. Näin ollen on selkeä tarve kehittää joustavampia ja kohdennetumpia toimenpiteitä eri maahanmuuttajaryhmille, erityisesti naisille.

ReBel-hankkeen tavoitteena oli tutkia maahanmuuttajanaisten kokemuksia ja kotoutumistarpeita Suomessa sekä osallistaa heidät aktiivisesti kotouttamistoimien yhteiskehittämiseen, jotta toimenpiteet vastaisivat paremmin heidän elämäntilanteitaan.

Policy brief on laadittu hyödyntäen neljätoista dialogityöpajaa ja kolmea *Design Jam* -tilaisuutta (jäljempänä yhteiskehittämistilaisuudet), jotka järjestettiin syksyllä 2024. Niihin osallistui yli 200 maahanmuuttajanaista, joista yli 58 % oli asunut Suomessa yli viisi vuotta. Yhteiskehittämistilaisuuksien raportti on julkaistu erillisenä ReBel-hankkeen tuotoksena, ja siihen voi viitata tarkempien tulosten ja havaintojen osalta.

On tärkeää huomata, että tämä policy brief sisältää ainoastaan osallistujien itse tunnistamat haasteet ja ratkaisu-ehdotukset. Osa haasteista on fasilitaattorien ja projektiryhmän toimesta muotoiltu selkeämmiksi, mutta ratkaisuehdotukset ovat osallistujien omia. Osa ehdotuksista saattaa koskea jo olemassa olevia, arvioituja tai suunniteltuja toimenpiteitä. Projektiryhmä ei ole arvioinut ehdotusten toteutettavuutta tai soveltuvuutta.

Huolimatta Suomen kasvavasta etnisestä ja kielellisestä monimuotoisuudesta sekä olemassa olevista kotouttamispoliittisista toimista, monet maahanmuuttajanaiset kohtaavat arjessaan merkittäviä haasteita. Yhteiskehittämistilaisuuksissa tunnistetut haasteet keskittyivät erityisesti kolmeen osa-alueeseen:

Taloudelliset esteet, kuten rajalliset työllistymismahdollisuudet (pitkittynyt työttömyys, alhainen tulotaso), urakehityksen puute ja ulkomailla hankittujen tutkintojen tunnustamisen ongelmat.

Sosiaaliset esteet, kuten vaikeudet suomen kielen oppimisessa (keskeistä osallisuuden ja yhteisöön kuulumisen kannalta), kulttuuristen normien ymmärtämisessä ja yhteenkuuluvuuden tunteen rakentamisessa.

Systemiset esteet, kuten institutionaaliset ja palvelurakenteisiin liittyvät ongelmat, jotka hidastavat tai estävät tehokasta osallisuutta.

Lisäksi monet maahanmuuttajanaiset kertoivat kokevansa rasismia ja syrjintää eri muodoissa ja yhteiskunnan eri tasoilla, mikä edelleen heikentää tasa-arvoisia osallistumismahdollisuuksia. Aika - kuten pitkät odotusajat kielikursseille, työttömyyden pitkittyminen ja kotouttamistoimien katkonaisuus - lisää kokonaisvaltaista stressiä ja voi johtaa toivottomuuden tai vieraantumisen tunteisiin.

Seuraavissa osioissa esitellään yhteiskehittämistilaisuuksissa tunnistetut keskeiset haasteet sekä niihin ehdotetut ratkaisut.

1. Työmarkkinat ja työllisyyden epävarmuus

Työmarkkinoiden jakautuneisuus ja alityöllisyys: Monet korkeasti koulutetut maahanmuuttajanaiset työskentelevät matalapalkkaisissa, määräaikaisissa tai epävirallisissa töissä, jotka eivät vastaa heidän koulutustaan tai osaamistaan.

Rajoittavat työnhakupolitiikat ja heikko taloustilanne: Tiukentuneet kelpoisuussäännöt ja joustavien polkujen puute rajoittavat mahdollisuuksia vakaaseen työhön, erityisesti naisilla, jotka tasapainottelevat perhevastuiden ja kieliopintojen välillä.

Työnantajien epäluottamus ulkomaisiin tutkintoihin: Työnantajat epäröivät palkata henkilöitä, joiden tutkintojen tai osaamisen katsotaan olevan hankittu ulkomailla, mikä luo rakenteellista epäluottamusta ja estää pääsyn koulutusta vastaaviin tehtäviin.

Ohjautuminen tietyille aloille: Maahanmuuttajat ja heidän jälkeläisensä ohjautuvat usein työvoimapulan aloille (esim. lähihoitajiksi), jolloin heidän uratoiveensa, aiempi koulutus ja osaaminen jäävät huomiotta.

Syrjintä ja ennakkoluulot rekrytoinnissa ja työpaikoilla: Useat maahanmuuttajanaiset raportoivat nimen, aksentin tai kulttuuritaustan perusteella tapahtuvasta syrjinnästä, mikä heikentää heidän kokemustaan tasa-arvosta ja kuuluvuudesta työmarkkinoilla.

Kotouttamis- ja ohjauspalvelujen puutteet: Työperäiset maahanmuuttajat, työelämän ulkopuolella olevat ja kotouttamisjaksonsa ylittäneet henkilöt jäävät usein ilman ohjausta, neuvontaa ja ammatillista tukea.

Suosituksia:

Helpotetaan työllistymistä ja työssä pysymistä: Vahvistetaan yksilöllistä työllistymisen tukea, kuten työnvälitys- ja uraneuvontapalveluja, erityisesti naisille, jotka palaavat tai siirtyvät työmarkkinoille.

Edistetään asennemuutosta työnantajien ja rekrytoijien keskuudessa: Otetaan käyttöön kohdennettuja koulutus- ja viestintäkampanjoita, jotka haastavat ennakkoluuloja, lisäävät kulttuurista ymmärrystä ja korostavat kansainvälisesti koulutettujen ammattilaisten rekrytoinnin hyötyjä.

Mahdollistetaan syrjintätilanteiden turvallinen ja helppo ilmoittaminen: Kehitetään selkeä ja saavutettava mekanismi rekrytointi- ja työpaikkasyrjinnän ilmoittamiseen.

Lisätään matalan kynnyksen työmahdollisuuksia: Laajennetaan lyhytkestoisten ja tuntipohjaisten työpaikkojen tarjontaa (esim. teollisuudessa, tekstiili- ja hoiva-aloilla), jotta maahanmuuttajat voivat hankkia suomalaista työkokemusta ja edetä kohti pitkäaikaisia uratavoitteita.

Luodaan “uudelleensijoittumisen työohjelmia” osaaville maahanmuuttajille: Kehitetään rakenteellisia työllistämismalleja, jotka mahdollistavat oman alan työskentelyn samalla, kun kartutetaan suomalaista työkokemusta ja alan pätevyyttä.

Vahvistetaan työnantajien, järjestöjen ja kuntien yhteistyötä: Tuetaan kumppanuuksia, jotka yhdistävät maahanmuuttajanaisia työnantajiin

mentoroinnin, harjoittelun ja verkostoitumistilaisuuksien kautta paikallisesti.

Laajennetaan kotouttamistoimia pitkäjänteisen työllistymisen tueksi: Tarjotaan edelleen uraneuvontaa, mentorointia ja kielikoulutusta myös virallisen kotouttamisjakson jälkeen, jotta osaaminen ei rapistu ja yhteiskunnallinen osallisuus säilyy.

2. Kielen oppimisen esteet

Rajoitettu pääsy tehokkaaseen kielenopetukseen: Monet maahanmuuttajanaiset korostivat suomen kielen oppimisen vaikeutta. B1-taitotason saavuttaminen vie usein pitkän ajan, ja tarjolla olevat kurssit eivät aina sovi - syynä voivat olla pitkät jonotusajat, kurssitasojen väliset katkokset tai aikataulut, jotka eivät sovi yhteen perhe- ja työvelvollisuuksien kanssa. Lisäksi opetuksen painottuminen kielioppiin ja kirjalliseen suomeen heikentää käytännön kielitaidon kehittymistä.

Tulkkipalveluiden ongelmat: Useat osallistujat kertoivat kielteisistä kokemuksista tulkkien kanssa, mikä heikensi luottamusta järjestelmään. Ongelmia aiheuttivat muun muassa väärät murteet, kulttuurisen ymmärryksen puute ja virheellinen merkitysten välitys - usein kriittisissä tilanteissa, kuten terveydenhuollossa tai sosiaalipalveluissa.

Suosituks:

Kehitetään alakohtaisia kielikursseja (esim. sosiaali- ja terveysala, ICT, ravintola-ala).

Painotetaan puhe- ja asiointisuomea kieliopin sijasta.

Tarjotaan luku- ja kirjoitustaidon koulutusta kaikille maahan muuttaville.

Mahdollistetaan joustavammat ja monimuotoisemmat tavat oppia kieltä, myös yhteisöllisesti ja median kautta.

Parannetaan tulkkipalveluiden laatua ja valvontaa, huomioiden eri kielimuodot ja kulttuuriset nyanssit.

3. Sosiaalinen eristäytyminen ja syrjintä

Kielimuurit ylläpitävät eristäytymistä: Rajoittunut suomen kielen taito on yksi merkittävimmistä syrjäytymisen ennustajista. Monet maahanmuuttajanaiset kokivat vieraantumista, koska he eivät voineet osallistua arkisiin keskusteluihin tai hoitaa asioitaan itsenäisesti.

Rodullinen ja kulttuurinen syrjintä: Erityisesti afrikkalaistaustaiset ja musliminaiset kertoivat toistuvista ennakkoluuloista ja stereotyyppioista. Esimerkkeinä mainittiin negatiiviset reaktiot huivin käyttöön, aksenttiin tai ruokailutapoihin.

Kertynyt stressi ja yksinäisyys: Syrjintä ja sosiaalinen eristäytyminen aiheuttivat monille pitkäaikaista henkistä kuormitusta ja kokemuksen siitä, ettei kuulu joukkoon.

Institutionaaliset ja asenteelliset esteet: Monien kokemusten mukaan julkisilla toimijoilla ja työpaikoilla on puutteita kulttuurisessa osaamisessa ja syrjinnän vastaisissa käytännöissä.

Vinoutunut mediakuva: Monien mielestä suomalainen media korostaa maahanmuuttoon liittyviä ongelmia eikä onnistumisia, mikä vahvistaa stereotyyppioita ja vähentää ymmärrystä eri ryhmien välillä.

Arjen mikro-syrjintä: Pieniltä tuntuvat tilanteet - kuten tervehtimättä jättäminen, keskustelun välttely tai ulkopuolisuuden tunne yhteisöissä - kasaantuvat ja lisäävät vieraantumista.

Suosituks:

Lisätään kulttuurienvälistä ja syrjinnänvastaista koulutusta julkisen sektorin ammattilaisille.

Edistetään kaksisuuntaista kotoutumista ja yhteisöllisiä projekteja (esim. talkootyö).

Luodaan avoimia, turvallisia kohtaamispaikkoja kantaväestön ja maahanmuuttajien väliselle vuorovaikutukselle.

Kannustetaan mediaa tasapainoiseen raportointiin ja positiivisten kotoutumisesimerkkien esiin tuomiseen.

4. Tiedonsaannin haasteet

Hajanaiset ja epäyhtenäiset tiedonlähteet: Osallistujat korostivat, että vastuu keskeisen tiedon jakamisesta on epäselvä eri viranomaisten ja

toimijoiden välillä. Tieto saadaan usein sattumalta, mikä johtaa eriarvoiseen ja epätasaiseen tiedonsaantiin.

Ajalliset ja sisällölliset puutteet: Suuri osa tiedosta annetaan kotoutumisprosessin alussa, jolloin tieto kuormittaa ja ei aina vastaa muuttuneisiin tarpeisiin myöhemmissä vaiheissa, kuten työhaussa tai perhepalveluissa.

”Itsestään selvän tiedon” puute: Monet arjen käytännöt - kuten ammattiliittoon liittyminen, asunnon vuokraaminen tai verotus - jäävät selittämättä, vaikka ne ovat ratkaisevia osallisuuden ja taloudellisen turvallisuuden kannalta.

Rakenteen ja selkeyden puute: Tieto on hajallaan eri verkkosivuilla ja toimipisteissä, mikä pakottaa maahanmuuttajat kokoamaan ja varmistamaan tiedot itse.

Suosituks:

Laaditaan yksilölliset digitaaliset tai painetut *kotoutumisen tiekartat*, jotka kokoavat keskeiset vaiheet, oikeudet ja velvollisuudet ymmärrettävällä kielellä.

Tarjotaan tieto useilla kielillä ja eri muodoissa (teksti, video, visuaalinen opastus).

5. Esteettömyys ja saavutettavuus

Fyysiset esteet osallistumiselle: Monet naiset kertoivat osallistumisensa vähentyvän talvella liukastumisen pelon vuoksi, mikä rajoittaa pääsyä kursseille, harrastuksiin ja kotouttamistapahtumiin.

Taloudelliset esteet liikkumiselle: Korkeat julkisen liikenteen kustannukset estävät osallistumista koulutuksiin, sosiaalisiin tilaisuuksiin ja vapaaehtoistyöhön. Osa ei myöskään tunne matkakorvausmahdollisuuksia.

Tarve paikallisille ja turvallisille kohtaamispaikoille: Helposti saavutettavat yhteisötilat ja naisten omat kokoontumispaikat ovat tärkeitä itsevarmuuden, sosiaalisten verkostojen ja yhteisöllisyyden vahvistamiseksi - erityisesti hoivavastuussa oleville ja liikkumisrajoitteisille.

Suosituks:

Tarjotaan selkeää tietoa olemassa olevista matkakulukorvauksista ja niiden ehdoista.

Perustetaan turvallisia, lähellä sijaitsevia kokoontumispaikkoja - myös talviystävällisiä sisätiloja - oppimista ja vuorovaikutusta varten.

Otetaan saavutettavuus (etäisyys, liikkuminen, kausiturvallisuus) huomioon kaikessa kotouttamispalvelujen suunnittelussa.

Johtopäätökset

ReBel-hankkeen yhteiskehittämistilaisuuksissa kerätyt kokemukset osoittavat, että maahanmuuttajanaisten kotoutumistarpeet ovat moninaisia eikä niitä voi rajata vain työllisyyteen tai kielitaitoon. Kyse on ennen kaikkea osallisuudesta, yhteisöön kuulumisesta ja yhdenvertaisista mahdollisuuksista.

Rakenteelliset ja kulttuuriset esteet heikentävät edelleen naisten tasa-arvoisia mahdollisuuksia ja luottamusta suomalaiseen yhteiskuntaan. Näiden haasteiden ratkaiseminen edellyttää pitkäjänteistä kotouttamispolitiikkaa, joka huomioi naisten muuttuvat elämäntilanteet ja tarpeet.

Investoinnit toimenpiteisiin, jotka vahvistavat luottamusta, yhteenkuuluvuutta ja hyväksyntää, parantavat paitsi maahanmuuttajanaisten hyvinvointia myös vahvistavat Suomen sosiaalista eheyttä ja taloudellista kestävyyttä.

6.2.1. Policy Brief Finland: Swedish Translation

Policy Brief: Invandrarkvinnors integrationsbehov i Finland

Version 1, 17 oktober 2025

Förberedd av: Magdalena Kosová, Opintokeskus Visio, med bidrag från Suvi Valsta, Salla Kuuluvainen och Katja Alvoittu.

Sammanfattning

Detta policy brief belyser de viktigaste integrationsutmaningarna som invandrarkvinnor möter i Finland, baserat på insikter från över 200

deltagare i ReBel-projektets samskapandeverkstäder som hölls hösten 2024. Trots att Finland har en etablerad integrationsram kvarstår könsspecifika hinder, såsom begränsad tillgång till stabil anställning, svårigheter med språkinläring, upplevelser av diskriminering och isolering, splittrad tillgång till information samt fysiska och ekonomiska hinder för deltagande. Policy briefen rekommenderar riktade, jämställdhetsmedvetna åtgärder för att stärka invandrarkvinnors delaktighet, känsla av tillhörighet och jämlikhet.

Bakgrund och kontext

Fram till 1980-talet var Finland främst ett utvandringsland med relativt låg invandring (Heino & Jauhiainen, 2020). Under de senaste tre decennierna har situationen förändrats snabbt: under 1990-talet började Finland ta emot kvotflyktingar, under 2000-talet ökade arbetskraftsinvandringen, och i dag upplever landet olika former av migration - inklusive arbetskraftsinvandrare, EU-medborgare, internationella studenter, så kallade "kärleksmigranter", asylsökande och återflyttare. Enbart år 2024 invandrade 63 965 personer till Finland (Statistikcentralen, 2024). Samma år utgjorde personer med utländsk bakgrund cirka 10 % av befolkningen, varav nästan 300 000 var kvinnor med invandrarbakgrund (OECD, 2023).

Syftet med denna policy brief är att uppmärksamma den könsspecifika dimensionen av invandrarnas integration i Finland och att synliggöra blinda fläckar i den allmänna integrationspolitiken som påverkar invandrarkvinnor. Behovet av mångsidiga integrationsåtgärder riktade till kvinnor har identifierats i forskning (Saukkonen, 2020), men kvinnor riskerar fortfarande att hamna utanför de existerande integrationsåtgärderna.

Argumenten för kvinnospecifika insatser är många. Många kvinnor kommer från kulturer där män är familjens huvudsakliga försörjare och kvinnor bär huvudansvaret för omsorg. Studier visar att kvinnor utanför arbetsmarknaden har mindre tillgång till kommunala integrationsprogram och kan uppleva långvarig social isolering (THL, 2024). Av kulturella och trygghetsmässiga skäl föredrar många invandrarkvinnor även kvinnospecifika mötesplatser. En stor andel kvinnor anländer dessutom till Finland av familjeskäl (t.ex. som makar), vilket gör att de generella integrationsåtgärderna - som ofta riktar sig till humanitära invandrare utanför arbetsmarknaden - inte nödvändigtvis passar deras situation.

Under integrationsprocessen möter många invandrarkvinnor utmaningar, fördomar och kulturella begränsningar kopplade till könsroller, vilket påverkar deras deltagande i språkkurser och arbetsliv (Arbets- och näringsministeriet, 2024). Dessa faktorer sammantaget kan försvåra kvinnors möjligheter att bygga självförtroende, sociala nätverk och känsla av tillhörighet i det finländska samhället.

Under den nuvarande regeringen, som tillträdde 2023, har Finlands integrationspolitik genomgått en tydlig förändring mot åtstramning (bland annat genom nedskärningar i integrationsbudgeten) och ett ökat individuellt ansvar. Reformen av integrationslagen 2024 förkortade statens ersättningsperiod för nyanlända - från fyra till tre år för kvotflyktingar och från tre till två år för andra flyktingar (Statsrådet, 2024) - vilket innebär ytterligare utmaningar för invandrarkvinnor. Därför finns ett tydligt behov av att utveckla mer flexibla och målgruppsanpassade integrationsåtgärder för specifika grupper av invandrarkvinnor.

ReBel-projektets mål var att utforska invandrarkvinnors erfarenheter och integrationsbehov i Finland samt att aktivt inkludera dem i samskapandet av integrationsåtgärder för att bättre anpassa dessa till deras livssituationer.

Detta policy brief bygger på material från fjorton dialogverkstäder och tre *Design Jam*-sessioner (nedan kallade samskapandesessioner) som organiserades under hösten 2024. Sessionerna engagerade över 200 invandrarkvinnor, varav mer än 58 % hade bott i Finland i över fem år. Rapporten från samskapandesessionerna har publicerats som en separat leverans inom ReBel-projektet, där mer detaljerad information finns om processen och resultaten.

Observera att detta policy brief endast innehåller de utmaningar och lösningar som deltagarna själva har identifierat under samskapandesessionerna. Utmaningarna har i vissa fall omformulerats eller förtydligats av projektets facilitatorer, men de föreslagna lösningarna är deltagarnas egna. Vi erkänner att vissa av dessa förslag kan omfatta åtgärder som redan existerar, har planerats eller testats. Projektgruppen har inte bedömt förslagets genomförbarhet eller lämplighet.

Utmaningar för integration av invandrarkvinnor i Finland och föreslagna rekommendationer

Trots Finlands växande etniska och språkliga mångfald, samt de integrationspolitiska insatser som redan finns, står många invandrarkvinnor fortfarande inför betydande utmaningar i sin vardag. Resultaten från samskapandesessionerna visar att dessa svårigheter särskilt framträder inom tre områden:

Ekonomiska hinder, ofta kopplade till begränsade arbetsmöjligheter (inklusive långvarig arbetslöshet och låg inkomst), brist på karriärutveckling och bristande erkännande av utländska examina.

Sociala hinder, såsom svårigheter att lära sig finska (vilket upplevs som centralt för att känna sig delaktig i samhällets institutioner), förstå kulturella normer och skapa en känsla av tillhörighet.

Systemiska hinder, inklusive strukturella barriärer inom institutioner och tjänster som bromsar eller förhindrar effektiv inkludering.

Dessutom rapporterade många invandrarkvinnor att de upplevt rasism och diskriminering i olika former och på flera samhällsnivåer, vilket ytterligare försvårar jämlikt deltagande. Tid - i form av långa väntetider till språkkurser, förlängda perioder av arbetslöshet och bristande kontinuitet i integrationsåtgärder - ökar den totala stressbelastningen och kan leda till känslor av hopplöshet och utanförskap.

I de följande avsnitten presenteras de centrala utmaningar som invandrarkvinnor identifierade under samskapandesessionerna, samt rekommendationer för att bemöta dem.

1. Arbetsmarknaden och anställningens osäkerhet

Segmentering av arbetsmarknaden och underanställning: Många kvalificerade invandrarkvinnor arbetar i lågavlönade, tillfälliga eller informella jobb som inte motsvarar deras utbildning eller kompetens.

Restriktiva regler för arbetsökande och svagt ekonomiskt klimat: Skärpta behörighetskrav och bristen på flexibla vägar begränsar möjligheterna till stabil anställning, särskilt för kvinnor som balanserar omsorgsansvar och språkinläring.

Arbetsgivares bristande förtroende för utländska examina: Arbetsgivare tvekar ofta att anställa personer med utländska meriter, vilket skapar strukturell misstro och hindrar tillgången till kvalificerade positioner.

Institutionell styrning till specifika sektorer: Invandrare och deras barn kanaliseras ofta till bristyrken (t.ex. närvårdare), medan deras yrkesambitioner, kompetenser och tidigare utbildning förbises.

Diskriminering och fördomar vid rekrytering och på arbetsplatser: Många invandrarkvinnor rapporterar att de möter bias på grund av namn, accent eller kulturell bakgrund, vilket undergräver deras känsla av tillhörighet och jämlikhet på arbetsmarknaden.

Brist på stöd i integrations- och sysselsättningsåtgärder: Arbetskraftsinvandrare, personer utanför arbetsmarknaden och individer som passerat sin officiella integrationsperiod har ofta begränsad tillgång till vägledning, rådgivning och yrkesutveckling.

Rekommendationer:

Underlätta tillgång till arbete och trygg anställning: Stärk det individuella stödet för sysselsättning, inklusive matchningstjänster och karriärvägledning för kvinnor som återvänder till eller byter bana på den finländska arbetsmarknaden.

Främja attitydförändring bland arbetsgivare och rekryterare: Inför riktade utbildnings- och informationskampanjer som utmanar fördomar, ökar den kulturella förståelsen och lyfter fram fördelarna med att rekrytera internationellt utbildade yrkespersoner.

Möjliggör trygg och enkel rapportering av diskriminering: Utveckla tydliga och lättillgängliga mekanismer för att rapportera diskriminering och orättvis behandling i rekrytering och anställning.

Öka tillgången till lågtröskeljobb: Utvidga möjligheterna till korttids- och timanställningar - exempelvis inom tillverkning, textil och vård - som gör det möjligt för invandrare att få finländsk arbetslivserfarenhet samtidigt som de bygger långsiktiga karriärmål.

Inför ”återinträdesjobb” för kvalificerade invandrare: Skapa strukturerade program som gör det möjligt för yrkespersoner med utländska kvalifikationer att arbeta inom sitt eget fält medan de skaffar branschspecifik erfarenhet och erkända meriter i Finland.

Stärk samarbetet mellan arbetsgivare, kommuner och civilsamhälle: Främja partnerskap som kopplar samman invandrarkvinnor

med arbetsgivare genom mentorskap, praktik och nätverksevenemang på lokal nivå.

Utöka integrationsåtgärderna för långsiktig anställningsbarhet: Erbjud fortsatt karriärvägledning, mentorskap och språkundervisning även efter den officiella integrationsperioden för att förhindra kompetensförlust och utanförskap.

2. Att övervinna språkbarriären

Begränsad tillgång till effektiv språkundervisning: Många invandrarkvinnor betonade svårigheterna med att lära sig finska. Att nå nivå B1 tar ofta lång tid, och kurserna är inte alltid lämpliga på grund av långa köer, avbrott mellan kursnivåer eller tidtabeller som krockar med familje- och arbetsansvar. Dessutom fokuserar undervisningen ofta mer på grammatik och skriftlig finska än på talad och situationsbunden språkfärdighet.

Problem med tolkningstjänster: Flera deltagare rapporterade negativa erfarenheter av tolkar, vilket minskade förtroendet för systemet. Vanliga problem var fel dialekter, brist på kulturell förståelse och feltolkning av budskap - ofta i känsliga situationer som inom vård eller socialtjänst.

Rekommendationer:

Utveckla branschspecifika språkkurser (t.ex. vård, ICT, hotell och restaurang).

Prioritera talad och funktionell finska framför grammatikfokuserad undervisning.

Erbjud läs- och skrivundervisning till alla nyanlända.

Skapa flexibla och mer varierade former för språkinlärning, även genom gemenskapsaktiviteter och media.

Förbättra kvalitetssäkringen och tillsynen av tolkningstjänster, med hänsyn till språkvarianter och kulturella skillnader.

3. Social utestängning och diskriminering

Språkbarriärer förstärker isolering: Begränsade språkkunskaper i finska är en stark faktor för social utestängning. Många invandrarkvinnor känner sig

utanför eftersom de inte kan delta i vardagliga samtal eller hantera myndighetsärenden självständigt.

Rasism och kulturell diskriminering: Framför allt kvinnor med afrikansk eller muslimsk bakgrund beskrev upprepade erfarenheter av fördomar och stereotyper, till exempel kritik för slöja, accent eller matvanor.

Akkumulerad stress och ensamhet: Diskriminering och isolering leder till psykisk belastning och känslor av att aldrig riktigt höra till.

Institutionella och attitydmässiga hinder: Många upplever brist på interkulturell kompetens och motstånd mot anpassning i offentliga institutioner och på arbetsplatser.

Obalanserad mediebild: Många ansåg att finländska medier fokuserar mer på problem än på positiva exempel, vilket förstärker stereotyper och minskar förståelsen mellan grupper.

Vardagliga mikroexklusioner: Små händelser - som att inte bli hälsad på, undvikas i samtal eller behandlas som utanförstående - ackumuleras över tid och förstärker känslan av utanförskap.

Rekommendationer:

Förstärk interkulturell och antidiskriminerande utbildning för yrkespersoner inom den offentliga sektorn.

Främja ömsesidig integration och gemensamma samhällsinitiativ (t.ex. talkoarbete).

Skapa inkluderande mötesplatser där finländare och invandrare kan mötas i dialog och samarbete.

Uppmuntra balanserad mediebevakning som lyfter fram positiva integrationsberättelser och invandrares bidrag till samhället.

4. Tillgång till information

Splittrad och inkonsekvent informationsförmedling: Deltagarna betonade att ansvaret för att ge central information är otydligt mellan myndigheter och organisationer. Information erhålls ofta slumpmässigt, vilket skapar ojämlik tillgång och varierande kvalitet.

Tidsmässiga och relevansmässiga brister: Det mesta av informationen ges i början av integrationsprocessen, vilket leder till informationsöverflöd och bristande relevans senare - till exempel vid jobsökning eller vid användning av familje- och barnomsorgstjänster.

Brist på ”självlara kunskaper”: Många vardagskunskaper - som att gå med i en fackförening, hyra bostad eller förstå skattesystemet - förklaras sällan, trots att de är avgörande för inkludering och ekonomisk trygghet.

Avsaknad av struktur och tydlighet: Informationen är spridd över olika webbplatser och kontor, vilket tvingar invandrare att själva pussla ihop och kontrollera uppgifter.

Rekommendationer:

Skapa individuella digitala eller tryckta *integrationskartor* som sammanfattar viktiga steg, rättigheter och skyldigheter på lättillgängligt språk.

Erbjud information på flera språk och i olika format (text, video, visuella guider).

Tillgänglighet och delaktighet

Fysiska hinder för deltagande: Många kvinnor rapporterade minskat deltagande under vintern på grund av rädsla för att halka, vilket begränsar tillgången till kurser, fritidsaktiviteter och integrationsinsatser.

Ekonomiska hinder för rörlighet: Höga kollektivtrafikkostnader försvårar deltagande i utbildningar, sociala evenemang och frivilligarbete. Flera var inte medvetna om möjligheten till reseersättning.

Behov av lokala och trygga mötesplatser: Lättillgängliga gemenskapslokaler och kvinnopecifika mötesplatser är viktiga för att stärka självförtroende, sociala nätverk och känsla av gemenskap - särskilt för dem med omsorgsansvar eller begränsad rörlighet.

Rekommendationer:

Ge tydlig information om befintliga reseersättningsystem och kriterier för berättigande.

Inrätta trygga, närbelägna mötesplatser - även vinteranpassade inomhuslokaler - där kvinnor kan träffas, lära och nätverka.

Inkludera tillgänglighetsaspekter (avstånd, rörlighet, säsonganpassning) i all planering av integrationsrelaterade tjänster.

De erfarenheter som samlades in genom ReBel-projektets samskapandesessioner visar att invandrarkvinnors integrationsbehov är mångfacetterade och inte enbart handlar om arbete eller språkkunskaper, utan om delaktighet, gemenskap och jämlika möjligheter.

Strukturella och kulturella hinder fortsätter att undergräva kvinnors jämlika möjligheter och förtroende för det finländska samhället. För att möta dessa utmaningar krävs en långsiktig integrationspolitik som beaktar kvinnors föränderliga livssituationer och behov.

Att investera i åtgärder som stärker tillit, samhörighet och acceptans gynnar inte bara invandrarkvinnors välbefinnande utan bidrar även till Finlands sociala sammanhållning och ekonomiska hållbarhet.

6.3. Policy brief Netherlands



POLICY BRIEF: REDESIGN BELONGING

Title: Sense of Belonging: Issues, Strategies, and Design Opportunities
Date: 2 December 2025
Written by: What Design Can Do, Rosa Kieft

1. Executive Summary

This policy brief highlights the key barriers affecting the integration and sense of belonging of migrant women in the Netherlands. The findings draw on insights from the Redesign Belonging project's co-creation workshops, conducted by What Design Can Do in autumn 2024 with over 50 migrant women in Amsterdam. The brief outlines systemic, social, and cultural challenges that undermine women's integration and proposes opportunities for incorporating design and co-creation methodologies into policy development. These recommendations aim to foster more inclusive, responsive, and gender-sensitive integration pathways. Included are also several design projects that already integrate an approach with co-creation and design.

2. Context and background

Research from the Verwey-Jonker Instituut shows that newcomers in the Netherlands face structural inequalities in integration support, which disproportionately affect women. Municipalities often prioritise labour-market guidance for men, leaving female status holders with less assistance in finding work and achieving economic independence. Current integration policies also struggle to reflect the diverse realities of newcomers. A "one-size-fits-all" model limits accessibility and leaves many groups, especially women, insufficiently served. While language acquisition and employment are central metrics, real integration requires navigating Dutch society, forming social ties, and feeling part of local communities.

Insights from the Redesign Belonging project, including those who have been in the host country for over 5 years, reinforce this gender dimension: migrant women experience higher levels of financial precarity, limited job access, and social exclusion. These findings highlight the need for more targeted, gender-responsive integration policies.

3. Key Challenges Identified Through Co-Creation Workshops

The Redesign Belonging project engaged migrant women in Finland, the Netherlands, and Spain to understand their lived experiences and co-design more fitting integration opportunities. Across more than 50 Dutch participants, three interconnected categories of challenges emerged.

1. Systemic and Administrative Instability

Participants described high stress and uncertainty resulting from:

- Visa and administrative burdens: navigating visa procedures, incomplete information, and repeated documentation demands.
- Job and financial insecurity: unemployment, underemployment, or unstable income contributed to stress, social isolation, and feelings of hopelessness.
- Workplace exclusion: experiences of undervaluation, limited agency, or being sidelined during team changes diminished confidence and belonging.

2. Social Isolation and Weak Community Connections

A significant barrier to belonging was difficulty forming meaningful social ties:

- Loneliness and lack of community: many described persistent isolation and the absence of a supportive social circle.
- Difficulty connecting with locals: participants found it hard to build friendships beyond surface-level interactions.
- Loss of deep friendships: women often lacked long-term, emotionally supportive relationships.
- Non-EU passport barriers: repeatedly explaining visa limitations in social contexts created additional friction and exclusion.

3. Cultural Barriers and Emotional Stressors

Cultural adjustment challenges heavily shaped participants' sense of exclusion:

- Language gaps: limited Dutch proficiency led to misunderstandings and reduced confidence.
- Identity pressures: some felt compelled to assimilate or "perform" Dutch identity, creating emotional strain.
- Transactional environments: perceptions of a highly individualistic or capital-oriented culture undermined feelings of connection.
- Emotional vulnerability: anxiety, sadness, fatigue, and significant life events (e.g., divorce, illness, COVID-19 impacts) intensified feelings of non-belonging.
- Environmental factors: dark winters, cold weather, and general climate impacts were also cited as contributors to emotional distress.

4. Policy Gaps and Opportunities

Insights from both research and co-creation workshops indicate clear opportunities for policy innovation, particularly through design and co-creation approaches that centre lived experience.

Opportunities for Integrating Design for Belonging in Policy:

1. Create Inclusive Spaces for Migrant Women

Support the development of physical and social spaces where migrant women can safely gather, share experiences, and connect with Dutch communities. Such spaces should address their specific cultural, emotional, and social needs.

2. Use Sensory and Cultural Activation

Design interventions that use food, smells, visuals, or storytelling to help women connect with their identities and the local culture. Sensory activation is a powerful facilitator of belonging and emotional grounding.

3. Encourage Self-Fulfilment and Personal Development

Policies should support opportunities for self-expression, personal growth, and identity formation, enabling women to

Redefine themselves, build confidence, and explore new interests.

4. Strengthen Local, Community-Level Co-Creation

Empower municipalities and neighbourhood organisations to engage migrant women directly in the design of localised integration measures. Community-based co-creation helps ensure that interventions reflect real needs.

5. Stimulate Job Creation Through Cultural and Design Initiatives

Design projects, social enterprises, and creative startups can offer meaningful employment pathways for migrant women. Supporting these initiatives contributes to both economic inclusion and stronger community relations.

5. Initiatives Taking the Lead in Co-creation and Belonging

In the Netherlands, a strong and growing social design community is already working on issues such as inclusion and solidarity. Below are several best-practice initiatives focused on inclusion and integration.:



The Embassy of Inclusive Society at Dutch Design Week By Dutch Design Foundation, 2023 & 2024

The Embassy of Inclusive Society at Dutch Design Week brings designers, communities, and policymakers together to explore what genuine inclusivity means in daily life. Through workshops, exhibitions, and collaborative experiments, it shows how design can remove barriers and amplify underrepresented voices. Instead of offering finished solutions, the Embassy invites ongoing dialogue and co-creation, demonstrating how design can help build a more just and inclusive society.



The Wachtkamer in Utrecht

By De Toekomstfabriek, 2025

De Wachtkamer is a design initiative that works with asylum seekers, architects, and social designers to improve living conditions in Dutch shelters through co-creation. Their central intervention is modular “privacy cabins” built around standard bunk beds, offering residents more autonomy, dignity, and personal space within overcrowded facilities. By involving people with lived experience directly in the design process, De Wachtkamer demonstrates how small, thoughtful spatial interventions can make a profound difference in daily life for those living in temporary accommodation.



The Beach in Amsterdam

The Beach in Amsterdam is a social design lab that puts co-creation at its core. By working with residents, community partners, and designers, it develops projects that tackle social challenges through shared experimentation. Instead of offering ready-made solutions, The Beach creates open processes where people contribute their own experiences and ideas. This approach leads to more meaningful results while strengthening community capacity and giving participants real influence over the initiatives that shape their neighbourhoods.

5. Conclusion

Migrant women in the Netherlands face compounded challenges that limit their sense of belonging and ability to participate fully in society. These challenges are deeply linked to structural inequalities, social fragmentation, and cultural barriers. Integrating design and co-creation methodologies into policy development offers promising opportunities to address these gaps, ensuring that integration pathways become more inclusive, gender-responsive, and reflective of lived experience.

About Redesign Belonging

Redesign Belonging (ReBel) is a project that aims to foster solidarity and promote a sense of belonging among migrant women who have been in host countries for more than five years. By involving these women in co-creative activities with professional designers, the project aims to develop innovative models and solutions for integration, tailored to various contexts within the EU.

The ReBel project is co-financed by the European Commission in the framework of the Citizens, Equality, Rights and Values Programme (CERV). The project consortium includes *Laurea University of Applied Sciences* (Finland, coordinator), *Euro-Arab Foundation for Higher Studies* (Spain), *Educational Centre Visio* (Finland) and the international organisation *What Design Can Do* (The Netherlands)

Learn more about the **Redesign Belonging Project**:

<https://redesignbelonging.eu/>

Learn more about **What Design Can Do**:

<https://www.whatdesigncando.com/>

6.3.1. Policy brief Netherlands: Dutch Translation



BELEIDSBRIEF: REDESIGN BELONGING

Titel: Sense of Belonging: Knelpunten, Strategieën en Ontwerpmogelijkheden
Datum: 2 December 2025
Auteur: What Design Can Do, Rosa Kieft

1. Executive Summary

Deze beleidsbrief belicht de belangrijkste belemmeringen die de integratie en het gevoel van verbondenheid van migrantenvrouwen in Nederland beïnvloeden. De bevindingen zijn gebaseerd op inzichten uit de co-creatie workshops van het project Redesign Belonging, uitgevoerd door What Design Can Do in het najaar van 2024 met meer dan 50 migrantenvrouwen in Amsterdam. De brief beschrijft systemische, sociale en culturele uitdagingen die de integratie van vrouwen ondermijnen en presenteert kansen om ontwerp- en co-creatie methodologieën te integreren in beleidsontwikkeling. Deze aanbevelingen zijn gericht op het bevorderen van meer inclusieve, responsieve en gendersensitieve integratietrajecten. Daarnaast bevat de brief verschillende ontwerpprojecten die al werken met een co-creatie- en designbenadering.

2. Context en achtergrond

Onderzoek van het Verwey-Jonker Instituut laat zien dat nieuwkomers in Nederland te maken hebben met structurele ongelijkheden in de ondersteuning bij integratie, die vrouwen onevenredig hard treffen. Gemeenten geven vaak prioriteit aan begeleiding naar de arbeidsmarkt voor mannen, waardoor vrouwelijke statushouders minder ondersteuning krijgen bij het vinden van werk en het bereiken van economische zelfstandigheid. Het huidige integratiebeleid heeft daarnaast moeite om recht te doen aan de uiteenlopende realiteiten van nieuwkomers. Een one-size-fits-all-benadering beperkt de toegankelijkheid en zorgt ervoor dat veel groepen, met name vrouwen, onvoldoende worden bediend. Hoewel taalverwerving en werk belangrijke maatstaven zijn, vraagt echte integratie ook om het wegwijs worden in de Nederlandse samenleving, het opbouwen van sociale netwerken en het gevoel onderdeel te zijn van lokale gemeenschappen.

Inzichten uit het project Redesign Belonging, waaronder die van vrouwen die al langer dan vijf jaar in het gastland verblijven, onderstrepen deze genderdimensie: migrantenvrouwen ervaren vaker financiële onzekerheid, beperkte toegang tot werk en sociale uitsluiting. Deze bevindingen benadrukken de noodzaak van meer gerichte, gendersensitieve integratiebeleid.

3. Belangrijkste uitdagingen geïdentificeerd via co-creatiewerkshops

Het project Redesign Belonging betrof migrantenvrouwen in Finland, Nederland en Spanje om hun geleefde ervaringen te begrijpen en samen beter passende integratiekansen te ontwerpen. Onder meer dan 50 deelnemers in Nederland kwamen drie onderling samenhangende categorieën van uitdagingen naar voren.

1. Systemische en administratieve instabiliteit

Deelnemers beschreven een hoge mate van stress en onzekerheid als gevolg van:

- Visum- en administratieve lasten: het moeten navigeren door visumprocedures, onvolledige informatie en herhaalde verzoeken om documentatie.
- Werk- en financiële onzekerheid: werkloosheid, onderbenutting of een instabiel inkomen droegen bij aan stress, sociale isolatie en gevoelens van hopeloosheid.
- Uitsluiting op de werkvloer: ervaringen van onderwaardering, beperkte zeggenschap of buitensluiting bij teamveranderingen ondermijnden het zelfvertrouwen en het gevoel van verbondenheid.

2. Sociale isolatie en beperkte verbinding met de gemeenschap

Een belangrijke belemmering voor het gevoel van verbondenheid was de moeite om betekenisvolle sociale relaties op te bouwen:



- Eenzaamheid en gebrek aan gemeenschap: velen beschreven aanhoudende isolatie en het ontbreken van een ondersteunend sociaal netwerk.
- Moeite met het leggen van contact met locals: deelnemers gaven aan dat het lastig was om vriendschappen op te bouwen die verder gingen dan oppervlakkige interacties.
- Verlies van diepe vriendschappen: vrouwen misten vaak langdurige, emotioneel ondersteunende relaties.
- Beperkingen door een niet-EU-paspoort: het telkens moeten uitleggen van visum beperkingen in sociale situaties zorgde voor extra frictie en uitsluiting.

3. Culturele barrières en emotionele stressfactoren

Uitdagingen rond culturele aanpassing bepaalden in sterke mate het gevoel van uitsluiting bij de deelnemers:

- **Taalbarrières:** beperkte beheersing van het Nederlands leidde tot misverstanden en een verminderd zelfvertrouwen.
- **Identiteit Druk:** sommigen voelden zich gedwongen om zich aan te passen of een 'Nederlandse' identiteit te performen, wat emotionele spanning veroorzaakte.
- **Transactionele omgevingen:** de perceptie van een sterk individualistische of op kapitaal gerichte cultuur ondermijnde het gevoel van verbondenheid.
- **Emotionele kwetsbaarheid:** angst, verdriet, vermoeidheid en ingrijpende levensgebeurtenissen (zoals echtscheiding, ziekte of de gevolgen van COVID-19) versterkten gevoelens van niet-erbij-horen.
- **Omgevingsfactoren:** ook donkere winters, koud weer en algemene klimaatomstandigheden werden genoemd als factoren die bijdroegen aan emotionele stress.

4. Beleids tekortkomingen en kansen

Inzichten uit zowel onderzoek als co-creatieworkshops wijzen op duidelijke kansen voor beleidsvernieuwing, met name via

ontwerp- en co-creatie benaderingen die de geleefde ervaringen centraal stellen.

Kansen voor het integreren van Design for Belonging in beleid:

1. Creëer inclusieve ruimtes voor migrantenvrouwen

Ondersteun de ontwikkeling van fysieke en sociale ruimtes waar migrantenvrouwen veilig kunnen samenkomen, ervaringen kunnen delen en verbinding kunnen maken met Nederlandse gemeenschappen. Deze ruimtes moeten inspelen op hun specifieke culturele, emotionele en sociale behoeften.

2. Zet in op zintuiglijke en culturele activatie

Ontwerp interventies die gebruikmaken van eten, geuren, beelden of storytelling om vrouwen te helpen zich te verbinden met hun identiteit en met de lokale cultuur. Zintuiglijke activatie is een krachtige katalysator voor verbondenheid en emotionele verankering.

3. Stimuleer zelfontplooiing en persoonlijke ontwikkeling

Beleid zou kansen moeten ondersteunen voor zelfexpressie, persoonlijke groei en identiteitsvorming, zodat vrouwen zichzelf opnieuw kunnen definiëren, zelfvertrouwen kunnen opbouwen en nieuwe interesses kunnen verkennen.

4. Versterk lokale co-creatie op gemeenschapsniveau

Geef gemeenten en buurtorganisaties de ruimte en middelen om migrantenvrouwen actief te betrekken bij het ontwerpen van lokale integratiemaatregelen. Co-creatie op gemeenschapsniveau helpt om interventies beter te laten aansluiten op de werkelijke behoeften.

5. Stimuleer werkgelegenheid via culturele en ontwerp initiatieven

Ontwerpprojecten, sociale ondernemingen en creatieve startups kunnen betekenisvolle werkgelegenheid bieden aan migrantenvrouwen. Het ondersteunen van deze initiatieven draagt bij aan economische inclusie én sterkere gemeenschap relaties.

5. Initiatieven die vooroplopen in co-creatie en verbinding

In Nederland werkt een sterke en groeiende community van sociaal ontwerpers al aan vraagstukken rond inclusie en

solidariteit. Hieronder volgen enkele best practices en initiatieven die zich richten op inclusie en integratie:



The Embassy of Inclusive Society tijdens Dutch Design Week, Dutch Design Foundation, 2023 & 2024

De Embassy of Inclusive Society tijdens de Dutch Design Week brengt ontwerpers, gemeenschappen en beleidsmakers samen om te verkennen wat echte inclusiviteit betekent in het dagelijks leven. Via workshops, tentoonstellingen en gezamenlijke experimenten laat het initiatief zien hoe ontwerp kan bijdragen aan het wegnemen van barrières en het versterken van ondervertegenwoordigde stemmen. In plaats van kant-en-klare oplossingen te presenteren, nodigt de Embassy uit tot voortdurende dialoog en co-creatie, en laat zij zien hoe ontwerp kan helpen bij het bouwen aan een rechtvaardigere en inclusievere samenleving.



De Wachtkamer in Utrecht, De Toekomstfabriek, 2025

De Wachtkamer is een ontwerpinitiatief dat samenwerkt met asielzoekers, architecten en sociaal ontwerpers om via co-creatie de leefomstandigheden in Nederlandse opvanglocaties te verbeteren. Hun centrale interventie bestaat uit modulaire 'privacycabines' rond standaard stapelbedden, die bewoners meer autonomie, waardigheid en persoonlijke ruimte bieden binnen vaak overvolle voorzieningen. Door mensen met

ervaringskennis direct te betrekken bij het ontwerpproces laat De Wachtkamer zien hoe kleine, doordachte ruimtelijke ingrepen een diepgaande impact kunnen hebben op het dagelijks leven van mensen in tijdelijke huisvesting.



The Beach in Amsterdam

The Beach in Amsterdam is een sociaal ontwerpplab dat co-creatie centraal stelt. Door samen te werken met bewoners, communitypartners en ontwerpers ontwikkelt het projecten die maatschappelijke uitdagingen aanpakken via gedeelde experimenten. In plaats van kant-en-klare oplossingen te bieden, creëert The Beach open processen waarin mensen hun eigen ervaringen en ideeën kunnen inbrengen. Deze aanpak leidt tot meer betekenisvolle resultaten, versterkt de veerkracht van de gemeenschap en geeft deelnemers daadwerkelijke invloed op de initiatieven die hun buurt vormgeven.

5. Conclusie

Migrantenvrouwen in Nederland worden geconfronteerd met opeenstapelende uitdagingen die hun gevoel van verbondenheid en hun mogelijkheden om volwaardig deel te nemen aan de samenleving beperken. Deze uitdagingen zijn nauw verbonden met structurele ongelijkheden, sociale fragmentatie en culturele barrières. Het integreren van ontwerp- en co-creatie methodologieën in beleidsontwikkeling biedt veelbelovende kansen om deze lacunes aan te pakken en ervoor te zorgen dat integratietrajecten inclusiever, gendersensitiever en beter afgestemd zijn op geleefde ervaringen.

Over Redesign Belonging

Redesign Belonging (ReBel) is een project dat tot doel heeft solidariteit te bevorderen en het gevoel van verbondenheid te



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versterken onder migrantenvrouwen die langer dan vijf jaar in gastlanden verblijven. Door deze vrouwen te betrekken bij co-creatieve activiteiten met professionele ontwerpers, beoogt het project innovatieve modellen en oplossingen voor integratie te ontwikkelen, afgestemd op verschillende contexten binnen de EU.

Het ReBel-project wordt mede gefinancierd door de Europese Commissie in het kader van het programma Citizens, Equality, Rights and Values Programme (CERV). Het projectconsortium bestaat uit *Laurea University of Applied Sciences* (Finland, coordinator), *Euro-Arab Foundation for Higher Studies* (Spain), *Educational Centre Visio* (Finland) en de internationale organisatie *What Design Can Do* (The Netherlands)

Meer informatie over het **Redesign Belonging Project**:
<https://redesignbelonging.eu/>

Meer informatie over **What Design Can Do**:
<https://www.whatdesigncando.com/>

7. Conclusions

Across the diverse challenges identified in the ensuing policy roundtables—including employment barriers, language acquisition, social exclusion, and restricted access to services—several recurring themes underscore the need for a holistic, inclusive, and human-centred approach to migrant integration. Central among these is the recognition of structural inequalities, which necessitates targeted policy responses such as the streamlined recognition of foreign qualifications, strengthened labour protections, and the implementation of anti-discrimination monitoring systems (OECD, 2018; ILO, 2021). Such interventions aim not only to enhance economic participation but also to address deeper systemic obstacles that hinder equitable access to employment opportunities for migrants.

Language and communication are foundational to integration processes, enabling migrant women to engage with institutions, access services, and participate fully in community life. There is broad consensus regarding the importance of practical, flexible, and context-specific language instruction, particularly courses emphasizing spoken communication and industry-relevant vocabulary. These efforts should be complemented by high-quality interpretation services and multilingual informational resources to ensure that migrants can navigate complex systems effectively (Council of Europe, 2020). Moreover, professional training programmes should be designed to complement language learning, ensuring that older women who are outside the formal education system can enhance their prospects of securing dignified, sustainable employment.

The roundtables further highlighted that social inclusion extends beyond formal access to services; it requires active engagement with the host society and the dismantling of cultural and institutional barriers. Measures such as intercultural training in public institutions, community-building initiatives, and efforts to promote positive and balanced media representations of migrants are critical for fostering mutual understanding and reducing prejudice (Berry, 1997; Ager & Strang, 2008). These strategies must also account for intersectional vulnerabilities, particularly those experienced by migrant women, who face compounded challenges related to gender, migration status, and socioeconomic marginalisation (Crenshaw, 1991; Phillimore, 2012). Policies that establish safe, inclusive, and gender-sensitive spaces, alongside educational and employment programmes tailored specifically for women, are essential to addressing these complex needs.

Local-level, participatory approaches emerged as another consistent theme across the events and roundtables. Integration is most effective when facilitated through community-based initiatives that emphasise co-creation, cultural dialogue, and shared objectives. Design projects, neighbourhood-level cultural programmes, and grassroots entrepreneurship initiatives can foster a sense of belonging while simultaneously generating economic opportunities (Putnam, 2000; Sandercock, 2003). Such initiatives also enhance migrants' self-fulfilment, enabling them to explore new identities and contribute meaningfully to their communities.

In conclusion, the evidence points to a multidimensional model of integration, grounded in mutual adaptation, institutional responsiveness, and the creation of inclusive social and economic environments. Integration should not be conceived solely as assimilation into dominant norms but as a dynamic process of engagement and transformation involving both migrants and host societies. A comprehensive strategy that bridges employment, language acquisition, social inclusion, and service accessibility—while foregrounding intersectionality and local engagement—offers the most promising pathway to meaningful and sustainable integration. Engagement should involve all relevant groups, including host communities and other migrant populations residing in the territory, through structured policy dialogues that ensure all voices are represented.

The REBEL project concludes that including migrants in policymaking processes is essential for fostering equitable and democratic societies. Migrants are often disproportionately affected by policies relating to immigration, labor, housing, and social integration, yet their perspectives are frequently excluded from formal political deliberations. Their participation enhances the legitimacy and responsiveness of policies, ensuring that they reflect the lived realities of diverse communities (de Graauw & Vermeulen, 2016). Moreover, inclusive policymaking aligns with the principles of democratic governance, which require that all affected individuals have a voice in decisions that impact their lives (Young, 2000). By incorporating migrants into policymaking processes, governments can achieve more effective and just outcomes that support social cohesion and integration.

This model of democratic deliberation emphasises dialogue, mutual respect, and the inclusion of diverse perspectives in policy development (Gutmann & Thompson, 2004). When migrants participate in deliberative forums, they contribute unique insights that challenge dominant narratives and broaden the scope of public reasoning. This process not only improves policy outcomes

but also strengthens democratic institutions by fostering civic engagement and a sense of belonging among marginalised populations (Boswell et al., 2019). Consequently, integrating migrants into deliberative policymaking is not merely a normative ideal but a practical necessity for democratic resilience and policy innovation.

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